



# TOOLS

## The Difference Between Jobs and Internships

Thank you for working with us to provide learning-rich internship experiences for our students. The chart below outlines some of the differences between jobs and internships. The support that both you and the student receive when engaged in an internship can help your student worker become more productive, more motivated and better prepared for advancement.

Issue	Jobs	Internships
<b>Skill Development</b>	Training is entirely up to the employer. Youth are not active in programs and courses that support work readiness or career awareness.	Students are participating in a work readiness, career academy or another specialized program that focuses on your industry and/or preparing them to be successful at the workplace. Each student is connected to an industry-based program that provides a teacher to help fill in the gaps.
<b>Supportive Context</b>	Students may have no knowledge of the industry and lack supportive context to shape their work.	Students complete assignments to help them learn more about your company or industry, making them more valuable employees.
<b>Supervisor Support</b>	In a work situation, the students who work for you are solely your responsibility and/or that of your staff.	With internships, you are not alone in monitoring and supervising students. The teacher takes a role as support staff for you, assisting you with any issues that may arise and adding additional support for the student at your workplace.
<b>Learning Objectives</b>	Students work for pay, without external support for learning and growth.	Students begin their internships with learning objectives for their experiences. They work with you to refine those learning objectives so that they fit with your goals for the job and the students' growth on the job.
<b>Support for Advancement</b>	Students often miss the connection between employment and their next steps towards careers.	Through classroom assignments and activities, students reflect on the value their current jobs provide to their own career building.
<b>Evaluation</b>	Students see positive workplace evaluation as a means to a raise.	Evaluation based on learning objectives and SCANS skills contribute to the students' grades in school. Evaluation is not only on their job performance, but on their learning and growth.