

# CDS Career Development Services

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## INTERNSHIP GUIDE



**A KEY TO YOUR CAREER**



HUNTER COLLEGE



OFFICE OF STUDENT SERVICES

**INTERNSHIPS** are field work experiences which provide you with the opportunity to:

- 1) Explore a career field of interest
- 2) Gain career related experience
- 3) Develop and/or improve marketable skills that will make you more competitive in the job market
- 4) Choose a major and select courses that will support career goals
- 5) Polish job preparation skills including résumé writing and interviewing
- 6) Network with potential employment contacts
- 7) Obtain references from professionals in your intended field
- 8) Earn academic credit or stipends for contributing to the work of the organization

## **ELIGIBILITY**

Internship programs are available to undergraduate and graduate level students. Participating in internships early in your academic career will give you the option of doing multiple internships prior to graduation.

## **INTERNSHIP SETTINGS**

Projects are available to students in corporations, government agencies (city, state, federal), laboratories, museums, media networks, health facilities, galleries, community agencies, law firms, non-profit organizations etc. Most programs are located in the five boroughs of New York City. Certain programs offer nationwide opportunities.

## **TIME REQUIREMENTS**

- \*All internships require a minimum of a one semester commitment
- \*Part time and full time opportunities are available
- \*Part time hours range from 8-20 hours per week (Fall, Spring, Summer semesters)
- \*Full time hours range from 30-35 hours per week (Summer only)
- \*The number of hours per week in which you participate in an internship is determined by academic department guidelines as well as the requirements of the sponsoring organization.

## **ACADEMIC CREDIT**

\*The decision to grant academic credit for participating in an internship is determined by the appropriate academic department, usually in one's major or minor area of academic concentration.

\*Students are strongly encouraged to apply for internships and speak with professors concerning academic credit the semester **BEFORE** their planned participation in an internship project. For Summer internships, students should start the application process November/December preceding the summer of participation.

\*Students earn academic credit by obtaining approval from the appropriate academic department and registering for internship, field work or independent study courses. Academic departments designate the number of credits to be granted as well as course requirements to be met including number of hours per week, meetings, papers/assignments to be done in conjunction with the internship project and evaluations to be completed by the internship site supervisor.

\*Students must be registered for their internship for the semester of participation in the program. The deadline for registration for academic credit is the last day of late registration for that semester.

\*Unpaid internships are required to secure academic credit.

## **STIPENDS**

Stipends (monetary compensation) are offered by some organizations on a weekly or hourly basis for participating in an internship. Some programs offer compensation in the form of transportation and/or lunch expenses. For an internship to be considered a paid internship, it must pay minimum wage or above.

## **APPLICATION DEADLINES**

Many internships have specific deadlines for application which can vary considerably. **EARLY APPLICATION** is recommended.

**Fall Semester:** Begin application procedures in JUNE

**Spring Semester:** Begin application procedures in OCTOBER

**Summer Semester:** Begin application procedures in OCTOBER

\*Some corporate summer internships have deadlines in July in preparation for the following summer.

\*In the case of corporate internships, some organizations start screening candidates a year in advance.

## **INTERNSHIP MEETINGS, INFORMATION SESSIONS & PANELS**

Internship orientation meetings are scheduled during the academic year to provide an overview of the internship program and to prepare students for the application process. In addition representatives from organizations speak on campus about their internship programs. Panel presentations also provide a way for organization representatives and former interns to discuss their experiences and provide students with advice on how to maximize their opportunities. Check the Career Development Services website, the **CAREERHUNTER** online system (events page), and the Hunter College Calendar for dates and times for these programs.

Additional meetings focused on internships in specified fields are offered as well as workshops that can be customized for classes and student clubs on internships relevant to their interests.

## **APPLICATION PROCEDURES**

- \* Start the application process by scheduling an appointment with the Internship Coordinator.
  
- \*Prior to the appointment, develop a résumé and cover letter for review to ensure that you market yourself effectively as these documents will determine whether or not you are invited for an interview.
  
- \*After review and approval of your résumé and cover letter, submit these documents to **CAREERHUNTER**, the Career Development Services online job and internship search system.
  
- \*Search for internship opportunities on the **CAREERHUNTER** database as well as on organization websites and through additional internship resources.
  
- \*Send résumés and cover letters to the designated organization to apply for internships. Other documentation that may be requested by certain programs include applications, transcripts, writing samples and references to the programs of interest.
  
- \*Organization representatives review résumés and related documentation and contact those students whom they believe meet their academic or experiential qualifications for the internship project.
  
- \*Students are interviewed for internship projects by internship sponsors who determine who is to be accepted for a particular internship project with their organization.
  
- \*After the interview (within 24 hours) it is suggested that a short “thank you” note be sent to express appreciation for the time made available for the interview and your continued interest in being considered for the opportunity.
  
- \*Upon receiving an internship offer that you plan to accept, apply for academic credit approval from a faculty adviser and register for the designated course before registration deadlines for that semester.

## **WHAT DOES AN INTERNSHIP SPONSOR LOOK FOR IN AN APPLICANT?**

Students are often concerned that they will not be accepted for an internship project because they lack experience. Although having related experience is always a plus, one main purpose of an internship is to obtain experience. Thus many other factors are likely to be considered including:

- \*Interest in the field/future career goals
- \*Related course work
- \*Skills which can be applied to the particular project
- \*Level of motivation and potential to fulfill the responsibilities of the project
- \*Potential to adapt to the organization's work environment
- \*Ability to work effectively with staff
- \*Time schedule for the semester (hours and days available for the internship)

## **FACTORS TO BE CONSIDERED BEFORE MAKING A COMMITMENT TO AN INTERNSHIP**

It is important to determine your interests, skills, and career goals when choosing an internship. Doing "any" internship just to get "some experience" is not particularly helpful – something is just something and will be considered as such. Doing an internship which is related to what one wishes to do professionally is the most helpful. When deciding upon an internship, students may wish to consider the following:

- \*Specific project responsibilities
- \*What will be learned in relation to achieving career goals
- \* Supervision and training provided
- \*New skills that will be developed
- \*Coordination of one's schedule to include course work and the internship
- \*Internship location in relation to Hunter College or home
- \*Time spent commuting to and from the internship site
- \*Academic schedule and/or work hours
- \*Additional academic requirements such as papers to be completed and written evaluations needed from supervisors to fulfill credit requirements for the internship

## CAREER FIELDS

Internship opportunities are available in diversified career areas including:

Accounting	Legislative Research
Actuarial	Mapping
Advertising	Marketing
Anthropology	Multimedia
Art	Museum Operations
Arts Administration	Music
Computer Graphics	Non-profit administration
Computer Programming	Photography
Constituent Services	Policy Analysis
Counseling	Psychology Research
Cultural Affairs	Public Affairs
Dance	Public Relations
Economic Development	Radio
Editorial	Real Estate
Entertainment Casting	Recreation
Environmental Protection	Rehabilitation
Film	Securities
Finance	Social Research
Gerontology	Social Services
GIS	Special Events
Health Administration	Sports
Health Education	Statistical Analysis
Historical Preservation	Systems Analysis
Human Resources	Television Production
Human Rights	Transportation
International Affairs	Urban Planning
Journalism	Video Production
Lab Research	Web Development
Legal Affairs	Women's Issues

## SAMPLE INTERNSHIP PROGRAM SITES

ACLU  
American Ballet Theatre  
American Museum of Natural History  
American Red Cross  
Asia Society  
Association to Benefit Children  
Atlantic Records  
Better Business Bureau  
Brennan Center for Law  
& Justice  
CBS  
Center for an Urban Future  
Children's Law Center  
Christie's  
City Parks Foundation  
Community Service Society  
Discovery Communications  
Doctors Without Borders  
Dow Jones News Fund  
Feminist Press  
Flatiron Health  
Food Bank of New York  
Guggenheim Museum  
HACU  
HarperCollins  
Hospital for Special Surgery  
Human Rights Watch  
International Rescue Committee  
JP Morgan  
Lincoln Center for the Performing Arts  
Legal Aid Society  
LifeSci NYC  
Los Niños Services  
Mayor's Office of NYC  
Margaret Mead Film Festival  
Medicare Rights Center  
Memorial Sloan Kettering  
Mount Sinai Medical Center  
Municipal Credit Union  
NBCUniversal  
NEDA  
New York Historical Society  
New York Power Authority  
New York Presbyterian Hospital  
NYC Council  
NYC Department of City Planning  
NYC Department of Health  
NYC Department of Parks & Recreation  
NYC Economic Development Corp  
NYC Office of Emergency Management  
NYC Office of the Comptroller  
NYC Office of Management and Budget  
NYU Child Study Center  
Paley Center for Media  
Penguin Random House  
Rockwell Financial Group  
Roundabout Theatre Company  
RUSK Institute  
Safe Horizons  
Sesame Workshop  
Simon & Schuster  
SONY Music Entertainment  
Sotheby's  
The DOOR  
The Forensic Panel  
The Rockefeller University  
Turner Broadcasting  
Vera Wang  
Viacom  
WABC-TV  
WNET  
WW Norton & Co.  
Young Adult Institute  
YES Network

## RÉSUMÉS

Most organizations do their initial screening of applicants by reviewing résumés. Résumés submitted for internships are similar to those used to apply for jobs but there are certain differences. Since most students applying for internship projects do not have related work experience, there is an additional emphasis placed on related educational background and skills. However, it is important to include previous work experience, even if it is unrelated to the internship project. Organization representatives will want to see that you have a work history, have assumed responsibilities successfully and have continued in prior positions for a reasonable period of time. Any kind of previous experience which is directly related to the internship project will improve the chances of acceptance.

### RÉSUMÉ TIPS

- \*Do keep your résumé to one page unless you have extensive relevant experience
- \*Do use a professional email address – remember your image reflects on the organization
- \*Do use a telephone number with a conservative voice mail message
- \*Do alert those who may answer your telephone that you are expecting calls from employers so the telephone is answered in a professional manner
- \*Do leave a one inch margin on the top, bottom and sides of the page
- \*Do categorize, bold or underline category headings
- \*Do single space the résumé
- \*Do double space between category headings
- \*Do line up the text of the résumé and keep placement of similar content consistent
- \*Do use action verbs to describe responsibilities
- \*Do quantify results of accomplishments where appropriate
- \*Do list prior jobs and internships in reverse chronological order
- \*Do check for spelling and grammatical errors on the résumé
- \*Do use bond paper when submitting hard copy résumés
- \*Do identify that you are sending a résumé in the subject line of emails
- \*Do keep a list of organizations, projects, dates, contact names and email addresses where you submitted your résumés
- \*Do consult the Career Development Services to review sample résumés
- \*Do seek out assistance from Career Development Services in preparing your résumé and cover letter



## COVER LETTER WRITING GUIDELINES

It is important to include a cover letter when sending your résumé in application for internships. The cover letter introduces you and your qualifications to the organization's representative and demonstrates that you have professional writing skills.

- 1) Use professional business letter format with a heading and salutation
- 2) Always address the letter to a specific person and include their professional title. Use the title in the salutation only if a name is unavailable.
- 3) Use the first paragraph to introduce yourself, how you became aware of the internship project and your reasons for applying
- 4) The second paragraph typically focuses on a discussion of your qualifications and skills as they relate to the internship project to which you are applying. Refer
- 5) the reader to your attached résumé for additional information.
- 6) In the third paragraph, ask to be considered for an interview to discuss your qualifications in more detail and thank the representative for reviewing your résumé.
- 7) Include in your letter a telephone number where you can be reached during the day or an email address that you check frequently.
- 8) Keep the letter short, to the point and specific to the particular project and internship sponsor.
- 9) Consult the Career Development Services website for sample cover letters

## THE INTERVIEW

Below are examples of questions often asked of internship applicants. In your answers stress your responsibilities, actions that you took and results.

- 1) Tell me about yourself
- 2) Why are you interested in our program?
- 3) Why do you wish to do your internship at XYZ company?  
(Tip: Be sure to thoroughly research the company website prior to the interview)
- 4) What courses have you taken that could be useful to you in this internship?
- 5) What skill set could you apply to this project?
- 6) Tell me about your previous work experience
- 7) Give me an example of when you demonstrated leadership
- 8) Tell me about a time when you worked on a team project and how you worked with your team members
- 9) What skills and experience are you seeking to gain from this internship?
- 10) Name one strength and weakness about yourself.
- 11) What are your career goals?
- 12) What requirements are being made by your professor in order for you to receive academic credit for this project?
- 13) What is your schedule for the semester – how many hours per week could you devote to this internship and on what days?
- 14) Tell me about a time when you handled a challenge effectively
- 15) Why should we hire you over other applicants?

You may be asked or wish to ask questions of the interviewer to determine whether or not to accept the project should it be offered. Examples:

- 1) Could you tell me more about the daily project responsibilities?
- 2) How does this project fit into the scope of the work of your organization?
- 3) Will my responsibilities increase as I develop experience in the internship?
- 4) Is there additional information that you will be requiring?
- 5) When do you expect to be making a selection decision?

## **GUIDELINES FOR THANK YOU LETTERS**

After the interview, it is recommended that a short thank you letter be sent to the interviewer for his or her time and consideration. This can be done via email and should be sent the same or following day. This follow up and courtesy is also another chance that you have to impress upon the interviewer that you are serious about this opportunity and that you know and follow professional etiquette.

### **EXAMPLE GUIDELINES:**

Date

Name of Interviewer

Title

Name of Organization

Address

Dear Mr. or Ms. \_\_\_\_\_:

Paragraph 1: Thank the interviewer for the opportunity to speak with him or her. Indicate the date of the interview, your student status at Hunter College and identify the project that was discussed as many organizations hold interviews for multiple internship projects. If there was something you wished to add that was not discussed during your interview, it can be done briefly here but only if directly relevant to the internship.

Paragraph 2: Offer to provide additional information about your qualifications etc. if needed. Thank the interviewer for her or his consideration.

Sincerely,

Your Name

\*After receiving an offer for an internship project, you have the option of declining the offer if the project does not reflect the type of experience that you wish to obtain or if you are accepting another offer. However, once an offer has been accepted, it is expected that the project will be completed as agreed.

## ADDITIONAL INFORMATION

- 1) If you are unclear as to your career goals, contact Career Development Services for an appointment – we are here to help you develop a focus and implement a strategy to meet your goals
- 2) If you do not find an internship project that fits your needs at the present time, continue to check often with Career Development Services. New organizations offering a diversity of projects continue to be added to the program. Apply again for a future semester. The additional courses that you will take in the interim can increase your chances of acceptance for an internship project.
- 3) Follow- up with the Internship Coordinator as to your acceptance by an internship program as well as to your progress during the internship.
- 4) At the end of the semester of internship participation, ask the on-site internship supervisor for an evaluation letter to be sent to your professor by the last day of classes for that semester. If your professor sent an evaluation form, confirm that it has been sent back to your professor.
- 5) Close to the completion of your internship, ask your Internship Supervisor for a letter of recommendation. This will be helpful in preparation for the future job search as well as graduate school applications.
- 6) After the end of the semester, you can also ask your Faculty Supervisor to write a letter of reference for you.
- 7) Internships can sometimes lead to part time or full time employment with the organization. However, there is no guarantee or obligation on the part of the organization to hire you. Many factors come into play including budget restrictions, staffing needs etc. Remember, the contacts that are made and the training and experience that one receives during the internship will be advantageous when seeking employment there or elsewhere.
- 8) Keep in touch periodically with your supervisors so that you can continue to network after the internship itself is completed.

TO LEARN MORE about the diversity of programs offered by Career Development Services, visit our website: [www.hunter.cuny.edu/student-services/cds](http://www.hunter.cuny.edu/student-services/cds). Also check the CareerHunter database accessible directly from the CDS website.