Qualities that Define a Credit-worthy Internship Experience

- **Quality of experience** – The host organization must commit to providing a substantial, meaningful, and challenging learning situation for the student. While the student’s primary role may be focused, it must be situated in a broader context that allows the intern to understand multiple facets of the organization, its operations, and the field at large. This is best documented through the written position description and Learning Contract required for internship registration.

- **Commitment to the intern and internship** – The host organization must agree to provide for the learning needs of the student throughout the term, including orientation, training, supervision, feedback, and support.

- **Supervision of the intern** – The primary site supervisor should schedule regular supervision meetings with the student, and in that person’s absence, an alternative source of supervision should be identified.

- **Experience of supervisor** – The person supervising an intern should have a greater level of knowledge and experience, or the capacity to access that specific expertise to ensure the student will have adequate guidance and resources to learn and complete assigned work. **Academic internships may not be supervised by current undergraduate students.**

- **Capacity and stability** – The host organization must have sufficient human resources to ensure the intern will get proper attention for the duration of the term.