Private Sector Internships

We are happy to post “for-profit” private sector paid internships on the BCC JobCenter. If undergraduate students wish to receive academic credit for the internship, both the Experiential Learning Center (ELC) and a Business School Faculty Sponsor must be involved in the process. Paid internships may also be posted on the Experiential Learning site at http://www.ucdenver.edu/life/services/ExperientialLearning

We adhere to all United States Department of Labor Internship Program regulations as documented on the following link: http://www.dol.gov/whd/regs/compliance/whdfs71.htm Unpaid internships in the “for-profit” private sector must meet the following six criteria

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

For the protection of our students (Workman’s Compensation and General Liability issues), all unpaid internships must be administered through the Experiential Learning Center. This applies to both Academic For-Credit and Non-Academic Not-for-Credit internships. Definitions can be found later in this overview.

Public Sector and Not-For-Profit Internships

The Fair Labor Standards Act makes a special exception under certain circumstances for individuals who willingly perform services without compensation for a state or local government agency and for individuals who work unpaid for humanitarian purposes for private non-profit food banks. The Wage and Hour Division also recognizes an exception for individuals who volunteer their time, freely and without anticipation of compensation for religious, charitable, civic, or humanitarian purposes to non-profit organizations. Unpaid internships in the public sector and for non-profit charitable organizations, where the intern works unpaid without expectation of compensation, are generally permissible.

These unpaid internships will be administered through the Experiential Learning Center. This applies to both Academic For-Credit and Non-Academic Not-for-Credit internships. Definitions can be found later in this overview.

INTERNSHIP DEFINITIONS

Academic Internship – Overseen by the Experiential Learning Center
A curriculum-based practical work experience that directly relates to a student’s major field of study and enhances student learning for which a student is enrolled and receives academic credit. In addition to the workplace supervisor, the student is also supported by a discipline-specific, chair/director/dean-approved faculty sponsor or department instructor who facilitates the academic aspects of the internship and monitors the student’s progress. Every Academic Internship requires a Learning Agreement, signed by the student, the faculty sponsor, the workplace supervisor and the ELC internship advisor. An academic internship will fulfill a student’s experiential learning requirement for graduation. Academic internships may be paid or unpaid.

Not-for-Credit Internship – Overseen by the Experiential Learning Center
A Not-for-Credit Internship provides a practical work experience related to a student’s field of study and complements the student’s academic training and promotes career development. These internships may be paid or unpaid. Not-for-Credit Internships differ from part-time employment due to the ongoing learning and training that occurs throughout the internship experience. While no faculty sponsorship is involved, a Not-For-Credit Learning Agreement must signed by the student, the employer’s workplace supervisor, and the ELC internship advisor. The student will also be given an opportunity to participate in supplemental professional development activities.