



## INTERNSHIP CHALLENGE

### *Program Overview*

The Internship Challenge is a workforce development program focused on enhancing the talent pipeline for Massachusetts companies engaged in life sciences. The Massachusetts Life Sciences Center (MLSC) facilitates the placement of college students and recent graduates who are considering career opportunities in the life sciences in paid internships across the state throughout the year. Consistent with the MLSC's role as a catalyst in growing the talent needed by the life sciences industry, the Internship Challenge is designed to create hundreds of new internship opportunities each year by enabling small businesses to hire paid interns.



### **Objectives of the Internship Challenge include:**

- ✓ Expanding the pool of prospective employees who have practical experience
- ✓ Enhancing opportunities for small businesses to recruit promising students
- ✓ Enabling more students to explore career opportunities and be offered employment
- ✓ Providing students with a peer and professional network through educational and informational networking events

### *How the Program Works*

- Internships can be part or full time and can take place any time during the Program Year, which runs from May 1<sup>st</sup> through April 30<sup>th</sup>.
- Students submit an online application, which includes their resume and cover letter. The application period for each new Program Year opens in January. There is no application deadline.
- Companies looking to host interns register online, review applications and hire candidates with the qualifications that are most suited to their needs.
- The MLSC reimburses eligible companies for intern wages (including payroll taxes) of up to **\$17 per hour**, for a total reimbursement of up to **\$8,160 per intern** (based on 12 weeks of full time work).

### *Eligibility Requirements*

- **Interns** must be college students or recent graduates that are Massachusetts residents OR attend a MA academic institution. 4-Year college students must be completing at least their freshman year prior to the start of the internship. 2-year/community college/certificate students, Master's degree students, and recent graduates that completed their degree/certificate within the past year are also eligible.
- **Host companies** must be in the life sciences industry and located in Massachusetts. Companies must have 100 or fewer employees in MA (up to 250 worldwide) to be eligible for the internship subsidy. Larger companies are also encouraged to participate, cannot be reimbursed for intern stipends. Companies are expected to provide a hands-on learning experience and at least one mentor that directly oversees the internship.

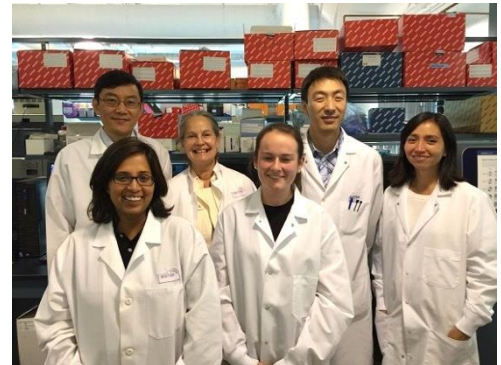
# INTERNSHIP CHALLENGE *by the numbers*

To date, the program has created nearly 2,800 internships with more than 600 companies!

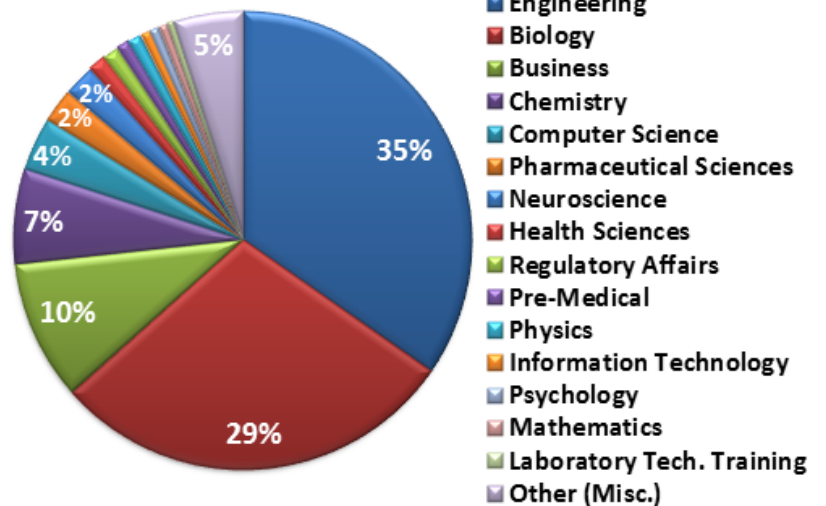
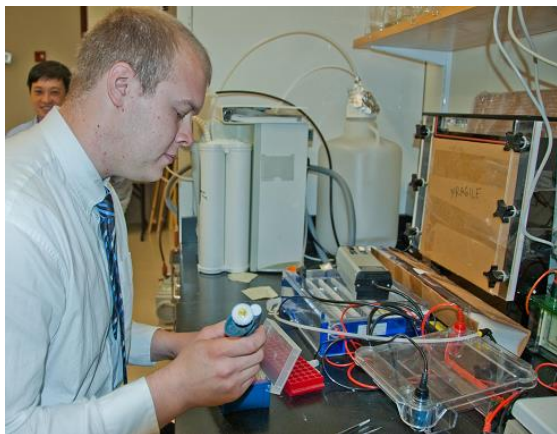
Nearly 25% of interns were hired directly following their internship!

Interns represent 190 different colleges and universities!

Undergraduate Students	78%
Graduate (Master's) Students:	22%
Massachusetts Residents:	77%
International Students:	13%
Out-of-State Students:	10%
Interns from Massachusetts colleges:	88%
Public College/University Students:	32%
Private College/University Students:	68%
2-yr/Community College Students:	10%



Breakdown of Interns by Major



Company Geographic and Industry Sub-Sector Distribution

