

## INTERNSHIP CHALLENGE

*The MLSC Internship Challenge creates over 500 internship opportunities each year by providing small businesses with funding to hire paid interns!*

### How the Program Works

- ❖ Visit <https://mlsc.smartsimple.com> to submit an application, which includes a résumé and cover letter.
  - Students submit one general application, as they are not applying to a particular company or for a specific position.
  - There is no application deadline. Interns are selected on a rolling basis throughout the year.
- ❖ **Companies looking to host interns will review applications and contact applicants directly if they are interested in hiring them for an internship.**
  - Companies will first describe their company and the position. If there is mutual interest, they will then schedule an interview.
- ❖ **Companies hire and pay interns directly.**
  - Internships can be part time or full time and take place any time during the 12-month Program Year, which starts on May 1<sup>st</sup> and ends on April 30<sup>th</sup>.
  - The MLSC reimburses companies at the end of the internship for the gross wages paid. The reimbursement is capped **\$8,160 per intern, which is based on a maximum reimbursable pay rate of \$17 per hour** for 12 weeks. Note: companies can pay interns more or less than the maximum reimbursable amount, and the internship duration can be shorter or longer than 12 weeks. Interns must be paid *at least* \$15 per hour.

### Eligibility Requirements

- ❖ **Interns** must be Massachusetts residents, enrolled a Massachusetts academic institution, or enrolled in an HBCU, *and* be one of the following:
  - 2-year college/certificate students.
  - 4-year college undergraduate students completing *at least* their freshman year prior to the start of the internship.
  - Graduate students enrolled in a Master's program.
  - Recent graduates that completed their degree/certificate in the previous calendar year.
- ❖ **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, but cannot be reimbursed for intern stipends. Companies are expected to provide a hands-on learning experience and at least one mentor to oversee the internship.