

Academic Relations

Offering Internship Programs to Chapter or Institute Student Members

Students all have their educational experience in common. What stands out to employers are those students who performed well in school and also have relevant work experience by the time they graduate. This automatically makes them more marketable as they may require less training and are assumed to be able to handle more responsibilities.

The added benefit of students participating in an internship program is the actual experience of working in an internal audit department, if even for a short period of time. Students may have completed one or more semesters in internal audit coursework, but the hands-on experience performing internal audit is one of the most important ways to promote the profession to students. Interns might participate in client/auditee interviews, entrance and exit conferences, or, they may take on some of the work load for testing, documenting findings and conclusions—they are integral to the internal audit team. Students and hiring managers both benefit when interns take on internal audit work allowing them to concentrate on strategic responsibilities and students finish internships with a better understanding of the internal audit profession.

The IIA created a resource to enhance existing internship programs for internal auditors and to provide guidance to those companies that have never hired an intern before. For more information on how to develop an internship program, see The IIA's [Internship in a Box](#).

Example of Internship Programs

[The IIA–Northern California East Bay Chapter](#) (NCEB) developed an internship program and its documents are provided as an example of an internship program:

- [NCEB Internship Stipend Program Guidelines 2015](#)
- [NCEB Internship Stipend Program](#)
- [NCEB Application for Internship Stipend](#)

Marketing and advertising internship programs to students (and career centers at local universities) is an important part of promoting these important hands-on programs. For example, NCEB provides a listing of internships at various Bay Area employers to generate student interest and participation.

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