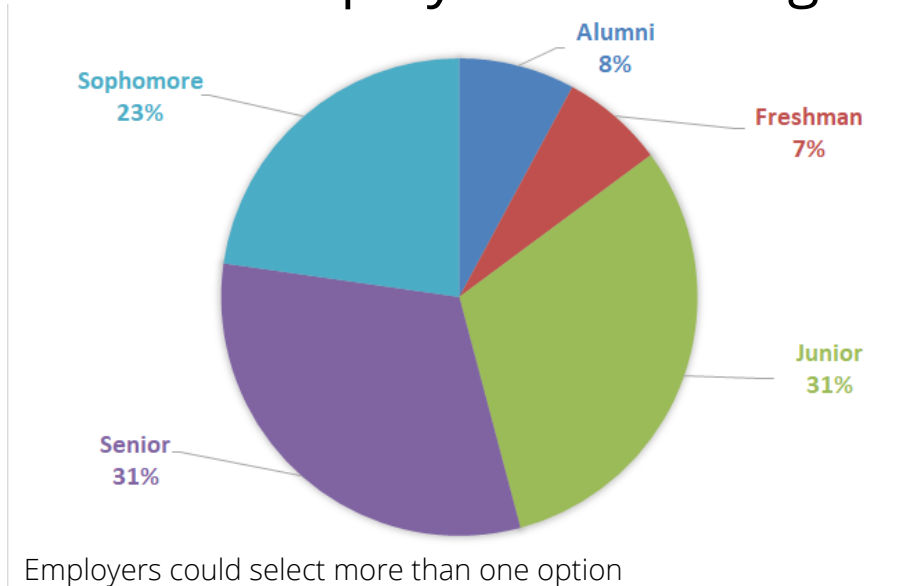


# Finding Internships in Handshake<sup>1</sup>

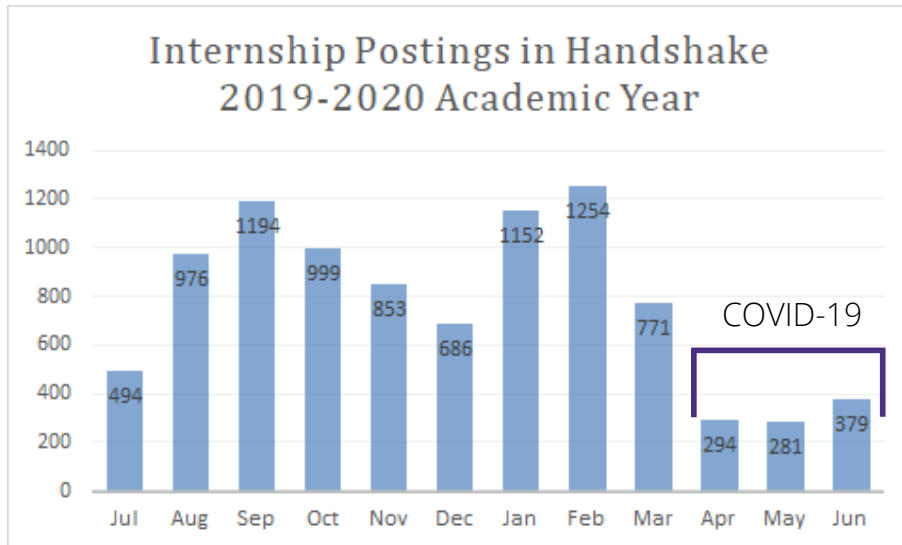
## What is an internship?

An internship is a form of experiential learning that allows students to apply their academic learning through hands-on experiences, develop or refine specific skills, and/or explore a specific industry or job sector.

## Who are employers recruiting?



## When do employers post?



## By the Numbers

9,333 Internships

81% Paid

67% In Summer

1-2 Quarters Long on Average

23% Screen By GPA<sup>2</sup>

25 New Postings Every Day

Summer

Academic Year

Up to 40 Hours per week

10-15 Hours per week

Local, National, International

Usually Local

<sup>1</sup> Data from July 1, 2019 to June 30, 2020

<sup>2</sup> Average minimum GPA is 3.0

# Finding Internships in Handshake



## Recruitment Timelines

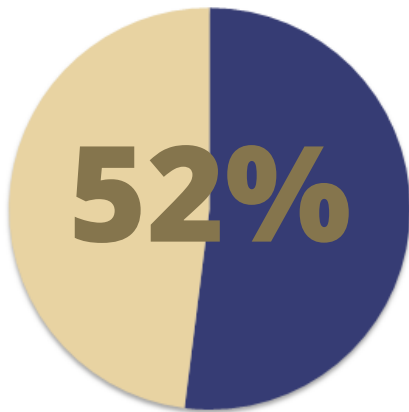
- Most industries do not have specific recruitment timelines
- The highest volume of summer internship postings are during winter quarter
- Some industries (e.g. accounting, consulting, engineering, and finance) recruit heavily in fall quarter
- Many employers do "just-in-time" hiring for summer and year-round internships

## How early do employers post?

Summer Internships	Academic Year Internships
85% More than 2 months out	50%* More than 2 months out

\*25% of postings are less than one month out

## Where else do employers recruit interns?



of employers at career fairs are recruiting for interns

## Top 10 by State

State	Postings*
California	2321
Washington	2284
New York	1168
District of Columbia	1120
Texas	742
Massachusetts	600
Illinois	556
Florida	474
Colorado	456

\*Can be listed in multiple states.  
Postings available in all 50 states

## Tips and Caveats

- Complete your Handshake profile! 80% of employers search for and contact students based on profiles.
- Use filters in Handshake to find relevant postings. Start with geographic region or opportunity type.
- Use 'Match Preferences' to find opportunities that line up with your profile.
- International students can filter by postings that accept CPT/OPT, will sponsor, and/or don't require US work visas
- Employers may not know UW-specific terminology so be creative with search keywords and criteria
- Be patient and inclusive! Check back with Handshake often - recruitment timelines are not 'one size fits all.'
- Many postings get less than 5 applications total from UW students. Be open to various opportunities and learn more about employers that are new to you.
- Not everything is in Handshake. We recommend asking your networks or going directly to employer websites.