CONNECT2careers
SAN DIEGO
Developing Talent for Tomorrow's Workforce

Frequently Asked Questions

1. **What are the benefits of hiring a CONNECT2Careers San Diego (C2C-SD) intern?**
    - C2C-SD interns are prepared: Interns participate in pre-internship training to develop employability skills including: communication; presentation; professionalism; teamwork; and business ethics.
    - C2C-SD coordinators support both employers and young adults: C2C-SD coordinators help employers craft job descriptions and facilitate the interview process, and provide support to both supervisors and interns throughout the summer.
    - C2C-SD interns are the workforce of the future: A summer internship broadens horizons, connects young adults to successful mentors, and opens up the world of work as no other experience can.

2. **How do I hire an intern?**
    - To hire an intern or speak to a C2C-SD coordinator, please call 619.228.2945 to sign-up or learn more.

3. **What is the duration of the C2C-SD program?**
    - Employers determine the number of hours per week and duration of the internship. Most internships start the last week of June, though college students and graduating seniors may be available earlier. Most positions end the second week of August. We ask that you provide an experience that is a minimum of 120 hours.

4. **Will I be able to interview candidates?**
    - Yes. C2C-SD coordinators will identify young adults based on your hiring criteria and can help facilitate interviews so that you can select an intern that best meets your needs.

5. **How do you recruit the young adults? Do they know anything about my industry?**
    - Young adults are recruited from high schools, community colleges, universities and community organizations throughout the City of San Diego. C2C-SD coordinators will identify young adults based on their career interests and experience. Specifically, young adults are recruited from career pathways, majors and programs that provide training in areas such as biotechnology, engineering, finance, healthcare, law, media, technology and tourism.

6. **What can C2C-SD interns do?**
    - Young adults can accept an extensive range of responsibility, based on their individual level of education and experience. Internships can range from data entry clerk to lab assistant to help desk technician. Upon signing up for the program, a C2C-SD coordinator will help you craft a job description for your intern. Every internship provides an opportunity to learn workplace skills, increase confidence and bring context to academics.

7. **What kind of support can I expect from C2C-SD throughout the summer?**
   ➢ A C2C-SD coordinator will be available to you and the intern throughout the summer. C2C-SD can help develop appropriate job descriptions, solve problems, and answer any questions you may have.

8. **How much should we pay the intern? How many hours a week do they work?**
   ➢ Wages vary by industry, as well as an intern's work experience. Most employers pay interns between $8 and $12 per hour, depending on the job and the young adult's skill level. Interns generally work between 20 and 35 hours per week, depending on the amount of work available.

Hiring an intern for the summer may cost less than you would expect. The table below reflects the total cost to your company to hire one intern for a seven week experience.

Total cost to hire 1 intern for a 7 week experience *			
	20 hours / week	30 hours / week	35 hours / week
$8 / Hour	$1,120	$1,680	$1,960
$10 / Hour	$1,400	$2,100	$2,450
$12 / Hour	$1,680	$2,520	$2,940

* Wages do not include fringe (FICA, Unemployment Tax & Workers Compensation); which vary based on individual employer rates. Employers may elect to payroll their interns through a recommended temporary staffing agency.