Advice on paying students from past sponsors
Complied from 2009 Externship Sponsor evaluations,
“If stipend offered, what advice do you have for future sponsors?”

- An externship is just like a real job pay should reflect that.

- Be clear with the student in advance and again at the start of the externship just how payment would be handled (e.g., check on the last day or a check mailed at the end of the month, etc.)

- Be consistent with other interns within your organization, and set a flat rate based upon year in school.

- If you can offer a truly valuable externship opportunity, I think the student will appreciate the experience more than the money. Compensation for their work was significantly depreciated due to the work that had to be done on our end to prepare and manage such a short internship. The stipend was more of a token of our appreciation.

- In my case, I was able to work it in with my department budget for this year. However, with the rather modest amounts of money involved in a one-month stipend, there might be other ways to work it in with project funding, grant funding, or even training or recruiting budgets.

- it was a little difficult, b/c a stipend is obviously not pay for hours worked, so the student was issued payment via hard check through our accounting department. The student will have to arrange for appropriate taxation at the end of the year. This may be a bit much for college students and the extern facilitators may want to discuss how this could impact the students. We obviously did our part in explaining next steps, but I think the student would probably want to know about this beforehand.

- My company paid the extern based on his number of years in college. It was a predetermined number.

- One-time stipend may be easier than payroll, and more consistent with the "advisory" role we asked the student to provide (as opposed to scheduled onsite work)

- Our HR department ended up using a temporary hire process as we were told we could not just offer a stipend under our policies. It worked.

- Our situation was a little different and the money we paid the extern was mostly meant to ensure that all of his costs were covered (as we are so far away from Boston).

- Pay *at least* the going rate for campus employment.

- We are able to offer "per hour" compensation to our student externs. I think this is more representative of the real world - and allows our externs to work as much or as little as they would like (although we do ask that they work at least 30 hours per week).
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- We have never offered or mentioned a stipend during the selection process. Instead we have preferred to give them a small stipend proactively in their last week.

- We made them temporary hires for open positions.

- We offered a gift certificate.

- We paid the extern like any other employee. Using an hourly rate gave her more flexibility with her schedule.

- Work way ahead of time with your HR organization if it is a big company. This took a long time to get through.