


Maximizing the Benefits of International Internships for Diverse Students: Strategies for Success



International internships allow Diverse students to fill skill gaps to give them opportunities in the future despite the unique challenges they face. International Internships help students gain:

- Global Career Readiness
- NACE Career Competencies including Career & Self Development, Professionalism, Leadership, Critical Thinking, Equity and Inclusion, Teamwork, and Technology
- Cross Cultural Skills

We define “Diverse Students”
as students traditionally underrepresented in mobility programs (low-income, students with disabilities, mature students, LGBTQIA+, Black, Indigenous, or People of Color-BIPOC)




Students who complete an internship are **15% less likely to be unemployed** in the first years after college.

There have been 53 different nationalities represented in our internship programs



44% of our students are international at their home institution

Partner programs with funding available for diverse students



Gilman International Scholarship Program

- Students receiving Gilman have interned in Barcelona, London, Lisbon, Paris, and Singapore
- 100% of recipients have financial need
- Nearly 60% come from small towns or rural communities
- Nearly 50% are first-generation college students
- Nearly 70% identify as racial or ethnic minorities




Absolute Internship Diverse Community Fund

- Recipient identities include LatinX, First Generation, Asian, LGBTQIA+ among others
- Recipients rate the program 9/10 overall and rate their sense of Personal and Professional Transformation 5/5
- Companies hosting recipients rated their growth and self development 4/5 on average
- Can be added to other financial aid/scholarship funds

Intern Story

"I worked at an international law firm under the sector that I want to focus on as a future Latina lawyer...it really inspired me to take a step back and think about the endless possibilities that I have because of this opportunity. [Working] for such an amazing company, and an international one too, really opens your eyes to the possibilities that you never imagined before."

Alexandra Sandoval Flores,
Legal Internship in Barcelona
*University of Texas at Austin
Diverse Community Fund Recipient*



Best Practices →

Recruitment

- Engage university groups catering to underrepresented populations to create sense of community
- Give diverse Program Alumni Ambassadors a platform to share first-hand knowledge
- Provide detailed information to decrease uncertainty
- Make funding available
- Engage with faculty


Program Development


- Offer short term programs - accessible to low income or mature students with responsibilities at home
- Offer remote program options
- Offer LGBTQIA+ friendly locations: Barcelona, Lisbon, London, Madrid, Paris, Stockholm
- Offer custom faculty-led programming


On Program

- Concrete resources, Pre-departure and Pre-onboarding preparation
- Access to trained program support staff
- 1:1 check ins
- Group and Local culture integration focused on students from different backgrounds - activities, workshops, educational sessions

Let's Connect!



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