



Find your next employees

Connect with the resource in your county to get started

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The Internship Pipeline Program is a regional program created by the Thurston Economic Development Council and Pacific Mountain workforce Development Council. Partners include the local associate development agencies, colleges and universities, and workforce partners, including Thurston County Chamber of Commerce and WorkSource.



Internship Pipeline Program





Connecting qualified workers to employment opportunities

Are you struggling to hire qualified and motivated workers for your business?

The Thurston Economic Development Council, in partnership with the Pacific Mountain Workforce Development Council, has developed a turn-key internship pipeline program to help establish internship opportunities at advanced manufacturing companies throughout our region.

What is the Internship Pipeline Program?

New changes to L&I insurance laws have opened the door for manufacturing companies to take advantage of one of our region's most valuable workforce assets -- interns.

This program provides an opportunity for students and displaced workers who are being trained in specific types of jobs to connect with employers in those identified industries for internship opportunities.

Internships will last for twelve weeks, and upon successful completion, student participants will be paid a stipend of \$1500 by the Internship

Pipeline Program. There is no cost for employers to participate in this program.

How does my business get connected with interns?

Not sure how to hire interns into your business? No problem! We've assembled an all-star team of regional partners from workforce developers to academic deans that have come together to establish a framework to help jump-start or supplement an internship program at your place of business and connect you with regional resources. All you need to do is contact your local economic development council to get your company into the program.

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Why hire an intern?

Workforce issues consistently rank among the top concerns for employers in the Pacific Mountain region. A 2016 survey by The National Association of Colleges and Employers reported that 61.9% of interns hired were converted into full-time positions after their internship concluded. This makes interns an excellent, low risk pathway for employers to hire and retain talent.

Workforce leakage is a struggle for any community near a large and booming city like Seattle. High wages entice our best workers away from our region and into the big city. Internships give talented students a tangible

connection to their local community by engaging them early on in their job search. Students who feel engaged and a sense of belonging to their community are much more likely to keep their talent local. Hiring interns helps keep our local workforce vibrant.

An internship is an important opportunity for students to enhance their academic training and professional abilities. By providing an internship you enable students to contextualize classroom theory in a real world environment, strengthening both their academic and professional ability.

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How the Internship Pipeline Program works

The Internship Pipeline Program includes regional partners, such as the local economic development agencies, colleges and universities, employment practitioners, and workforce partners. The educational institutions and employment practitioners work with students and displaced workers to get them into training programs and to promote the internship opportunities to them. The local economic development agencies work with local businesses to bring them into the program, and connect with the employment practitioners. Employment practitioners then work with both the businesses and students/displaced workers to ensure the internship is successful.

