



# LUDDY

SCHOOL OF INFORMATICS,  
COMPUTING, AND ENGINEERING

## LUDDY INDIANAPOLIS STUDENT [INTERN] INFORMATION

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**Student Name:**

**Internship Start Date:**

**Intended Internship Title:**

**Internship End Date:**

Total Anticipated Internship Hours Per Week (Unpaid internships capped at 20 hours):

### Unpaid Internship Information and Compliance

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As Luddy Indianapolis Career Services, we are committed to working with industry partners who understand the consequences of unpaid internships and are committed to the best outcomes for our students.

As part of the process for this student to receive credit for this experience, please read and acknowledge the following statements:

*Unpaid internships are a barrier to achieving equity and opportunity for all college students:*

- *Participating in an unpaid internship is much harder, and often impossible, for students who cannot forgo a paycheck for a significant period. Consequently, unpaid internships disproportionately benefit students who can afford to intern without pay. As such, these students can access work experience, skill development, and networks that less privileged students cannot.*
- *The bifurcation of paid and unpaid internship opportunities causes a disparate impact on student outcomes and furthers systemic inequities. As the research indicates, paid internships are disproportionately going to males, white students, and continuing generation students. These students then go on to receive more job offers and higher starting salaries, which perpetuates and exacerbates the disparate impact over time.*
- *Unpaid internships deny basic labor rights provided to paid interns. As unpaid interns are not considered “employees” of the organization under the Fair Labor Standards Act (FLSA), they are not legally protected against harassment and discrimination (Rothschild & Rothschild, 2020).*
- *Not compensating interns communicates to them and their organizational colleagues that their contributions are somehow less valuable than the work of paid interns. This again perpetuates and exacerbates the gender, racial, and socio-economic inequities to which unpaid internships directly contribute.*

*To provide all participating internship students with equitable access to opportunities and career success, we advocate that all internships should be paid.*

View the full statement from NACE on unpaid internships [here](#).

### Please explain why this internship is unpaid.

Is there a plan to find funding for future internships within your company? YES NO

Is there a possibility of converting this student to a full-time role post-internship? YES NO

### INTERNSHIP LEARNING OUTCOMES

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Please provide specific learning outcomes and objectives for the student intern during their time with your organization. These outcomes should align with the student's academic program and professional development. A bulleted list of outcomes will suffice.

### **SUPERVISOR QUALIFICATIONS**

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As a requirement for internships with Luddy Indianapolis that are credit-bearing, all students must have guidance and support from someone with expertise in their intended industry.

What is your role within the organization?

How many years of experience do you have in this field?

Is this role your full-time job?

YES

NO

Please provide details about your relevant credentials and qualifications. Include your LinkedIn URL.

### **INTERNSHIP SUPERVISOR AGREEMENT AND SIGNATURE**

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By signing this as the student intern supervisor, I acknowledge that I have reviewed the NACE unpaid internship statement. I understand the importance of providing meaningful learning experiences to the student intern and commit to fulfilling the learning outcomes as outlined in this form.

Signature of Internship Supervisor:

Date:

Additional Comments/Feedback:

Please use this space to provide any additional comments, feedback, or suggestions related to the internship or the student's performance. Any questions can be mailed to the Luddy Indianapolis Career Services team at [luddycso@iu.edu](mailto:luddycso@iu.edu)

### **SUBMISSION INSTRUCTIONS (FOR STUDENT)**

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Students will submit this form to Luddy Indianapolis Career Services with their internship for credit application. Students, refer to <https://luddy.iupui.edu/careers/services/internships/index.html> for further information.