

INTERN101

February 26, 2026

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South Bend Regional Chamber



WHO'S HERE?

Name • Role • Business

Have you had interns before?

What do you want to learn?



AGENDA

WHY are internships important?

WHEN do internships take place?

WHAT can interns do **WHERE**?

HOW do you connect, create a successful internship, access resources?



Employer ROI

Average Cost-Per-Hire

Non-executive = \$5,475 (up from \$4,700 in 2023)

Executive = \$35,879

Source: SHRM Benchmarking Survey 2025

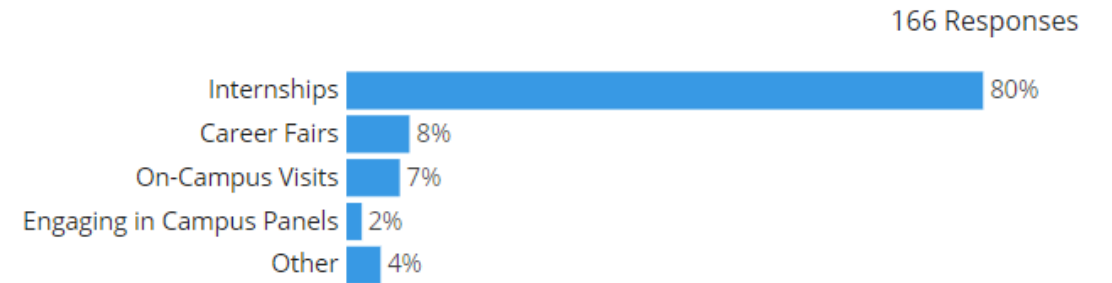
Average Cost for Summer Intern

\$6,080

(8 weeks, full-time, \$19/hour*)

*Average U.S. summer intern wage, per Salary.com

Figure 13. Perception of recruiting strategies that provide the highest return on investment (ROI) in terms of leading to entry level hires



Source: 2022 NACE Winter Quick Poll

Employers surveyed reported converting 53% of their 2022–2023 interns to full-time employees.

Interns hired as full-time employees are 16% more likely to remain with the organization at the one-year mark than employees who interned at another organization and 32% more likely than new hires without any internship experience.

Source: National Association of Colleges and Employers (NACE)

Interns help you:

- get things done
- create brand ambassadors
- increase diversity
- gain fresh perspectives
- identify and build talent
- develop managers



Intern ROI

- Build durable & job-specific skills
- Gain understanding of industry
- Discover new roles
- Put coursework in context
- Discern next steps in and after school
- Build network – professional and social

**“I loved my job.
Coming from a person
who was born and raised
here, I wouldn’t mind a
future in South Bend.”**

students • professionals • career-changers



WHEN?

summer

during the semester

fall/winter breaks

WHAT?

short-term projects

long-term projects

back-burner projects



NOT making copies, answering phones, fetching coffee



WHERE?

all business sectors
for-profit/non-profit

on-site or virtual?

hybrid?

HOW?

project plans

ownership

structure/goals

management/mentoring

great work environment

the tools they need to do their job!



HOW DO YOU CONNECT?

personal connection/recommendation – 36%

(includes Community Foundation of SJC scholarship recipients)

posting on non-college site – 31%

(employer, RIP, Indeed, LinkedIn)

career services/internship fairs – 20%

posting on college website – 8%

Work+Learn Indiana – 2%

Other – 2%

(total of 121 registered INTERN Connect 2025 interns reported)

INTERN CONNECT SUMMER 2025

139 Registered Interns – 58 Employers – 44 Colleges/Universities – 3 High Schools

AREAS OF STUDY/MAJORS

Accounting/Finance
Advertising & Marketing
Aerospace Engineering
Applied/Computational Mathematics & Statistics
Art History & Design
Biochemistry
Biological Engineering
Biology
Business Administration
Business Analytics
Chemical Engineering
Communications
Computer Engineering
Computer Science
Computing & Applied Mathematics
Construction Management
Creative/Professional Writing
Dance
Data Science

Design Engineering
Digital Marketing
Economics
Electrical Engineering Technology
Engineering Design
English
Entrepreneurial Leadership
Exercise Science
Finance & Business Analytics
Financial Economics
Global Affairs & Anthropology
Government
History
Industrial Engineering
Informatics
Information Science
Interactive Media Studies
Marketing/Sales
Mathematics

Mechanical Engineering
Medical Laboratory Science
Music Education
Nursing
Philosophy
Plastics & Polymers Engineering Technology
Political Science
Psychology
Public Policy
Social Work
Software Engineering
Speech Language & Hearing Sciences
Strategic Management
Studio Art
Supply Chain & Operations Management
Sustainability
Theology
Tourism, Hospitality & Event Management
Urban & Regional Planning

REGIONAL INTERNSHIP PROGRAM



SOUTH BEND | ELKHART
REGIONAL PARTNERSHIP

ADVANTAGES:

- Gain access to a **tailored prospect list filled with quality internship candidates** sourced from local colleges and universities that continuously updates as additional students apply for your roles.
- Guidance **for hiring international students** through Curricular Practical Training (CPT).
- Up to two intern wage reimbursements, post-internship.
- An **additional wage reimbursement may be awarded** to companies who hire candidates from underrepresented backgrounds (Women, Black, Latinx, International Students, etc.) or who re-hire former Program Interns.
- Summer **Professional Development and Networking Events** that your interns can attend to enrich their internship experience

MORE INFO: <https://southbendelkhart.org/employers/>

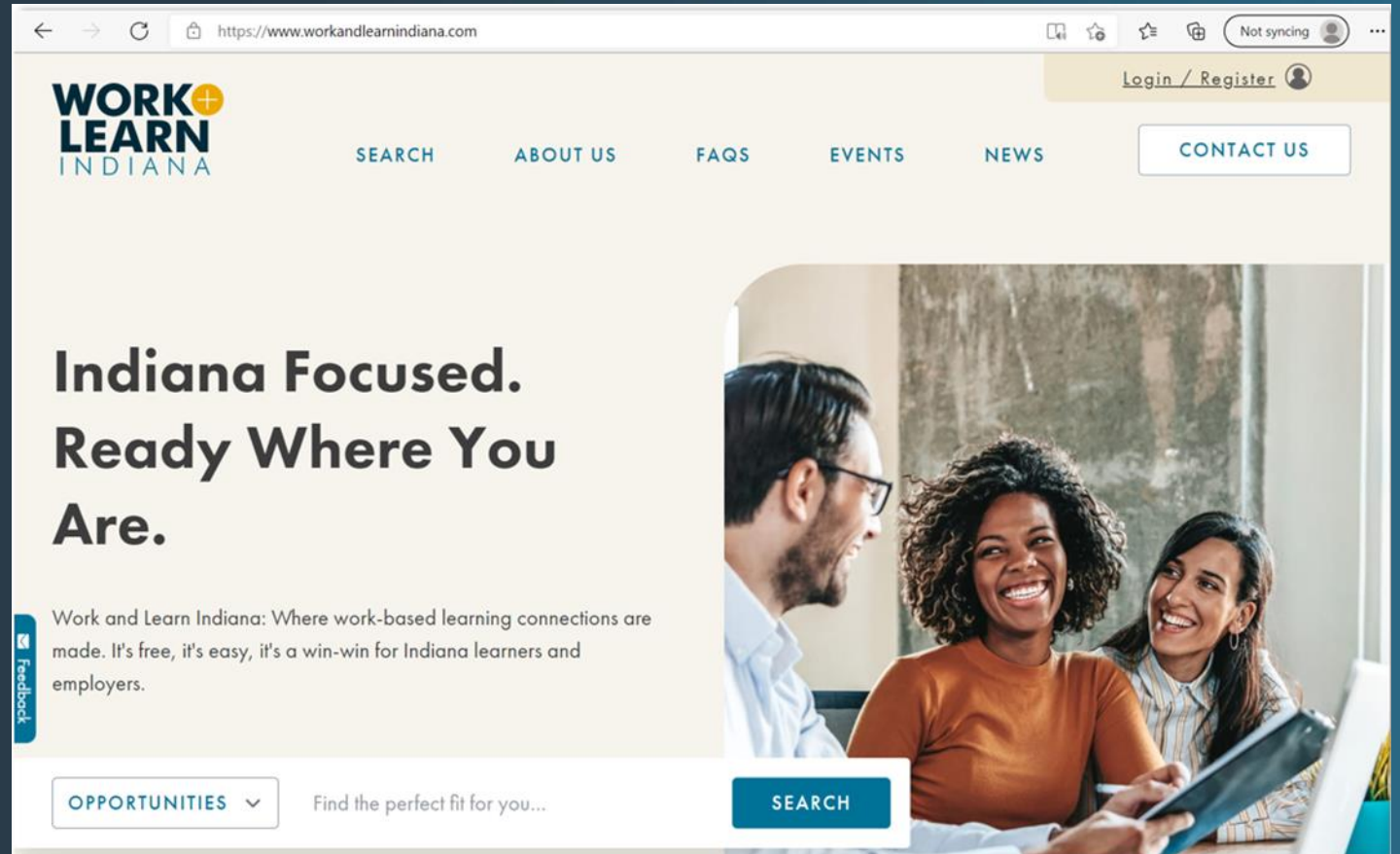
CONTACT: liftnetwork@southbendelkhart.org



INTERN Connect

WORK LEARN INDIANA

www.workandlearnindiana.com



The screenshot shows the homepage of the Work and Learn Indiana website. At the top, there is a navigation bar with the logo "WORK LEARN INDIANA" on the left, a "Login / Register" link on the right, and a central menu with "SEARCH", "ABOUT US", "FAQS", "EVENTS", "NEWS", and a "CONTACT US" button. Below the navigation bar is a large hero section with the headline "Indiana Focused. Ready Where You Are." and a sub-headline "Work and Learn Indiana: Where work-based learning connections are made. It's free, it's easy, it's a win-win for Indiana learners and employers." To the right of the text is a photograph of three people (two women and one man) smiling and looking at a tablet. At the bottom of the hero section, there is a search bar with a dropdown menu set to "OPPORTUNITIES" and a "SEARCH" button. A "Feedback" button is visible on the left side of the hero section.

One Posting, Many Schools

- [Anderson University](#)
- Ball State University
- Bethel University
- Butler University
- DePauw University
- [Earlham College](#)
- Goshen College
- Grace College
- Hanover College
- Holy Cross College
- Indiana State University
- Indiana Tech *(16 locations)*
- Indiana University *(nine campuses, from Bloomington to South Bend)*
- Indiana Wesleyan University
- Ivy Tech Community College *(campuses statewide)*
- Manchester College
- Marian University
- Purdue University
- Purdue University FW
- Purdue University Northwest
- Purdue Polytechnic SB
- Rose-Hulman
- Saint Mary's College
- [Saint Mary-of-the-Woods](#)
- Taylor University
- Trine University
- University of Indianapolis
- University of Notre Dame
- University of Saint Francis
- University of Southern Indiana
- Valparaiso University
- Wabash College
- **And students looking for internships "at home"!**

Schools in blue have not yet had students participate

*EARN Indiana (Employment Aid Readiness Network)\

Indiana Commission for Higher Education

- Gives students with financial need access to paid positions
- Provides up to 50% wage match for hiring EARN students
- Enhances student-employer matching through partnership with Work and Learn Indiana

College Student Criteria

To be eligible for an EARN Indiana internship, a student must:

- Be an Indiana resident
- File the FASFA
- Be enrolled full-time or **part-time** at an eligible Indiana college or university and have a Student Aid Index (SAI) of no more than \$24,570
- Not have a bachelor's degree prior to the term the student plans to work
- Meet any other criteria established by the Commission for Higher Ed

High School Interns are also eligible for EARN!

Find full details on EARN [here](#)

SUMMER HOUSING

Indiana University South Bend

More Info: living@iu.edu

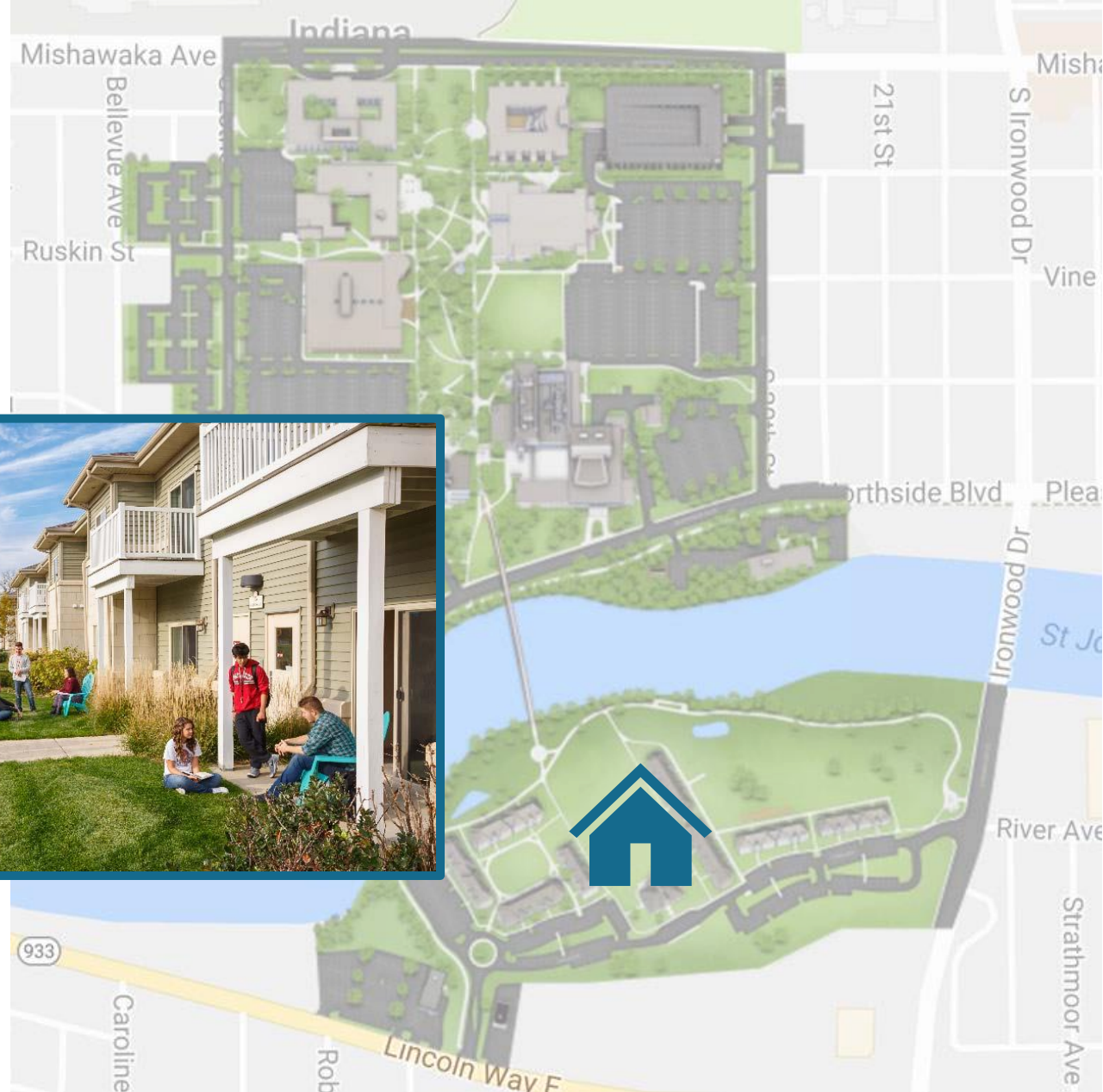
[Click](#) for tour

[Application Form](#)

Other Options

sublet • short-term rental

multi-week arrangement with hotel



INTERN Connect Summer 2024*

77%

of respondents agree or strongly agree Intern Connect enhanced their experience.

182

interns engaged in the program.

32

businesses participated.

88%

of respondents reported internship met their learning expectations

91%

of respondents reported gaining skills they expect to use in the future

87%

of respondents agree or strongly agree Intern Connect positively influenced their perception of the SB region.





REGISTER & ENGAGE

Intern/Manager Welcome

Date TBD – when are your interns starting?

Professional Development

YP Perspective Panel – Financial Adulting – Resume Review

Community Engagement

South Bend Cubs – East Race Rafting

Weekly Communication

Sharing opportunities for community connection



Please provide input to support planning no later than March 13!

[INTERN Connect 2026 Planning Input](#)

Sign-up for INTERN Connect Summer 2026 [HERE](#).

Weekly programs and communication planned to begin week of June 1.





"I was thrilled with my experience and with the intern engagement programs. I really, unexpectedly, fell in love with South Bend and would be happy to return to live and work as a young professional."

"I wanted to let you know that I attended the resume review intern event yesterday. I would say it was definitely the most beneficial event I have been to this summer."





INTERN Connect

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[Visit our website](#)

for INTERN Connect summer program registration, housing information, and more!

Thank You!



INTERN Connect

Community ROI

- Economy
- Innovation
- Population Growth
- Positive Change
- Energy

