

Internship Opportunities at HVRHS Career Experience Program

Unpaid Experiential Learning Program (UELP)

The Unpaid Experiential Learning Program is a CT State-sponsored and sanctioned unpaid internship program for high school students under the age of 18. It allows them to hold unpaid internships in for-profit organizations in the community that have a significant educational benefit.

The U.S. Department of Labor and the courts have created strict criteria for legally permitting an unpaid internship in a for-profit entity. (This applies to college internships as well.) The UELP Program helps to ensure those criteria are met and creates the platform for a work-based educational experience for high school students. Non-profit and civic organizations are exempt from this criteria. The DOL does not want to inhibit volunteer or civic engagement in the community.

Excerpt from Fact Sheet # 71: Internship Programs Under The Fair Labor Standards Act (FSLA) (boldface emphasis is mine)

Courts have identified the following seven factors as part of the test to determine if the primary beneficiary of the internship is the student intern or the employer:

1. The extent to which the **intern and the employer clearly understand that there is no expectation of compensation. Any promise of compensation, express or implied, suggests that the intern is an employee**—and vice versa.
2. The extent to which the internship **provides training that would be similar to that which would be given in an educational environment**, including the clinical and other hands-on training provided by educational institutions.
3. The extent to which the **internship is tied to the intern's formal education program by integrated coursework or the receipt of academic credit.**
4. The extent to which the **internship accommodates the intern's academic commitments by corresponding to the academic calendar.**
5. The extent to which the **internship's duration is limited to the period in which the internship provides the intern with beneficial learning.**
6. The extent to which the **intern's work complements, rather than displaces, the work of paid employees while providing significant educational benefits to the intern.**
7. The extent to which the intern and the employer understand that the internship is conducted without entitlement to a paid job at the conclusion of the internship.

The full Fact Sheet can be found here [DOL Fact Sheet #71](#)

An internship created between student and for-profit organization must meet these seven criteria to be eligible for the UELP designation and be sanctioned by HVRHS Career Experience Program.

The HVRHS/Region One UELP Program must also meet the following criteria for internship sites:

- Written criteria for evaluating the students experiential learning
- A mentor at the work site who is responsible for
 - Ongoing mentorship
 - Guidance and supervision throughout the program with the results that any productive work from the student would be offset by the burden to the employer from mentorship, guidance, and supervision provided.
- The experiential work site, the student, parents/guardians, HVRHS Career Experience Coordinator, and the work site mentor agree that the student is receiving experiential learning, mentorship, guidance, supervision, and experience--not wages.
- The UELP student intern cannot displace regular employees
- Student may acquire a maximum of 120 hours per school year.
- UELP internship may not take place in hazardous occupations, as defined under Federal and State Department of Child Labor laws. For a complete description of hazardous occupations for minors, see [Hazardous Jobs for Youth](#).
- Student participants must be at least 16 years of age.
- Student participants must complete the “Talking Safety”, “Teaching Young Workers about Job Safety and Health (CT edition) or equivalent work safety and health curriculum.
- Worksite must receive a site safety inspection by HVRHS Career Experience Coordinator and engage in an exchange of Certificates of Insurance (COIs) for the duration of the internship.

Internships with Non-Profits

Internships with non-profit organizations are also available. These opportunities began last school year and continued over the summer. To date, interns have been either paid a wage or earned a stipend. You can read more in the Fall Internship issue of [Sticky Note](#), the newsletter of the HVRHS Career Experience Program. See the Fall issue here [Fall 2018 Sticky Note](#)

How to Find a Student Intern

If you're a local business or non-profit organization, the first step to finding a student intern is to contact Dr. Mary O'Neill to discuss creating this opportunity. From there, you will receive a form to fill out with all to document the relevant information.

Contact Information

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[HVRHS Career Experience Webpage](#)