

CASE STUDY

 BENEFITS & COMPENSATION

 SCHEDULING & FLEXIBILITY

 PROFESSIONAL DEVELOPMENT

 WORK SUPPORT & RESOURCES

 FINANCIAL WELLNESS

EQUITABLE INTERNSHIPS BUILD BRIDGES

College internships have become an integral part of career development, opening doors to professional networks, skills, and experience. Many companies prioritize and recruit interns from four-year colleges inadvertently excluding students who attend community colleges. Johnson & Johnson, a worldwide pharmaceutical company, recognizes that internships are valuable for all emerging professionals. While they had a well-established internship program for students from four-year colleges and universities, they did not have a comparable program to recruit students from community colleges. The corporation's commitment to fostering equity in the workplace led them to rectify this by building a complementary internship program for community college students.

These key elements make their program a success:

Strong partnerships. Investing in relationships with local community colleges is a win-win for businesses, educational institutions, and students. Locally, Johnson & Johnson proactively works with Raritan Valley Community College to build a pathway for students to access their coveted internship opportunities. To make this effort successful, clear roles and responsibilities between the two organizations had to be established. Johnson & Johnson is committed to creating a well-rounded and meaningful work experience; the community college is on point to identify and prepare the students for Johnson & Johnson's rigorous interview and selection process. While not every applicant is chosen, all candidates come out of the process more confident and ready for new opportunities in the business world.

Compensate. Time and income constrained college students struggle to choose between a wage-earning job or an experience-building internship. Johnson & Johnson makes it possible for them to do both. They offer paid internships with an average wage of \$23 an hour, including benefits. They also offer the opportunity to earn college credit toward their degree requirements.

Prepare a pipeline. The investment in a quality internship program can result in a pool of qualified talent to be hired. This ultimately can reduce recruitment and hiring costs. And the success of this investment at Johnson & Johnson was immediately evident. In the first years of their community college expansion effort, one student was offered a full-time position and two others extended their internships. The interns discovered career possibilities they hadn't previously considered, learned professional skills, gained mentors, and developed the confidence and training to succeed in the business world.

COMPANY INFORMATION

Johnson & Johnson is a multinational corporation that develops medical devices, pharmaceutical and consumer packaged goods, and employs approximately 130,000 people.