Use this guide to plan your internship or graduate role. Here are three examples of the type of project or work your intern/grad could undertake:

1

Standalone project

Design a project (a standalone piece of work) that will benefit your organisation and is achievable by an intern (or group of interns). This could be a new feature or improvement to your existing product/service, something that's been sitting in the backlog for a while, an internal-focused project, or something else!

Ensure it can be completed within 3 months and is measurable for you and your intern(s) so they can set goals and have a determined outcome. It will require some support from others but will enable interns to work independently.

Good for:
Larger organisations, and places that have unique tech requirements. Services or consulting roles.

Remember:
More hands-on time is required for training and shadowing. It's important that interns can work independently and the project is a match for the intern's skills and experience.

2

Training or Experience Focus

With ALL intern/grad roles, we recommend incorporating a project with clear deliverables. Still, many employers choose to focus the bulk of an internship (and/or the first few months of a grad role) on training and experience. This could include formal or self-directed training on your particular tools or environment. Rotating across different teams, and shadowing different roles.

Good for:
Larger organisations, and places that have unique tech requirements. Services or consulting roles.

Remember:
More hands-on time is required for training and shadowing. It's important that interns can work independently and the project is a match for the intern's skills and experience.

3

Join a team

Join a team as a "junior" and work on the same product, feature, or piece of work that your team is working on.

Good for:
Smaller organisations, teams that welcome fresh ideas, breaking old thinking patterns and a fresh perspective. The benefit for interns is they get to be part of an existing team, working alongside their peers and getting step-by-step support.

Remember:
If you're not accustomed to onboarding juniors, the team and in particular the buddy or mentor, will only be able to work at 50% capacity for the duration of the programme. Higher dependencies on the interns will mean higher dependencies on the buddy/team.

Employer's Toolkit
Project Plan Guide

Project ideas
New product or feature?
Research & development?
Backlog?
Internal project?
Check: is it real work? will it add value to our organisation? Does it have genuine support from the team?

Notes

Training needs
What tools or technologies will interns/grads need to upskill on?
Is there good documentation?
How will we support their training & development?

Notes

Mentor/Buddy
Availability? Compatibility?
Impact on their work? Backfill?
Do they need training/support?

Notes

If you are hiring an intern/grad from a different background to your current team, consider getting advice on appropriate support by engaging an external mentor with experience mentoring people with this background.