



## **BUILDING INTERNSHIP or TRAINEE PROGRAMS**

### **Consulting Description:**

Let AgCareers.com help you get an internship program or trainee program started. This customized consulting package will begin by identifying your needs and provide a plan to help you accomplish that goal. AgCareers.com can assist with hiring a program coordinator; training a coordinator; develop a marketing tool kit for recruitment; provide suggestions on ways to connect with talent; efforts around employer branding; training tools for intern mentors and much more.

### **Recommended For:**

This consulting service is recommended for small to medium sized organizations to assist with the development of a program that will help build a pipeline of talent into the organization through an effective internship or trainee program.

### **Service Includes:**

This consulting package can be customized to fit the needs of your organization.

- If you are just beginning in your journey, AgCareers.com can help recruit and assist with the hiring of a program coordinator or train someone internally within the organization to manage the overall program.
- Together, AgCareers.com and the Program Coordinator will work to develop a step by step program, including suggestions on project plans, internship offerings, educational activities, etc.
- AgCareers.com can assist with the recruitment process of interns by helping to identify which schools to recruit at and how to connect with students on-campus and through effective job descriptions.
- AgCareers.com can provide clients with an internship tool kit. This kit would include the training tools for intern mentors and help each mentor begin an individualized project plan for each of their interns.
- Examples of additional learning opportunities for interns can be identified and recommended to help enhance the program as well.
- Evaluation metrics can be provided to determine the success of the program as well as the option to participate in the AgCareers.com Internship Industry Benchmark Survey.

### **Associated Fees:**

Due to the components of overall consulting needs varying from company to company, pricing for this consulting package will also vary. Associated costs with this option could include: recruitment, hiring and training of program coordinator; development of strategy and framework; recruitment of interns; screening of intern candidates; mentor training and project planning; investigation of additional learning activities; evaluation of the program; and possible travel costs for facilitation of on-site training.

Ask your AgCareers.com account manager for a personalized proposal and pricing for this consulting option.