Eastern Connecticut State University

School of Education and Professional Studies/Graduate Division

Internship Agreement
(For Profit Organizations)

The following conditions are agreed upon to guide unpaid internships for Eastern Connecticut State University. Conditions, including hourly contributions beyond the scope of this agreement are not binding for academic credit and should be negotiated between the Eastern student and internship host.

- The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
- The internship experience is for the benefit of the intern;
- The intern does not displace regular employees, but works under close supervision of existing staff;
- The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
- The intern is not necessarily entitled to a job at the conclusion of the internship;
- The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship; and

The intern will complete _____ hours for _____ academic credit at ______________________

(Organization Name)

________________________________________  ____________________________  ____________
Student Intern (Name)  Signature  Date

________________________________________  ____________________________  ____________
Internship Host Supervisor or Representative (Name)  Signature  Date

________________________________________  ____________________________  ____________
Faculty Sponsor (Name)  Signature  Date

________________________________________  ____________________________  ____________
Dean (Name)  Signature  Date

These guidelines are compliant with the Fair Labor Standards Act (FLSA). For more information, contact, visit the Wage and Hour Division Website: http://www.wagehour.dol.gov and/or call toll-free information and helpline, available 8 a.m. to 5 p.m., 1-866-4USWAGE (1-866-487-9243).

Eastern School of Education and Professional Studies, October 2014