



USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:

2.7 Use internship programs for direct hiring, with gender parity in intern placements and hiring

About Your Gender Equality Plan

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at EngenderingIndustries.org.

Description

Use internship programs systematically to assess potential candidates and familiarize them with the company specifics and the company as a favorable workplace for women with diverse social identities

Ensure there is a well-structured and well-run process that includes clear responsibilities and a fair evaluation of outcomes and candidate potential

Offer long-term internships of at least six months as this will provide better results; providing an opportunity for the interns to adapt to the company and show better performance

Follow up with interns between the end of their engagement with the internship program and the start of their employment (e.g., when the student needs to finish studies before they can be employed).

Challenges to Implementation

Internships are often used to fill staff shortages during summer periods instead of in a systematic way

Interns are usually students, and the lag time between the end of the mentoring or internship engagement and their graduation may hinder direct employment in the short term

What Success Looks Like

Company has a well-assessed pool of interns in place of which at least 50 percent are women and a proportional representation of diverse social identities that reflect its consumers

Increased number of female interns with diverse social identities directly hired, and the female candidate pool for future open positions is broadened

Resources and Tools

Guide (incl. Sample Internship Job Description and Additional Resources):

[Shaping the Future of STEM: A Blueprint for Launching a High School STEM Internship Program](#) (Abbott)

Report/Study (incl. Good Practice Examples): [Making Apprenticeships Work for Young Women](#) (Young Women's Trust)