



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

1.6 Use internship programs to promote technical jobs and the company as an employer of choice for women and men with diverse social identities

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

Create meaningful internship programs which provide insights and positive experiences to students while exposing senior leadership within the company to high-potential young women

Ensure internship outreach communication to schools:

- States the company's equal opportunity policy
- Encourages women to apply and pursue STEM career
- Includes equitable messaging in outreach to parents
- Includes women role models from a variety of positions

Create high-quality internship programs with clear structure and sufficient/ dedicated resources:

- Clear targets and quality standards for each internship
- Orientation that shares company's equity values
- One person in charge of coordinating and promoting it at universities and schools
- Intern supervisors trained to be aware of and eliminate gender bias in supervision and create a positive environment with clear instructions on managing interns
- Field- and office-based internships equally accessible to women and men
- Constant evaluation integrating feedback and suggestions from students, faculty, schools, and company personnel

Provide guidance and coaching for instructors for internships to feel more comfortable leading/ managing young women

Communicate targets and expectations to intern managers to ensure only employees with demonstrated leadership and capacity become intern managers

Challenges to Implementation

Poor quality internship programs may have an adverse effect with unintended negative consequences, such as word spreading in the education system about negative internship experiences (e.g., interns sometimes report that their internship program was ineffective

or boring; they didn't receive challenging tasks that helped them to grow; and that they had limited interactions with personnel)

High-quality intern management is required, with commitment from manager to spend the time required to support a positive internship experience, rather than viewing the management as an extra burden in addition to existing job duties

Limited numbers of female students and bias from teachers and parents may limit the flow of information for internship opportunities to the primary target group of female students

Legal framework and labor laws in countries may be unsupportive of internships

What Success Looks Like

Women with diverse social identities from targeted educational institutions apply for internships in higher numbers

Increased number of women accepted for internships in a wider variety of placements

Increased number of women and men with diverse social identities are job applicants from internship pool

Training for internship supervisors is expanded to include gender-equity and non-discriminatory practices

Interns and instructors for interns report high satisfaction with internship program

Female interns with diverse social identities show higher interest in working at the company and within the industry

Resources and Tools

Guide (incl. Sample Internship Job Description & Additional Resources): [Shaping the Future of STEM: A Blueprint for Launching a High School STEM Internship Program](#) (Abbott)

Guide (incl. Sample Evaluation Forms): [Starting and Maintaining a Quality Internship Program](#) (Technology Council of Central Pennsylvania)

Guide: [Internship Program Plan](#) (USAID)

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