Internships: Preparing the next generation of legislative staff

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www.leg.wa.gov/internships
Internship basics:

• 60-70 students each session
• Junior or senior level credit standing
• Attending a Washington school or a Washington resident attending an out of state school
• Hours are 8AM-5PM, Monday-Friday
• Interns earn academic credit and a monthly stipend of $2,400
Program curriculum:

- Operated jointly between the House and Senate
- Three pillars:
  - Work in member office(s)
  - Civic education and state government training
  - Professional development and mentorship
Successes and challenges:

- Transition to a virtual program
- Keeping the program nimble and responsive to student and staff needs
- Adapting to new recruitment methods and mediums
- Sharing in intern successes with thousands of internship program alumni
Retention and hiring impact:

- Single most impactful recruitment, training, and hiring tool
- Impactful beyond the legislature, relied upon by local, state, and federal government partners
- Session long job interview
- Provides assurance in quality and depth of training