

Best Times to Recruit & Host Student Interns

Students typically align their work-based learning experiences with the academic calendar, particularly when it comes to start dates. To stay in sync with student availability, consider beginning internships in January, May, or September, with summer (May-August) being the period when students are generally most available.

While academic calendars vary by school, they tend to follow a similar structure, allowing you to plan an approximate recruitment and internship timeline that works for most institutions.

Advance planning is key. Many students prefer to secure internships or work experiences well ahead of time. If you wait until the last minute to recruit or hire, you may miss out on candidates who have already accepted other offers.

Suggested Timeline

The timing outlined in the table below is based on students' recommendations. According to students, they want to begin applying to internships about five months before the internship starts, and want to accept an internship about two months before the internship starts.

Of course, there will always be students who need an internship at the last minute or one that starts mid-semester. If you aren't able to follow this timeline, you may still be able to find an intern.

	Fall semester (Sep - mid-Dec)	Spring semester (Jan - early May)	Summer (May - Aug)
Post the internship description	April	August	January
Recruitment period	May	August	January - February
Application deadline	May	September	February
Review process (review applications, interview candidates, etc)	June - July	September - October	March - April
Choose final candidate(s)	July	October	April
Start date	Late August/ early September	January	May