



MBA Career Services Council Position On Unpaid Internships

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As a global organization comprised of recruiting and career services professionals, the MBA Career Services Council views internships as a fundamental component of the MBA experience for the students we serve. The parameters for unpaid internships outlined by the Department of Labor do not address in sufficient detail the distinctions which can influence the decision of an MBA employer or student to engage in an unpaid internship, however, we strongly support the provision of the basic employment protections for all MBA students in the workplace.

In July of 2010, the National Association of Colleges and Employers (NACE) issued the following position statement on unpaid internships:

“The National Association of Colleges and Employers (NACE), representing more than 3,000 higher education institutions and employing organizations, recognizes the enormous value of internship programs to individual student participants and both the higher education and employer communities. We believe that the U.S Department of Labor criteria for assessing whether internships in the for-profit sector may be unpaid must be reviewed and further clarified to ensure they account for the incredible diversity of students, higher education institutions, and employing organizations involved in such programs. Further, all interns, regardless of their compensation, should enjoy similar, basic protections in the work setting consistent with all laws, ethical considerations, and sound business practices.”

The MBA Career Services Council supports the NACE statement, recognizing the similar diversity of our membership and the various considerations which determine the participation of MBA students in unpaid internships. While we embrace the Department of Labor’s policies to ensure basic protections for our MBAs in the workplace, MBA CSC ultimately seeks internship outcomes that are in the best interest of our students and their post-degree goals and in many instances, this best fit is obtained through unpaid internships.

We encourage career services professionals to maintain an open dialogue with your corporate MBA recruiters on FLSA guidelines to ensure the most optimal internship experiences for your students.

The MBA Career Services Council
www.mbacsc.org