



## FSA INTERNSHIP PROGRAM

Dear Susan,

FSA began an Internship Program more than ten years ago to introduce young adults to the possibility of work in aging services. This program has been very successful, with more than 55 students going through the program and, to our knowledge, approximately 20% having pursued careers in the field. This success is due to the outstanding experiences that host sites have provided to these students.

One of the main differences of our program is that the interns are not employees of the host site. This was done to minimize liability for organizations. Our current practice involves a three-way agreement between FSA, the host site, and educational institution that outlines the nature of the relationship and obligations.

This agreement is proving to be a significant barrier in working with educational institutions because of the logistics involved in the approval process. These challenges involve the complex approval process at some larger schools and the general nature of agreement by three separate parties.

Many of you already host interns of students outside of the FSA program and use the agreements from the schools for these experiences. To expand the schools that we work with in recruiting interns, we would like to move to this arrangement as well. We want to continue the FSA Internship Program and would continue to serve as a vehicle to collect and promote these experiences, conduct the interviewing and matching functions, and provide the stipend; ultimately though, it is you, the host site, that would need to sign the agreement with the educational institution. Many schools use on-line portals to “advertise” internships and we would move to using these tools.

**We would appreciate your feedback about this change and if it will impact your willingness to host interns through FSA in the future.**

Thank you in advance for your response. Jane

12.12.22