

# 4-Compensation

Texas A&M Corpus Christi strongly recommends compensating interns. Most TAMUCC students have to work in addition to taking courses to stay financially stable. All unpaid internships will need to meet FLSA requirements, and may be categorized as a volunteer position.

## Benefits of Compensating Interns

Diverse, competitive pool of applicants	Reduced distractions from financial barriers for students	Ensured compliance with labor laws and regulations	Emphasize quality and accountability	Measurable investment in building your internship program
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## How to Compensate Interns

Hourly Wage	Monthly or Weekly Stipend	Business Perks & Benefits	Tickets to Professional Events	Scholarship for licensing or certification
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*Investing in an intern is an investment in your future*



## 4.1 – Unpaid Internships

If an internship must be unpaid, it must meet the six criteria designated by the US Department of Labor FLSA:

1. *The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;*
2. *The internship experience is for the benefit of the intern;*
3. *The intern does not displace regular employees, but works under close supervision of existing staff;*
4. *The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;*
5. *The intern is not necessarily entitled to a job at the conclusion of the internship; and*
6. *The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.*

## 4.2 – Academic Credit Fast Facts

Employers should not offer academic credit as compensation, as it can only be awarded by the university

Faculty who sponsor for-credit internships strongly desire or require internships be paid

The majority of TAMUCC students are permitted to receive academic credit for an internship experience

Students pay to receive academic credit for an internship in the form of tuition

Students receiving academic credit may have assignments that require employer assistance. It is the student's responsibility to effectively communicate with their employer in a timely manner before assignment due dates

