**What does a pilot intern do other then fly?**

In a robust, developed program, the intern is integrated into the daily department functions and performs many tasks that shadow across job descriptions, as well as performing special projects assigned to them. Prioritizing tasks during changing daily needs is a skill that needs to be developed so the intern can perform the most critical function at the time, and then return to previously assigned tasks.

Learn all the duties/responsibilities that pilots have when they aren't flying around. We have to convey to the audience that, just as being a corporate pilot is far more than flying airplanes, being a flight intern entails more than just snorting jet fuel up their nose all day.

**How do you mitigate the risk working with an intern around aircraft?**

There is not unsupervised time while around aircraft. There would be directed learning or task performing when the intern is on or around the aircraft. Just like any department guest, there needs to be supervision and reason when around equipment to protect the individuals and the assets. We do not promote interns having operational control of company equipment.

The intern should be fully vetted by their collegiate aviation program (meaning they should been required to have taken a safety and/or security course, etc) and not allowed into risk areas until the corporation has done orientation once having brought them on sight.

**Will my underwriter allow internships?**

That would be a question for your corporate function or insurance underwriter. Interns are prevalent across many industries as a part of the higher learning curricula, so this is not an abnormal practice. As long as there is structured learning and job performance within the guidelines of your insurance policy and documented operational policy, the intern normally would be under the same coverage as your regular employees.

We encourage them to take this up with their risk department, just as each corporation’s insurance policy is written for their unique situation, this answer is individualized to. Otherwise, we can’t answer this for them, only direct them to find the answer.
If I need and want an internship program, but have no funding for it; are there resources out there for funding other than my company?

One benefit of the internship is supplemental work force and the return on investment for the company hiring them. Labor laws are restrictive about interns/employees performing company work for no compensation, so our panel is only promoting paid internship programs. There is room for improvement at the NBAA level, as well as Regional Group, and State Department of Development level, and is something we are exploring in Ohio.

First they need to back up and beware that this issue is swirling around the US Department of Labor. There is a lot of talk in DC right now about "unpaid" internships and other issues of "compensation". Otherwise, they can look into foundations in their area that might support this under a labor development initiative, would the collegiate program offer funding to underwrite it, or local city/county/state workforce development initiatives for funding (many of these are funded for underrepresented populations). This is a HUGE topic that could side track us, best we direct them to their local/regional foundations/state programs and leave it at that.

If Senior Management is opposed or feels there is no value in having and internship program, what’s my best approach to them?

Management will usually respond to return on Investment data, and there is information that supports this value to companies. Future workforce and competition for quality employees will continue to be an emerging issue as demand for our industry professionals increases. Paying it back as part of betterment to the local community and industry is another reason that might interest Senior Managers.

Education is a key—find an avenue for buy-in, like the ROI for the corporation, but back it up with facts not just feel-good-we-should-do-this-because…. Usually management is opposed due to ignorance of what internships can/can’t bring to the table, find someone in management who “gets it” and get them to advocate for you. Utilize examples of other corporations that have done this successfully for decades, get your hands on their data to back up your solicitation.

Won't most interns require a lot of baby-sitting and actually even be a safety hazard?

Screening and selecting individuals with independent work skills and self-motivation is crucial to the success of your program. Once motivated young
aspiring professionals are given the guidance and expectations for a task, they complete it promptly using the latest technology and methods taught in the modern classroom curricula. They are eager to apply best practices from the classroom to industry, and will help refine and make existing processes more efficient. Project selection matched to intern ability is important, and some guidance is necessary to assure that they continue to develop comprehension and task management to completion.

See answer above—the vetting process is key here—you get what you ask for, and select. Set firm standards with the university and repercussions. My daughter had a friend who was on a university internship that was a 3 month long cargo vessel cruise. The intern from Boston acted up, and the ship’s captain flew him home at the first port. That school lost their internship slot the next year. Take it serious, have standards and expectations clearly spelled out, get to know university staff and insure they understand your needs and back up your decisions if issues arise. Schools will get the message and never send you low hanging fruit.

**Will I need to carry workers compensation if I have an unpaid internship program? I'm small King Air operator. Can he or she sign a hold harmless agreement?**

We are promoting paid internship programs due to federal labor laws and to mitigate this kind of risk. Otherwise, interns would likely fall under the same guidelines as guests to your operation.

Again, this is too HUGE to answer for everyone we just send them to their risk departments because we can’t answer how each state’s liability/workers comp laws are written.

**What happens if we have an intern that is not working out can we just ask them to leave?**

This would be a highly unlikely scenario if the selection process is properly executed. Changing business needs or environment that might make this situation necessary would be handled much like the discharge of any regular employee.

See answer above—vetting, setting standards/expectations/repercussions, and stick to them. As in any HR situation, document decisions based on written expectations and you will be fine.
What's the best way for our intern to pass his experience back to academia?

Interns will return to the classroom with a fresh perspective and full of industry information from their positive experiences. Instructors from their program should be invited to the end of internship presentation and invited to experience the exit interview with the intern management team. This will give the educators good insight to what the program offers, and aid them in partnering with industry in selecting quality individuals for the next program. Students will take relevant industry information into the classroom and share with their program associates. We instill a sense of discretion from the outset that we ask former interns to honor as they return to their education programs.

Personally I would require they do the internship for college credit as that gives you another layer of protection since they will then fall under the college’s liability insurance and Student Code of Conduct Guidelines. Quality collegiate aviation programs will already have assessment processes in place that should be a joint effort between the oversight professor and hangar supervisor (I have a ton of matrixes for this). If they don’t and just let their interns go out without college oversight supervision, you may want to reconsider taking students from that program for all the reasons I mention above, including firing an intern when problems arise.