

ASHE INTERNSHIP PROGRAM FACT SHEET

American Society for Healthcare Engineering
of the American Hospital Association
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(312) 422-3800 | ashe.org/internship

About the American Society for Healthcare Engineering (ASHE)

ASHE is a personal membership association of the American Hospital Association and is the largest association devoted to optimizing the health care physical environment. As a trusted industry resource, ASHE is committed to our members, the facilities they build and maintain, and the patients they serve. Its diverse group of members includes professionals in health care facility management, environmental management, construction management, engineering, architecture, safety, security, and compliance.

About ASHE's Internship Program

To address opportunities for succession planning in the health care facility management field, ASHE and Schneider Electric have teamed up to create an internship program dedicated to the field. This internship program will increase awareness of health care facility management among young professionals and create a pool of trained candidates to sustain the future workforce.

ASHE's internship program offers full-time positions (40 hours per week) and is open to undergraduate and graduate students studying engineering, facility management, construction management, safety management, energy management, operations, or related technical fields. Internship programs are available year-round. Summer sessions last for approximately 10-12 weeks, while spring and winter semester-long internships typically last 14 weeks.

Reasons to Host an Internship Program

An internship program specifically dedicated to the health care facility management field will be a mutually beneficial solution for both young professionals and host organizations. Host organizations will be able to establish a succession plan for their mid- and senior-level health care facility managers – ultimately preparing to sustain their health care facilities as team transitions occur.

Facts about internship programs:

- The National Association of Colleges and Employers states 40% of new college hires will come from internship programs.
- After one year on the job, hires that were fed from an organization's own internship/co-op program were retained at a rate of 75.7% versus 66.5% of hires that had no previous experience.
- After five years, the difference is even more evident, as 62.4% of hires retained from an employer's internship program still worked for the company, compared to just 48.1% of hires who were hired with no internship/co-op experience whatsoever.

National Association of Colleges & Employers (April 2012). 2012 Internship & Co-Op Survey.



ASHE University Program Sponsor:



Program Administration

ASHE's internship program is available to health care organizations that employ members of ASHE. ASHE will provide recruiting services to host organizations who are interested in hiring an intern.

After interviewing internship candidates and extending an offer, host organizations will assign the intern a mentor, who is an ASHE member, and provide the student with a challenging and engaging work plan for the internship term.

As an added benefit to those who employ interns, ASHE will provide training to the interns, including attendance to the ASHE Annual Conference; two e-learning courses to train interns, Managing Life Safety and the forthcoming program, Fundamentals of Facility Management; and Schneider Electric will offer Energy University™ online courses free of charge.

Host organizations that employ interns are responsible for internship compensation, and if necessary, housing arrangements.*

*Some host organizations may be eligible to receive funding for the ASHE internship program. Contact Melissa Binotti at mbinotti@aha.org or (312) 422-3808 to see if your organization is eligible.

How to Host an ASHE Internship Program at Your Organization

1. **Submit an application.** Complete a host application (available on ashe.org/internship) and submit to tadams@aha.org. ASHE will follow up with you to complete an agreement.

**Agreements include educational expectations, mentor's participation in internship program, intern position description, financial considerations, and liabilities. This agreement will not replace any agreements between the host organization and ASHE.

2. **Seek additional funding if needed.** Host organizations may consider reaching out to their local business partners or local ASHE Chapter to invite them to support the program. (Get the details on ashe.org/internship.)

3. **Review resumes from ASHE's database, conduct interviews, and extend offer to candidate(s).** Host organizations will have 24/7 access to browse ASHE's database of resumes online and select candidates to interview. From there, host organizations coordinate interviews to select the best candidate for their team.

For more information on ASHE's internship program,
please visit ashe.org/internship.