

Definitions for Experiential Employer-Employee Relationships

Type	Employee Relationship	Typical Term	Typical Academic Institution Involvement	Learning Model	Compensation	Typical work assignment
Seasonal or Part-time	Revenue is the primary consideration for the employee.	Defined (e.g. summer) or open ended (e.g. while going to school)	None or limited to assistance with job communication such as job boards, networking, etc.	Vocational with limited or coincidental tie in with academic studies	Per market rate	Varies based on individual otherwise transactional
Work-experience	Typically an observer/ demonstration relationship	Defined & semester based	May locate employer, tri-party agreement. Student will either return for further studies or will have experience graded as completion of their studies.	Work is an extension of the academic process; term reports, diaries, etc. are expected and are integral to the learning process.	May or may not be paid. In lieu of pay, may receive a stipend.	Transactional
Academic-Internship	Observer or may perform odd jobs depending upon term					Varies based on term, generally transactional work.
Co-operative Education	Contract employee					Ranges from minimum wage to market rate.
Post Completion of Secondary Education or Professional Development						
Graduate or management internship	Varies, may be permanent or contract	Defined and month based (e.g. 6-24)	None or limited to assistance with job communication such as job boards, networking, etc. Professional experience will be per relevant association standards.	Work builds on and goes beyond completed studies.	Approaching or at market rate	Varies based on term length, to start transactional & progress to complex, analytical and may finish equivalent to permanent staff level.
Professional experience	Generally Permanent employee	Permanent				
Internal or Intra-Employer Relationships						
Temporary Re-assignment	Employer remains the same	Varies widely	None	Varies widely from assignments to meet demand surge to structured learning.	Acting pay or pay remains the same.	Per the new position being assigned to or portions thereof
Internal Secondment	Employer remains the same	Typically less than 2 years.	None	Varies widely but typically existing job training	Acting pay or pay remains the same.	Per the new position being assigned to
External Secondment	Employer Changes	Typically less than 2 years.	None	Varies widely but typically existing job training	Per the pay scale of the receiving organization.	Per the new position being assigned to

* Note that there are consistent or standardized definitions of the above terms and as a result the use of any of the above may vary widely between organizations or between geographies.

Internship for Dummies¹

Term	Definition (edited)
Internship and Intern	Placement with an organization primarily to gain work experience, learn about the nature of that work, acquire skill and knowledge in doing that work and acquire contacts that can assist in getting a job and building a career. An intern is someone getting experience and learning through an internship.
Externship	Same as an internship but used to emphasize the fact that the placement is outside (external to) the student's academic program.
Practicum	A specialized type of internship usually done as part of an academic program. Often a practicum is a requirement of a specific course.
Experiential Learning	Learning by actual experience.
Service Learning	Learning by serving people as a volunteer.
Co-operative education	Placements in business or industry that are part of an academic program. Sometimes Co-op placement alternates with terms in the classroom. Sometimes they are intermingled with classroom study, for example several hours a day.
Field Work	Another name for placement experience don as part of an academic program.
Paid Internships	These internships offer a salary and benefits in addition to job experience. Payment may be by salary, stipend or expense reimbursement.
Unpaid Internships	These internships offer experience and learning and possibly academic credit, but no pay although expenses may be reimbursed.
Formal/institutionalized Internship	These Internships have defined contracts, procedures, levels of compensation, and so forth.
Informal Internships	These Internships lack contracts, written procedures, and formal listings, relying more on personal contact.
Professional Internships	These Internships are intended to help prepare interns for what is generally recognized as a profession: management, accounting, law, etc.
Internships in the trades	Also Co-operative education, these internships can be in vocational areas. Internship in the trades often occur through Co-op program that pays students to work in business or industry.

JobWeb.com Definitions²

Term	Definition (edited)
Cooperative education	Cooperative education provides students with multiple periods of work in which the work is related to the students major or career goal. The typical program plan is for a student to alternate terms of full-time classroom study with terms of full-time, discipline-related employment. Since program participation involves multiple work terms, the typical participant will work three or four work terms, thus gaining a year or more of career-related work experience before graduation. Virtually all co-op positions are paid and the vast majority involves some form of academic credit.
Externship or job shadowing	Externship or job shadowing experience allows a student to spend between a day and several weeks observing a professional on the job. Such experiences are unpaid, however some colleges and universities pick up travel and/or living expenses. Externships and job shadowing experiences are generally not done for academic credit.
Internships	Internships are typically one-time work or service experiences related to a students major or career goal. The internship plan generally involves a student working in a professional setting under the supervision and monitoring of practicing professionals. Internships can be paid or unpaid and the student may or may not receive academic credit for performing the internship.
Practicum	Practicum is generally a one-time work or service experience done by a student as part of an academic class. Some practicums offer pay, but many don't. Almost all are done for academic credit.

¹ Internships for Dummies; Donovan, Craig P. and Garnett James L. ; 2001; 310, pp. 15-17

² Internships, Co-Ops, Practicums, and Externships: What's the Difference? Jobweb. ; 2009 - May 08, 1, accessed May 8, 2009