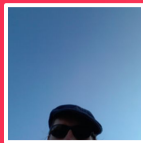


# Making Humans want to be Developers

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**Who of you has trainees at work?**



# Overview

- Internships and Work Experiences
- Pros and Cons for company, student & sponsor
- Costs and efforts involved

# Internship vs Work Experience

## Internship

- Up to several months
- Often with stipend or for academic credit
- Often school or uni driven
- Structured, real projects

## Work Experience

- Usually around 2 weeks
- Unpaid
- School or self-motivated
- Show up and do stuff

# Company



# Why you should have interns

- Potential for long-term hires cuts down cost
- Access to fresh talent
- Good for your reputation as an employer

# Cost and effort involved

Work experiences are quite expensive

- Prepare work
- Prepare contracts
- People's time

# Finding interns

- Hiring pipeline works, but is overkill
- Someone's friend's child needs to do an internship
- Probably don't try too hard, you don't have to do this



# Sponsor



# Pros of supporting young people

- Improve personal connections
- Ease of integration in the workplace
- Opportunity for mentorship

# Cons of supporting young people

- Blurred boundaries
- Pressure to perform
- Nepotism
- Relationships might suffer

# Intern



# Pros for students/interns

- Career exploration
- Hands-on experience
- Resume enhancement
- Networking opportunities
- Securing a job for the future

# Cons for students/interns

- Relationship with sponsor may suffer
- May be unpaid
- Expectations may be different to reality
- May not lead to a job

# Setup and preparation



# Finding them stuff to do – work experience

- Collect small, non-urgent tickets
- Give them a tour of the product
- Book meetings with lots of different people in the team
  - Talk about different roles
  - Shadow people working



# Finding them stuff to do – internship

- Find out what they already know
- Prepare a self-contained project
- Have people ready to mentor them

# Legal aspects - IANAL

- Work contract
- NDA
- Insurance
- In the UK: Internship is paid, work experience is not

# People management structure

- Set expectations at the start in the onboarding
- Check in regularly
- Have an honest and open conversation at the end

# What happens next?

- Set their expectations
- Write them a reference
- Offer them a job when they are done with school
- Help them find a job somewhere else

# Thank you!

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## Questions?