



# AAEP

# Internship/Externship Career Night Feedback Chart

			3	4	5
<b>CONTRACT</b>	No contract available Verbal contract only	Simple contract Outlines salary and length of employment	Average contract Outlines salary, employment terms, non competes, legal information	Contract with offer sheet, all compensation terms outlined, as well as benefits offered	Contract with offer sheet, all compensation terms including benefits, outline of work expectations
<b>BENEFITS</b>	No benefits offered	Health insurance only, not offered immediately on day of hire and/or high copay/deductible	Health insurance offered. Professional liability covered by practice	Health, vision, and dental insurance offered. Disability and professional liability offered	Health, vision, dental, disability and liability coverage. 401K +/- student loan repayment
<b>WORKING HOURS</b>	Interns Working 80+ Hour Weeks More than 50% of the Time, Minimal time off	Interns working 80+ hour weeks more than 20% of the time; occasional time off	Interns work 80+ hour weeks sporadically; consistent time off	Interns rarely work 80+ hour weeks, interns get 8-10 hours off after working more than 24 straight hours, PTO encouraged	Interns actively monitored to not go over 80+ hours in a week; at least one weekend per month off. PTO available and encouraged to use
<b>FOCUS, ALIGNMENT &amp; CAREER GOALS</b>	Practice focus poorly aligned with my personal career goals. Will not prepare me well for my next step	Practice focus aligns with a few, but not many of my personal career goals. Will prepare me somewhat for my next step	Practice focus aligns well with my personal career goals. Will prepare me adequately for my next step	Practice focus very well aligned with my personal career goals. Will prepare me very well for my next step	Practice focus strongly aligned with my career goals. Internship will prepare me exceptionally well for my next step
<b>MENTORSHIP</b>	No mentorship available	Occasional check-ins with intern	One scheduled meeting, some day-to-day mentorship	Multiple scheduled meetings; day-to-day mentorship well established	Assigned mentor in the practice, multiple scheduled reviews, structured day-to-day mentorship
<b>HOUSING</b>	No housing provided, no assistance in finding housing	Some assistance provided in finding housing but no monetary assistance	Housing stipend provided that meets some of total costs necessary, or possibility of housing with client at reduced rate	Housing stipend provided that covers most of total cost or minimally adequate on-site housing option (not ideal for pet/significant other)	Fully adequate on-site housing option; housing stipend available that covers full cost
<b>INTANGIBLE "The Vibe"</b>	This practice is just not for me. We're not a good fit for each other	I have some reservations about this practice but I think I could make it work	I feel pretty good about this practice. I would be happy to work here	I feel very good about this practice. I'd be very happy to work here	I can really see myself fitting in with this practice extremely well on nearly all levels. I would be thrilled to work here



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- Focus, Alignment
- Mentorship
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