# Secure Design Web Development

* 15 interns in the last 5 years
* 10 people in the company
  + 1 designer
  + 1 marketing
  + 3 backend
  + 5 frontend
* 150 current customers
* 30-40 websites a year
* Multiple projects at one time
  + 10-12 running at the moment
* Open source languages only
  + Php
  + My sql
  + Jquery
  + Wordpress
  + Laravel
* Only build web applications
* Some companies offer pay to the intern to help them with costs such as transport and food. However, this should not be the motivation for the intern applying
* You can work for money your entire life but you cannot learn as much as you can in these 5 months again

## What is the added value of an intern to the company?

Always good to have new people starting at the company. Everyone brings something new to the company when they start. New interns bring new knowledge to the company, of newer ideas and modern languages and frameworks.

They have had interns from all three levels of education. HBO students are harder to steer in a specific direction as they are already set in their ways, making it harder to match them with a company.

University students are normally suited to a larger company. MBO – frontend as they are not experienced, HBO – backend.

## What are the primary tasks of an intern?

Depend on the need of the company. Some companies give interns a task and a 5-month timeframe to complete the task.

This company puts interns on small tasks working with colleagues to allow them to learn more, see, and experience all the different aspects of the company. As they become more experienced, they are put onto bigger projects, with the intern building small pieces of the project. As they grow, the parts they build become more specific.

Consider what the company can help you learn and how well it matches you. What do they do, what structure do they offer (small projects or one large one).

## What does the support for students look like?

At the beginning it is important to talk to the students about their skills and what they wish to achieve (personal and school provided). The intern develops a plan of how the intern will reach their goals within the 5 months. This is used to place interns on appropriate projects and working on tasks they actually want to achieve. There are regular meetings to assess goals and see what has been achieved and what still needs to be achieved.

The interns are free to talk to any of the staff at any time when they are struggling or need help. This needs to be done independently and the interns are given directions on how to solve any problems they are having.

Some schools will ask the intern to develop a project on their own whilst within the company. Everything is oriented around the goals set by the school and by the intern themselves.

The intern also has support from the school as well as the company.

## What development (learning curve) do you see in an intern?

Interns become more comfortable working with other employees and on larger projects, rather than just alone as typical in school. They also improve their communication skills, communicating issues and problems to co-workers.

They also develop their programming skills as they are completing tasks in a more realistic environment with people that have been doing this for a large number of years.

This also gives them an advantage when it comes to leaving school as they have experience of working within a company and know what it is like.

## How do you find a match with an intern?

Interns approach the company. Companies advertise online on popular job sites. Schools also know that companies require interns and will suggest interns that match companies.

Student needs good motivation as it is competitive 15:1. Companies look for highly motivated students that want to learn as all of the other skills can be learnt whilst on the job. However some companies will only look at resumes.

This company conducts phone interviews as part of the application stage, then students are invited to an in person interview. They use these to determine if a student is motivated and interested in the company, and do not focus as much on skills.

## What contact does the company have with MBO Rijnland during the internship process (Before/during/after?)

It is important that schools and students keep up with trends in computing and IT as a course that is a few years old can make the students skills not suited to the company.

Interns take a lot of time and are a big burden on a company, so interns need to make sure they really stand out and put a lot of effort into the internship. However, this does allow companies to find new employees. The internship also works as a probationary period for students and students can be offered a job after an internship and are able to start working on live projects immediately.

## What would the company look for in the website?

* Easy to post vacancy as they need to write it and then post across different websites.
* Easy to manage (edit and delete).

Look into laws for UK interns traveling to Holland.

Guide for Dutch companies on how to get internships from the UK into their company.