**Benefits of Investing in Team building**



For decades one of the most common strategy companies have been using to build successful team is Internship program. Many companies in nearly every industry offer internship programs. They can vary in length, level of responsibility and pay and there are benefits for both the employer and the intern. Taking part in an internship can help intern to gain experience in a career field and lead to opportunities for future jobs. In short team employer invest in training and identifying best candidates based on performance during internship.

Companies can select and develop future talent through internships and increase their staff retention rates, since many interns secure job offers after their internship ends. As a former intern, you assimilate into the new role faster than an external hire might. Employers can hold various social activities and professional development seminars to learn more about each intern and how they may be a good permanent addition to the team.

At eShocan we strive to build diverse team from all over the world. Our internship program has benefitted in building talented team. Check out our internship programs at [www.eShocan.com](http://www.eShocan.com).

Internship program crafted with the vision **i2ee** (Internship to eShocan employee) providing training on industry required skills and advance software tools.

Learn

Apply

Deliver

*Opportunity to learn processes, system, software and sharpen skills*

*Upon performance review one will receive full time job offer from eShocan*

Engage in project under senior personal, work on real project and build confidence.

Internship

Probation

eShocan employee

Day 1

3 Months

6 Months

**Types of Internships**

We’re looking for open to learn and dedicated college students from all over United States who have the desire, creativity, impact, and dedication to represent eShocan. You will learn to lead from the front and build vital skills such as Software Development, Engineering, Marketing, Sales and Recruitment throughout the program.

1. **Engineering**

Act upon the brief from senior technical resources and complete the assigned POC work on CAD-PLM-CAE-IOT.

1. **Software Developers**

Develop Mobile applications using latest framework. Understand requirements, interact with product owners and researchers.

1. **HR/Recruitment**

This internship program will provide the opportunity to source, screen, interview, evaluate, and select candidates based on skills using enterprise applicant tracking technology and innovative recruiting tools.

1. **Sales**

Engage with MQLs to create a plan for moving ahead and use technical resources for Sales Qualification.

## **The Benefits**

Interns bring a variety of benefits to the table, and each company can customize the experience to fit its own specific wants and needs. Figure 1 highlights a few common benefits that businesses can enjoy through internship programs.

New Talent and Skills

Millennials are the most educated generation in history. They bring understanding and skills to the workforce that are often unexpected by their superiors but extremely valuable.

Fresh External Vision

Undergraduates, Graduates and PhD holders spend hours studying a variety of theories and philosophies in their college courses, which often means that they can often share new ideas and insights.

Community Involvement

A successful intern is likely to tell people about their experience, and this type of publicity sheds a positive light on the employer’s reputation. At eShocan we would like to build a relationship with local universities and create awareness about our program.

Easy to train company culture

Employment after internship is the first job for any employee. Employers hire full time employee from the pool of interns, it will be easy to train company culture and processes as they have not exposed to any other corporate culture. Fresh employee out of college is always open to learn and it’s easy to mold to company culture.

Higher retention

Employees hired from the pool of internship will have a lot to learn and gain industry expertise. Employers get enough time to read employees interest, their skills and their career growth interest, which will help to retain them longer.

Flexibility to manage workload

Employers get to assign different responsibility to assess their interest, which gives employers great deal of flexibility for handling workload for short period of time.

**Conclusion**

Employers can reap great benefits from hiring interns if they will prepare a plan for their interns, establish expectations during the hiring process, and maintain open communication throughout the program. Students want to learn and contribute, and companies want to increase profitability. If both groups can work together to accomplish these goals, internships can be an extremely valuable investment.