**Should all Internships be paid ?**

An internship is one of the controversial topics in the domain of career progression. People question its fairness because of the flaws of virtue it has towards individuals, especially on compensation . Internships remain unaffordable to many students due to the financial constraints they are going through. There is an urgent need for employers to ensure that students can afford the positions they apply. Some of the reasons why interns should be paid include; it is a violation of labor laws in some ways, and interns fill employers’ labor needs.

If a student ever searched for an internship, he/she know how rare it is to find one that's paid. Usually, the associated advertisements focus on how potential interns will benefit by working as part of the team at a top company, learning skills they'll use for the rest of their lives and networking with notable people.However, some question the legitimacy of the gains from unpaid internships. Are students getting enough out of their internships if their bosses just choose to use them as secretaries and coffee runners? And how do unpaid internships contribute to income inequality? With [high-profile disputes in the news](https://www.inc.com/suzanne-lucas/why-the-new-internship-ruling-is-bad-for-college-students.html), the legal climate has changed, and there's nothing to prevent unpaid interns of today from returning six months later and suing for back pay.In the end, organisations should not be scared off by the cost of paying interns. They can still be assets to the company, and can be a big help to them too.

**Why should the Companies/Organisations pay interns?**

The employers that have paid programs and have tracked the difference found massive benefits for their business as a whole and for their bottom line. Here's what I found:

* Interns get three times the number of applicants for roles that offer at least a minimum wage vs. roles that are unpaid. What this translates to is a big uptick in intern quality, culture fit, and everything that goes into making a hire.
* There's research that shows that paid interns are more likely to convert to full-time hires and are more likely to stay with the company long term.
* Paid internships lower the risk for future.Certain good performers are usually provided with the PPO’s i.e. Pre-Placement offer.

The big thing is diversity. Stats show that Indians are much more likely to be holding college debt than foreign students. They are also more likely to be first-generation college students and to need to support their families. Organizations that are trying to hire diverse candidates will struggle if they force students to choose between a paycheck and an internship program.

**What can a company expect to change when they switch from unpaid to paid internships?**First and foremost, the big difference is quality of applicants. Everyone has heard stories of an intern who was hired for a summer and spent more time getting trained than adding value. That happens when you hire students who aren't the right fit. When you switch to paying interns, the quality of applicants goes up, so does the speed of training, so does the value an intern adds over a summer, and so does the likelihood that you end up hiring that person.

Payment doesn't need to be exorbitant either. For roles outside of technology or design, you can pay a little above minimum wage and still get top students. The cool thing is that a nominal increase in spend gets you a huge increase in quality.

**What must happen to help interns who take unpaid internships?**

Indeed, paying interns or making them work for free is a decision that's up to employers. If they choose the latter, they must break the stereotype and reward worthy interns by letting them do things that'll genuinely benefit them in their future careers.

Of course, it would be feasible to assign interesting activities based on a person's prior performance. If someone characteristically shows up late and displays an obviously bored attitude while interning at a company, he or she would arguably not be a prime candidate for exciting and demanding responsibilities. On the other hand, when an intern manages time well, is inquisitive and otherwise meets or exceeds expectations, then the stage is set for bigger and greater things.

Also, employers need to consider that payment could be an incentive that helps them find the best, most highly motivated interns. If that happens, they might reduce hiring costs down the line because they can bring proven interns on board instead of having to dive blindly into the job market.

Hopefully, the influx of legal cases taken against companies that didn't pay interns for doing valuable work might inspire a change. Until then, it's up to interns to be assertive if they're continually only given menial duties during an internship. As long as they're performing well at a level that is at least as good as their peers, they can build a strong case that if payment is out of the question, they need to get educational ways to spend their time.