



KAINOS PAID INTERNSHIP PROGRAM (PIP)



About the program:

The Paid Internship Program (PIP) matches businesses with motivated, pre-screened candidates at no cost. Intern wages are paid by Kainos and reimbursed through the Regional Center PIP funding structure, which allows employers to participate without payroll risk while clients gain paid, real-world experience.

Each intern is supported by Kainos staff who will support the onboarding, training, and coaching process through the duration of the internship. Internships typically last 6 months and can lead to trained, reliable, long-lasting direct hires!

Benefits of the Internship:



For Businesses:

- Internships at no cost to the business
- Pre-screened candidates for internship or direct hire
- Reduced recruitment fees and onboarding time
- Hands-on training tailored to the business' needs
- On-site and on-going support staff for intern
- Opportunity to support inclusive workplaces!



For the Intern:

- Paid, meaningful work experience in a real world professional setting
- Resume-building responsibilities with clear, transferrable skills
- 1:1 mentorship and supervision from experienced staff
- Skill development in workplace communication, organization and time management
- Supportive, inclusive environment focused on growth and confidence
- Professional references upon successful completion of internship
- Potential pathway to future employment or continued opportunities

For more information contact: Emma Hmelar emma.hmelar@kainosusa.org



Just a few of our partners:

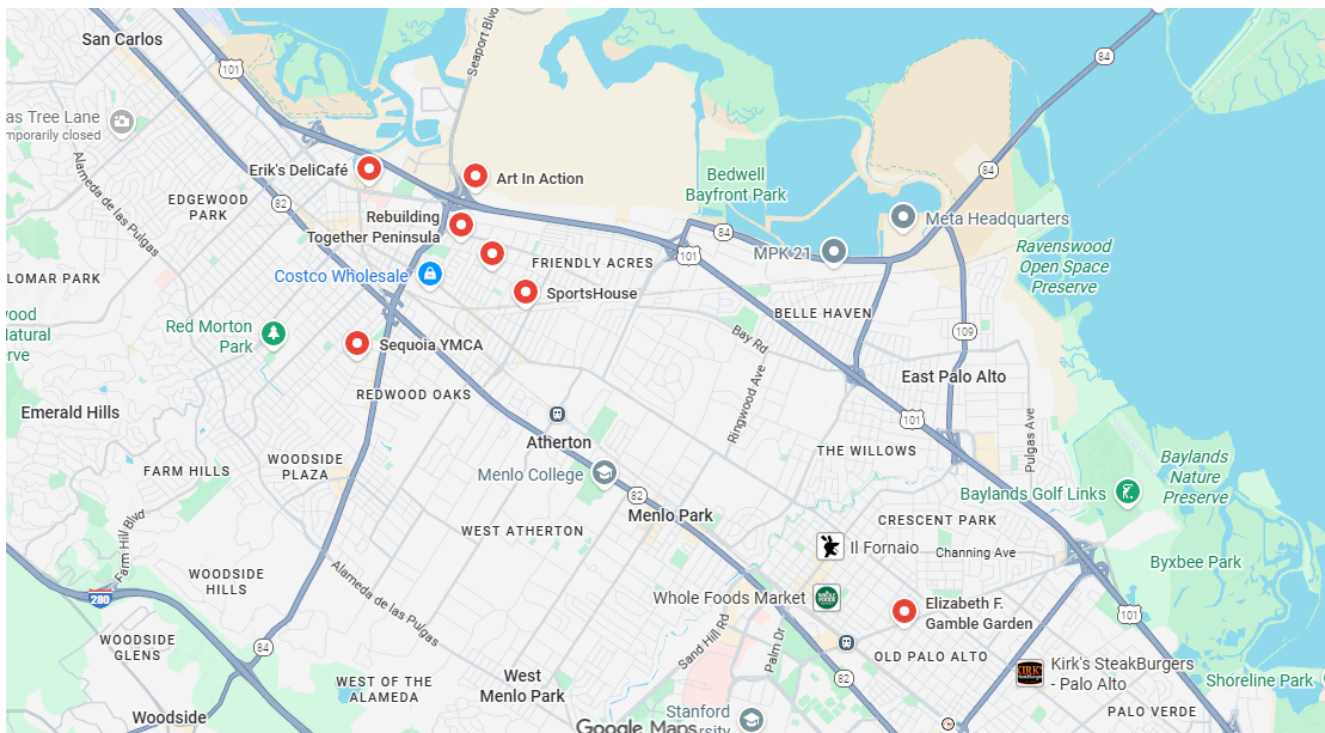


Program Reach:

- 10 individuals have participated in a PIP internship
- 6 active internships are currently underway across community sites

Program Outcomes:

- 6 individuals have completed their initial PIP internship
- 3 individuals are participating in extended or renewed PIPs
- 1 individual was directly hired by their PIP employer



Current Pipeline Status:

- 2 individuals in early-stage placements (under 6 months)
- 2 placements with active conversations regarding direct hire
- 1 long-term placement concluding after current cycle

How we source PIPs:

We source our partnerships in a number of ways from client interests to long time connections in the community. We find that our most successful partnerships come from warm leads. If you have a connection you think would be a good fit for an internship, please reach out to Emma for further information.