Access Selby, Selby District Council, full-time, 10 weeks
HR and Organisational Development
Verity Washington – Educational Studies

THE PROJECT
Set up in 2011, Access Selby is the organisation that delivers services for Selby District Council, also providing a range of key business services too. Access Selby operates on more commercial lines than traditional local, government and going forward Access Selby is working to make the best use of its resources by supporting business development within the organisation and District.

The main objective of the internship was for the intern, first year Educational Studies student Verity Washington, to support a range of HR & Organisational Development initiatives taking place over the summer within the two person department, for example, carrying out analysis around sickness absence, researching best practice in HR, contributing to a review of organisational policies and helping the organisation to prepare for its Investors in People accreditation.

WHAT THE STUDENT GAINED FROM THE EXPERIENCE
The activities Verity undertook during her internship included being involved in the creation and planning of a series of sculptural installations around Selby, supporting the process of organising interviews and shortlisting candidates for the Investors in People assessment, developing PR material to be used in various press releases as well as completing numerous analyses such as staff training needs which will be used in the department.

Verity said “This experience has allowed me to do things I never thought someone my age would be given the responsibility for. This has boosted my confidence and shown me that I have good ability, for instance, I already had quite good IT skills though I never would have said that, and even recognising I have a good writing style has been really beneficial to me as I have now set up a blog, (www.studentcapitaltheory.co.uk).”

Verity also mentioned the impact of the internship on her degree, “Doing an internship in your first year is great as it really allows you to consider what you want from your degree; this internship will affect me from my next volunteering application right through to the modules I select.”

THE IMPACT OF THE INTERN’S WORK ON THE DEPARTMENT
Being Selby Council’s first intern Jackie Humphries, Lead Officer at Human Resources, was delighted with the standard of Verity’s work and her professionalism. “I have received feedback from numerous senior managers and other colleagues who have all complimented the way Verity has conducted herself showing maturity and understanding in her interpersonal skills…Verity worked on various projects which will prove useful in the future i.e. a retirement spreadsheet which will be used in the forthcoming years, a Managers Handbook…This is the first internship we have offered and because of Verity being placed with us she will be the trail blazer.”

Students: To view the latest internship opportunities logon to www.york.ac.uk/careers/gateway and search for Student Internship Bureau.

Employers: To find out how to engage with the skills of a student intern contact careers-sib@york.ac.uk

THE IMPACT OF AN INTERN
Having an intern can help support the capacity of your organisation by achieving tangible results as well as utilising a new perspective. Many employers also find that SIB internships act as a valuable graduate talent spotting tool.