



Boston University School of Hospitality Administration
Career Services

Posting Unpaid Internship Opportunities on Handshake

(adapted from BU Center for Career Development)

Employers should satisfy the criteria for acceptable unpaid internships as established by the United States Department of Labor (DOL). Employers and organizations offering unpaid internships may post these opportunities on Handshake provided the posting clearly states the internships are unpaid.

The Fair Labor Standards Act (FLSA) requires for-profit private sector employers to pay all employees at the rate of not less than current minimum wage. Employers and organizations seeking to post unpaid internships on Handshake must apply the following six criteria when making the determination not to compensate interns:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

The Center for Career Development (CCD) and the School of Hospitality Administration Office of Career Services reserve the right to reject any internship or job posting.

For questions regarding this information, please contact the School of Hospitality Administration Office of Career Services at 617/358-6377.

Sources:

Department of Labor: [FLSA Fact Sheet #71](#)

NACE (National Association of Colleges and Employers): [NACE Position Statement on U.S. Internships](#)