

DOL Six Factor Test for Internships

Factor #1: The internship is similar to training that would be given in an educational environment, even though it includes the actual operation in the facilities of the employer.

Factor #2: The internship experience is for the benefit of the intern.

Factor #3: The intern does not displace regular employees, but works under close supervision of existing staff.

Factor #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.

Factor #5: The intern is not necessarily entitled to a job at the conclusion of the internship.

Factor #6: The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.