

MHA Internship Skills Core

MHA Labs provides two frameworks to support college, career and life readiness. The Building Blocks are a universal set of foundational skills used to build competence and confidence in youth from early childhood through workforce development. Teachers, instructors and supervisors use the Building Blocks to design high-quality skill-building experiences. The **12 Hirability Skills** listed below are aligned to the Building Blocks, but target a very specific core set of non-negotiable skills employers expect from interns. MHA Labs identified the Hirability Core using over 12,000 employer performance reviews of summer interns ages 15-24. Over 97 skill factors were tested over a span of 7 years. Youth rated highly on all 12 Hirability Skills are consistently rated “hirable” by their internship supervisor.



PERSONAL MINDSET

PROFESSIONAL ATTITUDE

- Brings energy and enthusiasm to the workplace.
- Graciously accepts criticism.
- Takes responsibility for his or her actions and does not blame others.
- Stays calm, clearheaded and unflappable under stress.



COLLABORATION

TEAM WORK ETHIC

- Actively looks for additional tasks when own work is done.
- Actively looks for ways to help other people.



PLANNING FOR SUCCESS

TIME MANAGEMENT

- Gets work done on time.
- Manages time and does not procrastinate.
- Arrives on time and is rarely absent without cause.



PROBLEM SOLVING

CORE PROBLEM SOLVING

- Unpacks problems into manageable parts.
- Generates multiple potential solutions to problems.
- Identifies new and more effective ways to solve problems.