

- **Legal definition for an internship**  
An internship means that a person is at a workplace to learn a job or to gain knowledge of how a workplace or industry works. Practice means learning and not performing, which is an important difference. An internship should never replace a regular job. An important rule to remember.
- **Internship out of an educational period**  
There are internships for immigrants, and also internship arranged in a more private way, or by worldwide organisations .
- **Are there conditions about the type of study?**  
No, a company can choose to take in interns as they want.
- **Are there conditions of minimum/maximum duration for an internship?**  
Maximun 6 months
- **Payment/gratification:**  
Normally, there is no salary for an internship, but there are exceptions. However, there are different types of benefits that an intern can receive from the Social Insurance Agency and sometimes the intern receives support from the municipality.
- **Is a contract compulsory?**  
No, but highly recommended.
- **Details regarding ACCIDENT INSURANCE**
  1. If a cheesemaker takes an intern from a school, he doesn't need any additional insurance, or to do anything extra to ensure that the company risks becoming liable for compensation if the trainee should be injured, or if the trainee causes damage to premises or equipment.  
The producer must check with the school that there is an insurance for all students, but schools that have students needing internships as part of the education should all have that kind of insurance.
  2. If a cheesemaker takes an intern that is not connected to a school, or that is not taking part of an education organized by a school, it is different.  
Then the cheesemaker needs to check his own company insurance, and most insurances do not cover everything that can happen.  
  
The insurance officer [interviewed for this notice] proposed that in a case like that, the producer should absolve himself by creating an agreement in a written form.  
You can formulate it yourself, by saying that it is the intern's responsibility to have an accident insurance covering what could happen, if he/she causes damage to equipment or something, or if he/she hurts himself in the premises.
  3. If the company should arrange courses for cheesemakers (some dairies do that) it is a question of adding it in writing to the company insurance as a part of the business.

It will then add a small fee to the total cost for the insurance that is based on how much the income from the cure business affects the annual sales.

4. Study visits: it is very common that company take visits, and that it is normally not a problem. The visitors don't actually take part of any production or any other tasks.

“What would happen if a visitor wearing plastic covers on their shoes (which is mandatory for study visits) would slip on a wet floor and break the femoral neck? Is that caused by the dairy?”

The insurance officer [interviewed for this notice] did not think so, and he said that there is no insurance covering anything like that anyway.

- **Other useful information?**

- Anyone who does work internships is not counted as an employee under the Work Environment Act. Some rules in that law still apply to the trainee. It means that you are responsible for ensuring that the work can be performed safely and that you inform the trainee about security. You are also required to ensure that work premises, work tools, machines, working methods and handling of hazardous substances comply with certain basic requirements work environment point of view.
- If someone is injured, it is important that you report it to the Social Insurance Office and the Work Environment Inspectorate.
- As an employer, you are not paid to offer an internship.
- You must be able to give the trainee a supervisor and a certificate when the internship is complete.
- You are not allowed to have a business ban or tax liabilities that have been submitted to the Enforcement Authority. You must also not have large payment notes.
- As an intern taker, you have a work environment responsibility for the trainee.