



## Internships and Co-Op Work Assignments

- **Professional Experience for Students = Recruiting Advantages for Employers**

Internships have always been considered a vital part of the total learning experience for Michigan Engineering students. These positions enable future engineers to tackle real-world projects, interact with experienced professionals, work within teams, and test their interest in a particular engineering discipline. Employers also benefit, both in terms of ongoing project needs and future hiring requirements.

Summer internships are especially important for underrepresented minority students. Through its Minority Engineering Program Office (MEPO), the U-M College of Engineering has developed a full spectrum of educational support services designed to create a cadre of high-achieving minority scholars and, at the same time, expand the engineering talent pool for employers nationwide. Real-world work experiences are a key component of this effort. In fact, studies show that industrial internships and co-op work experiences, when combined with scholarship support, have a powerful, positive effect on the achievement, retention and graduation rates of minority students. For all these reasons, the College of Engineering actively encourages business organizations to participate in internship and cooperative work programs coordinated through its Engineering Career Resource Center (ECRC) and Cooperative Education Program.

- **Options for Employers**

Business and government organizations interested in hiring Michigan Engineering minority students have two options available to them:

- *The Summer Internship Program* – Each summer, hundreds of Michigan Engineering students accept summer assignments with businesses and other organizations nationwide. Interns frequently work on time-critical projects as well as assisting with routine operations. Students can apply for internships as early as the summer following their first year of study, and positions typically run from May through August (Spring and Summer Terms). A February Internship Fair is held in conjunction with the Engineering Career Resource Center.
- *The Co-operative Education Program* – Students in this program accept work assignments of anywhere from six to eight months with a wide range of corporations, government agencies and manufacturers. Working alongside professional engineers, student employees gain hands-on experience and an in-depth understanding of different work cultures and environments. Co-op students may work consecutive terms—e.g., from May to December or January to August—or may opt to stagger their assignments by alternating work and school semesters.

MEPO works closely with the College's ECRC and Cooperative Education Program to match students with appropriate employers.

- **Benefits for Employers**

Internships and co-op assignments offer an excellent way to fill temporary positions, meet staffing needs for time-intensive projects, and expose employees to the latest theories and approaches to engineering problems. They also offer a low-risk recruiting opportunity, making it possible for companies to identify highly qualified candidates prior to graduation.



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