



## **Growing Regional Excellence through Experience, Academics, and Training**

3550 Seventh Street Road  
New Kensington, PA 15068

724-334-6065  
[newkensington.psu.edu/great-program](http://newkensington.psu.edu/great-program)

### **Corporate Partner Responsibilities & Internship Funding Estimate**

#### **Description**

The goal of the GREAT Program is to match promising students enrolled in engineering & technology fields at Penn State New Kensington with local companies. This program is specific to baccalaureate students participating in Engineering, Electro-Mechanical Engineering Technology (EMET), or Information and Technology (IT) majors. Development of local talent for employment opportunities in the region is the program's top priority; therefore, qualified western Pennsylvanians are given preference, although exceptional students from outside the area are also encouraged to apply.

#### **Student Recruitment and Application Process**

The GREAT Program was officially announced in summer 2011 and is now part of Penn State New Kensington's annual recruitment activities. Company partners in the GREAT Program will be listed on the program's website along with other materials available to interested students. Qualified students will be sent an information packet and applicants will be invited to apply for admission to the program.

Recruitment efforts will focus on:

- Students who declare an interest in engineering, math, technology, or the sciences and achieve a high school GPA of at least 3.3.
- All students who inquire at Penn State New Kensington about engineering- or tech-related majors.
- Students who apply to Penn State New Kensington declaring an engineering, EMET, or IT major, and whose overall GPA.

#### **GREAT Seminars and Internships**

Beginning in September, GREAT Program students will participate in a bi-weekly series of professional development seminars which cover topics related to career information, résumé and interview preparation, and networking with professionals in the students' respective fields.

Participating companies will be invited to interview the students in order to determine which students would best fit the needs of their specific internship positions. Companies will forward their top candidates to the campus coordinator who will facilitate the process of making offers with consideration of student choices. New interns will begin their positions in May at the end of the academic year, or at the earliest time that can be agreed upon with the intern.

## Company Commitment

This program is a partnership between Penn State New Kensington, local companies, and Penn State’s Electro-Optics Center. Companies hiring students in the GREAT program agree to:

- Hire Penn State New Kensington students with promise and commitment to them for a maximum of four years (providing the student performance is satisfactory). It is understood that the majority of these students begin the program very early in their college careers, and therefore start with less experience than is typically found at the internship level;
- Provide meaningful work for the students during their internship process which is typically 10 hours per week during 28 weeks of school and 40 hours a week for the summer.<sup>1</sup> We estimate the commitment to be about 840 working hours per year<sup>2</sup>;
- Provide meaningful and honest feedback to Penn State New Kensington about the program;
- Attend semi-annual meetings with Penn State representatives to discuss the progress of the program, specific intern’s performance, and ways to improve the program to meet company needs;
- Integrate students into the company culture and climate and provide increasing responsibility that challenges and “tests” the interns. The goal of the program is to produce an employee for you at graduation who hits the ground running with the skills you desire.
- Adhere to hourly work and salary guidelines as set by the program, although the financial commitment will likely vary by company, student, and circumstance. Engineering and technology students have extremely heavy academic loads; we believe 10 hours per week to be a reasonable guide. Students should not be expected to work over 15 hours per week during the school year.
- The following financial scenario is a reasonable guide for demonstration purposes. The hourly starting rate of \$15 per hour is suggested; however, rate of pay is determined by each employer. It is also suggested that the hourly rate increase each year as the intern builds experience.

## Financial Guide

Year Standing	Annual Hours	Hourly Rate	Annual Wages
Year 1	840	\$15.00	\$12,600.00
Year 2	840	\$16.00	\$13,440.00
Year 3	840	\$17.00	\$14,280.00
Year 4	840	\$18.00	\$15,120.00
<i>Totals for 4-year program</i>	<i>3,360</i>	<i>Varies</i>	<i>\$55,440.00</i>

1 Actual work schedules and arrangements are somewhat flexible to fit company and student needs.

2 Financing model assumes 14 weeks per semester (Finals Week off) at 10 hours per week during the Academic Year (28 weeks subtotal) + 14 weeks of Summer at 40 hours per week. Total = 840 hours annually.

## Marketing

The GREAT Program is an active part of the campus' recruiting efforts for IT, EMET, and Engineering students. Participating companies will be highlighted on the campus' GREAT website and in other marketing materials as they partner with the program. To be included on the website and in other materials, simply complete and return the following registration sheet. Please indicate your willingness to participate, how many interns you can accommodate, starting salary range, and who we should contact regarding use of your company logo and materials for marketing purposes.

## Program Features

- The GREAT Program is promoted at high school visits, college fairs, guidance counselor luncheons, and on-campus recruitment events.
- A reception is held each February so that students who have applied/been invited to apply to the GREAT Program may learn more about the opportunity all while meeting the participating and prospective employer partners.
- Mid-April: Student applications due (Applications considered on rolling basis after May 1.)
- As fall semester begins, students begin their participation in GREAT's professional development series, which ultimately prepares them for the internship interview process.
- Those students who successfully navigate the interview process begin their internships in May upon the successful completion of their first year of college study.

## Questions

Please direct questions about the GREAT Program to Career Services at Penn State New Kensington:

- Jim Shields, Associate Director for Career Services & Professional Development Programs  
724-334-6065, [jim.shields@psu.edu](mailto:jim.shields@psu.edu)



## Growing Regional Excellence through Experience, Academics, and Training

### Corporate Partnership Registration

YES, our company would like to participate in the GREAT Program and be included in promotional materials and in student professional development opportunities.

Company Name \_\_\_\_\_

Company Representative's Name/Title \_\_\_\_\_

Telephone \_\_\_\_\_ Email \_\_\_\_\_

How many interns can you accommodate to start this summer (anticipated)? \_\_\_\_\_

In which area(s) or department(s) in your company would the intern(s) work? \_\_\_\_\_

In which fields of engineering or technology should the students be interested for the internship(s) at your company?

Are there additional criteria that you would seek in candidates for your GREAT internship(s)? \_\_\_\_\_

Please mail or e-mail completed form to:

Penn State New Kensington GREAT Program  
Jim Shields, Associate Director for Career Services & Professional Development Programs  
3550 Seventh Street Road, Route 780  
New Kensington, PA 15068

[jim.shields@psu.edu](mailto:jim.shields@psu.edu)