



OYO¹: GUIDE TO INTERNSHIPS

Gaining experience, growing your network, getting paid

Why do an internship?

Employers love internships. They are often a key part of entry-level recruiting strategies.

| What's in it for them? | What's in it for you? |
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| Finding the right candidate is challenging and expensive. Internships help employers decide if you are as good as your resume says you are. Data suggests interns stay longer and advance faster than non-interns, which is great for business. | Internships give you an opportunity to explore companies, cities, and industries to gain a wider perspective and fine-tune your career aspirations. It also helps you build your professional skills and network while still a student. And you get paid! |

What do you need to know?

Basics: An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. CS internships are typically paid and occur during the summer or winter break, although some are part-time positions during the academic semester.

"Interview once, hire twice"

One of our Industrial Affiliates offers full-time positions to **89%** of their interns!

Recruiting Process: Most CS internships require two rounds of interviews (behavioral & technical). For summer internships, interviews typically occur in spring (Feb/Mar) or fall (Sep/Oct).

Requirements: Internship requirements vary widely. Many companies prefer third-year undergraduates or first-year master's students so they can decide to give them a job offer at

the end of the internship. Other companies look to develop a relationship earlier by focusing on freshman or sophomores. Most value aptitude and attitude over experience. Students can also use internship qualifications to help decide which skills to develop.

International Students: International students must use their OPT for US internship experiences. We will work with you and the IPO to navigate this process.

How can CICS Careers help?

1. **Find an internship:** Access to events, strategies, tools & networks to find new leads
2. **Apply to an internship:** Timely resume reviews and technical interviewing resources
3. **Succeed at your internship:** Coaching to impress employers and get the job offer

¹ On-your-own "OYO" resources help you begin to find answers to your questions now.

For more information or other career-related questions, contact our **CICS Careers** team.

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