



# UNDERSTANDING & CONNECTING WITH INTERNS

Presented by

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**&**

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# AGENDA

- **Introductions**
- **Ferris State Curriculum**
- **Students Expectations**
- **Students Today**
- **How to Connect**
- **Rieth-Riley's Program**
- **Who Are Our Interns**
- **Questions**

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# FERRIS STATE UNIVERSITY CURRICULUM



## **AAS Civil Engineering Technology**

- **Advanced Materials & Properties**
- **Construction Equipment & Operations**
- **Hydraulics Hydrology**
- **Highway Technology**

## **Other Courses**

- **Plan Reading**
- **BIT**
- **Surveying**
- **Estimating**
- **Soils**
- **Structures**
- **Administration**
- **Field Engineering**

## **Program Reputation**

- **100% Placement**
- **Hands-on**
- **Hit the ground running**
- **Supervision or Project Management**



# WHAT STUDENTS EXPECT WITH AN INTERNSHIP

## Practical Experience

- Exposure to real world projects
- Opportunities to work on site, not just the office
- Experience with tools, equipment, software

## Skill Development

- Gain technical knowledge in materials
- Learn project management and scheduling tools
- Construction process

## Mentorship & Networking

- Guidance from experience pros and supervisors
- Connections with industry contacts
- Exposure to company culture





# Students Today

- **Live-breathe-sleep construction**
- **Good at working in teams**
- **Focus on work/life balance**
- **Focus on mental well-being**
- **Need guidance**
- **Concerned about failing**
- **Instant gratifications**
- **Social media**





# Educational Learning Spaces



# HOW TO CONNECT WITH STUDENTS

- Career fairs
- Job posting (handshake)
- Email of job posting sent to all of our students
- Day-long set up in the atrium



# RIETH-RILEY'S INTERNSHIP PROGRAM

## HOW IT STARTED

- 9 Years Ago
  - 4 Interns
  - Zero By-in
- Present Day
  - 50 Interns
  - Main Source for full-time hires

## INTERNSHIP OPPORTUNITIES

- Quality Control
- Estimating
- Accounting
- Superintendent
- Mechanic
- Project Manager

## RETENTION

- 92 % Retention
  - 5-Years we've hired 25 interns to full-time.
  - 2025 - Hiring 5 interns to full-time.



# RIETH-RILEY'S INTERNSHIP PROGRAM

## INTERNSHIP PROGRAM

- Mentor
- No Experience Required
- Types of positions
- One Page Essay
- Evaluation

## INTERN DAY

- Meet the Officers
- Share Experiences
- Baseball Game

## SCHOLARSHIPS

- 1ST YEAR - \$1500
- 2ND YEAR - \$1750
- 3RD YEAR - \$2000
- 4TH YEAR - \$2250





# Our Interns Experiences



Questions?