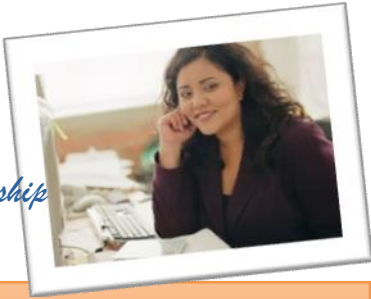


What are COS students saying about the Business Internship Program?



"The banking skills class and internship program have been great experiences. They will help me in all my future endeavors."

"Last semester I had the opportunity to be part of an internship as an Internal Auditor for Tulare County. I was able to utilize the education that I received from College of Sequoias in regards to Accounting Principles. I learned about governmental Accounting while participating in annual audits to government agencies (Trust and special districts). Now I am doing an internship at Mission Care Group as Staff Accountant working directly with the CFO in the Accounting process of the seven subsidiaries of MCG Corporation. I am fulfilling this job with professional experience that will lead to becoming a CPA."

"Working at the Kaweah Delta Health Care District gave me a chance to get some real-world experience. I also got to see what it is like to work in the corporate culture, and to see how companies interact with each other."



Measuring Success
One Intern at a Time



COLLEGE *of the*
SEQUOIAS

915 So. Mooney Blvd.
Visalia, CA 93277

Internships provide a unique collaboration between the student and the local business community. Students apply their educational preparation to on-the-job experiences as part of their curriculum. Businesses have the opportunity to utilize a qualified college student to assist with daily operations and/or project-oriented assignments as well as assist the college in producing better-prepared employees of the future.

If your business would benefit from a COS Intern, please contact:

Janell Spencer
Internship Coordinator
559/730-3931
janells@cos.edu



Connecting students with employers

Looking for



a good employee?



COLLEGE *of the*
SEQUOIAS

internship program

Business Internship

Why an internship?

With the COS Business Internship Program, your organization can:

- Provide unpaid or paid experience and training for interns on-site
- Provide opportunity for interns to earn college credit while gaining work experience
- Develop a trained work-force for future hiring
- Share your expertise in cooperation with COS and other organizations

Employer Advantages

- Flexibility in staffing requirements
- Opportunities to evaluate future employees
- Labor pool of trained personnel who, in the short term, may continue to be a part-time resource as needed or, in the long run, may work into full-time positions
- Decrease in recruitment costs and increase in the company's ability to draw on other college resources
- Increased creativity and efficiency of present employees are often by-products of the inquisitive nature and enthusiasm of student interns
- An easy yet effective method of promoting an organization's goodwill in the community
- Participation in growing a stronger local workforce

Frequently Asked Questions

What types of interns are available from the COS Business Internship Program?

Students are seeking internship opportunities in areas including, but not limited to:

Accounting	Financial Institutions
Marketing	Medical Offices
Agri-Business	Nonprofit Organizations
Government Organizations	

Do we have to pay the intern?

It is up to employers to decide if interns are paid or not. According to the FLSA (Fair Labor Standards Act), it is important to remember that any student not paid must indeed be a part of a training program and may not do the work of a regular employee. Interns can be paid an hourly wage or a stipend.

When are interns available?

Students seek internships prior to the start of each semester and summer. They usually begin internships in January, June, and August.

Can our organization apply for more than one intern each semester?

Yes, some projects may require a team of students from the same or different disciplines. It is important, however, that there is a mentor or supervisor who can direct the team and oversee their progress towards completion of the project.

Can a nonprofit organization apply for an intern?

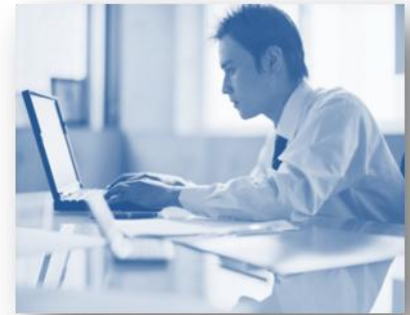
Yes! Nonprofit organizations, government and educational organizations provide excellent opportunities for business students.

Will the Internship Program pre-screen interns for us?

Each student will be carefully screened before being referred to an internship. Each applicant must have a 2.5 GPA and be recommended by at least two faculty members. Ultimately the worksite decides if the student is a good match and qualifies for the internship project offered.

How many students will contact us to apply for an internship position?

Usually 2-5 students will be interested in a posted position.



How to Hire an Intern

1. Contact Janell Spencer, Internship Coordinator
559/730-3931
janells@cos.edu
2. Complete an Intern Request Form
3. Your position will be advertised to students (without contact information)
4. Students will be pre-screened by Internship staff
5. Students will be referred to you for an interview
6. You select the student(s) that best fits your needs

