



Internship to Job Offer

(Mark Clark) If I were to send a message to students then it's try to get an internship, try to get a co-op, something to help separate that student from the other 90% of the students that may be applying for the same position that you are.

The main purpose of an internship, from our standpoint, is to offer a real life experience to a student, hopefully in the area that they're targeting as a career. We can use it as a kind of a 10-week trial to see if the employee's a good fit and hopefully the student can do the same thing.

It gives them a little bit of real life experience that they can then help to evaluate if this is really what they want to do as they launch their career.

It's a good way for them to evaluate their chosen major and the direction they think they want to go. It's an opportunity for us to find talent a year early and then convert them into a full-time hire from that internship.

But I think from an industry standpoint, if you can do 50 percent of your interns convert them into full-time hires, you're doing well.