PROGRAM OVERVIEW

- 12 - 16 month work terms
- Paid, full-time positions
- May, September, or January starts

TYPICAL WORK TERMS

<table>
<thead>
<tr>
<th>MAY</th>
<th>SEP</th>
<th>JAN</th>
<th>MAY</th>
<th>SEP</th>
<th>JAN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>12 Months (Sep 1 to Aug 31)</td>
<td>12 Months (May 1 to Apr 30)*</td>
<td>12 Months (Jan 1 to Dec 31)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12 Months (May 1 to Aug 31)*</td>
<td>16 Months (May 1 to Aug 31)*</td>
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</tbody>
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*Note: Because students at Queen's tend to make housing decisions for the following year in early January, we encourage employers to post positions in the Fall to attract the largest number of qualified applicants.

RECOMMENDED RECRUITMENT PERIODS

<table>
<thead>
<tr>
<th>Internship Start Date</th>
<th>Peak Time to Post Jobs</th>
<th>Recommended Period for Interviews</th>
<th>Recommended Period for Job Offers</th>
</tr>
</thead>
<tbody>
<tr>
<td>January or May*</td>
<td>Mid-September to October*</td>
<td>October*</td>
<td>October-November*</td>
</tr>
<tr>
<td>May or September</td>
<td>January-February</td>
<td>February</td>
<td>February-March</td>
</tr>
<tr>
<td>September</td>
<td>May-June</td>
<td>June-July</td>
<td>June-July</td>
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</tbody>
</table>

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WHY HIRE AN INTERN THROUGH QUIP?

1. Hiring for 12 - 16 month paid work terms maximizes returns on training, minimizes recruiting costs, and allows interns to engage in significant projects that make a difference for your organization.

2. Students in over 70 programs are eligible to participate, giving you access to a broad range of skills and knowledge sets.

3. Interns arrive with a solid foundation of skills having already completed two or three years of their degree.

4. Interns return to campus for their final year of studies and spread the word, raising your organization's profile on campus.

5. The flexible hiring schedule allows you to recruit internship positions throughout the year.

6. Employers in Ontario who hire QUIP interns may be eligible for the Ontario Cooperative Education Tax Credit and additional hiring incentives.

WHAT STUDENTS SAY

Over my Communications and Projects internship, I was able to oversee projects from start to finish, using time management, communication and organizational skills. I developed my ability to take initiative and even got to help train a new intern integrating into their role. I have applied the communication skills and interdisciplinary ideologies I study in the classroom to the ‘real world’. I’m now returning to my final year energized and ready to bring my skills and knowledge back to the classroom.

-Candice Pinto, Gender Studies

WHAT EMPLOYERS SAY

“As a result of the work that [our intern] was involved in during their internship, the Drill and Blast department at Fording River implemented changes to some of its blasting practices. The resulting changes had a positive impact on our fragmentation and pattern design which in turn resulted in significant cost savings over the year. I hope their work term here was as beneficial to them as it was to Teck Coal.”

-David D’Andrea, Analyst Engineering, Teck Coal Limited

STUDENTS MAY ALSO BE REGISTERED IN THE FOLLOWING OPTIONAL CERTIFICATES

Academic Writing
Business
Data Analytics
Disability and Physical Activity
Employment Relations
Entrepreneurship, Innovation and Creativity
French for Professionals
Geographic Information Science

Global Action and Engagement
Indigenous Languages and Culture
International Studies
Law
Media Studies
Mohawk Language and Culture
Sexual and Gender Diversity
Urban Planning Studies