The EREF Internship in Excellence Program is a merit-based program that provides internships to current junior and senior undergraduates as well as graduate students pursuing their degree at U.S. or Canadian colleges/universities.

Corporate Partner Overview

Through EREF's Internship in Excellence Program (IEP), students will gain valuable industry experience working full-time for companies focused on solid waste management. Companies that participate in the program, called Corporate Partners, agree to hire from the pool of interested students seeking internships. Through the program, EREF connects Corporate Partners with the most qualified candidates, who are identified through a review and interview process. During the internship, EREF will monitor the interns' progress, and those who complete the entire program and other requirements will be eligible to receive a cash scholarship from EREF. Participation in the IEP as a Corporate Partner not only provides students with experience that they can take with them after graduation; it cultivates an interest in the waste industry.

Why Participate

- **Simplify the hiring process.** EREF connects Corporate Partners with top applicants and tailors recruitment efforts to universities in locations where internships are being offered.

- **Maintain flexibility.** Corporate Partners set pay rates and position expectations.

- **Invest in the industry.** Cultivate a college student's interest in waste management.

- **Showcase a commitment to education.** Interns who successfully complete the IEP are eligible for cash scholarships.

- Partners agree to provide a full-time, paid internship(s) at their company.

- Partners receive a pre-screened pool of applicants from EREF and contact potential hires.

- Companies who participate as Preferred Partners by making a donation to support the program receive early access to the applicant pool (see “Preferred Partner Advantage” on back).

- Students who apply come from a variety of majors tailored to meet the Partner's needs, including Environmental Sustainability, Engineering, Business Management and Communications, to name a few.

- EREF will track interns' progress throughout the internship.
**How It Works**

1. Select the level of participation:
   - Preferred Partner (see “Preferred Partner Advantage” below), or
   - Corporate Partner

2. Determine the internship(s) to be filled through the IEP (e.g. # of internships, majors requested, location).

3. The application window for students is during the Fall semester of each year. Once the application window closes late in the year, EREF staff will review applications and conduct interviews to create a dossier of qualified candidates. This includes:
   - Basic applicant information
   - Resume
   - Interview responses conducted by EREF

4. Once the application pool has been created, Preferred Partners will be notified in late December when the applications will be available for review. Preferred Partners receive 4 weeks to review the pool of applicants, communicate with qualified candidates, and make an offer. After this time, the applicant pool is opened up to both Preferred and Corporate Partners.

5. Make an offer to your ideal candidates and set up specifics such as start date, pay rate, internship duration, etc.

6. Notify EREF of your selection so the student can be removed from the applicant pool.

**Scholarship Opportunity**

Periodically throughout the internship, EREF will communicate with both the Corporate Partner and the intern to track their progress. Interns who also meet certain criteria, such as completing selected online courses offered by EREF and writing an article summarizing their intern experience, will be entered into a competition to receive a cash scholarship. These scholarships are awarded to interns to recognize their exceptional work ethic and desire to learn.

**What’s the Preferred Partner Advantage?**

Partners making a donation to support the IEP Program receive Preferred status. Preferred Partners receive 4 weeks of early access to the applicant pool, during which time they can reach out to applicants and make offers. The suggested donation to become a Preferred Partner is $800.

**Interested in Becoming a Preferred or Corporate Partner?**

Please see our IEP webpage at [erefdn.org](http://erefdn.org).

For questions or how to sign up as a Corporate Partner, please e-mail us at kpickurel@erefdn.org.