



**FORGING INDUSTRY  
EDUCATIONAL AND  
RESEARCH FOUNDATION**



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**How-to organize a successful program**

- **Advantages**
- **What you need to prepare**
- **What you can expect**

## Why offer an internship?



Hiring a summer intern or co-op student may be one of the best investments you can make. Consider the following benefits:

- Complete projects that full-time staff are not able to
- fit in their already busy schedules; (*Areas to consider include design, plant or industrial engineering; metallurgy lab.*)
- Identify high caliber candidates for future openings;
- Bring new and fresh perspectives into the organization.

## Where to find interested students:



Contact the FIERF Office (216.781.5040) to receive resumes of interested Finkl Scholarship Students (awarded to juniors in engineering disciplines) and Magnet School students (universities and professors with whom the Foundation has a relationship).

Magnet School Professors (pages 6 & 7) are an excellent resource and may have students from your local area looking for summer positions.

**Ohio State University, Columbus, OH**  
Professor Rajiv Shivpuri, 614-292-7874  
shivpuri.1@osu.edu

**Ohio University, Athens, OH**  
Professor Jay Gunasekera, 740-593-0563  
gsekera@bobcat.ent.ohiou.edu

**Penn State University, University Park, PA**  
Professor Bob Voigt, 814-863-7290  
rvoigt@psu.edu

**Rensselaer Polytechnic University, Troy, NY**  
Professor Roger Wright, 518-399-4385  
wrighr@rpi.edu

**University of Michigan, Ann Arbor, MI**  
Professor Judy Jin, 734-763-0519  
jhjin@umich.edu

**University of Toledo, Toledo, OH**  
Professor Walt Olson, 419-530-8227  
wolson@eng.utoledo.edu

**University of Waterloo, Waterloo, Ontario**  
Professor Mary Wells, 519-888-4567  
mawells@mecheng1.uwaterloo.ca

**University of Wisconsin – Platteville, Platteville, WI**  
Professor Kyle Metzlof, 608-342-142  
metzlofk@uwplatt.edu

**Worcester Polytechnic Institute, Worcester, MA**  
Diran Apelian, 508-831-5992  
dapelian@wpi.edu



**California Polytechnic State University, San Luis Obispo, CA**

Professor Blair London, 805-756-2536;  
blondon@calpoly.edu

**Case Western Reserve University, Cleveland, OH**

Professor David Schwam, 216-368-6499  
david.schwam@case.edu

**Cleveland State University, Cleveland, OH**

Professor John Frater, 216-687-2568  
j.frater@csuohio.edu

**Colorado School of Mines, Golden, CO**

FIERF Professor Chet Van Tyne, 303-273-3793  
cvantyne@mines.edu

**Georgia Tech, Atlanta, GA**

Professor Jinjun Shi  
404-385-3488  
Jianjun.shi@isye.gatech.edu

**Illinois Institute of Technology, Chicago, IL**

Professor Philip Nash, 312-567-3056; nash@iit.edu

**Kettering University, Flint, MI**

Professor Chuck White, 810-762-7884  
cvwhite@kettering.edu

**Marquette University, Marquette, WI**

Professor Joe Domblesky, 414-288-7832  
joseph.domblesky@marquette.edu

**Michigan Technological University, Houghton, MI**

Dr. Barbara Lograsso  
906-487-3658  
bklogras@mtu.edu

**Missouri University of Science & Technology, Rolla, MO**

Professor Rajiv Mishra  
573-341-6361  
rsmishra@mst.edu



“I personally believe that scholarships and internships are vital to bringing new minds into the Forging Industry. My introduction to forging happened two summers ago with an engineering internship at SIFCO Forge Group. At SIFCO I was able to gain real world experience in die design, die sinking and CNC machining. The internship at SIFCO helped my carrier goals and guided me towards my second internship at Alcoa Aerospace and Propulsion. “

**Eric Nielsen**

Case Western Reserve University

“Hiring FIERF Magnet School interns and co-op students has far exceeded our expectations and is now an integral part of our technical group. The students are well-educated, industrious, and make significant contributions to our company. We should have accessed this program years ago.”

**Tony Biell**

Scot Forge company  
Director of Metallurgy & Quality Assurance

**January** - Contact FIERF Office (216.781.5040) for information on Finkl Scholarship students interested in internships; Contact FIERF Magnet School Professors or University Placement Offices to advertise your openings for the summer.

**March** - Screen and select interns based on the kind of student intern that would best fit within your organization; make offer to students; set beginning and ending dates; compensation and expectations.

**April** - Make last minute arrangements re: housing; where and with whom student will work.

**May/June** - Welcome student to plant; Provide orientation and introductions to employees.

**July** - Continue to provide guidance and supervision in meaningful work/projects throughout.

**August** - Have interns report their project activity to company mangers/staff; Provide feedback.



### Plan Ahead

Contact universities in late January or early February to be sure to have the choice of the best students. This will also allow the student to visit the plant during their spring break.

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### Interview

Know what you're looking for when you interview students for an internship and spell out expectations at that time – compensation, start and end dates, will a pre-employment physical be required?

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### Contact References

Contact the student's references to learn about their performance capabilities.

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### Job Description

Provide clear tasks and meaningful projects. Solid work is achievable if the student has clear tasks and meaningful projects. Give the student one "longer" job to work on and write a report over the summer as well as the normal jobs that support day to day operations. This report (with company approval) might be an excellent submission for the FIERF Forging Achievement Award contest.

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### Expectations

Be very explicit and clear as to safety issues, work schedules, lunch breaks, computer use/misuse and day to day details about the job. This is often the first time students have worked in an industrial facility so these issues need to be stated explicitly rather than assuming the student will know them. Expose the student to as much of an operational experience as possible.

### Housing

If students live close to the plant, they can live at home and save money. If a student will need an apartment during the summer, the company should help locate one close to the plant if the student desires it.

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### Provide a Mentor

An experienced mentor, coach or manager who is available for questions, issues or problems is important to a meaningful and productive experience for the student and employer. Mentors should interact with Interns at least weekly. Set up periodic brown-bag lunches with executives from different parts of the company.

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### Treat the Intern as an Employee

The internship process is a time for your company to evaluate the intern for possible future employment at your company and a time for the student to learn about your company and business. A good way to accomplish this is to show the intern what it is like to be an employee and observe their work ethic and abilities.

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### Provide Feedback

Set up periodic meetings with interns to give them mini performance reviews, establish expectations.

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### Review

A well structured review at the end of the internship by both the student and the employer is crucial to tie together and evaluate the student and program.