

Spring 2025 Approved Green Job Employers

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Company Participation Levels

Companies that have participated in 4 or more career fairs as an approved green job employer will include one of the symbols shown below.

Bronze 4 fairs (2 years)	Silver 10 fairs (5 years)	Gold 16 fairs (8 years)
		

Altec Industries



Green Fleet Product and Controls Co-op

Altec Industries is seeking Green Fleet Product and Controls Co-Op Engineers for our Focus Factory located in Elizabethtown, KY. Our mission is to profitably design, manufacture, and sell innovative custom products, services, and solutions to users of mobile telecom and utility equipment. Each product begins with Altec Engineers. From customer interaction and new product design to the implementation of manufacturing processes, Altec Engineers are leading the industry. Engineers make a difference at Altec as well as play a major role in the lives of our customers who are responsible for keeping the lights on, trees trimmed, and televisions working. If you possess design skills, a knack for problem solving, and a mechanical troubleshooting aptitude, this is the job for you.

As a part of the Green Fleet team you will develop environmentally Responsible Engineered Solutions". Green Fleet's collection of products encompasses the industry's most advanced technologies ranging from engine idle mitigation to integration with EV chassis. Altec Green Fleet developments are the result of Altec's culture of sustainability and continuous improvement.

Qualifications

- Pursuing an undergraduate degree in Engineering required; excludes Technology BA degree in one of the following majors preferred: Mechanical Engineering, Electrical Engineering, Computer Science Engineering, Aerospace Engineering, Agricultural/BioSystems Engineering.
- Must have completed a minimum of 24 hours of coursework, or, have earned Sophomore class standing
- Must maintain a minimum GPA of 2.5 on a 4.0 scale

Skills

- Experience with Python, SQL, MATLAB/Simulink/Labview, CANape, C/C++, PowerBi
- Experience with 2D (AutoCAD) and 3D (SolidWorks) modeling.
- Experience with Teamcenter or similar PLM software.
- Knowledge of Lean Manufacturing and principles.
- Detail oriented.
- Customer service oriented.

Interests

- Microcontrollers, Robotics/VEX, Arduinos, Raspberry Pi
- Sensors, sampling, A/D conversion, Motor control, digital outputs, PWM.
- Digital communication protocols: CAN, I2C, SPI, USB.
- Utilizing oscilloscope, logic analyzers, and multimeters.
- Telematics, data analytics, cloud-based storage/applications.
- Electronic circuits, lithium batteries, EVs.

Responsibilities

As an Engineering Co-Op at Altec, you'll have the opportunity to:

- Work with an Engineer to perform engineering assignments including research, testing, design and/or development.
- Develop problem solving skills to solve short- and long-term production issues with ability to see direct impact.
- Assist in the design application of projects, where creativity and/or innovation are required.
- Learn to identify and reduce unneeded costs in manufacturing.

- Apply engineering procedures and calculations to develop solutions to problems.
- Support and participate in Continuous Improvement events and activities.
- Implement Lean principles throughout the facility.
- Participate in personal and professional development sessions.

Our Company

Altec specializes in the manufacture, sale, and service of aerial devices, digger derricks, cranes, and specialty equipment for the electric utility, telecommunications, tree care, construction, and light and sign maintenance industries in more than 120 countries. At Altec, advanced technology efforts are aimed, without exception, at helping customers work Safer and Smarter. Altec invests more resources than any other manufacturer in the advancement of safety, reliability, uptime and low cost of ownership.

Founded in 1929, Altec is an innovative, financially sound company that is setting the standard for excellence in design, manufacturing and service; and that's why you can rely on us to provide you with the stability of a well-managed company. Join the thousands who have made Altec their career decision!

Avient Corporation

Corporate Technology Leadership Development Program

Description

Avient Corporation (NYSE: AVNT), with expected 2021 revenues of \$4.6 to \$4.7 billion, provides specialized and sustainable material solutions that transform customer challenges into opportunities, bringing new products to life for a better world. Examples include:

- Barrier technologies that preserve the shelf-life and quality of food, beverages, medicine and other perishable goods through high-performance materials
- Light-weighting solutions that replace heavier traditional materials which can improve fuel efficiency in all modes of transportation
- Breakthrough technologies that minimize wastewater and improve the recyclability of materials and packaging across a spectrum of end uses

Avient employs approximately 8,400 associates and is certified ACC Responsible Care®, a founding member of the Alliance to End Plastic Waste and certified Great Place to Work®. For more information, visit www.avient.com.

WHY AVIENT:

At Avient, we strive for a culture of trust and engagement. Our associates are leading company initiatives such as Lead by Women, HYPE (Harnessing Young Professionals), Pride at Avient and Embrace to advance diversity in professional and personal development. We also provide our associates with robust development programs such as Avient Academy, Lean Six Sigma, and various leadership workshops to allow for career growth in a variety of ways. With workplace flexibility, health and wellness programs, casual dress days, and paid time off for community service, we are committed to building upon our positive momentum.

At Avient, we believe diversity of ideas and backgrounds gives us the creativity to be successful in a rapidly changing world. In support of this, we stress equality of opportunity for all qualified individuals in accordance with applicable laws. Decisions in hiring, promotion, development, compensation and advancement are based upon non-discriminatory factors such as, for example, qualifications, abilities, experience, and performance.

Job Summary

The Corporate Technology Leadership Development Program accelerates professional development by placing high caliber Ph.D. graduates on multiple Avient R&D Teams. This two year program consists of two (2) twelve-month, or three (3) nine-month rotational assignments and provides hands on roles that will help you gain experience in technology and leadership philosophy while providing technical, functional and leadership skills training. These teams develop and support a wide range of projects that enable the critical processes of Avient businesses.

Rotational assignments will vary depending on the skills of the candidate hired, and may include foundational R&D and applied product or process development directed toward any of Avient technical platforms. During each phase of their assignment they will establish relationships with peers and leaders, learn fundamentals and be provided feedback from the program manager. Upon completion of the program, individuals will be placed in a full time role within Avient that best suits their personal and professional goals and matches the business needs.

Essential Functions

- Actively interface with business and technology leaders to develop custom polymer formulations and / or processes adhering to customer specifications, quality requirements, and operational goals and standards.
- Contribute to product platform development through the application of statistical experimental design, product testing, and data analysis.
- Perform literature and patent searches to guide experimentation.
- Partner with manufacturing resources to develop test methods and establish quality controls for new materials / processes.
- Support marketing and sales through development of product and application data.
- Summarize experimental strategies and data analysis in written reports and presentations for communication with peers, customers, and various levels of management.
- Collaborate in cross-functional projects across business units.
- Develop Lean Six Sigma (LSS) capabilities.
- Build on hard and soft-core competencies through training by taking a list of coursework to develop technical, functional and leadership skills
- Other duties as assigned

Education and Experience

- Ph.D. in Chemistry, Chemical Engineering, Polymer Science, Material Science or Physics, with a focus on polymer materials development, structure-property relationships, or polymer processing.

Additional Qualifications

- Proficiency with Microsoft Office including Excel, Word and PowerPoint.
- Demonstrated project management capability.
- Strong analytical and problem solving skills.
- Motivated with a passion to succeed.

Competencies

- Each position at Avient focuses on eight Core Competencies as a Leader of Self. Additionally, management positions focus on Leadership Competencies as a Leader of Others and/or a Leader of the Business. These competencies are designed to drive behavior that will ultimately help our associates excel at their current roles, while supporting individual and career development.

Avient Corporation

Human Resources Intern

DESCRIPTION:

Avient Corporation provides specialized and sustainable material solutions that transform customer challenges into opportunities, bringing new products to life for a better world. Examples include:

- Dyneema®, the world's strongest fiber™, enables unmatched levels of performance and protection for end-use applications, including ballistic personal protection, marine and sustainable infrastructure and outdoor sports
- Unique technologies that improve the recyclability of products and enable recycled content to be incorporated, thus advancing a more circular economy
- Light-weighting solutions that replace heavier traditional materials like metal, glass and wood, which can improve fuel efficiency in all modes of transportation and reduce carbon footprint
- Sustainable infrastructure solutions that increase energy efficiency, renewable energy, natural resource conservation and fiber optic / 5G network accessibility

Avient employs approximately 10,000 associates and is certified ACC Responsible Care®, a founding member of the Alliance to End Plastic Waste and certified Great Place to Work®. For more information, visit www.avient.com.

Job Summary

Avient is seeking a motivated individual with a passion for helping people and driving process improvements to join our summer internship program! This opportunity will provide exposure to our HR Centers of Expertise and business partners, and provide the opportunity to be involved in meaningful work, including the ability to interact with senior leaders across the organization. Areas of potential projects and learning opportunities include talent acquisition, talent development, compensation and benefits, and HRIS in a professional, global environment.

The selected incumbent will be a part of the wider Avient internship program that promotes and provides opportunities for professional development, networking, cross-functional collaboration, and community involvement.

Essential Functions

- Acts as a contributing member of the HR team – working directly with a Center of Expertise or in projects across multiple aspects of the HR function.
- Gains exposure to domestic and international operations within HR and knowledge of Avient practices.
- Contributes to projects and initiatives led by HR with the ability to lead portions directly.
- Presents key learnings and results to the leadership team at the conclusion of internship.
- Other projects and responsibilities as assigned.

QUALIFICATIONS:

Education and Experience

- Currently pursuing a Bachelor's Degree in human resources or related field.
- Prior internship experience a plus, but not required.

Additional Qualifications

- Strong interpersonal communication skills and ability to interact with individuals across the organization.
- Ability to work as part of a team with excellent collaboration skills across other functions and with business partners.
- Ability to work independently with minimal supervision.
- Ability to manage multiple tasks and priorities including good time management skills, organizational skills, and taking accountability for tasks and issues.
- Strong trouble-shooting and problem-solving skills.
- Quick thinking, initiative taking, thirst for learning and unafraid to be out of comfort zone.
- Desire to learn and develop within the field of human resources.

Competencies

- Each position at Avient focuses on eight Core Competencies as a Leader of Self. Additionally, management positions focus on Leadership Competencies as a Leader of Others and/or a Leader of the Business. These competencies are designed to drive behavior that will ultimately help our associates excel at their current roles, while supporting individual and career development.

Physical Demands

- The following characteristics are representative of the physical and environmental demands required by an individual to successfully perform the essential duties of this position: (1) standing and/or sitting for prolonged periods of time, (2) talking and listening and (3) working in an office environment where noise level is low to moderate Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

Environmental, Health, Safety, & Security (EHS&S) Requirements

- Avient integrates EHS&S into all aspects of our operations. Each position at Avient is responsible for complying with all applicable EHS&S requirements. Additionally, employees and management are responsible for reporting all EHS&S incidents immediately to ensure we keep EHS&S a priority within the organization.

Clean Harbors

Environmental or Chemical Engineering Internship Summer '25

We Build with Passion- Clean Harbors Kimball, NE NEW Incineration unit is seeking an **Intern- Environmental or Chemical Engineer** will work with the Compliance Team at the Kimball, NE facility to support compliance-related programs including reporting, data review and entry, permitting efforts, regulatory revisions/updates, facility inspections, and compliance reviews. **We pay student housing for the Summer of '25. \$20 per hour paid weekly. M-F Day shift.**

Why work for Clean Harbors?

- Health and Safety is our #1 priority, and we live it 3-6-5
- Opportunities for growth and development for all the stages of your career
- Positive and safe work environment
- Opportunity to begin your career with an environmental company making a positive impact on the world!

Responsibilities

- Ensuring Health and Safety is the number one goal by following policies, processes, and acting in a safe manner at all times.
- Assist with the preparation of reports, facility training modules, and other deliverables.
- Assist with review and management of facility compliance records.
- Work with compliance team to conduct quarterly ambient sampling for soils, rainfall, air, etc. and review laboratory results for quality assurance.
- Support equipment leak detection monitoring program and work with compliance operators to understand field activities.
- Review facility permits and state/federal to gain an understanding of the permit conditions/limitations.
- Assist with compliance-led meetings, such as incident investigation and corrective action assignment.
- Perform other duties and tasks as assigned by management and as required by the needs of the Clean Harbors business

Qualifications

- **Jr./Sr. Pursuing a B.S. degree in Chemical or Environmental Engineering from an accredited US University/College**
- Critical thinking and creative problem solving
- Highly motivated with strong work ethic
- Strong attention to detail
- Strong verbal and written communication
- Ability to work well in team environment
- Excellent organizational skills
- Basic understanding of math, chemistry, and chemical testing
- Proficient in primary Microsoft Office applications (required) Updated Resume required for consideration
- Valid Us Driver's license required to work at facility

- **Applicants must be authorized to work for ANY employer in the U.S, full-time upon graduation. We are unable to sponsor or take over sponsorship of an employment Visa at this time, including F1-OPT work authorization.**

Join our team today! To learn more about our company, and to apply online for this exciting opportunity, visit us at <https://careers.cleanharbors.com/>

Clean Harbors is the leading provider of environmental, energy and industrial services throughout North America. The Company serves a diverse customer base, including a majority of the Fortune 500 companies, thousands of smaller private entities and numerous federal, state, provincial and local governmental agencies. Through its Safety-Kleen subsidiary, Clean Harbors also is a premier provider of used oil recycling and re-refining, parts washers and environmental services for the small quantity generator market. Headquartered in Norwell, Massachusetts, Clean Harbors has waste disposal facilities and service locations throughout the United States and Canada, as well as Mexico and Puerto Rico.

Clean Harbors

Environmental Professional

Hepaco, a Clean Harbors company is the leading provider of environmental, energy and industrial services throughout the United States, Canada, Mexico and Puerto Rico. Everywhere industry meets environment, Clean Harbors is on-site, providing premier environmental, energy and industrial services. We are solving tough problems through innovation and proven methodology – come be part of the solution with us.

Why work for Hepaco, a Clean Harbors company?

- Health and Safety is our #1 priority and we live it 3-6-5!
- Focus on maintaining sustainability and cleaning the Earth
- Comprehensive health benefits coverage after 30 days of full-time employment including 401K with Company match
- Opportunities for growth and development for all the stages of your career
- Company paid training and tuition reimbursement

As an **Environmental Professional (Field Service Technician)**, you'll be responsible for supporting a variety of branch-level environmental management and waste management programs. Each day brings opportunity for a variety of tasks, with responsibilities ranging from coordinating hazardous and non-hazardous waste disposal, environmental compliance, sampling (substance, soil, air, and ground/stormwater), environmental and industrial field work, hazardous materials and oil spill emergency response (after hours), petroleum remediation, groundwater investigation and remediation, natural disaster response and clean-up, to regulatory consulting and report preparation.

This is a hybrid role, working in the office and in the field.

Please note: All new hires must attend a two-week training academy in Charlotte, NC, travel expenses are paid by the company and per diem is provided.

Responsibilities for Internal Candidates

- Hybrid role (both in office / in field)
- Assist with managing clients' non-hazardous and hazardous waste disposal.
- Manage and track entire process of waste generation, storage and disposal including:
 - Manage pick-up of hazardous waste at various client sites
 - Coordinate activities with waste generators; properly identifying, classifying, and labeling waste in preparation for disposal or treatment
 - Ensure proper packaging and labelling of waste to maximize efficiently and maintain compliance
- Interact with Branch Manager, Project Managers and Field Staff regarding compliance with shipments of non-hazardous and hazardous waste and other client issues regarding compliance
- Prepare specimen samples for testing at lab, including packaging, labelling, and recordkeeping
- Assist with responding to hazardous material releases and assist in the containment and clean-up of spilled materials
- Assist with preparation, collection and review of periodic environmental reports and all compliance monitoring data

- Perform physical labor associated with cleanup activities, sample collection, waste removal and other remediation services
- Work with a safety-first mindset
- Be available to work extended and "on-call" hours, including weekends and holidays
- Be willing to travel across the HEPACO operating footprint
- Be able to work outside, exposed to the elements, including during inclement weather

Qualifications for Internal Candidates

- BS in Geology, Engineering, or Environmental Science preferred. Equivalent experience considered.
- Excellent written and verbal communication skills.
- Strong math, analytical and research skills.
- Working knowledge of US environmental regulations.
- Demonstrated proficiency with Microsoft 365 productivity suite required – particularly Excel, PowerPoint, and Teams.
- Self-starter, able to work reliably without direct supervision.
- Continual learning and improvement mindset.
- OSHA HAZWOPER 40-hour and confined space entry certification preferred.
- Driving a company vehicle is an essential function of the job; candidates must possess a valid driver's license and have a clean driving record.
- A pre-employment drug screen, criminal background check, and physical exam are required.

CMTA, Inc.



Solar Engineer Intern/Co-op Summer 2025

Location: Fairfax, VA

This position will start May 2025 and go through the Summer 2025 semester. Our hope is that the co-op students that are hired will do multiple co-op rotations with CMTA.*

The core business of our Energy Solutions division is the delivery of Guaranteed Energy Savings Performance Contracts (ESPCs). Simply put, our ESPCs are a viable way to upgrade and renovate facilities in a budget-neutral or even budget-positive way. The process diverts money already being spent on utilities and directs it into facility upgrades, covering scope development, design, bidding, construction management, commissioning, measurement and verification, and even ongoing energy management services. We have experience in designing the nation's most energy efficient buildings, including many zero energy buildings. Our knowledge is unparalleled in the Guaranteed ESPC market, which allows us to dive deeper than our competitors.

CMTA Energy Solutions has a robust co-op program for college students pursuing a degree in Mechanical Engineering. We offer an immersive experience in the world of Guaranteed Energy Savings Performance Contracting for two or more semesters. Our co-ops build industry competitive skills in a hands-on environment through collaborative project tasks with full-time engineers while under the direct supervision of Professional Engineers. Our program is designed to develop students into full-time caliber employees that contribute to the company's growth. The ideal candidate will possess excellent interpersonal skills and will be able to work well both as a team member and independently. Our program stands apart from the typical, rehearsed co-op rotation in which every co-op gains the same experience because it is designed for co-ops to stand out and take on challenging projects. Co-ops will be involved with multiple Guaranteed Energy Savings Performance Contracts and will have a role in every stage of their development. Each stage offers a variety of valuable experiences, from initial development through implementation. Whether co-ops are interested in building their skill set in identifying and calculating energy savings measures, developing renovation documents, or hands-on field experience, CMTA Energy Solutions is bound to overcome expectations.

Solar Co-ops can expect to get hands on experience with photovoltaic systems. By the end of the program co-ops will have gained the experience to be able to deliver a full photovoltaic design from scratch. Our Solar co-op will directly support our solar project managers.

Job Functions: (may include but are not limited to)

- Assist in all aspects of the project development phase – including site visits, building audits, energy calculations in relation to PV arrays
- Generate energy models and perform calculations to evaluate feasibility of energy savings measures such as PV arrays
- Produce detailed construction documents using CAD for new PV arrays
- Field verify proper installation and implementation of PV array

Requirements:

- Pursuing a BSEE, preferably a sophomore (2nd year), or junior (3rd year),
- CAD experience is helpful, but not required.
- Strong interpersonal and communication skills,
- Proficiency with Microsoft Word and Excel,
- Ability to work both independently and as a team member and
- Ability to travel for field work.

No sponsorship is available for this position.

CMTA, Inc.

Drafting Intern



The Drafting Intern will be responsible for assisting in developing detailed plans and drawings for construction documents from redlines, rough sketches, and/or verbal direction from the Engineer. The Drafting Intern will work with experienced technicians, designers, and engineers for guidance and project mentoring to gain hands-on experience. They will interact and coordinate with architects, building owners, engineers, and other disciplines as needed. The Drafting Intern will gain knowledge of creating construction drawings, load calculations, find effective solutions, learn general design concepts and effective communication. The intern will complete other duties and responsibilities assigned to assist the mechanical team and ensure a successful project completion.

Essential Duties and Responsibilities:

- Assist in creating construction drawings.
- Attend construction meetings.
- Learn load calculations and select equipment.
- Address design problems and find effective solutions.
- Effectively collaborate with engineers to gain a general design concept.
- Successfully communicate with clients, engineers, and architects to discover and implement expectations.
- Other duties and responsibilities as assigned.

Qualifications (Education, Experience, and Licenses/Certifications required):

- Currently pursuing a degree in Architectural Drafting and Design or related field.
- Strong written and verbal communication skills.
- Proven ability to listen carefully and work well on a team.
- Have the desire to learn quickly and grow professionally within the field.
- Proficient in the use of Microsoft Office Products.
- Proven ability to maintain excellent integrity and ethical standards within the role.

No sponsorship available for this position.

Copeland

Accelerate: Early Career Development Program

About Us

We are a global climate technologies company engineered for sustainability. We create sustainable and efficient residential, commercial and industrial spaces through HVACR technologies. We protect temperature-sensitive goods throughout the cold chain. And we bring comfort to people globally. Best-in-class engineering, design and manufacturing combined with category-leading brands in compression, controls, software and monitoring solutions result in next-generation climate technology that is built for the needs of the world ahead.

Whether you are a professional looking for a career change, an undergraduate student exploring your first opportunity, or recent graduate with an advanced degree, we have opportunities that will allow you to innovate, be challenged and make an impact. Join our team and start your journey today!

Are you ready to dive into a career with an organization that challenges you to think big, innovate, and make an impact through creating sustainable solutions that improve lives and protect our planet? Accelerate, Copeland's Rotational Early Career Development Program in Engineering and Operations is designed to do just that—and more.

What's in it for You?

Diverse Experiences: Over 2 years, rotate through various locations and departments, from industry-leading cutting-edge engineering to strategic global operations. You'll gain a 360-degree view of our business, equipping you with the skills and insights needed to excel in any role. Each strategic rotation is designed to challenge you, broaden your skills, and prepare you for career advancement.

Real-World Impact: You won't just learn - you'll do. From day one, you'll be working on real projects that matter and shape the future of our business. Whether it's designing innovative engineering solutions or optimizing critical manufacturing processes, you'll be at the forefront of our most exciting challenges. Participants will have the chance to work on a significant Capstone project to solve a real technical or operational challenge. You'll have the opportunity to present to senior leaders, showcasing your skills, innovative thinking, and impact on the organization.

Culture of Collaboration, Mentorship & Networking: Join a community of innovators and problem-solvers. Connect with industry leaders and seasoned professionals who are eager to share their knowledge. You'll be paired with a mentor dedicated to your success and be able to build a network that will support you throughout your career.

Career Growth: This isn't just a job – it's the launchpad for your future success. By the end of the program, you'll be ready to take on advanced roles and drive your career in engineering or operations forward with confidence.

Global Opportunities: We're a company with a global reach, and our rotational program reflects that. Our program offers the potential for international assignments, giving you a global perspective and the chance to see the world while you work. Experience different cultures and markets while contributing to local and global initiatives.

Intentional and Individualized Learning and Development: We believe in the power of individual growth. That's why each participant will have a tailored development plan and learning path designed to align with your unique career aspirations, strengths, and opportunity areas.

What we are looking for:

University undergraduates and early career professionals with an educational focus and passion in engineering, operations, or supply chain.

Minimum graduation GPA of 3.0.

Previous co-op or internships that included leading projects, and collaborating across functions or teams.

Ability to relocate and work at various locations throughout a 2-year commitment, mostly in the United States, but potential for an international assignment.

Ability to commit to a 2-year rotational program.

Legal Authorization to work in the United States – Sponsorship will not be provided for these roles.

Our Commitment to Our People

Across the globe, we are united by a singular Purpose: Sustainability is no small ambition. That's why everything we do is geared toward a sustainable future—for our generation and all those to come. Through groundbreaking innovations, HVACR technology and cold chain solutions, we are reducing carbon emissions and improving energy efficiency in spaces of all sizes, from residential to commercial to industrial.

Our employees are our greatest strength. We believe that our culture of passion, openness, and collaboration empowers us to work toward the same goal - to make the world a better place. We invest in the end-to-end development of our people, beginning at onboarding and through senior leadership, so they can thrive personally and professionally.

Flexible and competitive benefits plans offer the right options to meet your individual/family needs. We provide employees with flexible time off plans, including paid parental leave (maternal and paternal), vacation and holiday leave.

Together, we have the opportunity – and the power – to continue to revolutionize the technology behind air conditioning, heating and refrigeration, and cultivate a better future. Learn more about us and how you can join our team!

Crane ChemPharma & Energy

Manufacturing Engineering Intern

Position Summary:

While working directly with the Manufacturing Engineering department and driving key aspects of our Continuous Improvement effort, this position will be exposed to all functions within a business. Develops and improves manufacturing processes by studying product and manufacturing methods and monitoring activities to minimize manufacturing cost while promoting and ensuring safe work practices.

Principle Duties (includes, but is not limited to):

- Maintains the highest quality of product by establishing and enforcing organization and 5S standards.
- Utilize CAD to develop facility layout drawings of production and support areas
- Conduct studies and propose improvements to the overall process flow and spatial utilization based on Lean Manufacturing principles
- Perform time studies and update time standards
- Create and update documentation for manufacturing standard of work
- Evaluate data collection systems, make recommendations and updates
- Evaluate ergonomics and safety within the Manufacturing operations
- Develops manufacturing processes by studying product requirements; researching, designing, modifying, and testing manufacturing methods and equipment; conferring with equipment vendors.
- Improves manufacturing efficiency by analyzing and planning workflow, space requirements, and equipment layout.
- Prepares product and process reports by collecting, analyzing, and summarizing information and trends.
- Problem solving - Resolves manufacturing problems by analyzing data; investigating issues; identifying solutions; recommending action & implementing change.
- Investigate and document options for cobot with optical inspection within a flow cell
- Contributes to team effort by accomplishing related results as needed

Essential Qualifications / Experience:

- Sophomore level standing or higher in engineering course work leading to a Mechanical, Manufacturing or Industrial Engineering or Sciences field of Study from an accredited 4-year College or University.
- Ability to perform assigned tasks and complete work on schedule with minimal supervision.
- Eagerness to learn and accept challenges
- Critical problem solving skills and strong attention to detail required.
- Ability to work in a fast-paced, changing environment and must be willing to work directly on Production floor.
- Excellent verbal and written communication skills; Effective interpersonal skills in a team environment
- Must be project-oriented and able to multi-task

- Ability to work 40 hours per week during internship commitment
- Working knowledge of computer programs (Microsoft Word, Excel, Outlook)
- Experience with CAD systems and SolidWorks

Crane Co. reserves the right to change or assign other duties to this position. The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required and the scope of accountability and responsibility. These descriptions should not be considered to be all-inclusive listings of work requirements.

Crane Co. is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, religion, sex, national origin, marital status, age, sexual orientation, gender identity characteristics or expression, physical or mental disability, pregnancy, medical condition, genetic information, or U.S. military or veteran status or any other characteristic protected under federal, state, or applicable local law, in recruiting, hiring, training and promoting.

Crowder

Fall 2025 Co-op Project Engineer

Crowder is a Design-Build, Construction Manager and Hard-Bid General Contractor

We are looking for Civil, Mechanical, Electrical and Construction Engineering majors. Look to Crowder for technically challenging and diverse scopes of work. We dig deep into means and methods with high levels of coordination. Founded in 1947, Crowder Constructors has expanded into a multi-division, top 400 ENR contractor specializing in diverse heavy construction of water and wastewater treatment plants and other industrial and environmental utility projects in the **SE United States (GA, SC, NC and VA)**. Please visit www.crowderusa.com. We are proud to hire candidates from your school!

COOP with Professional Engineers in Project Management and Estimating

- Assist Project Manager with technically challenging and broad scope of daily project duties.
- Learn to understand means and methods utilizing value engineering and interaction with professional engineers in the general contracting world of constructing utility and other large environmental projects. Goals for learning will include:
 - Maintain project files, current drawings, and production records;
 - Read and interpret plans and specifications;
 - Estimate material needs for purchasing;
 - Write purchase orders;
 - Expedite material deliveries;
 - Inventory control;
 - Assist with invoice approval process;
 - Learn aspects of jobsite safety;
 - Assist with value engineering on the project;
 - Prepare scopes of work for subcontractors;
 - Understand budgets and budgeting, negotiate prices and services;
 - Perform Subcontractor soliciting and quantity takeoffs and assist with subcontract preparation;
 - Assist with the management of subcontractors;
 - Review and prepare submittal documents;
 - Correspond and communicate with vendors, subcontractors, owners, engineers, internal office staff, and field personnel;
 - Assist with analyzing, procuring, and tracking construction equipment;
 - Assist with project schedule (CPM);
 - Assist field personnel with technical matters.
- Learn the Construction Specification Institute Master Format, divisions and sections and how it relates to the Construction Industry;
- Learn how to read and interpret Project Specifications, Contract requirements, and bid preparation;
- Learn how to read contract drawings and understand symbols and legends;
- Learn and utilize Quest estimating software;
- Become familiar with labor costs.
- Analyze labor for specific tasks;
- Receive and evaluate suppliers and Subcontractor's proposals;
- Participate in bid review and in preparation of bid package.

DLZ Corporation



Environmental Intern

Locations: Lansing or Kalamazoo

DLZ is seeking bright and motivated Interns to join our dynamic team. As an intern, you will work alongside our experienced Environmental Engineers, Scientists, and other professionals. You will face a variety of challenges and gain hands-on experience. Your tasks will be diverse, providing valuable exposure to real-world projects.

What You'll Do:

- Assist staff at Fort Custer Training Center in Augusta, MI with vegetation assessments in training and land navigation areas and herpetological surveys in wetlands located on base.
- Assist with surface water and wetland investigations
- Field and desktop data collection
- Various field and office tasks related to planning, transportation design, and landscape architecture

What We're Looking For:

- Senior or recent graduate enrolled in a degree program for environmental sciences, fisheries & wildlife, plant sciences, or other relevant major
- Ability to self-motivate and work productively with limited supervision
- Ability to identify fish, amphibians, reptiles, and mammals
- Ability to identify a wide variety of plants and trees
- Willingness & ability to quickly learn new tasks and procedures/critical thinking
- Excellent verbal and written communication skills
- Strong organizational and problem-solving skills
- Working knowledge of software programs including Microsoft Word, Excel, and ArcGIS

This position will be flexible on a part-time basis during the 2025 academic year (ideally spring – fall quarters).

About DLZ Corporation: DLZ is an award-winning architecture and engineering firm serving public and private entities nationwide. We offer a wide range of services including engineering and architectural design, construction management, surveying, right-of-way acquisition, and materials testing. Recognized as the Design Firm of the Year by Engineering News-Record (ENR) Midwest in 2016, DLZ is consistently ranked among ENR's Top 150 U.S. Design Firms. Our growth reflects the quality of our work and the satisfaction of our clients.

Our Mission: We aim to build on our reputation for excellence by becoming the preferred architectural, engineering, and environmental firm. We are committed to exceeding our clients' expectations and are known for our competence, integrity, and contributions to the communities we serve.

Duke Energy



EHS Training & Development Summer Internship

Program Location for 2025: Charlotte, NC

About Us:

Duke Energy, one of the largest electric powers holding company in the U.S., is a Fortune 150 company dedicated to driving the future of reliable, affordable and cleaner energy. Join us in our mission to build a smarter energy future and help drive our transition to net-zero methane emissions by 2030 and net-zero carbon emissions from electricity generation by 2050.

Why Duke Energy?

Here are the top 3 reasons why working at Duke Energy as a college student is the number one choice for you:

1. **Career Development:** Duke Energy provides extensive training programs, mentorship opportunities, and career development resources to help students grow professionally.
2. **Growth and Reputation:** As one of the largest energy companies in the U.S., Duke Energy offers job growth and a reputable name in the industry, which can be advantageous for future career prospects.
3. **Work-Life Balance:** The company supports a healthy work-life balance with flexible work schedules, remote work options, and employee wellness programs.

Team Overview:

The Duke Energy Training and Development team develops training programs for multiple departments including Enterprise Health & Safety and Regulated and Renewable Energy. The team is made up of instructional designers who develop and manage both computer based and in person training content for the different departments. This organization owns, manages, and provides functional support on our learning management system for all corporate users.

Skills/Responsibilities:

- o Agile Framework and methodologies
- o Project Management
- o Tools: Excel, JIRA, SharePoint, Power BI

Basic Qualifications

- Minimum, cumulative GPA of 2.75
- Must not graduate prior to August 2025.
- Enrolled and pursuing a bachelor's or master's degree in management information system, Business Management, Information Technology, Instructional Design or related major.

Desired Qualifications

- Professional and effective written and verbal communication skills.
- Ability to work collaboratively in a team setting.
- Community service, volunteer experience.
- Self-driven, motivated, and proactive.
- Meeting facilitation and presentation skills.

GPD Group

Energy Co-op: Electrical Engineering 2025

Join GPD Group, where our purpose is to improve the well-being of our employees, clients, communities and business partners by transforming opportunities into success. We are passionate about the work we do and the relationships we build with clients. Our employee ownership structure fosters a non-hierarchical collaborative work environment, where everyone is encouraged to share their ideas and creativity to the betterment of the organization and our clients. This structure also enables each associate to explore and expand their talents, reach their full potential, and deliver to the core traits that guide GPD group and allow us to deliver successfully for our clients.

For more than 60 years, GPD Group has been providing architectural, engineering and planning services to clients across the United States. With a diverse team of over 750 professionals working in 14 different offices, it is our passion for our work and our commitment to our purpose that unites us.

GPD is currently seeking an **Electrical Engineering Co-op-Energy** for our **Akron, OH** office location.

Pursuing a Bachelor's degree in Electrical Engineering.

Interest in fuel cell design.

Interest in designing the utility coordination support for the Electrical Vehicle market.

Wants to learn how to use different design technology like Helioscope, GIS tools, and AutoCAD.

Interest in learning how to develop technology drawings for fiber networks and also support those fiber designs in the field.

Interest in learning solar design and utility interconnection.

Must be a team player and be self-motivated.

Ability to work on project teams and work individually.

Equal Opportunity/Affirmative Action Employer-M/F/Disabled/Vet

Our company uses E-Verify to confirm the employment eligibility of all newly hired employees. To learn more about E-Verify, including your rights and responsibilities, please visit www.dhs.gov/E-Verify

Great Parks

Neighborhood Engagement and Education Manager

Do you have nature education, leadership, and programming experience? Join our team as the Neighborhood Engagement and Education Manager! Great Parks is seeking a qualified professional to oversee the development and daily operation of Great Parks' Nature Center at The Summit. This will include building strong, collaborative relationships with the surrounding community and providing nature education programs and interpretive events at the center.

At Great Parks, our team members work together to preserve and protect natural resources and to provide outdoor recreation and education in order to enhance the quality of life for present and future generations. Be a part of an inclusive organization that enriches the region by inspiring nature-based experiences, celebrating cultural heritage and building strong and healthy communities through our dedicated staff, volunteers, and friends.

This position directly manages a team of part-time year around nature education staff. Responsible for consistently leading with an integrated approach to promote employee engagement, a positive work environment, and a commitment to the development of others. Prepares and presents inclusive interpretive programs for organized groups. Connects guests to local natural and cultural history. Creates educational opportunities shared through various sources such as print, web and kiosks. Works a variety of evenings, holidays and weekends.

The successful candidate will do the following:

- Builds organizational awareness among staff and develops programming that involves everyone. Supports open, transparent communication among team members.
- Primarily works offsite utilizing office and programming spaces provided by one or more host organizations.
- Works independently with oversight provided by the Regional Education Manager.
- Develop and establish collaborative relationships with the local community to improve access to outdoor and nature educational programs, events and services.
- Build strong, collaborative relationships with members of the neighboring community served by the Great Parks host site. Promote accessibility to opportunities presented at the host site. Ensure that services and programs are inclusive, engaging and impactful.
- **Directly supervises assigned staff to accomplish educational objectives.** Carries out supervisory responsibilities in accordance with Great Parks' policies and applicable laws, and delegated authority.
- Responsibilities include participating in, and making recommendations pertaining to the selection and discipline of employees, and other personnel decisions in coordination with Human Resources Staff.
- Plans and delegates work assignments, trains employees, provides guidance, resolves work issues, and ensures work complies with Great Parks' policy and performance standards.
- Reviews and approves timecards. Manages labor budget. Monitors and assists in developing operating budget and revenue projections for host site.
- Accounts for cash transactions. Complies with all cash handling policies and enforces cash control procedures.
- Reviews and approves invoices and controls expenditures. Prepares purchase requisitions and approves where applicable. Adheres to purchasing card procedures and submits expenditures for supervisor approval.

- Maintains positive working relationships and effective communication with host staff, volunteers and the surrounding community.
- Engages surrounding community and presents inclusive interpretive programs focused on local natural and cultural history, environmental topics and sustainability to diverse groups and individuals.
- Coordinates transportation from a host site to a variety of Great Parks programs, activities and events. Also coordinates transportation for intern work assignments.
- Conducts research to develop program topics; communicates factual information in an accurate, educational and entertaining manner utilizing experiential learning techniques wherever possible.
- Engages in professional development to enhance knowledge of interpretive techniques, learning styles, program planning, local flora and fauna, animal care, etc.
- Transports and handles live animals during presentations; uses various forms of technology to enhance programming; distributes written materials; leads hikes.
- Supervises the humane care of interpretive and display animals to established standards. Ensures all regulatory requirements are met and written records are maintained. Ensures the safe interaction of animals with the public.
- Maintains required records and reports to measure programming effectiveness.
- Represents Great Parks in a positive manner; provides general park information and answers inquiries as needed; receives and resolves guest concerns and complaints; collects and deposits program fees.
- Develops interpretive themes and content shared through various sources such as print, web and kiosks.
- Works and communicates effectively with other departments, leadership, and peers; attends and participates in meetings; completes required training.
- Provides assistance with special events and other tasks assigned by the Regional Education Manager.
- Performs job duties in accordance with Great Parks of Hamilton County's policies, procedures, and performance expectations.
- Maintains confidentiality of confidential and sensitive information.
- Works assigned schedule, exhibits regular and punctual attendance and works outside of normal schedule as required.
- Represents the agency at offsite events and meetings; speaks and presents to internal and external groups; participates in overnight or multi-day travel for training, professional development or information gathering.
- Utilizes and promotes environmentally sustainable practices and processes.
- Regularly assists with setting up and/or tearing down tables, chairs and equipment for programs and events.
- Performs other job duties as assigned.

QUALIFICATIONS

An appropriate combination of education, training, course work and experience may qualify the applicant to demonstrate required knowledge, skills, and abilities. An example of an acceptable qualification is:

Associate's degree in Natural History, or related field is required with 2 years related experience which evidences a comprehensive knowledge of natural history interpretation, community relations and management principles.

Ability to document identity and employment eligibility within three (3) days of original appointment as a condition of employment in compliance with Immigration Reform and Control Act requirements.

LICENSE OF CERTIFICATION REQUIREMENTS

State Motor Vehicle Operator's License meeting GPHC current carrier guidelines. Certified Interpretive Guide credentials from NAI or ability to obtain within three years of employment

We offer an excellent benefit package that includes medical, dental and life insurance; paid vacation, 11 holidays and sick time; enrollment in Ohio Public Employees Retirement System and free or discounted use of many Great Parks of Hamilton County recreational activities.

Great Parks is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, sex, age, national origin, ancestry, disability, military status, or any other classification protected under applicable law.

Great Parks

Director of Design & Construction

Great Parks' design team has been hard at work designing and building big and innovative projects that will rejuvenate park infrastructure and build new facilities where families in our region will make memories that last a lifetime. Our team is looking for an experienced and collaborative AEC professional to lead our design and construction teams in delivering these projects to the public. Join us and contribute to projects that prepare our region for a bright future as part of a workplace committed to equity and work-life balance.

Be a part of an inclusive organization that enriches the region by inspiring nature-based experiences, celebrating cultural heritage and building strong and healthy communities through our dedicated staff, volunteers, and friends.

Please include resume and cover letter in your application. Candidates selected for an in-person interview will be asked to bring a portfolio of design work.

This position will direct and provide leadership to the design & construction teams with respect to site, infrastructure, building, and building systems design and construction. Maintains responsibility for planning, developing, administering and achieving design and construction teams' goals and objectives, and for providing leadership and coordination of work in accordance with Great Parks' master plan, strategic plan, policies, and requirements.

The successful candidate will perform the following:

- Provides leadership and development to the design & construction teams.
- Manages in accordance with delegated authority, and Great Parks' policies, applicable laws, and regulations.
- Maintains responsibility for the timely and effective accomplishment of the delegated mission of the design and construction teams, and for accomplishing the strategic goals in accordance with Great Parks' Comprehensive Master Plan, Park & Facility Master Plan, strategic plan and initiatives.
- Responsible for recruiting talent and monitoring performance of the design and construction teams. Manages various employee levels and makes major personnel decisions in consultation with the Chief of the Planning Division, Chief Operating Officer and Chief of Human Resources.
- Delegates job responsibilities, maintains effective organizational communications, and consistently follows sound management principles and practices. Carries out supervisory responsibilities in accordance with the agency's rules, policies, and applicable laws.
- Plans, organizes, directs and evaluates performance of assigned staff.
- Establishes priorities, performance requirements, and professional development targets that are connected to the agency's goals, objectives and initiatives.
- Regularly monitors performance and provides coaching for performance improvement and development.
- Provides recommendations related to hiring, compensation and other rewards to recognize performance.
- Takes disciplinary action, up to and including termination, to address performance deficiencies in conjunction with Human Resources.
- Maintains responsibility for the quality, timeliness, and budgets of architectural, engineering, and landscape architectural improvement projects executed within the Planning Division.

- Coordinates with other divisions in the planning of parkland and facilities.
- Manages the capital improvement process for projects delivered within the Planning Division including priorities, budget, design, workflows, construction and construction scheduling and assigning project management responsibilities to design and construction teams.
- Projects delivered within the division include park improvements, major infrastructure repair and replacement, new facilities, and facility improvements.
- Responsible for the implementation of the Comprehensive Master Plan and Park and Facility Master Plan in coordination with senior management and the Director of Planning to support the mission, vision and strategic plans of the park district as it relates to planning and capital improvement projects.
- Develops goals and vision for architectural, engineering, and landscape architectural improvement projects executed within the Planning & Design Division for confirmation with senior leadership.
- Ensures aesthetic and experiential qualities of architectural, engineering, and landscape architectural works are consistent with Great Parks' identity, brand, and placemaking strategies as they relate to such work.
- Ensures architectural, engineering, and landscape architectural works are consistent with sustainability and other organizational goals and policies.
- In coordination with the Director of Planning, makes recommendations to division chief and then senior leadership for 2-, 5-, and 10-year capital implementation plans.
- Maintains responsibility for management and coordination of contractors and consultants to ensure the highest quality of capital improvements, appropriate legal bidding process, and appropriate expenditure of funds.
- Oversees selection of consultants to ensure selection of most qualified team per project objectives and in accordance with Great Parks' master plan, strategic plan, policies, and requirements.
- Recommends expenditures on capital projects based upon approved budget. Develops budget requests based upon project cost estimates.
- Develops and implements departmental expenditure budgets and maintains responsibility for monitoring and controlling expenditures within approved budget. Approves purchasing requests.
- Makes formal presentations and speaks before groups concerning park planning and development.
- Performs job duties in accordance with Great Parks' policies, procedures, and performance expectations.
- Maintains confidentiality of confidential and sensitive information.
- Works assigned schedule, exhibits regular and punctual attendance and works outside of normal schedule as required.
- Supervises volunteers for projects.
- Represents Great Parks by serving on internal and external committees.
- Utilizes and promotes environmentally sustainable practices and processes.
- Performs other job duties as assigned.

QUALIFICATIONS

An appropriate combination of education, training, course work and experience may qualify an applicant to demonstrate required knowledge, skills, and abilities. An example of an acceptable qualification is:

A Bachelor's or Master's degree in Landscape Architecture, Architecture, Engineering or related field is required.

A minimum of five years of experience that evidences a thorough knowledge of design, construction, and project management.

Experience leading a team preferred.

Ability to document identity and employment eligibility within three (3) days of original appointment as a condition of employment in compliance with Immigration Reform and Control Act requirements.

LICENSE OF CERTIFICATION REQUIREMENTS

State Motor Vehicle Operator's License that meets GPHC current carrier guidelines.

The typical salary range for this position will be \$104,551.00 - \$130,689.00 depending on experience.

Helix Electric

Project Engineer Intern - Fall 2025

OUR INTERNSHIP PROGRAM:

As an intern at Helix Electric you will be trusted with meaningful responsibilities that have a lasting impact on the projects you touch. This hands-on approach to learning coupled with our top-notch mentor program affords all Helix interns the opportunity to develop skills that ensure their continued growth well beyond graduation. Our University Relations Team is dedicated to ensuring all interns have an experience where they learn, grow, and contribute value. To provide a well-rounded experience, all interns are exposed to a variety of project types, phases of construction, and project teams. Join Team Helix to empower people and power projects.

HOW YOU'LL CONTRIBUTE:

- Develop relationships with project managers, subcontractors, engineers, and vendors to ensure a team approach and lay a foundation for building a career in the construction industry.
- Collaborate with superintendent to track material; maintains positive relationships with vendors for tracking, coordination, and close-out purposes.
- Act as a champion of the Helix safety culture. Monitors and encourages jobsite safety and accident prevention.
- Engage in the Change Order process and is introduced to Accubid to assist with estimating.
- Partner with the project team to analyze subcontract agreements to better understand scope of work and project pricing.
- Involved with material and equipment procurement.
- Collaborate closely with the BIM department and is directly involved in the coordination and planning process.
- Produce and maintain detailed job logs (transmittals, submittals, RFIs).
- Exposure to and monitoring of quality control.
- Manage labor schedules by working closely with superintendents and project managers.
- Create and order prefabricated assemblies to assist in planning and on time delivery.
- Walk jobs, learn the trade inside and out, and utilize knowledge to enhance overall company performance.

QUALIFICATIONS AND SKILLS:

- Enrolled in a bachelor's degree program such as Construction Management, Electrical Engineering, Civil Engineering, Architectural Engineering, or a related field.
- Previous construction or internship experience preferred.
- Highly motivated with a tendency to take initiative.
- Basic math skills with ability to calculate and analyze data.
- Excellent written and verbal communication skills.
- Good organizational skills.
- The ability to work well with all levels of the organization.
- A mindset for making continuous improvements of department processes.

Honda



Environmental Co-op/Intern - Summer 2025

This job description reflects potential openings for the **Summer 2025 Co-op/Internship** Session (May-August). This is a general job description and represents multiple openings in various departments. **Honda offers both single and multi-semester co-ops and internships. College students must apply to the requisition pertaining to their major and semester of interest.**

More about the Environmental, Occupational Health and Safety and Industrial Hygiene Co-op/ Intern at Honda

The below descriptions reflect *potential* environments and duties within our various Environmental, Occupational Health and Safety and Industrial Hygiene Co-op/ Intern positions that we offer. Work environments and projects may include but are not limited to:

Manufacturing

- Project management
- Problem analysis
- Investigating new technologies and implementing countermeasures
- Reviewing existing equipment and assisting the EH&S (Environmental Health and Safety) coordinator with the specifications for new equipment
- Assisting with updated ergonomic evaluations and document findings in our current tracking system
- Assist in the evaluation of proposed new model processes to minimize incoming ergonomic risks
- Assist with reviews for “Routine vs. Non-Routine” activities as they pertain to production and maintenance
- Assist with air compliance testing
- International Organization for Standardization (ISO) document evaluation and updating
- Completing and submitting State Emergency Response Commission (SERC) reports and providing improvement recommendations
- Support special projects such as new model launch or process modifications

Environmental

- Prepare Hazardous Chemical Inventory reports for Ohio EPA
- Track chemical use and waste generation
- Waste samples and profiles
- Update Title V Air Permit Applications
- Sort and organize MSDS
- Schedule and track associate respiratory and audiometric testing
- Breathing air testing in all departments
- Various sampling projects such as lead paint sampling to determine percent lead and lead simulations to determine air concentrations

Safety Services

- Plan, collect, process and communicate Industrial Hygiene samples (air and noise) to support Honda’s production operations
- Support company safety program development and training program activities such as, but not limited to, confined safe program, respiratory protection program, personal equipment program, lead compliance activities and hearing conservation program

What you need to be successful in this role

Required:

- General Coursework
- Minimum 2.5 Cumulative GPA or higher (You will be required to provide your current transcript)
- Class status- Sophomore (by credit hour) or above
- Availability to work a minimum of 10 weeks at 40 hours per week
- Enrollment in a Bachelor's or Master's degree program studying Environmental Science, Occupational Health & Safety, Industrial Hygiene, Chemical Engineering, or related field
- Valid U.S. Driver's License (exceptions considered on a case-by-case basis)
- Ability to secure own transportation to and from work each day
 - **Public transportation and ride share services are limited in some of our locations. Co-ops are responsible for securing their own transportation to and from work each day, and must have a reliable plan for transportation in order to be eligible for a position. Regular in-person attendance is required, and transportation issues will not be excused.*

Desired: Intro to environmental studies, Safety related coursework, Manufacturing related coursework

Position Locations

Environmental Co-op/ Intern positions are offered in the cities/ states listed below, if you are selected to move forward in the process, you will be given the opportunity to make selections on your location preferences:

- Anna, Ohio (45 minutes north of Dayton, Ohio)
- Marysville, Ohio (45 minutes northwest of Columbus, Ohio)
- Raymond, Ohio (45 minutes northwest of Columbus, Ohio)
- East Liberty, Ohio (55 minutes northwest of Columbus, Ohio)
- Russells Point, Ohio (30 minutes northwest of Marysville, Ohio)
- Greensburg, Indiana (55 minutes southeast of Indianapolis, Indiana and 60 minutes northwest of Cincinnati, Ohio)
- Lincoln, Alabama (45 minutes northeast of Birmingham, Alabama)
- Tallapoosa, Georgia (30 minutes southeast of Carrollton, Georgia)
- Torrance, California (30 minutes south of Downtown Los Angeles, California)

Infineon Technologies

Internship - DC/DC Power Supply Applications Engineer

Are you looking to gain Internship experience in a dynamic organization and want to be part of something exciting and unique? If you are ready to be part of the digital revolution that is shaping our world then please join us. #AmericasInterns

In your new role you will:

- Support product go to **market activities for Datacenter**
- **Support Telecom isolated and non-isolated DC/DC applications** including product validation test
- Reference / **evaluation board design** and **testing software tool** and **firmware verification, writing application document.**

You are best equipped for this task if you have/ are:

- Working Bachelor's/Master's Degree in **Electrical Engineering** or related field.
- Able to work **40 hours per week** (preferred) for **8-12 weeks of internship.**
- Fluent in English.
- A basic **understanding in analog and digital circuits** and measurement techniques.
- Experience with bench test equipment like: **Power Supplies, Multimeters, Oscilloscopes, thermal camera**
- Some experience in high-frequency, **high-current, high-density DC/DC designs including lab skills** for the test and debug of switch mode power supplies.
- Some experience with basic **EE design simulation.**
- Basic **PCB design** and layout expertise.
- Are **self-learning, self-disciplined**, and a good team player.
- Are **good at developing relationships** with internal and external engineering community.
- Be a hands-on person with ability to work with **hardware and lab equipment.**
- Ability to work effectively in a fast-paced and rapidly changing environment.
- **Good communication skills in both verbal and**

Infineon **Power & Sensor Systems (PSS)** semiconductors play a vital role in enabling intelligent power management, smart sensitivity as well as fast and reliable data processing in an increasingly digitalized world.

Our leading-edge power devices make chargers, adapters, power tools and lighting systems smarter, smaller, lighter and more energy-efficient. Our trusted sensors increase the context sensitivity of “things” and systems such as HMI, and our RF chips power fast and reliable data communication.

– We drive leading-edge power management, sensing and data transfer capabilities –

[Click here](#) for more information about working at PSS with interesting employee and management insights and an overview with more #PSSDreamJobs

#WeAreIn for driving decarbonization and digitalization.

As a global leader in semiconductor solutions in power systems and IoT, Infineon enables game-changing solutions for green and efficient energy, clean and safe mobility, as well as smart and secure IoT. Together, we drive innovation and customer success, while caring for our people and empowering them to reach ambitious goals. Be a part of making life easier, safer and greener.

Are you in?**We are on a journey to create the best Infineon for everyone.**

This means we embrace diversity and inclusion and welcome everyone for who they are. At Infineon, we offer a working environment characterized by trust, openness, respect and tolerance and are committed to give all applicants and employees equal opportunities. We base our recruiting decisions on the applicant's experience and skills.

We look forward to receiving your resume, even if you do not entirely meet all the requirements of the job posting.

Please let your recruiter know if they need to pay special attention to something in order to enable your participation in the interview process.

[Click here](#) for more information about Diversity & Inclusion at Infineon.

Kao

Packaging Technologist

The Role:

- Work within the stage gate (Kaihatsu) development process to manage and accomplish the new product development packaging for all areas of the business for example e-commerce & Hotel. Working with relevant Kaihatsu project teams, so ensure all key tasks are done, and project is launched.
- Working within R&D development, taking the lead in packaging development projects collaborating with other matrix partners within Molton Brown organization.
- Support the team in packaging, to draft ways of working documents and to continually develop the skills in the packaging team and continuous process improvements in the ways of working where needed.

What you will do:

- Manage and develop new products/projects following the MB Kaihatsu process and technical packaging development steps. Ensuring all parties, suppliers and internal teams are clear on what is required and ensure that the best product for the business is delivered on time and to budget
- Work with the brand and creative team to be clear on the design and print aesthetic for all new products. Ensure all print trials are managed well leading to clear print specifications, artworks are completed to the project timings.
- Ensure all key development and productions standards are established, shared and specifications updated and stored in an accessible way.
- Will ensure there is a clear test plan for all new items, and ensure that these are carried out in a timely manner ensuring any issues are dealt with and resolved. That leads to clear specification & performance criteria. Ensure that the product is not only fit for purpose to MB/Kao standards but also will perform to customer expectations.
- Keep abreast of ESG options for all materials being proposed in a project and look for ways to 'reduce, reuse, recycle' where possible. Where possible look out and lead specific ESG & innovation ideas for new components, and product ideas.
- Manage and process all key paper work Connect / concur etc. Be clear on tasks that are set and goals are achieved for yourself. Help manage the budgets for travel, projects etc Support the departments on the 'ways of working' procedures, ensure clear methods are known and understood on key areas.
- Support & represent the department for Packaging / R&D & MB for any initiatives. Including attending events & supporting the management team. Also to review processes and look at opportunities to improve processes and RACI with other areas, so work smarter not just harder.

What you will need:

- Bachelor's Degree required; Master's Degree preferred.
- Technical subject / product design / understanding of 3D products.

- Product development role / working with suppliers.
- Good technical understanding of the development steps required to take a product from a concept to stock in store.
- Good communications skills, able to work in cross functional teams.
- Excellent time and project management skills.
- Great eye for details
- Ability to be flexible and solution led to enable NPD's to reach the market on time in full.

Kinetic Vision



Hardware Embedded Co-op

About you: You're driven, out-going, love achieving results, are comfortable juggling multiple assignments, prefer collaborative environments, thrive on challenge, and want to find a 'great place with great people' to build your career

About Us: Kinetic Vision has been developing cutting-edge products and technology for local, Fortune 500, and global companies since 1988. We are a full-service firm bringing design, engineering, and development talent together to deliver progressive and imaginative product and process technology solutions.

Kinetic Vision is one of Ohio's top Co-op employers for a reason: Co-op students by integrating them into brand-building projects, training on client relation-building skills, and mentoring for long-term growth. You'll be exposed to multiple disciplines and work on cutting-edge products and technology for local, Fortune 500, and global companies. We firmly believe that developing your talents and skills is the essence of our success.

We value our employees and want them to have a healthy balance between their personal and work lives. In addition to competitive compensation and generous benefits, life at Kinetic Vision includes sports teams, company outings, fun contests, cookouts, and summer half-day Fridays. Putting our employees first has enabled us to consistently be named one of Cincinnati's Top Workplaces, and we're proud of that honor.

Job Responsibilities

Kindly use Salesforce Sans font and font size of 16px to sync with our careers page font and size

- Circuit Design: Prototype and manufacture custom circuits to accelerate the development and testing of electromechanical systems. Design, simulate, and test analog and digital circuits to optimize for power, cost, and size constraints.
- Electromechanical Systems: Design, develop, and build automated systems for research and manufacturing applications. Solutions involve integrating a variety of disciplines including hardware design, firmware development, desktop development, and industrial design.

Education Requirements

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Students must be currently enrolled and in good standing with the University.

Benefits:

- Competitive Pay.
- Paid Company Holidays.
- Half-day Fridays during the summer.
- Flexible dress code on Fridays.
- Company sponsored workday cookouts, social/volunteering events, and recreational teams.
- Monthly food trucks during lunch time in the warm weather.
- Awarded for our commitment to environmental stewardship, including rooftop solar systems, recycling, and high-efficiency building design.
- State of the Art high tech facility.

L'Oréal

Intern - Packaging Engineering

Division: Packaging

Location: Clark, NJ

Who We Are

For more than a century, L'Oréal has devoted its energy, innovation, and scientific excellence solely to one business: Beauty. Our goal is to offer each person around the world the best of beauty in terms of quality, efficacy, safety, sincerity and responsibility to satisfy all beauty needs and desires in their infinite diversity.

At L'Oréal Operations, we create innovative, inclusive, and sustainable beauty together with our business partners by designing, developing, sourcing, manufacturing, and distributing over 6 billion products globally every year. We support over 36 brands across four L'Oréal divisions. We are consumer-oriented, and we act responsibly all along the value chain.

What You Will Learn

To engineer quality and cost-effective packages while respecting the L'Oréal Conception Process Interns will participate in a variety of projects and support. Examples include but are not limited to:

- Day-to-day assistance with identifying viable packaging options and alternatives.
- Day-to-day support may also include follow-up on specific tasks such as testing and obtaining feedback from cross-functional teams.
- Value Analysis projects with a goal of saving money.
- New Launches including participation in the new launch process representing technical packaging tasks.
- Sustainability initiatives
- Problem solving and assisting with the resolution of Operations issues.
- Must be able to work on multiple tasks at the same time and manage one's time productively.
- Ability to simplify complex issues, create new ideas and define new ways to move forward.
- Must be able to make decisions in a timely manner, try innovative solutions and take risks.
- Ability to motivate and inspire colleagues to think 'out of the box' and challenge the current situation to take the business to the next level.
- Strong interpersonal and leadership skills that allow the team to pioneer sustainable operational improvements.
- Presents confidently with passion and demonstrate the ability to convince others and if needed become the single champion of an idea.
- Must demonstrate a keen sense of urgency & drive and rapidly adjust priorities where appropriate.
- Takes initiative to improve business performance and goes beyond the scope of a given position.

Required Qualifications

What We Are Looking For:

- Must be graduated or in the last year/semester pursuing a bachelor's degree in Mechanical Engineering, Chemical Engineering, Industrial Engineering, Packaging Engineering, or similar discipline.
- Minimum 3.2 GPA
- Must possess excellent communication skills and a willingness to work independently as well as in a team environment.
- Must be able to handle multiple tasks in a fast-paced environment and possess above average decision-making ability.
- Candidate must be authorized to work in the United States on an ongoing, permanent basis.
- Availability to work up to 40 hours per week.
- Prior Internship or Co-op experience a plus

What's In It For You

- Flexible Time Off (Paid Company Holidays, Volunteer Time, Summer Fridays & More!)
- Access to Company Perks (VIP Access to L'Oréal's Internal Shop for Discounted Products, Monthly Mobile Allowance)
- Learning & Development Opportunities for Career Progression (Unlimited Access to E-learnings, Lunch & Learn Sessions, Mentorship Programs, & More!)
- Employee Resource Groups (Think Tanks and Innovation Squads)
- Access to Mental Health & Wellness Programs

Moss

Solar Project Engineer

Moss is a national privately held construction firm providing innovative solutions resulting in award-winning projects. With regional offices across the United States, Moss focuses on construction management, solar EPC, design-build, and public-private partnerships. The company's diverse portfolio encompasses a wide range of sectors, including luxury high-rise residential, landmark mixed-use developments, hospitality, K-12 and higher education, justice, solar energy and battery storage, and sports. Moss is ranked by Engineering News-Record as one of the nation's top 65 general contractors, and the 3rd ranked solar EPC nationwide. Moss prides itself on a strong entrepreneurial culture that honors safety, quality, client engagement, and employee development. Its employees consistently rank Moss as one of the best places to work.

POSITION SCOPE AND ORGANIZATIONAL IMPACT

Moss' Solar Project Engineers work in concert with the Project Manager and project team to drive and coordinate the various processes of **building utility-scale solar projects**. They assist Project Managers with the planning and daily execution of the construction project. They are responsible for tracking all submittals and delivery of materials and the coordination of the contract documents to avoid potential conflict.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

- Participates in pre-construction activities by engaging in the following: establishes document control procedures, performs quantity takeoffs, conducts site investigation, participates in value engineering, participates in constructability review, initiates Prolog setup, monitors pre-construction schedules, assists with subcontractor & vendor solicitation, assists with development of QC plan, assists with scope of work and bid package development, documents pre-construction meetings, initiates permit process, assists with budget presentations, coordinates construction of mock-ups, and reviews condo risk mitigation
- Coordinates project start-up by engaging in the following: reviews owner contract, assists with development of startup checklist and site utilization plan, coordinates mobilization, assists with subcontractor & vendor selection, identifies critical issues & milestones, finalizes Prolog set up, participates in development of construction schedule, and participates in subcontractor project orientation
- Expedites materials by engaging in the following: develops submittal log, establishes fabrication & delivery schedule, confirms delivery of materials, conducts submittal/SD review process, reviews coordination drawings, monitors materials stored off-site, coordinates owner furnished materials, and verifies fabrication status
- Coordinates construction activities by engaging in the following: strategizes with Superintendent, conducts subcontractor pre-construction meetings, maintains activity tracking logs, participates in schedule updates, conducts quality control inspections, verifies field installations, ensures compliance with safety procedures and policies, coordinates storage of delivered materials, participates in daily superintendent meetings, participates in job site meetings, maintains material expediting log, participates in project team visits, coordinates activities with user groups, and assists with agency inspections
- Facilitates project administration by engaging in the following: expedites subcontractor and vendor agreements, assists with subcontractor and vendor insurance and bond agreements, prepares meeting agendas and minutes, assists with managing check-hold

list, maintains job site files, processes progress photos, assists with preparation of project status reports, coordinates activities with project staff, maintains Prolog, generates correspondence, administers RFI process, and ensures compliance with company policies and procedures

- Tracks project costs by engaging in the following; processes subcontractor and vendor pay requests, assists with tracking owner payments, tracks subcontractor back charges, and updates labor cost reports
- Manages change order process by engaging in the following: creates change requests, reviews scope changes, determines schedule impacts, issues owner notification, expedites subcontractor and vendor pricing, prepares cost proposal, and negotiates proposal costs
- Manages project closeout by engaging in the following: prepares closeout log, participates in punch list process, coordinates and documents owner training, commissions building systems, prepares O & M manuals and warranties, compile As-Built Drawings, coordinates transfer of attic stock, complete subcontractor and vendor closeout, and demobilizes site
- Participates in personal career development by engaging in the following: participates in professional organizations, participates in training programs, maintains certifications and licenses, participates in mentoring programs, participates in seminars and conferences, participates in continuing education programs, participates in the performance evaluation process, and monitors action plan
- Promotes company by engaging in the following: participates in community organizations, participates in Task Teams, participates in college recruiting, participates in company activities, participates in industry-related organizations, participates in client presentations, participates in recognition programs, participates in training program development, supports mentoring programs, participates in general recruiting, practices core values and celebrates successes
- Performs other duties as assigned

EDUCATION AND WORK EXPERIENCE

- Bachelor's degree in construction management, engineering or related discipline
- 6 months to one-year internship experience as a project engineer or assistant project engineer in the construction industry
- Strong computer skills are a necessity, including familiarity with construction project management applications
- Strong communication and interpersonal skills and are required to interface directly with owners' representatives, the A/E team, building departments, and other team members.
- Basic finance skills are required

Nucor Raw Materials

Commodity Market Analyst Intern

Our parent company Nucor Corporation is a Fortune 150 company, known for being North America's leader in designing, manufacturing, and recycling steel and steel products with a history of long-term sustainability and stability. Fortune Magazine recently ranked Nucor No. 1 on their list of the World's Most Admired Companies in our industry. The key to Nucor's success is that we care about the safety and well-being of our teammates and customers, the health and protection of our environment, and the relationships we establish in the communities where we live and work. At the heart of every Nucor division are the dedicated people who make up our team. We are seeking a creative, motivated, and dedicated teammate to join our DJJ team. We offer you a challenging and rewarding work environment where you can contribute to the success of over 30,000 Nucor teammates.

Basic Job Functions:

DJJ is looking for an intern to join our Brokerage Division for the summer. Our Brokerage group is the largest of its kind in North America. We are a commodities trader, Brokering Ferrous and Non-Ferrous Scrap as well as Ferro Alloy Products both domestically and abroad. A DJJ Intern should be prepared to work in a fast-paced team environment, and will finish the internship having gained broad experience in various aspects of Commodities Trading.

We value our interns and go the extra mile to make sure you receive a learning experience that fits your career goals. You will gain exposure to the scrap and steel commodities markets, the macro economic trends and data analyzed, and gain a better understanding of how to utilize analytical tools to forecast specific market scenarios. You will also learn how to work in a professional environment and have ample opportunity to network with department leaders and other professionals throughout the company.

- Work with experienced analysts to better understand commodity markets and their interaction with macro-economic trends and data
- Work on assigned projects that can include price or volume forecasting, or basic statistical analysis
- Participate in group meetings tasks as assigned

Minimum Qualifications:

- Undergraduate student who is majoring in economics, statistics, or business analytics
- Possess excellent analytical thinking skills and is proficient in the use of Microsoft Excel.
- Working knowledge and use of Project R
- Some experience with Microsoft Power BI

Nucor Raw Materials

Mechanical Engineering Summer Internship

Trademark Metals Recycling is a division of the Nucor Corporation is a Fortune 150 company, known for being North America's leader in designing, manufacturing, and recycling steel and steel products with a history of long-term sustainability and stability. Fortune Magazine recently ranked Nucor No. 1 on their list of the World's Most Admired Companies in our industry. The key to Nucor's success is that we care about the safety and well-being of our teammates and customers, the health and protection of our environment, and the relationships we establish in the communities where we live and work. At the heart of every Nucor division are the dedicated people who make up our team. We are seeking a creative, motivated, and dedicated teammate to join our team. We offer you a challenging and rewarding work environment where you can contribute to the success of over 30,000 Nucor teammates.

Basic Job Functions:

Safety is the most important part of all jobs within Nucor; therefore, candidates must be able to demonstrate the ability to initiate, lead, and uphold safety policies, practices, procedures, and housekeeping standards at all times.

- Assist with Project management and tracking as needed. This could involve vendor scheduling and coordination, order tracking and facilitating the acquisition of parts, machinery or tools.
- Design, update, detail and work on layouts or machine designs on AutoCAD.
- Travel to site locations within Trademark Metals Recycling to conduct inspections on equipment, observe, and help during equipment installation projects.
- Travel to site locations to help plan, design and establish new projects.
- Assist on creating project concept sketches, drawing or spreadsheets on future projects.
- Help generate estimates for future capital projects.
- Assist with ongoing repairs, maintenance and tracking on generators and radiation detectors.
- Assist with various filing of records, documents, emails, etc. primarily on computer systems, after projects are complete.
- Must have reliable transportation due to travel requirements.

Minimum Qualifications:

- Actively pursuing Bachelors or technical degree program with concentration in Mechanical Engineering
- Strong MS Excel and PC configuration skills
- Strong CAD skills
- Ability, willingness, and desire to work in a hands-on, industrial environment.
- Ability and willingness to work outside in extreme weather conditions in an industrial environment.
- Ability to build relationships, collaborate and work efficiently with team members.

Power System Engineering

Electric Engineer - Power Generation & Industrial Engineering

Excellence Through People! Take your engineering career to the next level by working with energetic, talented, and forward-thinking colleagues and clients who invest in the collective good, take a balanced approach to sustainable solutions, are flexible to the realities of complex changes, and provide genuine effort to do the right by others.

Who We Are:

Power System Engineering (PSE) is an electrical energy expert that provides relationship-driven engineering and consulting services for forward-thinking partners who pursue long-term energy solutions. Check out our website at: www.powersystem.org

Our Point of View:

- **People** We foster strong relationships with our clients, colleagues, and community through integrity and our spirit of teamwork to further our collective well-being, safety, and success.
- **Problem-Solving** We thrive on the unique challenges that stretch our skills and expertise, where we can turn complex challenges into opportunities for collaborative achievements.
- **Progress** We create safe spaces for experimentation, treating each relationship and project as an opportunity to positively shape the culture and collective advancement.

What We Are Looking For:

As an Electrical Engineer specializing in Power Generation and Industrial Engineering, you will be responsible for overseeing electrical power generation, distribution, grounding, lighting, and control systems for a variety of project types, including oil refineries, ethanol plants, chemical storage, and distribution facilities, bulk liquid and dry fertilizer facilities, grain handling terminals, feed mills, and other agricultural and energy infrastructure projects. In addition, you will contribute to the electrical design of projects while interacting with the utility and industrial clients and other team members to ensure project deliverables are accurate, high quality, on time, and on budget. Must be passionate about supporting clients and the communities they serve to advance society for the good of all, see every complex project as a chance to make a mark on the future and provide clear, balanced guidance needed for long-term success.

What You Will Be Doing:

- Core Values: Embrace, uphold, and live out PSE's core values around People, Problem-Solving, and Progress.
- A wide range of electrical design and technical consulting services to PSE's utility and industrial clients, including grounding design, power generation design, power distribution design, and lighting design.
- Collects field data to support large industrial client projects.
- Prepare layouts and provide input for design proposals and drawings, including site plans, power/signal/lighting plans, one-lines, and industrial control systems.
- Perform arc flash and coordination studies, system protection studies, power quality studies, and energy audits for Industrial clients.

- Design and administer multiple projects of varying size and scope simultaneously through all design and construction phases.
- Assist with developing new and existing client relationships through good verbal and written communication during project development, design, and construction phases.
- Assist with the permitting process with local authorities.
- Assist in procuring equipment from suppliers and specify the equipment needed, including, but not limited to, generators, transformers, switchgear, and control systems, based on standards and budget.
- Coordinate with construction crews for installations per the design.
- Reviews design for compliance with engineering principles, company standards, client requirements, and related specifications.
- Assist with the project management life cycle for multiple simultaneous projects, ensuring client objectives and success criteria are met, managing the deliverables, and identifying issues and risks. Regular activities include, but are not limited to, client meetings and managing budgets and deliverables. Deliver projects on time and within budget.
- Control expenditures and hours within the limitations of the project budget.
- Work cooperatively with other PSE team members to improve our efficiencies and work product.
- Employ effective communication and collaborate with colleagues, clients, and vendors for relationship-building.
- Target and maintain a yearly average utilization rate equal to or greater than 75%.

What You Will Need:

Education and Experience

- A bachelor's degree in electrical engineering (BSEE) or a related field is required.
- Entry-level engineer.

Knowledge and Skills

- The candidate shall be self-motivated and have experience in power system protection, design, and operations.
- Working knowledge of computer software including AutoCAD, MS Excel, and MS Word is required.
- Working knowledge of applicable NEC, IEEE, and ANSI standards and electric codes is preferred.
- Knowledge of electric utility systems.
- Experience in engineering and design of electrical substations.
- Possess the ability to achieve quality results, be change-oriented, foster innovation, and be a continuous learner.
- Use effective communication skills (both written and oral), be customer-driven, and display teamwork behavior.
- Ability to travel as needed for meetings, client consultations, site assessments, and construction inspections – occasional overnight travel may be required.

Compensation & Benefits:

- Salary Range: \$85,718 - \$96,192 annually

Regal Rexnord

Human Resources Summer Intern

At Regal Rexnord, we are dedicated to innovation, excellence and sustainability. Our commitment to creating a positive social impact is embedded in everything we do, from reducing our environmental footprint to investing in our communities. We believe that by fostering sustainable practices, we can not only improve our business but also contribute to a better world for future generations.

Our diverse workforce is our greatest asset, and we are committed to fostering an inclusive environment that empowers our employees to thrive. As a leader in our industry, we offer a range of opportunities that allow our team members to grow both professionally and personally.

We are excited to offer a Human Resources Intern position that will provide you with a broad, cross-functional understanding of HR functions, including Talent Acquisition, Talent Management, and HR Business Partnering. This internship is designed to equip you with valuable skills and insights while working on impactful projects that contribute to our HR strategy.

At Regal Rexnord, you will have the opportunity to work on meaningful projects that impact our business and our people. Our internship program emphasizes professional development, providing workshops, networking events, and mentorship to help you grow your skills and advance your career.

Responsibilities:

- Collaborate with team members on assigned projects, conducting research and analysis to identify best practices and recommend solutions.
- Present your findings and project outcomes to HR leadership at the end of your internship.
- Gain exposure to various HR functions, including Talent Acquisition, Employee Relations, Learning and Development, and Compensation & Benefits through structured learning sessions.
- Participate in meetings with HR leadership and various stakeholders to enhance your understanding of HR strategies and operations.
- Engage in networking opportunities with colleagues across different levels within Regal Rexnord.

Basic Qualifications:

- Currently pursuing a bachelor's or master's degree in Human Resources, Business Administration, Organizational Leadership, or a related field, with an expected graduation date between Fall 2025 and Spring 2028.
- Strong academic performance with a minimum GPA of 3.0 on a 4.0 scale.
- Proficiency in Microsoft Office Suite (Outlook, Excel, PowerPoint).

Desired Skills:

- Strong communication skills, both written and verbal, with the ability to articulate ideas clearly.
- Analytical thinking and problem-solving abilities, with a keen attention to detail.
- Ability to manage multiple priorities and thrive in a collaborative, team-oriented environment.
- Demonstrated initiative and a willingness to learn and adapt to new challenges.
- A passion for human resources and a desire to contribute to a positive workplace culture.

Schaeffler

Co-op - Engineering - Summer 2025

The student will be provided a project description during the onboarding process. Project examples include:

- Defining and documenting process parameters
- Support design efforts for product development
- Quantify and lead actions needed for scrap reduction

Participants should be responsible, able to work independently, and open to instruction

- S/he will be given developmental opportunities through tasks such as projects, job-rotation, hands-on training, and exposure to Schaeffler's manufacturing and technological processes
- Know and understand the current specifications of the Quality Policy and Procedures and contributes to the achievement of the quality objectives

Your Qualifications

- High school diploma or equivalent
- Must be pursuing an academic degree
- Maintain a 2.5 GPA or higher per semester
- Experience in Microsoft Office Suite
- Excellent communication ability (written & verbal)
- Extremely self-motivated & driven to achieve results
- Assertive approach to solving problems
- Ability to prioritize
- The ability to sit at a workstation for extended periods, and lift and move thirty pounds

External applicants must be authorized to work in the US without employment VISA or other sponsorship

Skanska

EHS Intern

The EHS Intern is a basic role designed for individuals performing an internship as part of their college or university program, offering an opportunity to gain first-hand experience in the construction industry. The intern will work under the supervision of an EHS Coordinator, Senior EHS Coordinator, Assistant EHS Manager, EHS Manager, or Senior EHS Manager. They will provide safety support and technical assistance to project teams while learning to identify and mitigate construction and environmental hazards. This role requires strong communication skills, adaptability, and the ability to be an excellent role model for both Skanska and subcontractor personnel.

The EHS Intern will support the project team by gaining a basic understanding of building and construction safety. They will assist in identifying and assessing EHS risks during different phases of the project and maintain important safety documentation, such as incident reports and training records.

Duties and Responsibilities:

- Support Role: Works on smaller, less complex tasks with close supervision, contributing to the department's overall success.
- Problem Solving: Makes small adjustments to processes to solve minor problems, using ongoing studies knowledge or standard procedures.
- Communication: Collaborates with team members to exchange information and ensure mutual understanding.
- Development: Focuses on learning and growing in the role while receiving guidance from experienced EHS professionals.
- Assist in identifying safety hazards on project(s) and recommend controls.
- Help maintain safety records and documentation.
- Develop public speaking and interpersonal skills through team interactions, toolbox talks, and EHS briefings.
- Learn time management by balancing fieldwork, office work, and reporting tasks.
- Spend time in the field to understand EHS protocols and project dynamics.
- Periodically travel to other projects and attend in-person meetings as required.

Education and Association:

- Undergraduate candidate in Construction Management, Environmental Health and Safety, or a related field relevant to construction.
- OSHA 10
- First Aid/CPR/AED Training
- Member of American Society of Safety Professionals (ASSP) and National Safety Council (NSC)

Job Summary

Skanska is searching for a dynamic Environmental Health & Safety (EHS) Intern. This is a great opportunity to start a career with a company that builds things that matter and values its team. We are proud to share our culture of diversity and inclusion.

Our work makes a clear contribution to society and the environment around us. We build in many different verticals. Whether we are building schools to provide inspiring spaces for learning, roads to connect communities or hospitals to care for patients, it all contributes to our purpose – we build for a better society.

EHS Intern Required Qualifications:

- Pursuing a degree in Construction Management, Environmental Health & Safety, Safety Management, Engineering, or a related field
- No prior experience required.
- Willingness to learn and grow, and commitment to contributing to our culture.
- Eagerness to work in the field, learn project dynamics and safety protocols, and collaborate with diverse teams including trade partners.
- Strong communication skills, both written and verbal, including presentation skills in public settings.
- Time management skills to prioritize multiple tasks.
- Proficiency in Microsoft Word, Outlook, and PowerPoint.
- Qualified candidates, excluding current Skanska employees, must be legally authorized on an unrestricted basis (US Citizen, Legal Permanent Resident, Refugee or Asylee) to be employed in the United States. Skanska does not anticipate providing employment-related work sponsorship for this position (e.g. H-1B status)

Standex Electronics

Electrical Engineering Co-op

The **Electrical Engineer Co-op** will complete manufacturing engineering-related tasks in support of the Engineering department in the development and production of magnetic sensors and power magnetic products. The position will allow for exposure to the technology, test processes, and manufacturing environment at Standex Electronics and will aid in the professional development of the co-op.

What You'll Do

- Create and maintain process routings/labor standards
- Position will apply principles of Manufacturing & Industrial Engineering to manufacturing processes to achieve maximum quality and productivity from labor, materials and equipment
- Provide shop floor support in daily problem solving activities
- Implementation of **Lean Manufacturing Techniques**
- Develop and implement routing process improvements such as standards calculators
- Design/refine assembly processes
- Learn and execute costing studies, **conduct scrap analysis and reduction**
- Implement process improvements targeting safety, quality, and **efficiency (waste reduction)**
- Participate and support Kaizen events with focus on process, standard work, and work instructions
- Create process documentation and training where applicable (Manufacturing Process, Manufacturing, Setup, Preventive Maintenance etc.)
- Identifies areas for improvement, suggests solutions, and submits idea records
- Additional duties/projects as assigned.

What You'll Bring

- Enrolled and working towards a degree in Electrical Engineering or a related technical field of study.
- General interest in fast-paced manufacturing environment, process improvement, and Lean Manufacturing
- Excellent communication skills (verbal, written, visual) and ability to interact with associates at all levels of the organization.
- Mechanical aptitude with attention to detail and ability to read/understand drawings, bill of materials, technical bulletins.
- Strong planning and organizational skills to prioritize work in support of business goals.
- Strong computer skills with proficiency in Microsoft Word / Excel
- Familiar with 2D and/or 3D CAD packages (AutoCAD / Solidworks)
- Basic Understanding of Engineering Drawings with the ability to use AutoCAD or similar CAD software to produce detailed drawings
- Ability to understand and effectively communicate complex problems and situations
- Ability to learn and use ERP (SAP) manufacturing software
- Must be a U.S. Citizen with the ability to obtain and maintain a U.S. government security clearance
- Must be available to work 40 hours/week, on-site and in person.

Strand Associates Inc

Civil or Environmental Engineer (Transportation/Municipal/Water/Wastewater/Structural)

Strand Associates, Inc.® is currently seeking qualified candidates for permanent full-time civil and environmental engineering positions nationwide including our Cincinnati, Ohio office. Our disciplines include municipal, transportation, structural, water, wastewater, and stormwater. The most important thing to us when selecting an individual for our staff is a match between their personality and our company culture. Experience has taught us that those who have a genuine interest in helping others meet their engineering needs, work well individually and as part of a team, and are goal-oriented, thrive in our organization. Our low turnover rate is a testimony to the value of this careful match.

Many engineers within Strand have experience in sustainability, green infrastructure, and environmental stewardship. Several core disciplines at Strand include wastewater treatment, water treatment, stormwater management, and green infrastructure. These services are consistent with the Pollution Prevention category of the Green Jobs initiative developed by the University of Cincinnati Net Impact Chapter. Numerous planning and design projects at Strand focus on preventing, reducing and eliminating pollutants that enter local waterways. Strand is considered a national leader in wastewater treatment, water treatment, and green infrastructure. In addition, many of our civil engineering projects, such as transportation projects, typically include water quality treatment best management practices. We are routinely seeking to add civil and environmental engineers nationwide.

The Dupps Company

Electrical Engineer

The Dupps Company, a world leader in the manufacture of process equipment, is seeking a full-time Electrical Engineer for our Germantown, Ohio facility.

Requirements include —

- Degree is not required, but a B.S. in Electrical Engineering or Mechanical Engineering is a plus
- Experience in using AutoCAD and 3D software – preferred
- Experience with Inventor not required, but would be a plus.
- Proficient in the use of Microsoft Excel & Word
- Experience using MRP software for bills of material
- Must have experience with PLC/HMI programming (preferably Aveva and Allen-Bradley/Wonderware)
- Must be able to travel up to 50% of time. Travel could be for multiple weeks at a time.
- Experience with EPICOR is a plus
- Experience with VR software (Ansys) a plus
- Field Service background is a plus
- Bilingual in Spanish a plus
- Must have or be able to obtain a passport.

Your duties and responsibilities will include:

- PLC programming for Dupps equipment control system; both in house and in the field
- HMI programming for Dupps equipment control system; both in house and in the field
- Research history of previously supplied products to assist Customer Service with field problems and spare parts quotations
- Respond to customer requests for technical information on products previously supplied
- Review sales orders for major products and confirm engineering requirements
- Designated backup for Electrical Draftsman for performing basic sizing and power requirement calculations
- Design single-line diagrams and electrical schematics
- Create electrical site plans including motor / device locations and layouts
- Designated backup for Electrical Draftsman for developing panel and electrical gear layouts.
- Develop electrical details
- Review Engineering Change Orders prepared by CAD designers as related to Electrical Department
- Review drawings and bills of materials prepared by CAD designers as related to Electrical Department
- Assist Purchasing Department with queries related to material specifications as related to Electrical Department
- Analyze product failures and recommend solutions and improvements

- Analyze products and recommend cost reduction design improvements for lean manufacturing as related to Electrical Department
- Site travel for customer/contractor installation interface and start-up assistance as needed
- Other duties as assigned.

INHERENTLY SUSTAINABLE COMPANIES

Aeroseal

“Aeroseal is a climate tech company on a mission -- reduce the world's carbon emissions by 1 gigaton annually. How will we do it? With our leak sealing technologies. Small leaks are a BIG problem -- The ducts and walls in buildings are inadequately sealed by manual solutions. Aeroseal’s technologies - HomeSeal Connect and AeroBarrier Connect - inject a fog of sealant particles into these pressurized spaces. These particles safely seal leaks as big as ½” and as small as a human hair. Software tracks the entire process, creating a certificate of completion showing before and after leakage. Aeroseal is one of the fastest-growing clean technology companies in the U.S. and currently has a presence in 27 countries and all 50 states across the U.S. Our technology has sealed nearly 200,000 projects and saved nearly \$2 billion in wasted energy. Our technology was invented at Lawrence Berkeley National Laboratory in 1994 with funding from the DOE, the EPA, and others”

-Excerpt from Handshake profile

Avient

“Avient Corporation provides specialized and sustainable material solutions that transform customer challenges into opportunities, bringing new products to life for a better world. Examples include:

- Dyneema®, the world’s strongest fiber™, enables unmatched levels of performance and protection for end-use applications, including ballistic personal protection, marine and sustainable infrastructure and outdoor sports
- Unique technologies that improve the recyclability of products and enable recycled content to be incorporated, thus advancing a more circular economy
- Light-weighting solutions that replace heavier traditional materials like metal, glass and wood, which can improve fuel efficiency in all modes of transportation and reduce carbon footprint
- Sustainable infrastructure solutions that increase energy efficiency, renewable energy, natural resource conservation and fiber optic / 5G network accessibility

Avient employs approximately 10,000 associates and is certified ACC Responsible Care®, a founding member of the Alliance to End Plastic Waste and certified Great Place to Work®.”

-Excerpt from job description

CMTA Inc.

“CMTA is the only firm in the U.S. that delivers MEP engineering, performance contracting, and zero energy / zero carbon buildings. We focus on lowering building and campus utility costs, improving resiliency and sustainability, and enhancing the health and wellness of communities by designing energy-efficient, high-performance facilities. To meet the needs of future generations, we prioritize indoor air quality, decarbonization, and environmental stewardship in all our projects.”

-Excerpt from job description

Infineon

“Infineon Technologies is a world leader in semiconductor solutions, holding leading positions in Automotive, Industrial Power Control, Power Management & Multimarket, Chip Card & Security, Aerospace & Defense. We understand how semiconductors increase performance of modern technology while combining efficient use of energy, environmentally friendly mobility and security to solve some of the most critical challenges facing our society. Be part of our mission to make life easier, safer, and greener!”

-Excerpt from Handshake profile

Copeland

“We are a global climate technologies company engineered for sustainability. We create sustainable and efficient residential, commercial and industrial spaces through HVACR technologies. We protect temperature-sensitive goods throughout the cold chain. And we bring comfort to people globally.”

-Excerpt from Handshake profile

The Dupps

“Fish Protein Recycling, Pulp and Paper Dewatering, Process Drying, Engineering & Design, Consulting, Protein Conversion, and Rendering”

-Excerpt from Handshake profile

Nucor

Categories: Waste Prevention, Sustainable Development

"We are a division of Nucor Steel. Nucor is the largest steel producer in the United States. Nucor is also North America's largest recycler ♻️ of any type of material, and the most diversified AND sustainable steel and steel products company. Nucor Raw Materials Group is a world leader in scrap metal recycling, trading, and transportation. We have relationships with scrap metal businesses around the world. We pride ourselves on our dedication to safety, and the principles of integrity and respect. We're recognized as a good community citizen who is trustworthy, financially strong, and environmentally proactive. Mission Statement: GROW THE CORE. EXPAND BEYOND. LIVE OUR CULTURE. "Our challenge is to become the world's safest steel company. We live each day with gratitude for the families, customers and partners that make our work possible."

-Excerpt from Handshake profile

Regal Rexnord

"Regal Rexnord is a \$6.5B publicly held global industrial manufacturer with 30,000 associates around the world who help create a better tomorrow by providing sustainable solutions that power, transmit and control motion... Regal Rexnord is comprised of three operating segments: Industrial Powertrain Solutions, Power Efficiency Solutions, and Automation & Motion Control. Regal Rexnord has offices and manufacturing, sales and service facilities worldwide. For more information, including a copy of our Sustainability Report, visit RegalRexnord.com."

-Excerpt from job description