



**Newport News
Shipbuilding**

memo

To: Distribution A

From: Carrie Allen – Acting Director, HRIS & Talent Acquisition
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Date: September 29, 2020

Subject: 2021 Summer University Internship Programs

Newport News Shipbuilding Talent Acquisition will start accepting applications for 2021 Summer Internships on Tuesday, September 29, 2020. HR Business Partners are currently working with their Divisions to identify manning requirements for Intern positions.

The Intern program is a key pipeline program for developing future talent and is an important component of the company's inclusion and diversity initiatives. Interns should be offered meaningful employment with the goal of offering full-time employment once they graduate.

To qualify, students must have a minimum cumulative 3.0 GPA and be enrolled in bachelors or master's degree programs that match the company's future hiring needs. Preference will be given to students in STEM core degree programs. Priority for filling approved openings will be given to students who had accepted 2020 summer internships with NNS and had their internships cancelled due to COVID-19.

In an effort to provide flexible internship opportunities in 2021, NNS will offer 3 internship options to students based on the department's manning request:

1. 100% Telework internship
2. Hybrid internship (50% telework, 50% onsite work)
3. 100% On-site internship

Note: If COVID-19 continues into spring 2021, ALL internship opportunities must have the ability to be 100% telework if necessary. Departments that request hybrid or onsite internships must have back-up plans in place when submitting manning requirements for 2021 summer interns.

Students will be expected to work a minimum of 30 hours per week for 8 weeks during the summer months (May thru August).

For 2021, summer intern positions at NNS will be limited primarily to jobs that support direct contracts.

The Summer University Internship Program Job Reqs will be posted on www.buildyourcareer.com. Interested students must apply online. The deadline to apply is November 29, 2020.

- "Summer Intern" – Requisition ID #3041
- "ABILITY Intern" for students with documented disabilities – Requisition ID #183