

# AAM/DCMME Intern Recruiting Strategy



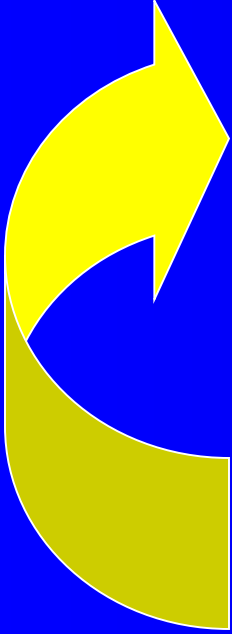
AAM Believes In:

- Purdue University
- Mission of DCMME
- DCMME Students



AAM Supports and Embraces the Intern Process with Personal Engagement and Involvement with Students

## *6 Point Recruiting Strategy*

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- o Review Student Resumes (DCMME Book)
  - o Executive Participation in Fall/Spring Partners Meeting
  - o Host Operations Club Workshop (Mfg. Plant Based)
    - Targeted for October/November
  - o Student Follow-up by Human Resources and Executive Leadership Team for On-site Interviews and Plant Tours
  - o Define Summer internship Assignments, Project Scope, Executive Mentors, Deliverables – Extend Offers
  - o Ongoing One on One Meetings with Students

# American Axle & Krannert Summer Internships

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- **Five (5) Summer Internships:**
  - 4 students with previous work experience
  - 1 International student (Europe)
  - Plant floor, Technical Center, Corporate Staff Assignments
  - Assigned two company mentors per intern (manager, officer)
  - Weekly progress reviews
  - CEO wrap-up presentation
- **Real World Business Challenges:**
  - Supply Chain analysis and inventory reduction
  - Lean Manufacturing implementation
  - Bottleneck Analysis and elimination
  - Technology transfer between sites
  - Technical Center site selection
  - 1<sup>st</sup> Line Supervision of UAW workforce

# American Axle & Krannert Summer Internships

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- **Strengths:**

- Bright students.....quick learners
- Excellent analytical skills
- Achieved real savings for AAM (\$1-3M)
- Supervision in real-world manufacturing environment
- Excellent “check-out” ride:
  - All 5 candidates interested in AAM
  - 4 of 5 candidates received full-time job offers from AAM

- **Weaknesses:**

- Length of internships requires Steep Learning Curve
- Missed opportunity to involve Faculty
- 2 of 5 interns demonstrated weak leadership skills

- **Recommendations:**

- Assign Junior faculty to support internships and conduct research
- Tie internship learning into theoretical instruction
- Independent study in Spring semester to cut learning curve

# American Axle & Krannert Summer Internships

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	Purdue (Krannert)	MIT (LFM Program)
Cost	\$5K/month	\$10K/month
Duration	3 months	7 months
# of Interns	5	1
# of Professors	0	2
Thesis Requirement	No	Yes
Business Aspect	Yes	Yes
Engineering Aspect	No	Yes
Implementation	Limited, Tactical	Measurable, Strategic
Research	No	Yes
Potential Savings	\$1-3M	\$5-10M