Internship Program Is A Win-Win For BHMI And Students

Over 18% of interns have been hired on as full-time employees over the past eight years.

Omaha, NE — April 20, 2009 — Since 1998, Baldwin Hackett & Meeks, Inc. (BHMI), a leading software solutions provider, has had a very active internship program running three separate sessions each year – Spring, Summer, and Fall. During each session, BHMI employs anywhere from 4 to 7 interns. These interns have come from University of Nebraska at Omaha (UNO), Peter Kiewit Institute (PKI), Bellevue University, University of Nebraska at Lincoln (UNL), Nebraska Wesleyan, University of Nebraska at Kearney (UNK), Dana College, and Peru State College.

When choosing intern candidates, BHMI looks for Junior or Senior level students with an average GPA of 3.6 or higher who are majoring in computer science and/or computer engineering. During their time at BHMI, interns are exposed to the most contemporary technologies such as JAVA, .Net, C++, Python, XML, web development frameworks, Oracle, MS SQL, DB2, Sybase, and MySQL, automated test tools, and source code management. Interns are assigned to projects as junior team members and over time, are exposed to increasingly complex projects.

According to Michael Meeks, Senior Vice President of Software Development, “The results have been impressive. This is a fairly complex development environment that we throw them into. They have faced a wide range of pretty demanding work, and they’ve done well.” For example, interns at BHMI have:
• Built a measurement harness to drive software and gauge its performance in detail
• Conducted volume testing to define performance targets
• Developed user and web interfaces and configured software simulators
• Made detailed presentations documenting their work to various groups at BHMI

“At some companies, interns only get bite-sized projects that they can complete quickly and move on,” Meeks says. “At BHMI, they get to participate in projects of a large scope with lots of other team members. In my opinion, finding out what it takes to work as a team is the best real-world experience they can get.”

BHMI’s intern program is a win-win for students and BHMI. Students benefit by gaining real-world project experience; being exposed to project deadlines and consequences; acquiring skills in new tool sets; improving interpersonal communication skills; and learning from BHMI’s senior level staff. BHMI benefits by having an opportunity to evaluate interns for potential hire and creating an environment where new ideas are constantly introduced into the organization.

To date, BHMI has employed a total of 59 student interns, 11 of which were subsequently hired as full-time employees. That means BHMI has hired over 18% of all student interns. As qualified technical talent becomes increasingly difficult to find, the intern program gives BHMI the ability to attract top performing students, see how they perform on the job, and extend employment offers to the most talented individuals.
ABOUT BALDWIN HACKETT & MEEKS, INC.

As a primary software specialist, BHMI not only provides software development services but also a comprehensive set of consulting, design, engineering, development and support services that can help shape the future direction of any company's application infrastructure and technical landscape. Whether it involves a new idea to pursue, a new solution to design, an existing application to modify, a piece of software to migrate, a web site to create, or a completely new application to build, BHMI has the in-house personnel, application infrastructure and technology to make it succeed. For more information on BHMI, please visit www.bhmi.com.

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