서 울 대 학 교

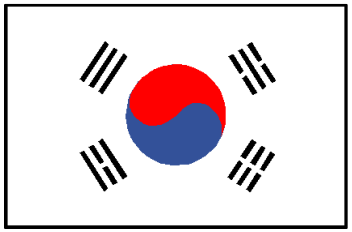
SEOUL NATIONAL UNIVERSITY

CIIP: Cisco International Internship Program

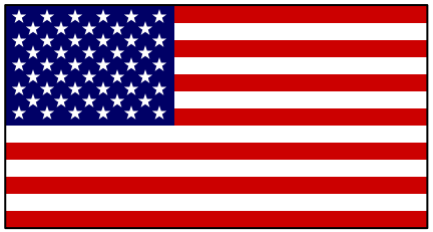
Industrial Experience, International Understanding

Dr. Tony West

VP/CTO, Research & University Relations, Cisco



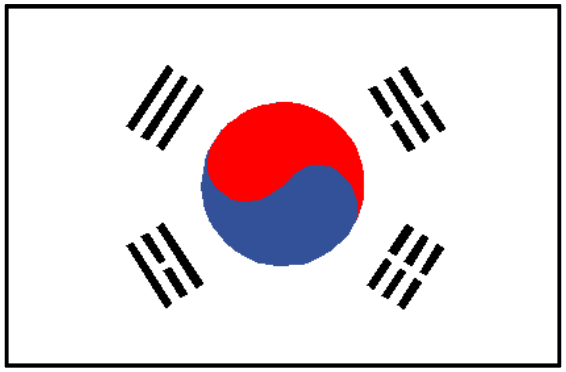
What is CIIP?



- 1-year International Intern Program
- Goal: Build Cisco's workforce internationally
- Available to select international universities only
- Source top-quality students at all levels: BS/MS/PhD
- Interns work in Cisco USA for 1 year
- Interns work alongside Cisco engineers
- Cisco recruits students once, hires them twice

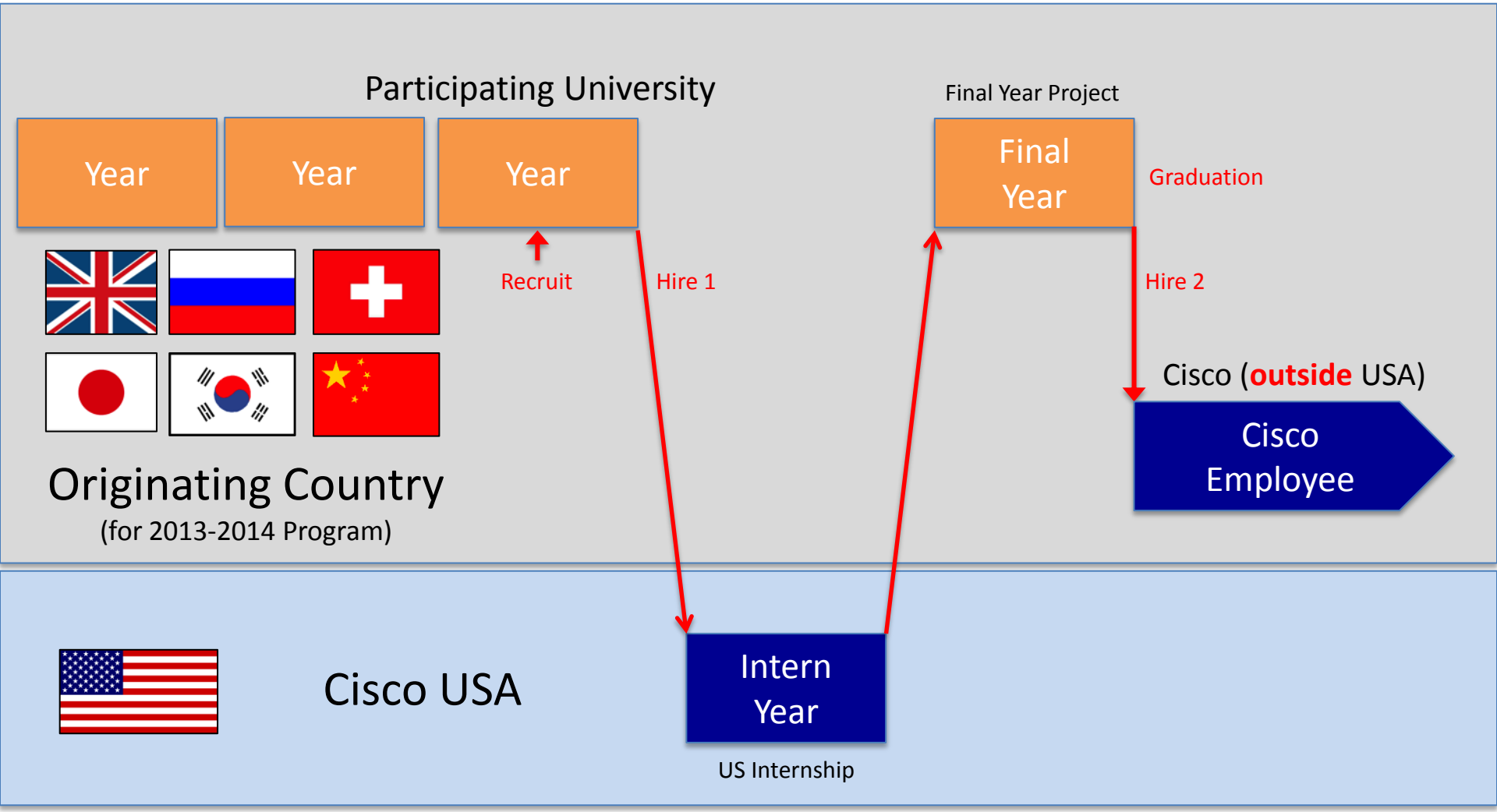
Today, CIIP expands to include:

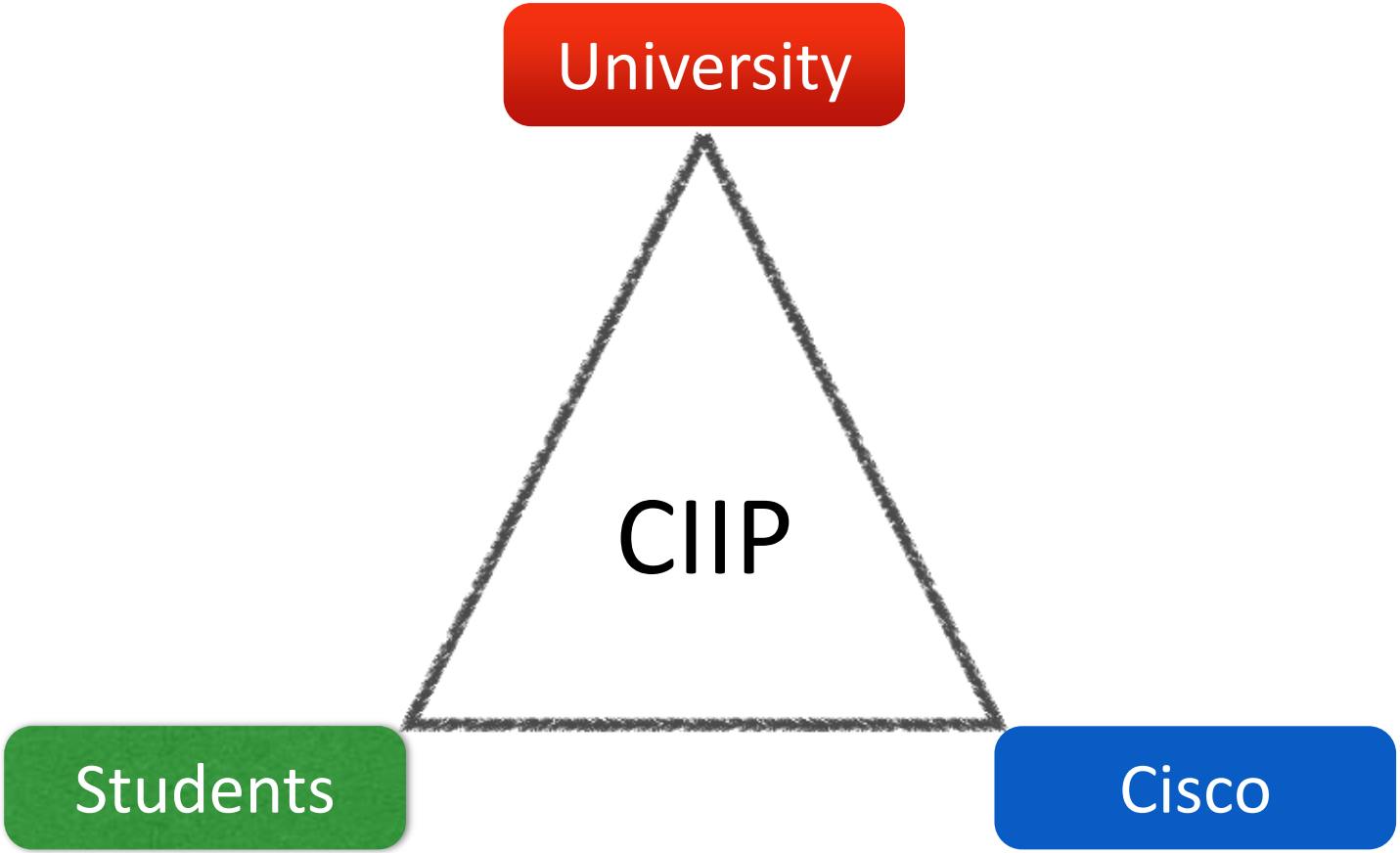
서 울 대 학 교
SEOUL NATIONAL UNIVERSITY



How CIIP Works - Pipeline

"Recruit once, hire twice"




University
CIIP
Students
Cisco

Students

- University staff + CIIP PMs work in partnership
- PMs help students apply, onboard, succeed
- Students gain substantial & relevant industry experience
  - ...in Cisco - a top-tier technology leader
  - ...in the heart of the IT industry in Silicon Valley
  - ...in the US culture - internationally attractive
- CIIP increases student **employability** radically
- Very high-probability Cisco hire in originating country

University

- University builds relationship with an IT industry leader
- Industrial relevance in curriculum
- Opportunity to place interns and graduates
- Discussions evolve to research interests
- Industrial relevance in research

Cisco

- Recruits top students via relationship with university partners
- Manage the placement to intern hiring department
- Active program management throughout 2.5-year lifecycle
- One-stop shopping for intern manager and conversion
- High intern-to-employee conversion rate retains investment

서 울 대 학 교
SEOUL NATIONAL UNIVERSITY

CIIP creates a win/win for all

CISCO

CIIP Program Management

- University & Cisco team
- Students are mentored
- Managers are mentored
- It's not what you *know*, it's how well you *learn*
  - e.g. English!

Student Eligibility

- Students must:
  - Be approved by university
  - Be working in relevant subject area
  - Be willing to relocate for internship
  - Agree to return to university after their internship

- Prerequisite: Students must obtain US J1 visa
  - Visa assistance provided via CIIP program

US VISA

- Candidates must be able to obtain a US J1 visa
  - Not likely a problem if student is a citizen of one of the countries on US State Department's VWP list
  - Difficulties may be encountered if…
- Process & cost covered as part of CIIP
- CIIP interns will be hired as contractors

Student Responsibilities

- Report to a manager at Cisco
- Follow Cisco employee code-of-conduct, etc.
- Sign employment & confidentiality agreements
- Must return home for 2 years after internship

- Success is based on performance:
  - Cisco doesn't promise permanent hire *up-front*
  - Students don't have to promise to work for Cisco later

CIIP Support for Interns

- US visa assistance
- Air travel to/from USA
- High-quality housing in USA
- Health Insurance
- Salary (~$2,000 per month)

- The Program Management for CIIP is executed *in partnership with the University via:*
  - Policy: Designated Member of Academic Staff
  - Program: Designated University Program Manager

Plan for Success!

- All CIIP students live together in an excellent, gated housing complex in a safe area
  - 2-3 students per apartment
  - Cisco PM lives onsite
- Students attend 1-week onboarding class
- CIIP PMs mentor students and review progress
- University PMs meet with students regularly (typically via TelePresence)

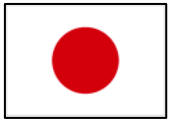
CIIP in 2013/2014

Participating Universities

University of Kent
UCL - University College London
Imperial College London

MTUCI - Moscow Technical University of Communications & Informatics
BMSTU - Bauman Moscow State Technical University

ETH – Eidgenoessische Technical Hochschule Zürich
EPFL – École Polytechnique Fédérale de Lausanne



Keio University

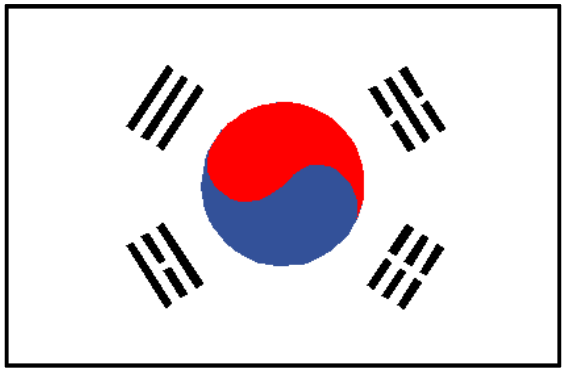
SNU – Seoul National University
KAIST – Korea Advanced Institute of Science & Technology

Tsinghua University
SJTU – Shanghai Jiao Tong University
ZJU – Zhejiang University

* GREY means “not confirmed yet”

Today, CIIP expands to include:

서 울 대 학 교
SEOUL NATIONAL UNIVERSITY



CIIP – Calendar

- Applications close 1/11/2013
- Candidate selection Jan 2013
- Candidate offers Feb 2013
- Interns arrive in USA August 2013

Contacts

Tony West
VP/CTO, Research & University Relations
Cisco

Debbie Renteria
CIIP Global Program Manager
Cisco

서 울 대 학 교
SEOUL NATIONAL UNIVERSITY

www.ciip4me.com