



# The Michigan Construction Industry Undergraduate SUMMER WORK PROGRAM

Administered by the AGC of Michigan

Designed exclusively for Michigan construction contractors, this cooperative program between the AGC Construction Industry Advancement Program and Michigan colleges and universities provides construction work experience for undergraduate students.

## FOR THE EMPLOYER:

Are you interested in hiring an eager, enthusiastic student to work for you this summer? Through this program, you have your choice of a key sophomore or juniors from several Michigan universities. These students can help you with many different assignments, both in the field and office. See the guidelines on the next page.

You may select a student by reviewing applications and by personal interview. Since the number of students is limited, your early response will ensure a good selection of top students.



## COMPANY BENEFITS (please check with your firm's tax advisor):

1. Gain exposure to a prospective employee on a temporary basis.
2. Based on your corporate taxable income, a federal tax savings from 10-31% as legitimate business expense may be realized on the fellowship portion. (C Corporation = 21%; Partnership or S corporation = standard marginal rates ranging from 10% to 37%.)
3. No payroll taxes would be paid on the fellowship monies provided directly to the university on behalf of the student.

## INDUSTRY BENEFITS:

Students learn the value of applying the theories learned to practical "hands-on" situations in actual construction experience, bringing more qualified people into the industry.

## COMPANY COMMITMENT:

You agree to employ a student for a minimum of twelve weeks at a minimum rate of \$550 per week. The Employee will also receive a fellowship for this work period. The fellowship will be funded in part by a \$66.67 per week contribution (maximum of 12 weeks) from the Employer. In addition, the Construction Industry Advancement Program will provide an additional contribution of \$66.67 per week for up to 12 weeks. This \$1600 fellowship will be sent to the school the student attends at the end of the program and will be available for the student to apply toward tuition, books and fees. *This equates to more over \$17.00 per hour for the student with NO payroll taxes on the fellowship for the student.*

## What's that mean to the student? More money for school!

*Example (Estimates based on withholding calculated on 2021 tables, single person, standard withholding):*

Gross weekly wage	\$550 (\$13.75/hr.) + fellowship paid to school = \$17.00/hr.	\$683 (\$17.00/hr.) Paid upfront – no fellowship
Federal withholding	-33	-49
State withholding	-23	-30
Social security	-34	-42
Medicare	-8	-10
<i>Net income weekly</i>	<i>\$452</i>	<i>\$552</i>
<i>Net income for 12 weeks</i>	<i>\$5424</i>	<i>\$6624</i>
Fellowship	\$1600	-
<b>Total monies received</b>	<b>\$7024</b>	<b>\$6624</b>

## **BACKGROUND OF SUMMER WORK PROGRAM:**

Since 1964, the Summer Work Program has committed over three quarters of a million dollars in fellowship monies to students in Michigan universities. In the fifty years since its inception, over 775 students have completed this program many of whom are now working for Michigan's construction industry employers.

The Summer Work Program is yet another example of continuing cooperation between private industry groups and state institutions of higher learning to benefit the future leaders of tomorrow.

## **GUIDELINES:**

1. An advisor(s) from the Company shall be assigned to the student employee. This advisor(s) is to be a person through whom communications may be referred and to whom the student may turn to for help and/or advice.
2. A brief report on the Program shall be completed by the student and submitted to AGC at the end of the employment period along with a photo on the job.
3. A brief evaluation form (to be provided by AGC) on the performance of the student shall be completed by the Company and submitted to AGC at the end of the employment period. This evaluation will include constructive criticism of the student and the Program as it functioned in his/her particular case.
4. The student employee shall generally be assigned work which provides a variety of work experience divided between the field and the office.

Note: It is not the intent of this program to use the student as unskilled labor.

## **JOB ASSIGNMENT EXAMPLES:**

### **IN THE FIELD:**

- Report on progress and other meetings
- Laboratory and/or test assignments
- Material Inventory and expediting work
- Field representative at progress meetings
- Assistant in layout crew
- Safety Inspector, Timekeeper
- Prepare cost distributions
- Quality Control and Inspection
- Assistant Project Engineer

### **IN THE OFFICE:**

- Assemble cost control and estimating data and/or safety control records
- Quantity surveys for estimates
- Clerical assistance
- Attend and report on meetings as an observer (Progress, Labor, Safety, Engineering, Client's, etc.)Shop drawing approval and checking
- Detailing and board work
- Scheduling
- Value Engineering

## **INTERESTED IN HIRING A STUDENT FOR SUMMER 2021?**

Please contact Viki Gotts @ [vgotts@agcmichigan.org](mailto:vgotts@agcmichigan.org) or 248.721.0075.