

**1. Why should our company hire an IPP student?**

IP programs are a cost effective means for obtaining highly qualified college level personnel to perform productive and necessary work at a cost lower than that paid to regular entry-level employees. It is one of the most effective ways to meet hiring objectives because it provides the opportunity to thoroughly and economically evaluate potential employees in on-the-job settings.

**2. What are student qualifications?**

All participating students must be in good academic standing at the Jonsson School at UTD and must meet the eligibility requirements of the specific IPP program.

**3. When are students available to work? Do they need to take classes?**

IP programs operate on a semester basis, however, by including the summer as a third semester, students are available on a year-round basis. IPP employees may work full-time or part-time, for a single semester or for multiple semesters, depending on the employer's needs. University holidays and vacations do not apply to IPP students.

Many students take classes while doing an internship so it is important for employers to be aware of the internship calendar. \*In particular international students are required to enroll in an internship assignment course and there is a cut-off timeline as to when they are able to start or end an assignment.

**4. Are IPP students always paid a salary?**

Yes. Federal law requires that all employees, including IPP students be compensated for their work.

**5. Do employers pay a fee to UTD?**

No. Employers pay no fees for participation in IP Programs. International students who obtain IPP employment are required to pay a UTD course registration fee.

**6. What is the average salary paid to IPP students?**

The salary survey is listed on page 5 on the Employer Handbook.

**7. Is there a tax credit for hiring an IPP student?**

No. There are no tax credits for hiring a IPP student.

**8. Are IPP wages subject to withholding taxes?**

Yes. IPP wages are subject to federal, state, and local withholding taxes. Please see page 6 and page 10 on the Employer Handbook.

**9. Do employers pay unemployment compensation?**

No. Employers are not required to pay federal or state unemployment compensation taxes. Workers Compensation taxes are required.

**10. May students work for successive semesters?**

Yes. Students may work successive semesters of part-time work. If a student is working full-time and not taking regular coursework, the student should return to class-work after a semester of full-time work experience.

**11. Which personnel policies apply to IPP students?**

All policies and procedures applicable to regular employees may also apply to IPP students.

**12. Are IPP students available to relocate for out-of-town or out-of-state positions?**

Yes. Students are often interested in out-of-town or out-of-state positions.

**13. Is the employer responsible for the student's relocation expenses?**

There is no obligation on the employer's part to pay relocation expenses. Some employers choose to pay some or all of these expenses.

**14. Is there an obligation to hire the IPP student following graduation?**

No. However, recruitment is one of the advantages of an IP Program. IPP participation creates a pool of trained and qualified personnel for long-term employment. Hiring an IPP student after graduation provides the company with a person whose qualities are known and have been formally documented by supervisors.

**15. What if an IPP student is not performing satisfactorily?**

We ask that you contact the student's IPP coordinator at UTD at the onset of any problem. If the problem cannot be corrected to your satisfaction, the position may be terminated at any point during the assignment.