



॥ वसुधैव कुटुम्बकम् ॥

SYMBIOSIS COLLEGE OF ARTS AND COMMERCE

ACADEMIC YEAR

2025-26



CAMPUS PLACEMENT AND INTERNSHIP BROCHURE

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FOREWARD

Symbiosis stands as one of India's premier educational institutions, delivering quality education across a wide range of disciplines for over four decades. It embodies the philosophy of *Vasudhaiva Kutumbakam* – the concept of the world as one family. Established in 1983, the Symbiosis College of Arts and Commerce (SCAC) is a distinguished constituent of the expanding Symbiosis Society. In recognition of its pioneering contributions to the field of education, SCAC was conferred autonomous status by the University Grants Commission (UGC), New Delhi, effective from the Academic Year 2012–13. The college has consistently emphasized education that prepares students for life by instilling core values of competence, integrity, and excellence within their chosen fields.

SCAC fosters a holistic learning environment that encourages the intellectual and personal growth of its students. By integrating the strengths of traditional academic frameworks with contemporary global practices, the institution ensures that its graduates possess a strong theoretical foundation along with the practical skills necessary to navigate real-world challenges.

Beginning with the Academic Year 2023–24, SCAC has implemented the National Education Policy (NEP). This reform introduces significant changes to our academic structure, promoting an interdisciplinary and comprehensive approach to higher education. Through this initiative, we aim to remain aligned with evolving global standards and prepare our students to thrive in a dynamic world.

Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC

College with Potential for Excellence (CPE)

Empowered Autonomous College

PRINCIPAL'S MESSAGE



DR. TESSY THADATHIL
OFFICIATING PRINCIPAL

Dear Partners,

SCAC, with its empowered autonomous status, remains committed to aligning our students with the vision and goals of the National Education Policy. We strive to nurture a globally competitive workforce by fostering a learner-centric and employability-driven environment.

Our Placement Cell plays a pivotal role in this endeavour by securing promising campus placements for our students. The companies that visit our campus include industry leaders – many of them multinationals and top-tier consultancy firms. During their undergraduate years, our students actively prepare themselves through rigorous academic training and the development of industry-relevant skills, ensuring they are placement-ready.

We take great pride in the relentless efforts of our Placement Cell Head, Dr. Nilesh Waghmare, and his dedicated team, who successfully facilitated the placement of over 215 students in the Academic Year 2024–25. We also commend the Cell for conducting numerous supplementary training programs aimed at enhancing technical and professional skills – empowering our students as they transition into the workforce. Looking ahead, the college is keen to expand its corporate network, forge deeper collaborations with industry to co-create relevant curricula, and invite our alumni – already placed in leading organizations – to share their valuable experiences with current students.

I extend my best wishes to the Placement Cell for continued success in the upcoming academic year and sincerely appreciate their unwavering commitment to student advancement.

Sincere regards,

Dr. Tessa Thadathil, Officiating Principal

PLACEMENT HEAD'S MESSAGE



DR. NILESH WAGHMARE
HEAD, THE PLACEMENT CELL

Dear Esteemed Corporate Partners,

We are pleased to share the outstanding placement and internship outcomes of our 2025 graduating batch. As of June 30, 215 students have secured placements in reputed organizations, and 24 have received internship offers—testament to their academic excellence and industry readiness.

Our collaboration with EY GDS through initiatives like the DIGIVERSITY and Project Management Workshops has significantly enhanced students' skills and professional preparedness. The Placement Cell at Symbiosis College of Arts and Commerce serves as a vital link between our students and recruiting partners. Through a range of activities – Career Building Workshops, Industry Guest Sessions, Certificate Courses, Internship Drives, and more – we ensure our students are equipped with the competencies needed to thrive in today's dynamic corporate landscape.

We are grateful for your continued trust and support, and we remain committed to providing all necessary infrastructure for smooth and successful recruitment processes.

We cordially invite your esteemed organization to participate in the placement and internship drives for our 2026 graduating batch and look forward to strengthening our valued partnership.

Sincere regards,

Dr. Nilesh Waghmare, Head, The Placement Cell



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PROGRAMME INFORMATION

2025-26

OUR PROGRAMMES

UNDERGRADUATE

B.COM

REGULAR

Costing

Marketing

Entrepreneurship

Banking and Finance

Human Resource
Management

PROFESSIONAL

ACCA

CIMA

CMA

Business Analytics

B.A.

REGULAR

English

Economics

Psychology

POSTGRADUATE

M.COM

SPECIALISATIONS

Finance

Business and Technology Management

M.A.

SPECIALISATIONS

English

Economics

Psychology

BACHELOR OF COMMERCE

B.COM

SPECIALISATIONS	PROGRAMME DETAILS
<p style="text-align: center;">Costing</p>	<ul style="list-style-type: none"> • Basics of Costing • Strategic Cost Management • Financial Reporting Framework • Direct Tax Laws • Financial Modelling • Business Laws
<p style="text-align: center;">Marketing</p>	<ul style="list-style-type: none"> • Service Marketing and Customer Experience • Retail Marketing and Merchandising • Direct Tax Laws • Personal Branding and Reputation Management • SEO Techniques and Strategies • Product Innovation and Brand Building
<p style="text-align: center;">Entrepreneurship</p>	<ul style="list-style-type: none"> • Brand Building • Business Models for New Ventures • Direct Tax Laws • Project Management • Family Business Management • Starting a Start-up
<p style="text-align: center;">Banking and Finance</p>	<ul style="list-style-type: none"> • Legal Aspects of Banking • International Finance • Securities Analysis • Portfolio Management • Microfinance and Social Banking • Quantitative Techniques

BACHELOR OF COMMERCE

B.COM

SPECIALISATIONS	PROGRAMME DEATILS
<p>Human Resource Management</p>	<ul style="list-style-type: none"> • Human Resource Information System • HR Planning, Recruitment and Selection • Human Resource Accounting and Auditing • Direct Tax Laws • Organizational Behavior Practices • Industrial Psychology in HRM
PROFESSIONAL PROGRAMMES	
<p>Accounting and Finance</p>	<ul style="list-style-type: none"> • IFRS • Advance Financial Reporting • Direct Tax Laws and Business Laws • Financial Management • Strategic Business Leadership • Business Performance Management
<p>Management Accounting</p>	<ul style="list-style-type: none"> • Financial Strategy • Risk Management • Strategic Management • Business Laws • Management Accounting • Information Technology and Analytics
<p>Business Analytics</p>	<ul style="list-style-type: none"> • Blockchain and Data Visualization • Natural Language Processing • Machine Learning and Big Data • Ethics in Business Analytics • MS Excel and Dashboard • Customer and HR Analytics

MASTER OF COMMERCE

M.COM

SPECIALISATIONS	PROGRAMME DEATILS
<p style="text-align: center;">Finance</p>	<ul style="list-style-type: none"> • Fintech • Strategic Financial Management • Stock Market Analysis • Corporate Restructuring • Behavioural Finance • Derivatives and Commodity Market • Investment and Portfolio Management • Corporate Taxation • Risk Management • Research Methodology • Internships • MS Excel, Power BI and AI • Business Networking and Negotiations
<p style="text-align: center;">Business and Technology Management</p>	<ul style="list-style-type: none"> • Innovation and Disruption Management • Building Global Brands in Digital Age • Digital Governance • Supply Chain Management • Fintech • Design Thinking and Enterprise Building • Corporate Crisis Management • Legal Framework for Business • Investment and Portfolio Management • Research Methodology • Internships • MS Excel, Power BI and AI • Business Networking and Negotiations

BACHELOR OF ARTS

B.A.

SPECIALISATIONS	PROGRAMME DETAILS
<p style="text-align: center;">English</p>	<ul style="list-style-type: none"> • Modern Literary Theory and Criticism • Modern and Postmodern Literature • Indian Literature • Literary '-isms' and Movements • The study of Grammar • Romantic and Victorian Literature • Soft Skills • Phonology and Morphology • Syntax and Semantics
<p style="text-align: center;">Economics</p>	<ul style="list-style-type: none"> • Mathematics for Economics • International Trade Theory and Policy • Behavioural Economics • Decoding Dynamics of Securities Market • Indian Financial System and Markets • Applied Industrial Economics • Banking and Finance • Gender Economics • Research Writing
<p style="text-align: center;">Psychology</p>	<ul style="list-style-type: none"> • Applied Psychology • Experimental Psychology • Sports Psychology • Psychodynamic theories of Personality • Psychometric Testing • Abnormal Psychology • Psychological Test Construction • Developmental Psychology • Research Methodology and Action Research

MASTER OF ARTS

M.A.

SPECIALISATIONS	PROGRAMME DEATILS
<p style="text-align: center;">English</p>	<ul style="list-style-type: none"> • Indian Literature • Linguistics and Stylistics • Gender Literature • European and American Literature • Cinema and Theatre Studies • Dalit Literature • Professional Writing for Media and Publishing • Resistance and Revolution in Literature
<p style="text-align: center;">Economics</p>	<ul style="list-style-type: none"> • Microeconomics and Macroeconomics • Mathematical and Statistical Techniques • FinTech, Digital Payments and Cryptocurrencies • Security Analysis and Derivate Markets • Commercial Banking and Public Finance • Behavioral Economics • Financial Institutions and Markets • Agricultural and Industrial Economics
<p style="text-align: center;">Psychology</p>	<ul style="list-style-type: none"> • Applied Social and Cognitive Psychology • Neuro-Physiological Psychology • Counseling Skills and Approaches • Industrial Psychology, Statistics • Psychodiagnostics, Psychotherapy and Psychopathology • Guidance and Career Counselling • Organizational Behavior and Development • HR Management and Personnel Psychology

B.COM WITH ACCA

Symbiosis College of Arts and Commerce offers the Association of Chartered Certified Accountants (ACCA) Course embedded in the graduation programme to empower students with an international level certification. The Professional Course content and values are aligned to the needs of employers in all sectors. Studying here gives the students a benefit of belonging to an internationally renowned institution and also a multicultural, interdisciplinary, academic student community. The specialization degree of Accounting and Finance in B.Com refers to this.

We are very proud to mention that ACCA signed a Memorandum of Understanding (MOU) with Symbiosis College of Arts and Commerce in August 2013 and since then Symbiosis has had the privilege of being a University partner of ACCA.

More than 500 students have enrolled in these programmes through our college to date, with many achieving India Ranks as well as World Ranks. Several of our students have even completed their ACCA qualification before graduating.



Think Ahead

B.COM WITH CIMA

Symbiosis College of Arts and Commerce is offering this programme, B. Com Integrated with Chartered Institute of Management Accountants (CIMA), to its students from the Academic Year 2021-22. The college has integrated the Chartered Global Management Accountant (CGMA) programme with regular B. Com programme, as B. Com specialisation in Management Accounting. This is an additional specialisation offered by the college. It is a new self-directed, digital option for students to complete the CIMA qualification and earn the CGMA designation which is recognised globally.

The CGMA - Finance Leadership Programme (CGMA - FLP) is designed to give students the skills, practical experience and forward-thinking, as well as the entrepreneurial mindset business needs of the financial professionals.

Many of our students have successfully completed the CIMA qualification even before completing their graduation.



TM

CIMA[®]

Chartered Institute of Management Accountants

B.COM AND B.A ECONOMICS

BUSINESS ANALYTICS

To cope with the challenges posed by Industry 4.0, our college is offering new specializations i.e B. Com with Business Analytics and B. A (Economics) with Business Analytics from the Academic Year 2022-23. This programme is in association with the Institute of Analytics (IoA). The IoA is a professional body for Analytics and Data Science professionals in the United Kingdom (UK). Business Analytics as a specialization aims to introduce students to big data and immerse them in analytics for business applications. Students who will graduate from this programme are expected to have developed skills to describe and predict business situations, and make informed business decisions based on data.

The programme aims to build future-ready professionals by fostering analytical thinking, business intelligence, and data-driven decision-making capabilities, enabling graduates to contribute effectively to dynamic and technology-driven business landscapes.



B.COM WITH CMA

Our college offers the Certified Management Accountant (CMA) certification, a respected qualification that specializes in Management Accounting offered by the Institute of Management Accountants (IMA) in the United States (US). The CMA programme requires candidates to hold a bachelor's degree and have two years of relevant work experience in Management Accounting and/or Financial Management. This experience can be completed before or within seven years of passing the examination. The CMA focuses on areas like financial planning, analysis, control, and decision-making—skills that are highly relevant in today's business world.

Our CMA students are trained in globally benchmarked competencies, equipping them with a strategic mindset and analytical proficiency. With exposure to case-based learning and real-world financial scenarios, they are industry-ready and capable of contributing meaningfully to business decision-making from day one.



SYMBIOSIS CENTRE FOR LIBERAL ARTS

Located in historic Pune and affiliated with Symbiosis College of Arts and Commerce, the Centre for Liberal Arts was established in 2006. It offers Diploma and Certificate programmes focused on interdisciplinary education across Humanities, Social Sciences, Literature, and Performing Arts. The Centre fosters critical thinking, creativity, and holistic development through reflective and independent learning.

COURSE DOMAIN	OFFERED COURSES
Humanities and Social Science	<ul style="list-style-type: none"> • Cyber Law • Philosophy of Entertainment • Film Studies • Professional Grooming
Literature and Language	<ul style="list-style-type: none"> • Creative Writing • Public Speaking • Sanskrit/German/Japanese/French Language (Basic)
Science	<ul style="list-style-type: none"> • Science and Sustainable Development • Health and Wellness Management • Bio-Cultural Diversity and Sustainability • Yoga: Theory and Practices
Performing Arts	<ul style="list-style-type: none"> • Salsa • Music and Poetry • Photography/Camera • The Paint Basket (Basic Painting)

BATCH SIZE

FOR CAMPUS PLACEMENTS AND INTERNSHIPS

PROGRAMME	SPECIALISATIONS	BATCH SIZES	
		CAMPUS PLACEMENTS ~2026 Batch	CAMPUS INTERNSHIPS ~2027 Batch
B. Com REGULAR	Marketing	102	111
	Human Resource Management	40	55
	Banking and Finance	104	115
	Costing	82	122
	Entrepreneurship	71	56
	Accounting and Finance (ACCA)	108	137
	Management Accounting (CIMA)	32	51
	Business Analytics	22	51
	Total	561	698
B.A. REGULAR	English	22	18
	Economics	34	31
	Psychology	37	46
	Total	93	95
M.Com	Business and Technology Management	12	13
	Finance	55	46
	Total	67	59
M.A.	English	34	14
	Economics	18	26
	Psychology	37	40
	Total	89	80

INTERNATIONAL COLLABORATIONS

Guided by the motto 'Vasudhaiva Kutumbakam' – the world is one family – Symbiosis College of Arts and Commerce places internationalisation at its core. The International Initiatives Committee drives global exposure through academic collaborations, diverse pedagogies, and international teaching practices. The college partners with universities worldwide, including Hildesheim (Erasmus+), Queen's, York, Western Ontario, Ben Gurion, Tel Aviv, GRIPS (Japan) with a sponsored scholarship, and Leeds Beckett (UK) with a Summer Immersion Program. The Buddy Program with Chiba and Gunma Universities (Japan) also flourishes.

Now in its seventh year, the Intercultural Perspectives on Information Literacy and Meta-literacy project, along with global webinars and conferences, enriches learning. Students also gain direct pathways to master's programmes at KEDGE, EM Normandy, Westchester, and Indiana University of Pennsylvania. These initiatives empower students with the knowledge, skills, and global outlook needed to thrive in today's interconnected world.



'The entire world is one family.'

INITIATIVES BY THE CELL

PRE - PLACEMENT

PLACEMENT READINESS WORKSHOP



Duration: 3 days (19th, 21st & 31st July, 2024)

Speakers:

Mr. Bhushan Bhegade
Dr. Manasi Desai
Ms. Monica Yadav
Ms. Gunjan Deshpande
Mr. Akshat Bhatnagar

The workshop equipped students with skills to excel in aptitude tests, focusing on Quantitative Aptitude, Analytical, and Logical Reasoning. It included company-specific training for targeted placement preparation. This also enhanced their problem-solving and test-taking strategies.

INTERNSHIP READINESS WORKSHOP



Duration: 3 days (13th – 15th July, 2024)

Speakers:

Ms. Devaki Purohit
Ms. Neha Pant Tewari
Ms. Shuchi
Ms. Ektha

The workshop prepared students for placements through sessions on resume writing, group discussions, aptitude tests, and interviews. It boosted their communication skills, critical thinking, and confidence. Overall, it enhanced their professional readiness.

INITIATIVES BY THE CELL

PRE - PLACEMENT

CAMPUS DRIVE TARGETED SESSIONS



Date: 21st July, 2024

Speakers:

Ms. Ridhi Chourasia

Mr. Rohit Singh

(Former Placement Cell Coordinators, SCAC)

The session demystified the Deloitte placement process and addressed common concerns through first-hand insights. It offered guidance on the specific preparation strategies required for the Deloitte drive. This also boosted student confidence and clarity in approaching the selection process.

MOCK APTITUDE TEST SERIES



Format: 4 section-wise tests + 1 comprehensive full-length test

Platform: Released via official WhatsApp Communities and LinkedIn

The Mock Aptitude Test Series helped students prepare for company-specific aptitude rounds with tests on Verbal, Quantitative, Data Interpretation, and Logical Reasoning. Detailed scorecards and solutions supported self-assessment and improvement. This also enhanced their accuracy, speed, and exam readiness.

INITIATIVES BY THE CELL

PRE - PLACEMENT

EY GDS DIGIVERSITY PROGRAMME



Duration: 5 days (9th – 13th December, 2024)

Led by Experts:

Mr. Ajay Surve

Ms. Divya Gupta Namba

Mr. Sunil Gaba

EY GDS alumni

The EY GDS Digiversity Programme trained second-year students in Excel, VBA, RPA, Power BI, and interview skills, ending with assessments and mock interviews to build corporate readiness.

EY GDS PROJECT MANAGEMENT WORKSHOP



Duration: 3 days (4th – 6th March, 2025)

Speakers:

Mr. Ajay Surve

Mr. Amit Ranjan

Ms. Kanika Parmar

Ms. Heena Bhambhani

The workshop equipped second-year students with insights into project planning, agile methods, risk management, and stakeholder communication, enhancing leadership and organizational skills through practical case discussions.

INITIATIVES BY THE CELL

PRE AND POST PLACEMENT

ORIENTATION SESSIONS FOR F.Y AND S.Y. UG AND PG STUDENTS



Date: 6th March, 2025

Speakers:

Mr. Shashank Pandey

Mr. Aum Patnaik

Ms. Riya Kharayat

Ms. Avni Sant

(Former Placement Cell Coordinators)

The workshop equipped second-year students with insights into project planning, agile methods, risk management, and stakeholder communication. It used case-based discussions to build leadership and organizational skills. This also improved their decision-making and project execution capabilities.

CORPORATE CULTURE AND ETHICS WORKSHOP



Duration: 3 days (20th – 22nd March, 2025)

Speakers:

Mr. Amit Ranjan

Dr. Shirish Limaye

Ms. Neha Thakur

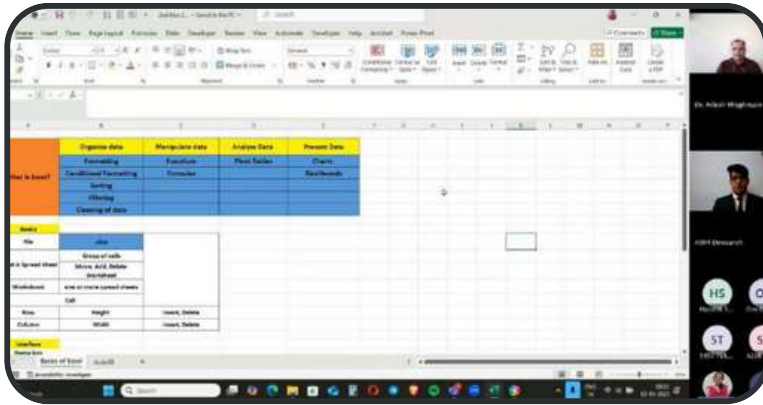
Mr. Nachiket Kulkarni

The workshop prepared the graduating batch of 2025 for corporate settings, covering organizational culture, ethics, communication, professionalism, and workplace conduct, offering insights into industry expectations.

INITIATIVES BY THE CELL

POST PLACEMENT

CERTIFICATE COURSE IN MS EXCEL



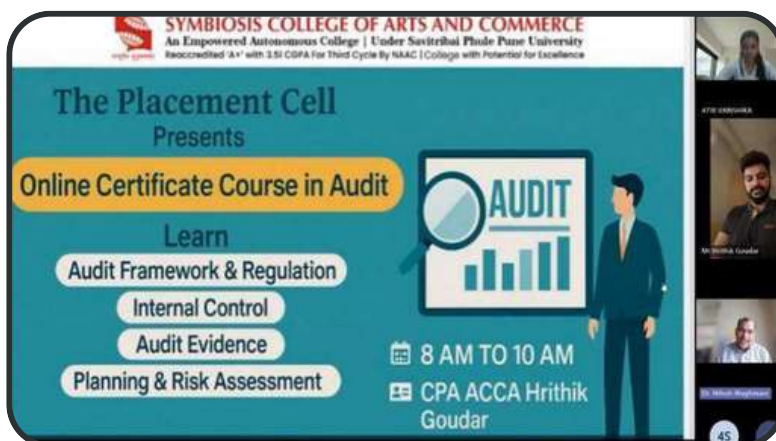
Duration: 2nd – 10th May, 2025 (15 hours)

Trainer: Prof. Mrs. Ashwini Kothari

Platform: MS Teams

This course equipped students with essential Excel skills, covering data management, look-up, error handling, and financial functions. It introduced Pivot Tables, Data Visualization, and Automation using Macros and VBA. This also boosted their analytical abilities and workplace efficiency.

CERTIFICATE COURSE IN AUDIT



Duration: 11th – 25th May, 2025 (15 hours)

Trainer: Mr. Hrithik Goudar (ACCA, CPA)

Platform: MS Teams

The course was designed for students placed in top firms to strengthen their audit proficiency through core concepts, methodologies, and best practices. It offered practical knowledge aligned with industry standards. This also improved their adaptability and confidence for real-world audit roles.

CAMPUS PLACEMENT AND INTERNSHIP PROCESS

FOR CORPORATES



Contact Us

Email ID:

- placement@symbiosiscollege.edu.in
- campusinternships@symbiosiscollege.edu.in



SPOC Assigned

The Placement Cell assigns a Student Coordinator to each company to facilitate all coordination related to the selection process.



Selection Process

End-to-end coordination is facilitated by The Placement Cell for all offline/online rounds of Campus Placement and Internship Drives.



Offer

Post-selection, results and formalities are facilitated by the Cell as per company guidelines. Once selected, students have to accept the offer and are not allowed to sit for further drives.

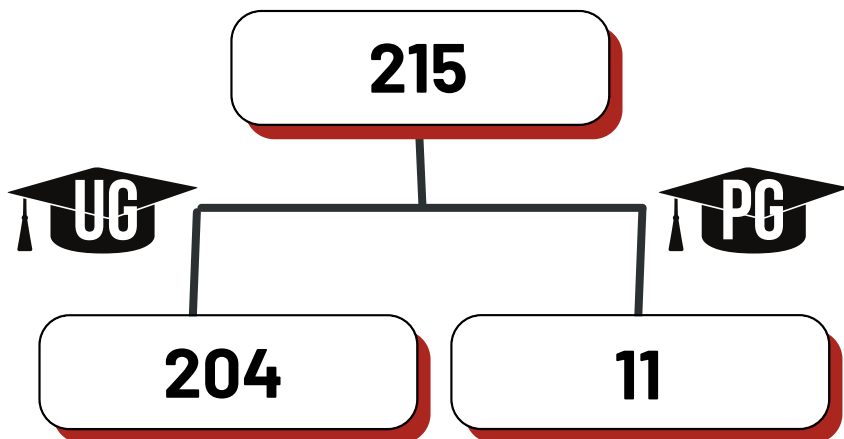
GLIMPSES OF CAMPUS PLACEMENT AND INTERNSHIP DRIVES

2025-26



2024-25 SEASON STATISTICS

STUDENTS PLACED



PERCENTAGE OF STUDENTS PLACED

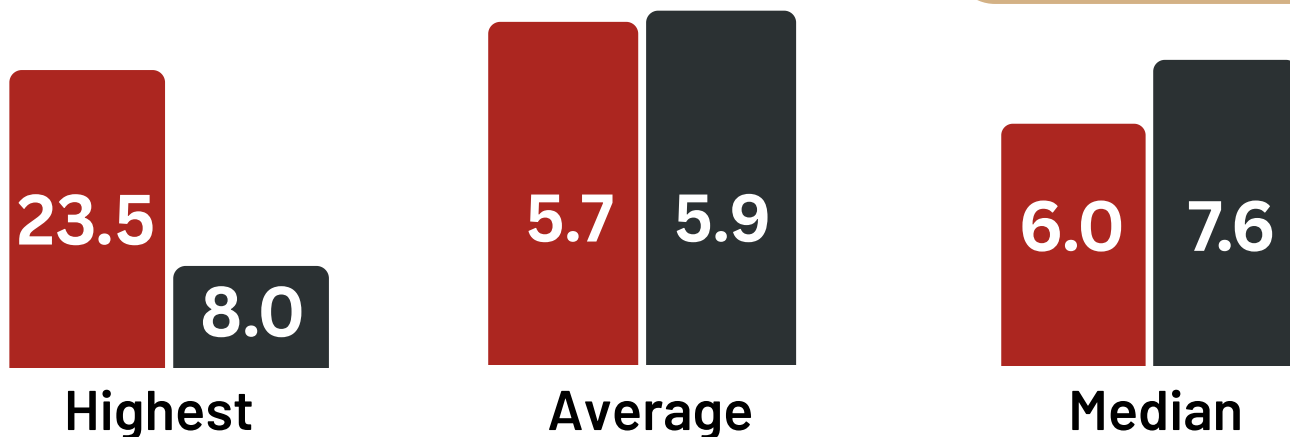
42%

GROSS VALUE OF PACKAGE

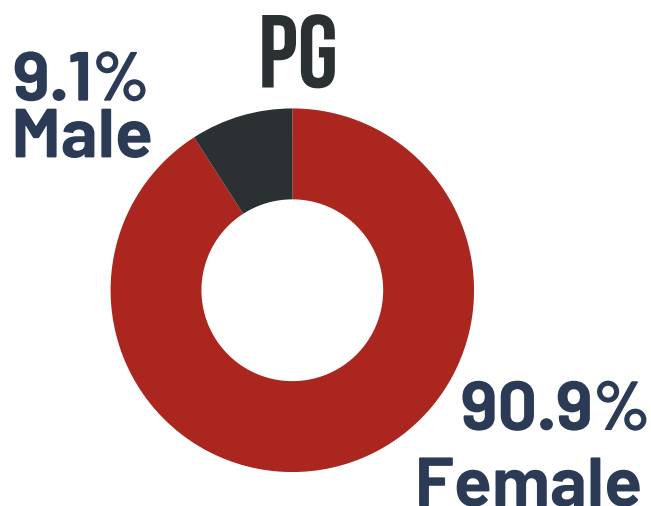
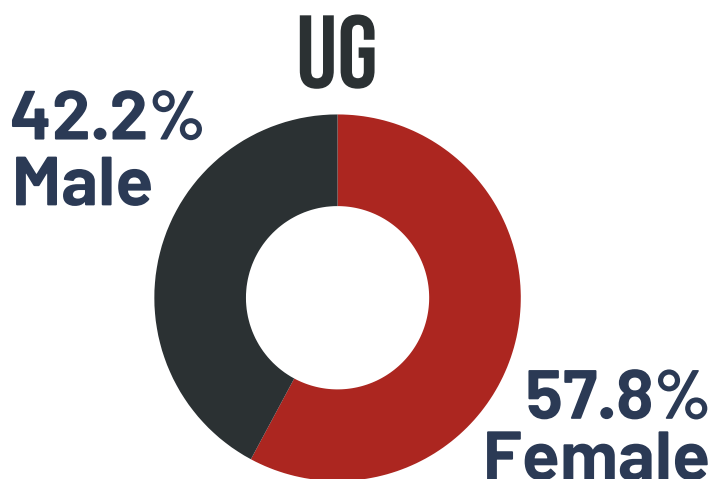
₹12.2 CRORE

COST TO COMPANY (CTC IN LPA)

UG PG



MALE TO FEMALE BATCH SIZE RATIO



OUR CORPORATE PARTNERS






































AND MANY MORE....

TESTIMONIALS

OUR PARTNERS SAY!



Mr. Ajay Surve

Director

EY GDS

We are extremely impressed by the skills and entrepreneurial mindset of the students of SCAC. The Institute is a reliable partner and develops high calibre students and professionals.



Ms. Hazel Gulati

Associate Program Manager

AllianceBernstein

We've been thoroughly impressed by the exceptional talent at the institute. It's been a pleasure conducting recruitment drives there, as the quality of candidates consistently stands out. The institute's commitment to students' education is evident, and their focus on extracurricular activities truly shapes well-rounded individuals.



Mr. Ajay Gupta

Director - HR

ACA Group

Over the past two years, graduates from Symbiosis College of Arts and Commerce have consistently stood out in our Internship and Early Career programs. They demonstrate strong academics, critical thinking, communication, and professional readiness. SCAC students come well-prepared, eager to learn, and bring fresh perspectives that enrich our workplace.

TESTIMONIALS

OUR STUDENTS SAY!



Neha Prasad

B.Com With ACCA

Placed at AllianceBernstein

The Placement Cell at SCAC helped me secure an internship at AllianceBernstein in my second year, which later converted into a full-time role through a pre-placement offer. Their support through aptitude training, mock group discussions, and readiness workshops was invaluable. While the PC offers excellent opportunities post-graduation, I feel fortunate to have interned at a global MNC thanks to their constant guidance.



Hriday Amonkar

B.Com With ACCA

Placed at D.E. Shaw

I'm truly grateful to our Placement Cell for making the entire journey smooth and memorable. From timely updates to seamless coordination, every step reflected their dedication. The aptitude and GD prep sessions were extremely helpful, and the constant support from Nilesh Sir, coordinators, and volunteers made the process stress-free. Their commitment, before, during, and after the placement, played a huge role in helping me secure this opportunity.

TESTIMONIALS

OUR STUDENTS SAY!



Shipra Singh

M.Com In Finance

Placed at Deloitte



I'm incredibly to the Placement Cell at Symbiosis College for their constant support throughout my placement journey. Their efforts went far beyond bringing companies on board—they ensured we were prepared at every step through mock interviews, aptitude training, CV building, and soft skills sessions. Securing a role at Deloitte as a Tax Consultant is a reflection of their dedication and the constant guidance and encouragement from Dr. Nilesh Waghmare Sir.



Siddhant Bose

B.Com With Entrepreneurship

Placed at British Multinational Oil and Gas Company



Looking back, I'm truly grateful for the steady support from the Placement Cell. Their clear communication and seamless coordination made all the difference during stressful moments. This achievement wasn't mine alone, it was backed by their tireless efforts. I'm thankful for the opportunity to secure a role at BP and for the platform the Cell provided to showcase my abilities.

TEAM PLACEMENT CELL

2025-26

TEACHERS COMMITTEE

- Dr. Tessy Thadathil, Officiating Principal
- Dr. Nilesh Waghmare, Head
- Dr. Santosh Marwadikumbhar, Member
- Dr. Sarika Wagh, Member
- Dr. Pooja Gupta, Member

STUDENT TEAM

- Ms. Swetha Khare, Coordinator
- Ms. Saeer Rane, Coordinator
- Ms. Vanshika Pathak, Coordinator
- Mr. Devaansh Goswamy, Coordinator
- Mr. Mohak Ranjan Vaya, Coordinator








CONTACT US

PLACEMENT CELL HEAD

DR. NILESH WAGHMARE

STUDENT COORDINATORS

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-

CONNECT ON LINKEDIN

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FOR INTERNSHIPS:

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