US & Canada Internship Program

We are happy you are exploring internship opportunities with Johnson Controls! We typically hire over 300 interns across the US and Canada each year. Managers submit requests for new internship positions on a rolling basis, so you’ll find new intern and Co-Op roles posted on our career site all of the time. We recommend searching for the #Internship hashtag periodically to see all of our current openings.

From the start, you’ll be assigned a buddy or mentor. They’ll make sure you feel at home and will support your development. We’ll also help you to develop skills through on-the-job training, technical training and career coaching. Meanwhile our performance management process will see you getting structured reviews on your progress and results. Plus, our summer internship program gives you the chance to partake in lunch n’ learns, career development sessions, volunteer events and our virtual intern expo.

Application Process

You might meet us on campus, at a virtual event, through an employee referral or just through your own research, but regardless our hiring process will be pretty consistent. Here is an overview of what you can expect:

- **Submit your application online.** You can apply to as many positions as you want. You will notice each internship or Co-Op is unique and will have specific requirements, so be sure to read each job description thoroughly to know if it’s something of interest to you and if you meet the minimum criteria.
- **A recruiter from our university team reviews your application.** If you are a fit for the position you’ll be invited to the first step in the process, an on-demand video interview.
- **Complete your video interview.** If invited, you will receive an invitation via e-mail with a link to complete an on-demand video interview. Be sure to treat this as you would any other interview; dress professionally, ensure you are in a quiet space, speak clearly and give concise and specific examples in your responses.
- **A recruiter from our university team reviews your on-demand video and sends candidates to the hiring manager to review.** The hiring manager reviews your resume and on-demand video interview and makes selections for the next round of business interviews.
- **Second round business interviews.** If you are selected for the next round of interviews, you will be contacted by a member of our scheduling team. This round of interviews will vary for each position. It could be conducted in person, over the phone or via a live video format. The interview team could be just one or two people or it could be comprised of an interview panel. Either way, you will receive confirmation of your interview logistics from our scheduling team.
- **Final decision is made by the hiring manager.** Candidates are notified of the final decision and if you are selected you will be sent an offer letter electronically and complete a required pre-employment background and drug screen.
- **Confirm your start date.** After you have successfully cleared the background and drug screen process, you will confirm your start date with your manager and get prepared for a great internship or Co-Op experience with us!

**On-demand Interview Tips**

The first on-demand video interview is a critical step in our hiring process. Here are a few tips to ensure you make the most of this opportunity and submit a great video interview:

- Dress professionally
- Record in a quiet environment
- Test your audio to confirm that you come across clear and audible on camera
- Prepare by researching the company and job description
- Expect a variety of questions and response types: re-record, no re-record and spontaneous
- Take advantage of the user tutorials and practice before you start
- Read all instructions carefully and share a specific example, if asked
- Don’t be afraid to show your personality and share what makes you unique
- Highlight any previous work, leadership or volunteer experience you have in your introduction
- Keep answers straightforward and concise; avoid rambling
- Do not write a script and read it verbatim, you want to show your ability to communicate effectively