



Cintas Management Trainee, Internship FAQs

Cintas' Management Trainee and Internship programs are about more than just a training program. They are about career development, preparation for success and finding where you fit within our team. Throughout the programs, you will gain a renewed sense of purpose and will secure the tools to make a difference as an individual, in the community and at Cintas.

Management Trainee Program

What is a typical day?

Throughout your Management Trainee (MT) program, you will rotate through all aspects of the business to gain knowledge of each department from the ground up. You will have the opportunity to learn and experience departments such as: Office, Service, Production/Warehouse and Sales.

Do I get paid?

The MT program is a full-time, salaried position with full benefits.

Is the entire MT program completed at the same location?

The program will be completed at the location you were initially hired. Should business needs arise, you may be asked to relocate to complete an assigned project or assigned to specific projects that require travel to other locations.

Will I be traveling during my MT program?

You will be asked to attend training courses at Cintas headquarters in Cincinnati, Ohio. If additional training and development courses are scheduled outside of your location, you may be asked to travel.

How long is each rotation?

Each rotation is three to five months typically, depending on the division and business needs.

Who oversees my development during the MT program?

The General Manager does. You will be assigned a mentor on your first day, who is a current or former MT. We recommend having a mentor throughout your career, starting in the MT program.

In addition to the hands-on training from the MT program, what additional opportunities are there for professional development?

You will complete trainings that include, Meticulous Hiring, Core Course, Green Belt, Sales Training and Diversity and Inclusion training. Beyond trainings throughout your career, you will also have professional development conversations with your direct supervisor at least one time per quarter.

Am I placed after the MT program or is there a chance I could be let go after the program?

You will work with local and regional leadership to identify what path would be best for you once you graduate the program.

Can I move geographically after the MT program?

MTs will work with local and regional leadership to determine relocation options. Additionally, you will create a profile in our Talent Management System identifying your willingness to relocate and in which location.

Intern Program

How long is the intern program?

8 to 12 weeks

Do I get hired full time after my intern program?

Upon completion of your intern program, you may meet with the General Manager to determine potential MT positions to which you can apply.

Becoming a Cintas Employee-Partner

What is included in the benefits package for the MT program?

Health care benefits, basic life and accidental death and dismemberment (AD&D) insurance, short-term disability, partners plan 401(k), profit sharing, employee stock ownership, paid time off.

What is vacation/PTO time?

New partners receive 56 hours of prorated paid time off (PTO) based on the length of service employed during their first fiscal year. Your PTO renews annually on June 1, and you will receive credit for the year of service achieved during that fiscal year. For part-time partners, PTO is adjusted based on the partner's standard hours worked. Partners will be eligible for 80 hours of PTO after one year of service and 120 hours of PTO after two years of service.

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