

CVS HEALTH – 4.20.2026

Quick recap

This meeting was a presentation by CVS Health representatives to University of South Carolina students about internship and career opportunities at the company. The CVS team, led by Laura Nelson and Matthew Horowitz, introduced CVS Health's business lines, technology capabilities, and various talent programs including internships, mentorship programs, and leadership development opportunities. They explained the application process, highlighting that approximately 50,000 applications are received for about 300 corporate internship roles annually, and discussed the hybrid work model where interns work in office a few days per week and remotely the rest of the time. Students asked questions about AI implementation, housing arrangements, and the advantages of participating in mentorship programs, with the CVS representatives emphasizing the importance of networking and early career planning.

Summary

CVS Health Company Introduction Meeting

The meeting provided an introduction to CVS Health, with speakers sharing background information about the company and its operations. Laura and Andrea introduced themselves and outlined the agenda for the discussion, which included information about CVS's products and services, emerging talent programs, and opportunities for internships and work experiences. The session concluded with a plan to address questions and provide further details about CVS's programs and initiatives.

CVS Health Business Overview Presentation

Matt presented an overview of CVS Health's business operations and technology initiatives. He explained that CVS operates multiple healthcare businesses including retail pharmacies, specialty pharmacies, infusion services, and healthcare benefits (including Aetna), serving approximately 185 million people across the US. Matt outlined CVS's company ambition focused on personalizing, simplifying, and empowering healthcare experiences, and highlighted the company's technology capabilities including end-to-end solutions, data analytics, AI, and cybersecurity. He concluded by describing the CVS Health app as a unified platform merging previously separate systems, emphasizing that interns work on real features that ship to customers rather than basic tasks.

Company Internship Programs Overview

Andrea presented on internship opportunities at the company, explaining that they offer various programs including a student mentorship program for freshmen and sophomores, an externship program for sophomores in specific disciplines, and a main internship program running from late May through mid-August targeting juniors and first-year graduate students. She detailed that the internship program focuses on real-world experience, networking through an executive leadership series, and community involvement, with opportunities available across multiple business areas including innovation and technology, HR, actuarial, underwriting, and operations.

CVS Health Internship Program Overview

Andrea discussed CVS Health's corporate internship program, highlighting key features including hybrid work environments, networking opportunities, and community involvement through initiatives like their July summit. She explained that while they receive around 50,000 applications for 300 roles, the program offers pathways to full-time opportunities and various leadership development programs. Andrea provided guidance on the application process, emphasizing the importance of meeting role requirements, preparing well for pre-recorded video interviews using Phenom, and maintaining professional presentation during the process.

AI Integration and Cybersecurity Measures

The meeting focused on discussing AI integration and cybersecurity measures. Matt explained how their organization incorporates AI into current systems, including using AI for log analysis during outages and building an AI automation team within operations. He also described their approach to protecting against AI intrusion, mentioning their cybersecurity team's work following an RSA conference and their development of new tool sets. The discussion included plans for building an internal AI farm managed by SREs, with emphasis on maintaining business value and reducing costs.

Summer Internship Program Discussion

The meeting focused on discussing internship opportunities at a company with a significant IT program. Dave explained that summer internship positions for next year would open in September-October, with different opportunities available based on students' class years. He clarified that while most hybrid programs require students to find their own housing, some relocation support is available, and the typical hybrid schedule involves working Tuesday-Thursday in the office and Monday-Friday from home. Dave also described the company's diverse IT roles, including Inno-tech and DDAT positions, and mentioned that an intern summit typically takes place in late June or early July.

Internship Opportunities and Career Development

The discussion focused on internship opportunities and career development advice. Dave emphasized the importance of resume quality and aligning it with job descriptions, noting that recruiters typically spend only 7 seconds reviewing resumes. Matt shared his experience hiring recent college graduates, emphasizing the value of high potential candidates regardless of experience level, and advised students to start thinking about their careers during junior year rather than waiting until senior year. Anthony encouraged students to take advantage of the current opportunity to network, and invited Matt to visit in the fall to discuss potential research collaboration.

Fall Student Engagement Planning Meeting

The team discussed plans for fall engagement with students, including attending career fairs, conducting panel discussions and workshops, and participating in guest lectures and club activities. Matt shared that his most challenging part of the job is maintaining technology systems and preventing outages, while finding AI implementation helpful in becoming more proactive.

New Hire Collaboration and Support

The meeting focused on addressing concerns about independence and team collaboration for new hires. Matt explained that new employees receive an onboarding buddy and work closely with teams, emphasizing that while there are individual tasks, the company culture is collaborative with regular team meetings and support systems in place. Laura shared her experience as a remote HR employee, noting that despite working independently, she remains connected through team meetings and leadership check-ins. Dave highlighted the company's focus on talent development and providing resources and training opportunities for all employees.