

#### **INSTRUCTIONS:**

**This survey contains questions on both internship and co-op hiring practices. Please respond only to the questions that pertain to your organization (e.g. if you do not have a co-op program, simply ignore those questions).**

- **This survey is meant to capture data on college-level internship and co-op programs. Respond with data on your college-level programs only.**
- **NACE defines the graduating class of 2016-17 as those students graduating between July 1, 2016 and June 31, 2017.**
- **Please provide as much of the requested data as possible. If your plans aren't locked in yet, please include your best estimates.**

**For the purposes of this survey, the following definitions should be used to distinguish between Internship and Co-Operative education programs (Co-ops).**

**Internship: Internships are typically one-time work or service experiences related to the student's major or career goal. The internship plan generally involves students working in professional settings under the supervision and monitoring of practicing professionals.**

**Internships can be paid or unpaid and the student may or may not receive academic credit for performing the internship.**

**Co-operative education: Co-operative education provides students with multiple periods of work in which the work is related to the student's major or career goal. The typical program plan is for students to alternate terms of full-time classroom study with terms of full-time, discipline-related employment. Since program participation involves multiple work terms, the typical participant will work three or four work terms, thus gaining a year or more of career-related work experience before graduation. Virtually all co-op positions are paid and the vast majority involves some form of academic credit.**

SECTION I- DEMOGRAPHICS

\* 1. Please enter your Contact ID Number:

2. As part of the survey report, NACE will provide a list of respondents. Please indicate your preference below. (Note: This will not affect the confidentiality of your data.)

- Yes, please list my organization as a survey respondent.
- No, please DO NOT list my organization as a survey respondent.

3. How many people are employed in the business unit or the entire organization for which you are replying?

- 500 or less
- 501- 1,000
- 1,001- 2,500
- 2,501- 5,000
- 5,001- 10,000
- 10,001- 20,000
- More than 20,000

SECTION II - PROGRAM STRUCTURE

1. Does your organization have a formal program in place to recruit and hire interns/co-ops and, if so, what is the primary focus of the program?

Intern	<input type="text"/>
Co-op	<input type="text"/>

2. How many MONTHS in advance of a start date do you begin the process of recruiting for available intern/co-op positions within your organization?

Interns	<input type="text"/>
Co-ops	<input type="text"/>

3. On average, what percentage of time do your INTERNS spend on each of the following activities? (Total should equal 100. Do not enter a % sign.)

% Administrative/clerical (e.g. filing, copying, typing, etc.)

% Communications (verbal or written communication with customers/clients, staff members, etc.)

% Logistics (organizing and coordinating schedules, tasks, etc.)

% Analytical/problem solving

% Project management (overseeing all or part of a project from start to finish)

% Non-essential functions (e.g. running errands, etc.)

4. On average, what percentage of time do your CO-OPS spend on each of the following activities? (Total should equal 100. Do not enter a % sign.)

% Administrative/clerical (e.g. filing, copying, typing, etc.)

% Communications (verbal or written communication with customers/clients, staff members, etc.)

% Logistics (organizing and coordinating schedules, tasks, etc.)

% Analytical/problem solving

% Project management (overseeing all or part of a project from start to finish)

% Non-essential functions (e.g. running errands, etc.)

5. How do you distribute your interns/co-ops within your organization?

- Individual managers request an intern/co-op
- The university relations/recruiting department places them

6. Do you require interns/co-ops to arrange to receive academic credit prior to accepting them into your program?

7. We provide our interns/co-ops with information about the economic outlook of their field of study, their prospective job positions, and your organization's industry.

8. What percentage of your INTERNS hired between July 1, 2015 and June 30, 2016 came from each of the following? (All responses must add up to 100%.)

Direct contacts in the university career centers

Direct faculty contacts

Open applications

9. What percentage of your CO-OPS hired between July 1, 2015 and June 30, 2016 came from each of the following? (All responses must add up to 100%.)

Direct contacts in the university career centers

Direct faculty contacts

Open applications

10. Do you submit progress reports on your interns/co-ops, either formal or informal, to a contact at their universities?

11. How important is it for students applying for INTERNSHIP AND CO-OP positions to have the following qualities/skills?

	Interns	Co-ops
Ability to plan, organize, and prioritize work	<input type="text"/>	<input type="text"/>
Ability to obtain and process information	<input type="text"/>	<input type="text"/>
Ability to make decisions and solve problems	<input type="text"/>	<input type="text"/>
Ability to analyze quantitative data	<input type="text"/>	<input type="text"/>
Ability to verbally communicate with persons inside and outside the organization	<input type="text"/>	<input type="text"/>
Ability to sell or influence others	<input type="text"/>	<input type="text"/>
Technical knowledge related to the job	<input type="text"/>	<input type="text"/>
Proficiency with computer software programs	<input type="text"/>	<input type="text"/>
Ability to create and/or edit written reports	<input type="text"/>	<input type="text"/>
Ability to work in a team structure	<input type="text"/>	<input type="text"/>

12. If you have two candidates that are equally qualified for an INTERNSHIP OR CO-OP position, how much would each of the following influence your decision to hire one candidate over the other?

	Interns	Co-ops
School attended	<input type="text"/>	<input type="text"/>
Major	<input type="text"/>	<input type="text"/>
High GPA (3.0 or above)	<input type="text"/>	<input type="text"/>
Has held leadership position	<input type="text"/>	<input type="text"/>
Has been involved in extracurricular activities (e.g. clubs/sports/student government, etc.)	<input type="text"/>	<input type="text"/>
Has done volunteer work	<input type="text"/>	<input type="text"/>

SECTION III: ROTATIONAL PROGRAMS

1. Do your internship/co-op programs feature a rotational program?

SECTION III: ROTATIONAL PROGRAMS CONT'D

1. What types of rotations are included?

	Interns	Co-ops
Different departments	<input type="checkbox"/>	<input type="checkbox"/>
Different job positions	<input type="checkbox"/>	<input type="checkbox"/>
U.S. locations	<input type="checkbox"/>	<input type="checkbox"/>
International locations	<input type="checkbox"/>	<input type="checkbox"/>

2. What percent of your interns/co-ops hired between July 1, 2015 and June 30, 2016 participated in your rotational program? (Do not enter a "%" sign.)

Interns

Co-ops

3. If less than 100% of your interns/co-ops participate in your rotational program, how do you decide who will and will not participate?

If 100% of your interns/co-ops do participate, then skip this question.

SECTION IV- RETENTION

1. 1-year retention:

What percent of your full-time employees hired between July 1, 2014 to June 30, 2015 were still with your organization ONE YEAR after being hired, based on their pre-employment experience?

(Do not enter a "%" sign.)

Direct hires from YOUR organization's INTERNSHIP program

Direct hires from YOUR organization's CO-OP program

Non-direct hires from ANOTHER organization's INTERNSHIP program

Non-direct hires from ANOTHER organization's CO-OP program

Non-direct hires with NO internship experience/co-op at any organization

2. 5-year retention:

What percent of your full-time employees hired between July 1, 2009 to June 30, 2010 were still with your organization FIVE YEARS after being hired, based on their pre-employment experience?

(Do not enter a "%" sign.)

Direct hires from YOUR organization's INTERNSHIP program

Direct hires from YOUR organization's CO-OP program

Non-direct hires from ANOTHER organization's INTERNSHIP program

Non-direct hires from ANOTHER organization's CO-OP program

Non-direct hires with NO internship experience/co-op at any organization

SECTION V- HIRING

**The degree levels (associate's, bachelor's, master's, and doctoral) refer to the degree level at which the intern/co-op was enrolled at the time he/she was hired**

1. How many from each of the following groups/degree levels did your organization hire during the 2015-2016 academic year?

Interns - Associate's Degree	<input type="text"/>
Interns - Bachelor's Degree	<input type="text"/>
Interns - Master's Degree	<input type="text"/>
Interns - Doctoral Degree	<input type="text"/>
Co-ops - Associate's Degree	<input type="text"/>
Co-ops - Bachelor's Degree	<input type="text"/>
Co-ops - Master's Degree	<input type="text"/>
Co-ops - Doctoral Degree	<input type="text"/>

2. How many from each of the following groups/degree levels does your organization *plan* to hire during the 2016-2017 academic year?

Interns - Associate's Degree	<input type="text"/>
Interns - Bachelor's Degree	<input type="text"/>
Interns - Master's Degree	<input type="text"/>
Interns - Doctoral Degree	<input type="text"/>
Co-ops - Associate's Degree	<input type="text"/>
Co-ops - Bachelor's Degree	<input type="text"/>
Co-ops - Master's Degree	<input type="text"/>
Co-ops - Doctoral Degree	<input type="text"/>

3. Between the previous academic year (July 1, 2015 to June 30, 2016) and the current academic year (July 1, 2016 to June 30, 2017), did your intern/co-op hiring figures (or your projected figures) increase, decrease or stay relatively the same?

- Increased
- Decreased
- Stayed relatively the same

4. What caused this change?

Be as detailed as possible.

Your response can include - but is not limited to - evolving labor laws/court cases, the state of the market/economy, your organization's needs/resources, and student attitudes.

SECTION VI - OFFERS & ACCEPTANCES

1. Indicate the following:

A. How many **eligible** interns you hired between July 1, 2015 and June 30, 2016 (i.e. those who received their degree during that period of time).

B. Among those eligible interns, how many received an offer of full-time employment. (This number must be **EQUAL TO OR LESS THAN** the number of eligible interns.)

C. Among those interns who received an offer, how many **accepted** that offer. (This number must be **EQUAL TO OR LESS THAN** the number of offer-receiving interns.)

A. Eligible to receive offer

B. Received offer

C. Accepted offer

2. Indicate the following:

A. How many **eligible** co-ops you hired between July 1, 2015 and June 30, 2016 (i.e. those who received their degree during that period of time).

B. Among those eligible co-ops, how many received an offer of full-time employment. (This number must be **EQUAL TO OR LESS THAN** the number of eligible co-ops.)

C. Among those co-ops who received an offer, how many **accepted** that offer. (This number must be **EQUAL TO OR LESS THAN** the number of offer-receiving co-ops.)

A. Eligible to receive offer

B. Received offer

C. Accepted offer

# 2017 NACE Internship and Co-op Survey

## SECTION VII- COMPENSATION - INTERNSHIPS

1. What percentage of your internships are:

Paid %

Unpaid %

Indicate your **typical** hourly wage rate for students hired for **INTERNSHIP** positions based on 1) their field of study and 2) the degree/year level at which they were **enrolled** during their tenure with your organization.

Use the following format to enter data: **XX.XX**

**DO NOT** enter a "\$" sign.

**NOTE:** If you do not have a particular piece of data, **leave the cell blank.**

2. Accounting

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

### 3. Actuarial Science

Associate's - 1st year

Associate's - 2nd year

Bachelor's- Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

#### 4. Agricultural Sciences

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 5. Business Administration

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 6. Communications

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 7. Computer Science

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 8. Economics

Associate's- 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 9. Education

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 10. Engineering

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 11. Finance

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 12. Health Sciences/ Nursing

Associate's - 1st year

Associate's- 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

### 13. Human Resources

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

14. Humanities/Liberal Arts (e.g., English, Language, History, etc.)

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

**15. Law/Paralegal**

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 16. Marketing

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 17. Mathematics/Statistics

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

18. Physical Sciences (e.g., Biology, Chemistry, Physics, Environmental Science, etc.)

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

19. Social Sciences (e.g., Political Science, Sociology, Psychology, Social Work, etc.)

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

# 2017 NACE Internship and Co-op Survey

## SECTION VIII- COMPENSATION - CO-OPS

1. What percentage of your co-ops are:

Paid %

Unpaid %

Indicate your **typical** hourly wage rate for students hired for **CO-OP** positions based on 1) their field of study and 2) the degree/year level at which they were **enrolled** during their tenure with your organization.

Use the following format to enter data: **XX.XX**

**DO NOT** enter a "\$" sign.

**NOTE:** If you do not have a particular piece of data, **leave the cell blank.**

2. Accounting

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

### 3. Actuarial Science

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

#### 4. Agricultural Science

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 5. Business Administration

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 6. Communications

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 7. Computer Science

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 8. Economics

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 9. Engineering

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 10. Finance

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 11. Health Science/ Nursing

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 12. Human Resources

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

13. Humanities/ Liberal Arts (e.g., English, Language, History, etc.)

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 14. Marketing

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

## 15. Mathematics/ Statistics

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

16. Physical Science (e.g., Biology, Chemistry, Physics, Environmental Science, etc.)

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

17. Social Science (e.g., Political Science, Sociology, Psychology, Social Work, etc.)

Associate's - 1st year

Associate's - 2nd year

Bachelor's - Freshman

Bachelor's - Sophomore

Bachelor's - Junior

Bachelor's - Senior

Master's - 1st year

Master's - 2nd year

Doctoral

SECTION IX - BENEFITS

1. Did you offer **signing bonuses** to your interns/co-ops hired between July 1, 2015 and June 30, 2016?

SECTION IX - BENEFITS: SIGNING BONUSES

1. Based on the degree level at which they were enrolled during their tenure with you organization, to which of the following types of interns/co-ops (who were hired between July 1, 2015 and June 30, 2015) did you offer **signing bonuses**?

	Interns	Co-ops
Associate's	<input type="radio"/>	<input type="radio"/>
Bachelor's	<input type="radio"/>	<input type="radio"/>
Master's	<input type="radio"/>	<input type="radio"/>
Doctoral	<input type="radio"/>	<input type="radio"/>

2. By the degree level at which they were enrolled at the time they were hired, what was the average bonus paid to interns/co-ops hired between July 1, 2015 and June 30, 2016?  
(Do not enter a "\$" sign.)

If you did not offer signing bonuses to a certain type of intern/co-op or do not have that data, **leave the cell blank.**

Associate's; Interns	<input type="text"/>
Bachelor's; Interns	<input type="text"/>
Master's; Interns	<input type="text"/>
Doctoral; Interns	<input type="text"/>
Associate's; Co-ops	<input type="text"/>
Bachelor's; Co-ops	<input type="text"/>
Master's; Co-ops	<input type="text"/>
Doctoral; Co-ops	<input type="text"/>

SECTION IX - BENEFITS: EMPLOYEE BENEFITS

1. Do you typically offer- *but not necessarily provide*- employee benefits to your interns/co-ops?

SECTION IX - BENEFITS: EMPLOYEE BENEFITS CONT'D

1. Which of the following **employee benefits** do you typically offer- *but not necessarily provide*- to your interns/co-ops? (Check all that apply.)

	Interns	Co-ops
Dental (full or partial offering)	<input type="checkbox"/>	<input type="checkbox"/>
Service time	<input type="checkbox"/>	<input type="checkbox"/>
401(k)	<input type="checkbox"/>	<input type="checkbox"/>
Medical (full or partial offering)	<input type="checkbox"/>	<input type="checkbox"/>
Paid holidays	<input type="checkbox"/>	<input type="checkbox"/>
Planned social activities	<input type="checkbox"/>	<input type="checkbox"/>
Scholarships	<input type="checkbox"/>	<input type="checkbox"/>
Tuition reimbursement	<input type="checkbox"/>	<input type="checkbox"/>
Vacation time	<input type="checkbox"/>	<input type="checkbox"/>

SECTION IX - BENEFITS: RELOCATION

1. Do you typically offer - *but not necessarily provide* - **relocation assistance/housing** to your interns/co-ops?

SECTION IX - BENEFITS: RELOCATION CONT'D

1. Which of the following types of **relocation assistance/housing** - if any - do you typically offer - *but not necessarily provide* - to your interns/co-ops? (Check all that apply.)

	Interns	Co-ops
House/apartment hunting trip(s)	<input type="checkbox"/>	<input type="checkbox"/>
Housing/living stipend	<input type="checkbox"/>	<input type="checkbox"/>
Moving/relocation allowance	<input type="checkbox"/>	<input type="checkbox"/>
Provide housing	<input type="checkbox"/>	<input type="checkbox"/>
Set allowance/payment to be used as needed during the relocation process	<input type="checkbox"/>	<input type="checkbox"/>

2. For interns/co-ops hired between July 1, 2015 and June 30, 2016, what was the **TOTAL** relocation assistance/housing budget? (Do not enter a "\$" sign.)

If you did not offer relocation assistance/housing to either interns or co-ops (or both) or do not have that data, **leave the cell blank.**

Interns

Co-ops

3. For interns/co-ops hired between July 1, 2015 and June 30, 2016, what was the average amount allocated PER STUDENT for each type of relocation assistance.

(Do not enter a "\$" sign.)

If you did not offer relocation assistance/housing to either interns or co-ops (or both) or do not have that data, leave the cell blank.

Interns -

Housing/apartment  
hunting trip(s)

Interns - Housing/living  
stipend

Interns - Moving/relocation  
allowance

Interns - Provide housing

Interns - Set  
allowance/payment to be  
used as needed during the  
relocation process

Co-ops

- Housing/apartment  
hunting trip(s)

Co-ops - Housing/living  
stipend

Co-ops

- Moving/relocation  
allowance

Co-ops - Provide housing

Co-ops - Set  
allowance/payment to be  
used as needed during the  
relocation process

SECTION X - RECRUITING

1. Did you use any of the following activities to recruit interns/co-ops and, if so, how effective was each activity?

	Interns	Co-ops
Advertising in campus newspapers	<input type="text"/>	<input type="text"/>
Alumni referrals	<input type="text"/>	<input type="text"/>
Career/job fairs	<input type="text"/>	<input type="text"/>
Cultivating key faculty	<input type="text"/>	<input type="text"/>
Hosting an open house	<input type="text"/>	<input type="text"/>
Job listings - career services office	<input type="text"/>	<input type="text"/>
Job listings - your own website	<input type="text"/>	<input type="text"/>
Online networking	<input type="text"/>	<input type="text"/>
On-campus information sessions	<input type="text"/>	<input type="text"/>
On-campus recruiting	<input type="text"/>	<input type="text"/>
Outreach to clubs, fraternities, and sororities	<input type="text"/>	<input type="text"/>
Recruitment advertising	<input type="text"/>	<input type="text"/>
Referrals from current or former interns/co-ops	<input type="text"/>	<input type="text"/>

2. Please indicate if you used any of the following criteria to select schools at which you recruit interns/co-ops (target schools) and, if so, please indicate how important each criterion is in the selection process.

	Interns	Co-ops
Accreditation of school	<input type="text"/>	<input type="text"/>
Diversity of student body	<input type="text"/>	<input type="text"/>
Executives are alumni of school	<input type="text"/>	<input type="text"/>
Helpfulness of career services staff	<input type="text"/>	<input type="text"/>
Interest of school's graduates in your organization	<input type="text"/>	<input type="text"/>
Location of school	<input type="text"/>	<input type="text"/>
Majors offered	<input type="text"/>	<input type="text"/>
College/university ranking	<input type="text"/>	<input type="text"/>
Past recruiting experience with school	<input type="text"/>	<input type="text"/>
Quality of programs	<input type="text"/>	<input type="text"/>
Reputation of school	<input type="text"/>	<input type="text"/>
Retention history of school's alumni	<input type="text"/>	<input type="text"/>
Size of school	<input type="text"/>	<input type="text"/>
Success of school's alumni in your organization	<input type="text"/>	<input type="text"/>

SECTION XI - MISCELLANEOUS

1. How do you assess your organization's need/demand for interns/co-ops?

2. What is the biggest challenge you face with your internship and/or co-op programs?

3. How has your internship/co-op program changed over the past five years?

4. What changes to internship/co-op recruiting do you see taking place in the next five years?