ABOUT THE SURVEY

NACE’s 2015 Internship & Co-op Survey was conducted from December 3, 2014, through January 30, 2015.

The survey was sent to 1,116 NACE employer members; 241, or 24.8 percent, took part. More than 20 industries were represented. By region, 25.7 percent of respondents were from the Northeastern United States; 24.1 percent were from the Southeast; 34.0 percent were from the Midwest; 15.4 percent were from the West; and 0.8 percent were from outside of the United States. Where possible, selected data are presented by industry and region.

Participating NACE members receive a complimentary copy of the survey report. Customized results of the survey are also available. Participants receive a 50 percent discount on custom reports. For more information, contact Kenneth C. Tsang, NACE research associate, at 610.625.1057 or ktsang@naceweb.org.

NACE RESEARCH

Director of Research, Public Policy, and Legislative Affairs: Edwin W. Koc
Research Manager: Andrea J. Koncz
Research Associate: Kenneth C. Tsang
Research Assistant: Anna Longenberger

ABOUT NACE

Established in 1956, the National Association of Colleges and Employers (NACE) connects more than 6,300 college career services professionals at nearly 2,000 colleges and universities nationwide, more than 2,700 university relations and recruiting professionals, and the business affiliates that serve this community.

NACE is the leading source of information on the employment of the college educated, and forecasts hiring and trends in the job market; tracks starting salaries, recruiting and hiring practices, and student attitudes and outcomes; and identifies best practices and benchmarks.
EXECUTIVE SUMMARY

PROGRAM STRUCTURE

- Nearly all respondents to this survey had a formal internship program (92.0 percent). Less than half had a co-op program (45.1 percent).
- The primary focus of most employers’ internship and co-op programs is to convert students into full-time, entry-level employees (70.8 percent and 62.6 percent, respectively).
- Very few employers required their interns and co-ops to arrange to receive academic credit for program participation.

HIRING, CONVERSION, AND RETENTION

- Intern hiring decreased by 3.4 percent in 2014 and then remained unchanged in 2015.
- Co-op hiring growth is unchanged in 2015.
- In 2015, the intern conversion rate was 51.7 percent. The co-op conversion rate was 37.8 percent.
- The Interns and co-ops most likely to be converted into full-time hires are those who have worked for a single employer on multiple occasions.
- Where an employee held his or her previous internship or co-op experience was influential in affecting five-year retention rates.

RECRUITING

- Employers begin planning for intern recruitment seven months before the position is scheduled to start. For co-ops, employers begin an average of six months in advance.
- In terms of both funding and effectiveness ratings, employers strongly favored career/job fairs and other on-campus recruiting activities to recruit interns and co-ops.
- Four target school selection criteria stand out as key factors: the geographic location of the school, the majors it offers, the perceived quality of its programs, and the employers’ past recruiting experience at that school.
- Overall, the most highly regarded skills for interns and co-ops are the ability to work in a team, the ability to obtain and process information, organizational and planning skills, verbal communication skills, and decision-making/problem-solving skills.
COMPENSATION

• The average hourly intern wage for bachelor’s degree-level interns in 2015 is $17.20.

• The highest salaries for bachelor’s degree-level interns were reported for computer science and engineering majors, while the lowest were reported for education, liberal arts, and social science majors.

• The average hourly wage rate for co-ops at the bachelor’s level is $17.36.

• The highest paid bachelor’s degree co-ops were reported in the oil and gas extraction and chemical (pharmaceutical) manufacturing industries.

• It was relatively uncommon for employers to provide employee benefits to either interns or co-ops (33.5 percent and 21.3 percent, respectively).

See www.naceweb.org/intern-co-op-survey/ for details about how to order.
APPENDIX

SURVEY RESPONDENTS
Of the 241 participants in the survey, 179 agreed to be identified.

ABB Inc.
Acushnet Company
ADP
Alcatel-Lucent
ALCOA Inc.
American Axle & Manufacturing Holdings, Inc.
American Bureau of Shipping
American Family Insurance
American Red Cross
Amgen Inc.
ARAMARK
Arizona Public Service
Ascend Performance Materials
Aspen Technology Inc.
Aspire Public Schools
Audubon Engineering
Austin Commercial
Avery Dennison Corporation
Baker Tilly Virchow Krause
BASF Corporation
 Battelle Memorial Institute
Baxter Healthcare Corporation
Bechtel Bettis, Inc.
Black & Veatch Corporation
BOK Financial Corporation
BreitBurn Energy
Burgess & Niple, Inc.
Burlington Stores
Burns & McDonnell Engineering Co. Inc.
California ISO
California State Auditor
Cardinal Health
Carpenter Technology Corporation
CDM Smith
Cerner Corporation
CGI Federal
CH2M HILL
Charles Schwab & Co., Inc.
Charter Manufacturing Company, Inc.
Chevron Corporation
Citrix Systems, Inc.
Comcast Corporation
ConAgra Foods, Inc.
ConocoPhillips Company
Constant Contact
Crowe Horwath LLP
CUNA Mutual Group
Dell, Inc.
Dewberry
Dick’s Sporting Goods
DISH Network Corporation
Dominion Enterprises
dunnhumbyUsa
DuPont
Eaton Corporation
Ecolab Inc.
Edward Jones
Entergy Services, Inc.
Excella Consulting
Exelon Corporation
Exxon Mobil Corporation
EY
Fifth Third Bank
FirstEnergy Corporation
Forrester Construction Company
Freeport-McMoRan Copper & Gold Inc.
Fujitsu America Inc.
GAF Corporation
Garmin International Inc.
General Dynamics C4 Systems
General Electric Company
Georgia Tech Research Institute
GROWMARK, Inc.
Gust
Hecla Mining Company
HNTB Companies
Hormel Foods Corporation
Hughes Network Systems, LLC
IBM Corporation
Information Builders
Ingersoll Rand Company
Intuitive Surgical
J. G. Boswell Company
Jet Propulsion Laboratory
Kaiser Permanente
KapStone Paper and Packaging Corp.
Kimberly-Clark Corporation
KPMG LLP
L-3 Communications Aerospace Systems-Mission Integration
L’Oreal USA
Lake Shore Cryotronics, Inc.
Lam Research Corporation
Liberty Mutual Insurance Company
Linbeck Corporation
Linde
Lutron Electronics Co. Inc.