



NACE's 2013 Internship & Co-op Survey was conducted from November 18, 2013, through January 24, 2014.

The survey was sent to 1,116 NACE employer members: 264, or 23.7 percent, took part. More than 20 industries were represented. By region, 22.7 percent of respondents were from the Northeastern United States; 25.8 percent were from the Southeast; 33.0 percent were from the Midwest; 17.8 percent were from the West; 0.8 percent of respondents 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, contract Kenneth C. Tsang, NACE research associate, at 610.625.1057 or ktsang@naceweb.org.

NACE RESEARCH

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ABOUT NACE

The National Association of Colleges and Employers (NACE) is the leading source of information about the employment of the college educated. NACE connects more than 5,200 college career services professionals at nearly 2,000 colleges and universities nationwide, and more than 3,000 HR/staffing professionals focused on college relations and recruiting. The professional association forecasts trends in the job market; conducts research into salaries, professional benchmarks, and best practices related to college recruiting and career services; and provides members with professional development opportunities. For more information, see www.naceweb.org/membership information/.

EXECUTIVE SUMMARY

Employers responding to the 2014 Internship & Co-op Survey once again affirm that internships and co-operative education programs are essential components of their college recruiting programs.

The following are key findings of the survey:

HIRING

- The number of internships is expected to decrease by 3.4 percent in 2014.
 - o About two-thirds of industries plan to decrease their intern hires in 2014, while the other one-third plan to increase their 2014 intern hires.
 - By region, decreases are not expected in the Northeast, where employers expect an increase of 10 percent.
- The number of co-ops is expected to increase by 4.4 percent in 2014.
 - About half of the industry groups have plans to increase co-op hiring in 2014, while the other half plans to decrease 2014 co-op hiring.
 - Only employers in the Midwest plan to decrease their number of co-op hires in 2014.

RECRUITING

- Employers continue to prefer "high-touch" methods for recruiting interns and co-ops.
 - Career fairs and on-campus recruiting comprise more than half of employers' recruiting budgets for interns and co-op students.
 - Career fairs and on-campus recruiting are rated highest in terms of effectiveness for recruiting interns and co-op students.
- School selection for recruiting interns and co-op students is based on the these top three reasons:
 - Academic majors offered at the institution;
 - Perceived quality of the programs from which the recruiter will obtain new interns and/or co-op students: and
 - Employers' past recruiting experiences at the school.

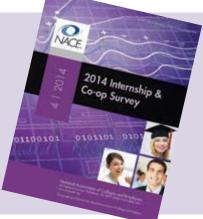
CONVERSION AND RETENTION

- The conversion rate for interns rose this year to 51.2 percent.
- Employers made full-time offers to 64.8 percent of their interns; the acceptance rate dropped from 85.6 percent in 2013 to 79.0 percent in 2014.
- The co-op conversion rate increased from 36.9 percent in 2013 to 46.7 percent in 2014.
- The rate at which employers made full-time offers to their co-op students dramatically and steadily increased from 48.8 percent in 2013 to 56.8 percent in 2014. The rise in the offer rate coincided with a rise in the acceptance rate—an increase from 75.5 in 2013 to 82.2 percent in 2014.
- Employees who completed an internship or co-op program with their employer are more likely to be with the company at both the one-year and five-year retention benchmarks.

COMPENSATION

- The average hourly wage rate for interns at the bachelor's degree level ranges from \$15.05 to \$17.94.
- The average hourly wage rate for interns at the master's degree level ranges from \$22.21 to \$23.06.
- Class year and academic major show distinct differences in hourly wage rates for interns:
 - Senior class interns are paid, on average, \$2.89 more than freshman class interns.
 - Among majors at the bachelor's degree level, the highest pay rates are for engineering students—\$20.18 per hour—while liberal arts majors have the lowest pay rates at \$17.02 per hour.
- The average hourly wage rate for co-ops at the bachelor's degree level ranges from \$15.17 to \$19.24 per hour
- The average hourly wage rate for co-ops at the master's degree level ranges from \$23.46 to \$26.82 per hour.
- Employers continue to provide benefits to their interns and co-ops, although the least expensive benefits
 continue to be the most common—social activities, paid holidays, and service time.
 - Relocation assistance is offered to interns by just over half of employers, and to co-ops by just under half.





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



APPENDIX

SURVEY RESPONDENTS

Of the 306 participants in the survey, 235 agreed to be identified. The following is a listing of those participants.

AbbVie

Advanced Micro Devices, Inc.

Aerojet Rocketdyne

Agilent Technologies, Inc.

AIG

Air Products & Chemicals Inc.

Allscripts

American Axle & Manufacturing Holdings, Inc.

American Red Cross

AmeriHealth Mercy Family of Companies

Anheuser-Busch Companies, Inc.

Applied Materials Inc.

ArcelorMittal USA

Armstrong Backus & Co. LLP

Ascend Performance Materials

Aspen Technology Inc.

Avery Dennison Corporation

Barclays

Barilla America Inc.

BASF Corporation

Bates White, LLC

Baxter Healthcare Corporation

BBVA Compass

Belk

Booz Allen Hamilton Inc.

BP America

Brocade Communications Systems, Inc.

BuhlerPrince Inc.

Calpine Corporation

Cameron

Cardinal Health

CDM Smith

CGI Federal

CH2M HILL

Chesapeake Energy Corporation

Chevron Corporation

Ciena Corporation

Collective Brands (Payless

ShoeSource)

Comcast Corporation

Compass Group North

America

ConAgra Foods, Inc.

ConocoPhillips

Continental AG

COUNTRY Financial

Covance Inc.

Cree, Inc.

Crestron Electronics

Delphi Automotive Systems, LLC

Dick's Sporting Goods

Discover Financial Services

Disney Worldwide Services

Dover Corporation

Duke Energy Corporation

dunnhumbyUSA

DuPont

Dynamics Research

Corporation

Dynetics Inc.

EchoStar

Ecolab Inc.

Edward Jones

ENERCON Services, Inc.

Entergy Services, Inc.

Ernst & Young LLP

Evonik Degussa Corporation

Excella Consulting

Exelon Corporation

Express Scripts, Inc.

Exxon Mobil Corporation

Forrester Construction

Company

Foster Care to Success:

America's College Fund

for Foster Youth

Fujitsu America Inc.

GAF Corporation

Gannett Co., Inc.

GAP Inc.

Garmin International Inc.

General Dynamics C4

Systems

General Mills Inc.

Genzyme Corporation

Georgia Tech Research

Institute

Gilead Sciences, Inc.

GuideStone Financial

Resources

HCA Healthcare

Henkels & McCoy, Inc.

Herbert, Rowland &

Grubic, Inc.

Hewlett-Packard Company

Honda R&D Americas, Inc.

Hormel Foods Corporation

Huntington Ingalls Industries

Illumina

INC Research

INFOS

Infineum USA L.P.

Ingersoll-Rand Company

Intel Corporation

Invensys Inc.

Jeremiah Program

Kellogg Company

Kennedy & Coe LLC

KeyBank

Kinze Manufacturing, Inc.

L-3 Communications Integrated Systems

Lake Shore Cryotronics, Inc.

Lam Research Corporation

Lend Lease Inc.

Liberty Mutual Insurance Company

Linbeck Corporation

Longview Fibre Paper and Packaging, Inc.

Lord Corporation

LSI Corporation

Lutron Electronics Co. Inc.

Macy's, Inc.

Marsh Inc.

Mattress Firm

Maximus

McKesson Corporation

Medline Industries, Inc.

Meijer, Inc.

Mercer

Merck & Co., Inc.

Meritor Inc.

Messer Construction Co.

Moen Incorporated

Mondeléz International

Motorola Mobility

Motorola Solutions, Inc.

MTS Systems Corp.

NASA - Johnson Space

Center

Nationwide

NetApp

Newfield Exploration

Company

Nexen, Inc.

Niagara Bottling, LLC

NiSource

Northeast Utilities

Northrop Grumman Corporation

Northwest Farm Credit

Services

Pacific Gas and Electric Company

Pariveda Solutions Inc.

Parsons Corporation

PETCO

PlastiComp, Inc.

Polaris Industries, Inc.

PPL Corporation

Press Ganey Associates, Inc.

PrimeSource Building Products, Inc.

Procter & Gamble Co.

Progressive Insurance

Protiviti Inc.

QLogic Corporation

Quicken Loans

QVC Inc.

Riverhead Resources

Rogers Corporation

Rosetta

Rosetta Resources

Ross Stores Inc.

Saks Fifth Avenue

Sandia National Laboratories

Savannah River Nuclear Solutions

Seagate Technology

Sears Holdings Corporation

Shaw Industries, Inc.

Shawmut Design and

Construction

Skanska USA Inc.

SKF USA

Southwest Airlines Co.

Speedway LLC

State Farm Insurance Cos.

State Street Corporation

Strattec Security Corporation

Sunbelt Rentals

SWIFT

T. Rowe Price Associates

Tata Consultancy

Services

TechSmith Corporation

Teradata Corporation

Texas Instruments Incorporated

The Bank of New York Mellon Corporation

The Field Museum

The Lubrizol Corporation

The Schwan Food Company

The Timken Company

Tindall Corporation

TMK Ipsco

Towers Watson

TTX Company

Turner Construction Company

U.S. Air Force

U.S. Comptroller of the Currency

U.S. Department of State

Union Bank

Union Pacific Railroad Company

United Launch Alliance

Valero Energy Corporation

Verizon

W.W. Grainger, Inc.

Walmart eCommerce

WellPoint, Inc.

Woolpert LLP

WPX Energy

Zachry

Zipcar

Here's the Data You Need to Set Intern/Co-op Wages

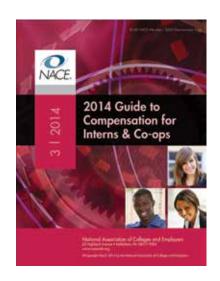






2014 Guide to Compensation for Interns & Co-ops





Comprehensive compensation information for interns and co-ops, based on major, industry, region, degree, and year in college.



Order your copy today at www.naceweb.org/salary-resources/internship-co-op-compensation.aspx.

