



EXECUTIVE SUMMARY

2015 Internship & Co-op Survey



Courtesy of the National Association of Colleges and Employers



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.

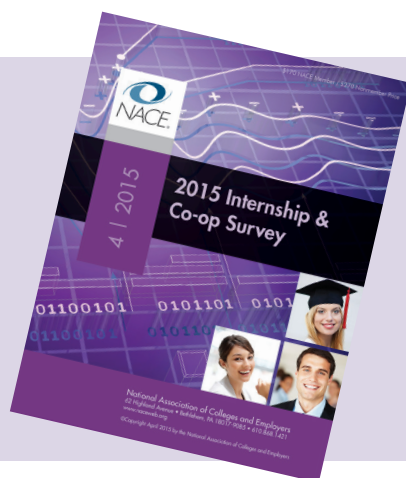
RECRUITING

- 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).

**Get the
Full
Report**



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

M&T Bank Corporation	Protiviti Inc.	TIAA-CREF Financial Services
Macy's, Inc.	QVC Inc.	Tindall Corporation
Marathon Oil Corporation	Rockwell Collins	Toys "R" Us, Inc.
MasterCard	Rogers Corporation	True Partners Consulting, LLC
MAVERICK Technologies	Rosetta	U.S. Comptroller of the Currency
Meaden & Moore	Rosetta Resources	Union Pacific Railroad Company
Medline Industries, Inc.	Ross Stores Inc.	Unisys Corporation
Meijer, Inc.	Savannah River Nuclear Solutions	United Launch Alliance
Merck & Co., Inc.	Seagate Technology	Valero Energy Corporation
Moen Incorporated	Sealed Air Corporation	WellPoint, Inc.
Mondeléz International	Sears Holdings Corporation	West Monroe Partners
Moss Adams LLP	ServiceMaster	Woolpert LLP
National Instruments	South Jersey Industries	Wyndham Worldwide
NetApp	Southern California Edison	
Newfield Exploration Company	Southern Company	
Nexen Energy ULC	Southwest Airlines Co.	
NiSource	Speedway LLC	
North Star Resource Group	STAPLES Inc.	
Northeast Utilities	State Farm Insurance Cos.	
Northrop Grumman Corporation	Sundt Construction Inc.	
Owens Corning	SunPower Corp.	
Pacific Gas and Electric Company	SWIFT	
Pariveda Solutions Inc.	Synchrony Financial	
Parsons Brinckerhoff	Synergy Associates LLC	
Parsons Corporation	TD Bank	
Paycor	Tenaris USA	
Payless ShoeSource	Teradata Corporation	
Pella Corporation	The Bank of New York Mellon Corporation	
Phillips-Medisize Corporation	The Bozzuto Group	
Polaris Industries, Inc.	The Field Museum	
POWER Engineers, Inc.	The Lane Construction Corporation	
PPL Corporation	The Lubrizol Corporation	
PrimeSource Building Products, Inc.	The Northern Trust Company	
ProBuild	The Walsh Group	
Procter & Gamble Co.	Thurgood Marshall College Fund	



62 HIGHLAND AVENUE • BETHLEHEM, PA 18017-9085
610.868.1421
www.naceweb.org