

Employer Survey: Internships/Co-ops

Among responding employers:

- The number of internships in 2014 is expected to decrease by 3.4 percent.
- The number of co-op positions in 2014 is expected to increase by 4.4 percent.
- Recruiters prefer high-touch recruiting methods for intern/co-op recruiting.
- **Career fairs and on-campus recruiting** comprise almost three-quarters of employers' recruiting budgets for interns and co-op students. (link is https://mnsu-csm.symplicity.com/calendar/index.php/pid362446?ss=ical_agenda&ksl=1&s=)
- **Career fairs and on-campus recruiting** are rated highest in effectiveness for recruiting interns and co-ops. . (link is https://mnsu-csm.symplicity.com/calendar/index.php/pid362446?ss=ical_agenda&ksl=1&s=)
- Employers choose schools for recruiting interns and co-ops based on academic majors offered, past recruiting experience at the school, and perceived quality of the programs.
- It takes employers an average of 30 days from job-posting to interview, and 14 days from interview to offer.
- The average hourly wage for interns at the bachelor's degree level is \$16.35.
- The average hourly wage for interns at a master's degree-level is \$22.50.
- The average hourly wage for co-ops at a bachelor's degree-level is \$17.44.
- The average hourly wage for master's degree-level co-ops is \$25.04.
- The most common benefits for interns and co-ops include planned social activities, paid holidays, and recognition for work service time.
- 55 percent of employers offer relocation assistance to interns.
- 41 percent of employers offer relocation assistance to co-op students.
- Common relocation assistance includes housing stipends and moving allowances. The average amount to individual intern and co-op students is \$1,500.
- **Employers made full-time offers to 64.8 percent of their interns.**
- **The conversion rate for interns is 51.2 percent.**
- After one year, employers retain about three-fourths of their new college hires who have an internship experience with any employer.
- **56.8 percent of employers made full-time offers to their co-op students.**
- **The conversion rate for co-op students is 82.2 percent.**
- After one year, almost 60 percent of co-op students who accepted a full-time job with their employer were still on the job.
- Employers provide some benefits to interns and co-ops, with the most common being social activities, paid holidays, and service time.

