

MAY 2019

2019 Internship & Co-op Survey Report EXECUTIVE SUMMARY



National Association of Colleges and Employers
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About the Survey

The *2019 Internship & Co-op Survey Report* explores key aspects of employers' internship and co-op programs, including hiring projections, conversion, retention, compensation (wages and benefits), recruiting strategies, and program structure. This report also includes historical analyses of the data.

Data collection from NACE employer members took place from December 3, 2018, to February 22, 2019. There were 262 respondents representing 28.2 percent of all eligible respondents. Those employers that chose to be listed as survey respondents appear in the Appendix.

A few notes regarding the data presented in this report:

- For each question, overall figures are calculated based on the number of respondents answering that question.
- Survey items that yielded a particularly low response rate should be considered with caution.
- The sum of displayed breakdowns of percentages may not equal 100 due to rounding or, in cases where the sum substantially exceeds 100, because respondents were permitted to provide multiple responses.
- Within the figures, empty fields indicate that no data were collected for that item in that year.

Respondents were provided with the following definitions of internships and co-ops:

- **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.
- **Cooperative education programs, or co-ops**, provide 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 the 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 clear majority involve some form of academic credit.

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2019 Guide to Compensation for Interns & Co-ops

The companion to the *2019 Internship & Co-op Survey Report* provides detailed information about wages and benefits for interns and co-ops provided by major, degree, year of study, company size, industry, and region. **For more information, see the NACE Store:** <http://www.naceweb.org/store.aspx>.



Key Insights

Overview of Internship & Co-op Programs

- Intern hiring is expected to increase 2.6 percent in 2019.
- Co-op hiring saw a boost compared to last year's projections, increasing 1.7 percent.
- This will be the third straight year of employers reporting positive hiring projections for both internships and co-ops.

Outcomes of Internship & Co-op Programs

- For interns, the offer rate is 70.4 percent, the acceptance rate is 79.6 percent, and the conversion rate is 56.1 percent. All three have increased since last year's results. The acceptance rate has been increasing slowly, still pointing to students being selective in their job choices even though employer offers spiked this year.
- For co-ops, the offer rate is 50.2 percent, the acceptance rate is 79.3 percent, and the conversion rate is 39.9 percent. The offer and conversion rates greatly increased, while the acceptance rate remained essentially the same as last year's figure.
- **One-Year Retention:** The one-year retention rate for intern hires with internal experience is 71.4 percent, while it is 59.0 percent for those with external internship experience. The one-year retention rate for co-op hires with internal experience is 50.2 percent; it is 42.2 percent for hires with external experience. Hires that had neither type of experience have a one-year retention rate of 42.4 percent.
- **Five-Year Retention:** The five-year retention rate for intern hires with internal experience is 43.9 percent. Those with external experience have a five-year retention rate of 37.3 percent. For co-op hires with internal experience, the five-year retention rate is 35.4 percent. It is 28.9 percent for those with external experience. The five-year retention rate for those with no internship or co-op experience is 27.8 percent.

Compensation

- **Wages:** The average hourly wage for interns is up \$0.32 to \$19.05; this is the highest hourly wage thus far for interns. On the other hand, the average hourly wage for co-ops is down \$0.66 to \$18.69, making this the first year since 2015-16 in which their average wage has decreased.
- **Benefits:** Planned social activities and paid holidays are the most offered benefits, as they are among the least expensive. After last year's significant drops in the costlier benefits—medical insurance and company-matched 401(k) plans—the percentage of employers that offer planned social activities and paid holidays have stayed relatively the same this year or increased slightly.
- **Relocation Assistance:** Among employers that offer relocation assistance, 59.4 percent offer it to interns, while 28.7 percent offer it to co-ops.
 - **Housing Costs:** More than half of interns and co-ops must find their own housing, but 65.1 percent of employers provide a “lump sum” back to students to compensate for the costs. The average “lump sum” per student is \$2,892 per semester.
 - **Travel Expenses:** It is most common for employers to provide reimbursement for round-trip travel costs (43.8 percent). However, 36.7 percent of employers indicate their interns and co-ops are solely responsible for any travel expenses. The average reimbursement paid to each student is \$978.
- **Signing Bonuses:** Employers offer signing bonuses to internship candidates more often than they do to co-op candidates. Despite this, the average bonus offered to interns this year (\$2,580) is less than the average offered to co-ops (\$3,546).

Appendix

Responding Organizations

A total of 262 organizations took part in the survey on which the *2019 Internship & Co-op Survey Report* is based; however, only 206 agreed to be listed.

3M Co.	BlueCross BlueShield of Tennessee
84.51°	BP America
A-LIGN	BTD Manufacturing
Activision Blizzard	Burns & McDonnell Engineering Co. Inc.
AeroVironment	California State Auditor
Aetna Inc.	Capital Group
Albemarle Corporation	Catalent Pharma Solutions
Alcoa	CenterPoint Energy, Inc.
Ameren	Charter Manufacturing Company, Inc.
American Family Insurance	Chartwells Higher Ed
AmeriHealth Caritas	Cheniere Energy
Amkor Technology	Chevron Corporation
Amtrak	CIGNA Corporation
Andersen Corporation	ClarkDietrich
Anheuser-Busch Companies, Inc.	CohnReznick
ARAMARK	ConocoPhillips Company
ArcelorMittal USA	Constellation Brands
Arizona Public Service	Continental AG
Armstrong World Industries	COUNTRY Financial
Arup	Crown Cork & Seal Company USA, Inc.
Ascension Information Services	Daikin Industries/Goodman Manufacturing
Asurion Corporation	Danaher Corporation
Avery Dennison Corporation	Dell, Inc. - Operations & Client Solutions
Baird	Dolby Laboratories Inc.
Barry-Wehmiller Design Group	Dot Foods
BASF Corporation	DST Systems Inc.
Becton Dickinson & Company	DTE Energy
Bemis Company, Inc.	E. & J. Gallo Winery
Blue Cross Blue Shield of MI	Echo Global Logistics

Ecolab Inc.
Edward Jones
ellucian
Emerson
Emerson Climate Technologies
Engineering Consulting Services (ECS)
Entergy Services, Inc.
EOG Resources, Inc.
Epsilon
ERM
EY
Fanatics
First Midwest Bank
First Solar
FM Global
Freeport-McMoRan, Inc.
Fujitsu Network Communications Inc.
GAF Corporation
GAP Inc.
GE Appliances, a Haier company
General Dynamics Electric Boat
General Electric Company
Georgia Tech Research Institute
Ghafari Associates LLC
Graybar Electric Company, Inc.
Great Lakes Dredge & Dock Company
GROWMARK, Inc.
Hallmark Cards
Harley-Davidson Inc.
Highmark Health
Hilti, Inc.
HNTB Companies
Honeywell International Inc.

Hubbell Incorporated
Hughes Network Systems
Illumina, Inc.
INEOS
Infineum USA L.P.
Ingersoll Rand Company
Ingredion
Intuit Inc.
ITC Holdings, Inc.
ITW
JE Dunn Construction
JEA
Kellogg Company
KeyBank
Kiewit Corporation
Kimberly-Clark Corporation
KPMG LLP
L'Oreal USA
Land O'Lakes Inc.
Lawrence Livermore National Laboratory
Liberty Mutual Insurance Company
Lincoln Electric
Lincoln Financial Group
Link-Belt Construction Equipment Co.
Lord Corporation
Lutron Electronics Co. Inc.
Macy's, Inc.
Marriott Vacations Worldwide
Mars, Incorporated
Mattel, Inc.
McAfee, Inc.
Meijer, Inc.
MGM Resorts International

Michelin North America
Micron Technology, Inc.
Moen Incorporated
Moog Inc.
Mortenson
Moss Adams LLP
ms consultants, inc.
National Instruments
Netsmart Technologies
Nokia
Northeast Indiana Regional Partnership
Olympus Corporation of the Americas
ONE Gas
ONEOK, Inc.
Owens Corning
Pariveda Solutions Inc.
Parsons Corporation
PepsiCo
Phillips 66
Phillips-Medisize Corporation
Polaris Industries, Inc.
POWER Engineers, Inc.
PPL Corporation
Principal Financial Group
Progressive Insurance
Protiviti Inc.
PTC
PwC
QSC
Regal Beloit Corporation
Rich Products Corporation
Rockwell Collins
Rolls-Royce North America Inc.

Sabre Corporation
Seagate Technology
Sealed Air Corporation
Selden Fox LTD
Shaw Industries, Inc.
Shawmut Design and Construction
Shure Incorporated
Sierra Nevada Corporation
Smith & Nephew Inc.
Sonoco Products Company
Southern Company
Southwest Airlines Co.
Speedway LLC
SPX Flow
Sun Life Financial
Swagelok
Symantec Corporation
Synchrony
T-Mobile USA, Inc.
TD Bank
Team Inc.
Textron Inc.
The Aerospace Corporation
The Bozzuto Group
The Field Museum
The Hershey Company
The Kleingers Group
The MITRE Corporation
The Timken Company
The Travelers Companies, Inc.
The Vanguard Group
The Walsh Group
Thermo Fisher Scientific Inc.

Tokio Marine HCC
Toyota Motor North America
Travelport
Turner Construction Company
U.S. Cellular Corporation
U.S. Comptroller of the Currency
UPS
Valero Energy Corporation

VeriSign, Inc.
Verisk
Verizon
Verso Corp.
ViaSat, Inc.
Virgin Orbit
Wells Fargo
White Lodging



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