



# 2010 Internship & Co-op Survey

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## KEY FINDINGS

### OVERVIEW

- Nearly all respondents (86.5 percent) have formal internships/co-op programs.
- Among respondents, the primary focuses of their programs is to feed their full-time hiring program: Approximately 83 percent of respondents cited this as the primary focus of their internship program, while nearly 80 percent identified this as the primary focus of their co-op program.
- Interns and co-ops spend the lion's share of their time engaged in core business functions. On average, less than 3 percent of their time is spent on nonessential functions.
- More than three-quarters of respondents assign their interns/co-ops to one unit, rather than rotating them through different areas.

### **HIRING PROJECTIONS**

- There is little change in the percentage of respondents with plans to hire interns and co-ops this year. Approximately 92 percent expect to hire interns and co-ops in 2010 compared to just over 91 percent who reported such plans in 2009.
- Overall, respondents expect to bring in 2.9 percent more interns this year than last. That's a significant turnaround from 2009, when the intern hiring rate dropped by more than 20 percent.
- Co-op hiring remains depressed, and respondents expect to hire 2.8 percent fewer in 2010 than they did in 2009.

### **RECRUITING**

- Employers tend to favor a high-touch approach to recruiting interns and co-ops, and allocate their budget accordingly.
- Career fairs were ranked as the most effective activity for recruiting interns, while on-campus recruiting earned top honors for co-op recruiting. Online networking and job listings on commercial web sites fell at the bottom of the rankings for both interns and co-ops.
- On average, employers take just over three weeks to extend an offer or inform a student that he/she is not being considered for an intern or co-op position.
- Employers select schools at which to hire interns and co-ops based on their recruiting experience with the school.

### **COMPENSATION**

- Despite the recent media attention given to unpaid internships, unpaid internships are a rarity among respondents to the survey. More than 90 percent pay all of their interns. Overall, the average percentage of paid internships is 98.6 percent.
- Overall, the average intern wage rate at the bachelor's degree level is \$17.00, down slightly from last year's average (\$17.13). Not surprisingly, wage rates are affected by major, year of study, and degree level. Seniors, for example, earn an average hourly wage of \$18.40, while freshmen earn \$14.39.
- Few respondents reported giving signing bonuses in 2009 (18 percent), and even fewer expect to offer them to interns/co-ops in 2010 (13.5 percent).

- The most commonly offered benefits to interns and co-ops are planned social activities, paid holidays, and counting experiential education work time as service time if hired for a full-time position.
- Approximately 51 percent of respondents offer relocation assistance to their interns, and about 46 percent provide this to their co-op students.

### CONVERSION/RETENTION

- Overall, respondents reported converting 53.3 percent of eligible interns into full-time hires. That's down from 56.6 percent last year.
- The conversion rate for co-ops, on the other hand, reached a near all-time high—60.4 percent, outpaced only by the 2006 conversion rate of 64 percent.
- Of the students hired from the Class of 2009, 44.6 percent came from employers' internship programs and 34.9 percent came from their co-op programs. This is a significant increase in the reliance employers place on such programs to find new full-time college hires.
- Students who have taken part in an internship are a better "risk" in terms of retention. Within one year of hire, nearly 86 percent of those that have taken part in an internship at the hiring organization (and 85 percent of those who served an internship elsewhere) are still on the job, compared with about 81 percent of those who didn't do an internship.

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### ABOUT THE SURVEY

NACE's *2010 Internship & Co-op Survey* was conducted January 11 – March 5, 2010.

The survey was sent to 884 NACE employer members; 235 organizations, or 26.6 percent, took part. Nearly 20 industries are represented. By region, 26 percent are from the Northeast, 28.1 percent are from the Southeast, 30.7 percent are from the Midwest, and 15.2 percent are from the West.

For details on purchasing the full report, see [www.naceweb.org/products/2010internship\\_co-op\\_survey/](http://www.naceweb.org/products/2010internship_co-op_survey/) or the NACE Store on [www.naceweb.org](http://www.naceweb.org). (Participating NACE members receive a complimentary copy.) Customized results of the survey are also available; participants receive a 50 percent discount on custom reports. For more information, contact Edwin Koc, NACE research director, 800/544-5272, ext. 164; [ekoc@naceweb.org](mailto:ekoc@naceweb.org)

## PARTICIPATING ORGANIZATIONS

Of the 235 participants in the survey, 130 agreed to be identified. The following is a listing of those participants.

Abbott Laboratories	Deere & Company	Linde Process Plants, Inc.
Adaptive Methods	Doeren Mayhew	Link-Belt Construction
Affiliated Engineers, Inc.	E. & J. Gallo Winery	Equipment Co.
Air Products & Chemicals Inc.	Eastman Chemical Company	Los Alamos National
Alliant Techsystems Inc.	Eaton Corporation	Laboratory
American Axle &	EchoStar	Lowe's Companies, Inc.
Manufacturing, Inc.	Edwards Lifesciences	LyondellBasell Industries
American Electric Power	Entergy Services, Inc.	M&T Bank Corporation
American Water	Ernst & Young LLP	Macy's, Inc.
Ameriprise Financial	Flint Hills Resources	MeadWestvaco
AREVA NP	Gannett Fleming, Inc.	Corporation
Arup & Partners	General Electric Company	Mercer
AstraZeneca	General Mills Inc.	Messer Construction Co.
Pharmaceuticals LP	Genworth Financial	MetLife-IXP Recruiting
Bell Helicopter Textron Inc.	Goodyear Tire &	MillerCoors
Blue Shield of California	Rubber Co.	Milliken & Company
Boy Scouts of America	Gorton's Inc.	National Instruments
BP	Hajoca Corporation	Northrop Grumman
Burns & McDonnell	HDR Inc.	Corporation
Engineering Co. Inc.	Herbert, Rowland &	Office of Legislative Audits
C&S Wholesale Grocers, Inc.	Grubic, Inc.	Opnet Technologies Inc.
Cameron	Hitachi Consulting	Oregon Department of
Carpenter Technology	Honeywell International Inc.	Transportation
Corporation	Humana, Inc.	Owens-Illinois Inc.
Cerner Corporation	IBM Corporation	Pacific Gas and Electric
CGI	Integrus Energy Group, Inc.	Company
CH2M HILL	Intel Corporation	Parsons
Chester Engineers	Kearney & Company	Payless ShoeSource Inc.
Chevron Corporation	Kennedy & Coe LLC	PrimeSource Building
Chevron Phillips Chemical	Kiewit Energy	Products, Inc.
Company LP	Kiewit Offshore Services, Ltd.	Principal Financial Group
CIGNA Corporation	LA County MTA	Procter & Gamble Co.
Country Insurance &	Lafarge North America	PSEG
Financial Services	Lawrence Livermore Nation-	Puget Sound Naval
Cray Inc.	al Laboratory	Shipyards & IMF
Crowe Horwath LLP	Liberty Mutual Insurance	Rayonier Inc.
DCP Midstream Partners, LP	Company	Raytheon Company
DCS Corporation	Linbeck	Robert Bosch LLC

Rogers Corporation	Southwest Research Institute	Company
Rolls-Royce Corporation	Southwestern Company	The Timken Company
S&C Electric Co.	Sunoco, Inc.	Thomson Grass Valley
Sandia National Laboratories	SWIFT	Tindall Corporation
Save-A-Lot	Teradata Corporation	Total Quality Logistics, Inc.
SC Global Tubular Solutions LLC	Tesoro Companies, Inc.	Toys "R" Us, Inc.
Schneider Electric	Thales Communications Inc.	U.S. Postal Service
Scholle Corporation	The Field Museum	Union Bank of California
Sears Holdings Corporation	The LPA Group Incorporated	Union Pacific Railroad Company
Sensata Technologies	The Lubrizol Corporation	ValleyCrest Companies
Signal Systems Corporation	The Nielsen Company	W.W. Grainger, Inc.
	The Schwan Food	ZS Associates

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