





## ABOUT THE SURVEY

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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, contact Kenneth C. Tsang, NACE research associate, at 610.625.1057 or [ktsang@naceweb.org](mailto: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/](http://www.naceweb.org/membership_information/).



## EXECUTIVE SUMMARY

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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.
  - 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.

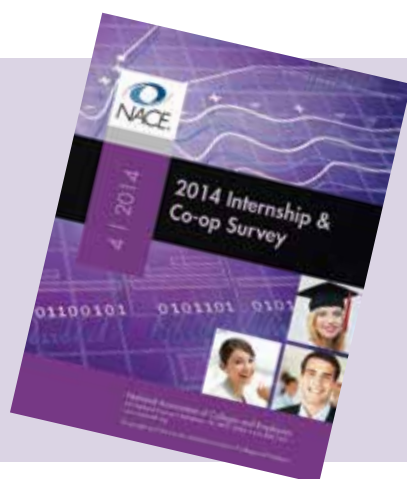
## CONVERSION AND RETENTION

- 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.

**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

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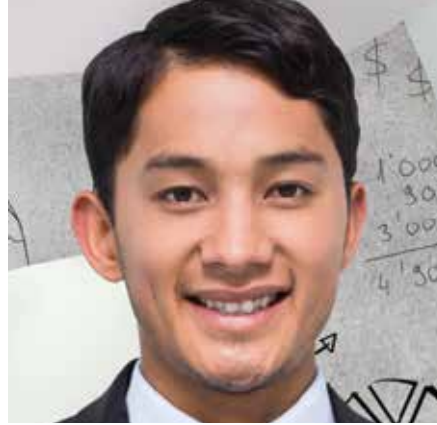
### SURVEY RESPONDENTS

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

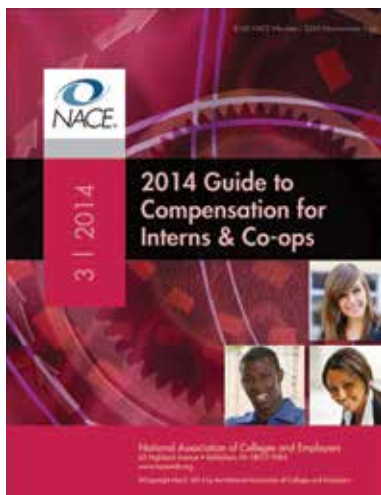
AbbVie	BASF Corporation	ConocoPhillips	Exelon Corporation
Advanced Micro Devices, Inc.	Bates White, LLC	Continental AG	Express Scripts, Inc.
Aerojet Rocketdyne	Baxter Healthcare Corporation	COUNTRY Financial	Exxon Mobil Corporation
Agilent Technologies, Inc.	BBVA Compass	Covance Inc.	Forrester Construction Company
AIG	Belk	Cree, Inc.	Foster Care to Success: America's College Fund for Foster Youth
Air Products & Chemicals Inc.	Booz Allen Hamilton Inc.	Crestron Electronics	Fujitsu America Inc.
Allscripts	BP America	Delphi Automotive Systems, LLC	GAF Corporation
American Axle & Manufacturing Holdings, Inc.	Brocade Communications Systems, Inc.	Dick's Sporting Goods	Gannett Co., Inc.
American Red Cross	BuhlerPrince Inc.	Discover Financial Services	GAP Inc.
AmeriHealth Mercy Family of Companies	Calpine Corporation	Disney Worldwide Services	Garmin International Inc.
Anheuser-Busch Companies, Inc.	Cameron	Dover Corporation	General Dynamics C4 Systems
Applied Materials Inc.	Cardinal Health	Duke Energy Corporation	General Mills Inc.
ArcelorMittal USA	CDM Smith	dunnhumbyUSA	Genzyme Corporation
Armstrong Backus & Co. LLP	CGI Federal	DuPont	Georgia Tech Research Institute
Ascend Performance Materials	CH2M HILL	Dynamics Research Corporation	Gilead Sciences, Inc.
Aspen Technology Inc.	Chesapeake Energy Corporation	Dynetics Inc.	GuideStone Financial Resources
Avery Dennison Corporation	Chevron Corporation	EchoStar	HCA Healthcare
Barclays	Ciena Corporation	Ecolab Inc.	Henkels & McCoy, Inc.
Barilla America Inc.	Collective Brands (Payless ShoeSource)	Edward Jones	Herbert, Rowland & Grubic, Inc.
	Comcast Corporation	ENERCON Services, Inc.	Hewlett-Packard Company
	Compass Group North America	Entergy Services, Inc.	Honda R&D Americas, Inc.
	ConAgra Foods, Inc.	Ernst & Young LLP	
		Evonik Degussa Corporation	
		Excella Consulting	

Hormel Foods Corporation	Mercer	Progressive Insurance	Texas Instruments Incorporated
Huntington Ingalls Industries	Merck & Co., Inc.	Protiviti Inc.	The Bank of New York Mellon Corporation
Illumina	Meritor Inc.	QLogic Corporation	The Field Museum
INC Research	Messer Construction Co.	Quicken Loans	The Lubrizol Corporation
INEOS	Moen Incorporated	QVC Inc.	The Schwan Food Company
Infineum USA L.P.	Mondeléz International	Riverhead Resources	The Timken Company
Ingersoll-Rand Company	Motorola Mobility	Rogers Corporation	Tindall Corporation
Intel Corporation	Motorola Solutions, Inc.	Rosetta	TMK Ipsco
Invensys Inc.	MTS Systems Corp.	Rosetta Resources	Towers Watson
Jeremiah Program	NASA - Johnson Space Center	Ross Stores Inc.	TTX Company
Kellogg Company	Nationwide	Saks Fifth Avenue	Turner Construction Company
Kennedy & Coe LLC	NetApp	Sandia National Laboratories	U.S. Air Force
KeyBank	Newfield Exploration Company	Savannah River Nuclear Solutions	U.S. Comptroller of the Currency
Kinze Manufacturing, Inc.	Nexen, Inc.	Seagate Technology	U.S. Department of State
L-3 Communications Integrated Systems	Niagara Bottling, LLC	Sears Holdings Corporation	Union Bank
Lake Shore Cryotronics, Inc.	NiSource	Shaw Industries, Inc.	Union Pacific Railroad Company
Lam Research Corporation	Northeast Utilities	Shawmut Design and Construction	United Launch Alliance
Lend Lease Inc.	Northrop Grumman Corporation	Skanska USA Inc.	Valero Energy Corporation
Liberty Mutual Insurance Company	Northwest Farm Credit Services	SKF USA	Verizon
Linbeck Corporation	Pacific Gas and Electric Company	Southwest Airlines Co.	W.W. Grainger, Inc.
Longview Fibre Paper and Packaging, Inc.	Pariveda Solutions Inc.	Speedway LLC	Walmart eCommerce
Lord Corporation	Parsons Corporation	State Farm Insurance Cos.	WellPoint, Inc.
LSI Corporation	PETCO	State Street Corporation	Woolpert LLP
Lutron Electronics Co. Inc.	PlastiComp, Inc.	Strattec Security Corporation	WPX Energy
Macy's, Inc.	Polaris Industries, Inc.	Sunbelt Rentals	Zachry
Marsh Inc.	PPL Corporation	SWIFT	Zipcar
Mattress Firm	Press Ganey Associates, Inc.	T. Rowe Price Associates	
Maximus	PrimeSource Building Products, Inc.	Tata Consultancy Services	
McKesson Corporation	Procter & Gamble Co.	TechSmith Corporation	
Medline Industries, Inc.		Teradata Corporation	
Meijer, Inc.			

# 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.nacweb.org/salary-resources/internship-co-op-compensation.aspx.](http://www.nacweb.org/salary-resources/internship-co-op-compensation.aspx)



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