

2019 ERC & NOCHE

INTERN & RECENT GRADUATE PAY RATES & PRACTICES SURVEY

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KEY FINDINGS

AN EVEN 50/50 SPLIT

Half (50%) of employers surveyed have a structured/formal internship program, with the largest organizations, those with over 500 employees, being the most likely to have a formal program (100%) compared to three other employer size categories.

TIME & STAFFING ARE MAJOR BARRIERS

For those organizations who do not have a structured/formal internship program, time commitment and staff resource challenges are both the most commonly cited reasons (23% of organizations).

PROGRAM SIZE

About half of all surveyed employers plan to maintain the size of their internship program in 2019. Those who do plan on making modifications intend to increase the number of interns in their organization (26%). Based on the results, it is most common for organizations to hire between 1 and 3 interns each year.

NEW COLLEGE GRADUATE HIRING

Sixty percent of employers have hired or plan on hiring new college graduates this year, with non-profit employers being the least likely to do so (17%, compared to 64% of manufacturing and 50% non-manufacturing employers). In addition, employers are primarily hiring local college graduates with an average of 57% of new graduates hired in the last 12 months hailing from Northeast Ohio.

HIGH SCHOOL STUDENT EMPLOYMENT

High school students are employed in some capacity by 40% of organizations. Their functions include providing part-time help in various departments (warehouse, administrative) and working during the summers.

WHY HIRE INTERNS?

There are a variety of reasons why employers hire interns. When asked to think of their primary reasons, employers cited the following most often: To assist with special project work (44%), to develop a local talent pipeline (43%), and to obtain affordable workforce support (25%). Internships tend to be beneficial experiences for both the employer and the intern(s). As part of this exchange, employers most commonly pay for or allow intern(s) to attend an organization's social and networking events as a benefit as well as provide access to on-site perks (21% of all respondents).

LOOKING FOR INTERNS & NEW GRADS TO HIRE

Across all types of organizations, job postings on job boards/websites and university career centers is the most common way of recruiting interns (44%). When it comes to recruiting new college graduates, just under half (44%) of all surveyed employers create job postings on college/university career center websites.

AREAS OF STUDY

Engineering and Business are the two areas of study most important to employers when recruiting interns (both 43% of all organizations, respectively). Fifty nine percent of employers in the manufacturing industry find Engineering most important, while both non-manufacturing and non-profit organizations value Business the most.

RECRUITING FOR SIMILAR SKILL SETS

Over half of all organizations use the following criteria when hiring interns: academic major (51%), interpersonal and communication skills (43%), academic year (43%), and professionalism (41%). Meanwhile, the most commonly used criteria to hire new college graduates includes academic major (41%), interpersonal and communication skills (38%), professionalism (38%), and work ethic (34%).

PERFORMANCE EVALUATION

Of those employers giving performance evaluations to interns, the top three most common skills assessed are communication skills, quality of work, and dependability, all at 46% of the sample.

AN HOURLY WAGE FOR INTERNS

Across all three industries and all five organizational sizes, hourly wage is the most common pay structure used for interns, with 61% of all organizations paying their interns on an hourly basis.

RECRUITING FROM FOR-PROFIT COLLEGES IS RARE

Employers barely recruit any interns or new graduates from for-profit colleges. Furthermore, 4-year colleges/universities are a much more common recruiting grounds than 2-year colleges for organizations looking to hire either interns or new graduates.

HIRING NEW GRADS, WITH ROOM TO GROW

Sixty-two percent of all organizations hire new college graduates for entry-level positions, while 16% hire them for mid-level/non-supervisory positions. Twenty percent of all surveyed employers offer management in training programs to new graduates, and 67% are in larger organizations with over 500 employees.

STAYING IN TOUCH – ELECTRONICALLY

To continue engaging interns' post-internship, 46% of employers keep in contact with interns through direct communication, social media, and LinkedIn.

INTERNSHIP TO FULL EMPLOYEMENT, WHEN THEY CAN

Thirty-four percent of organizations also offer employment to their interns. The most common reason organizations did not offer employment to any or some of their interns was due to a lack of open positions.