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Interns and Co-Ops Will Find More Opportunities in 2014-15

Ninety-two percent of employers offer students experiential opportunities.

(East Lansing, Mich., October 27, 2014) Findings from *Recruiting Trends 2014-15*, a new study from Michigan State University's College Employment Research Institute, suggest the internship scene is improving this year. More than 53,000 intern and co-op positions will be available, an average of 25 positions per company.

- Ninety-two percent of survey respondents offer college students some form of experiential or pre-professional experience, including practicums, apprenticeships, clinical rotations, professional practice, and other work-integrated learning.
- Nearly 60 percent of employers offer internships.
- Nearly 40 percent will enlarge their intern and co-op pool compared to last year. (Only 4 percent will decrease the number of interns.)
- More than 25 percent offer professional work experiences during summer.
- About 15 percent offer co-ops.

The mix of paid and unpaid positions is changing this year.

- Seventy-one percent of employers will pay interns, up slightly from 67 percent last year.
- About 15 percent will not pay, a slight improvement from 17 percent last year.
- Another 14 percent will provide a mix of paid and unpaid opportunities depending on the intern's assignment.

SECTOR. All sectors offer some form of pre-professional experience. Survey respondents reported their plans as follows:

- Ninety percent of Utilities, Agriculture and Natural Resources companies will hire interns and co-ops.
- Eighty percent of Construction; Nonprofits; Manufacturing; Arts and Entertainment; and Hospitality (Accommodations) companies will hire interns and co-ops.
- Mining and Oil; Agriculture and Natural Resources; and Hospitality (Accommodations) will hire an average of more than 70 interns per company.
- At the other end, Wholesale; Construction; Nonprofits; and Leasing and Real Estate will bring on 15 or fewer interns per company.
- Most companies in Retail; Construction; Mining and Oil; Transportation; and Manufacturing will pay their interns; fewer than 5% will offer unpaid internships.
- Education; and Healthcare and Social Services will hire the fewest interns because these sectors offer other forms of pre-professional practice.

The following sectors have the highest percentage of unpaid internships:

- Nonprofits (56 percent)

- Arts and Entertainment (48 percent)
- Healthcare and Social Services (41 percent)
- Educational Services (41 percent)
- Government (31 percent)
- Information Services (23 percent)

COMPANY SIZE. When viewed by company size, hiring for interns and co-ops runs along similar lines.

- Eighty percent of large organizations (> 10,000 employees) and about 70 percent of the smallest companies will bring on interns and co-ops this year.
- Nearly 90 percent of the largest organizations will pay their interns and co-ops; while 57 percent of the smallest organization will pay theirs.
- About 24 percent of small companies (< 100 employees) are more likely to offer unpaid internships.

ACADEMIC CREDIT. Higher education institutions promote internships and co-ops as part of a student's academic program. Some encourage students to work in exchange for academic credit. Employers reported on their willingness to comply with the requirements for awarding credit:

- Approximately 55 percent of employer are willing to hire interns and meet the education institution's reporting requirements.
- Another 20 percent will hire them (somewhat reluctantly) if the institution requires credit, the internship is unpaid, and the job requirements satisfy the Bureau of Labor's conditions for unpaid internships.
- Only 25 percent will not deal with academic credit.
- By company size, the percentage increases slightly. Nearly 30 percent of the very large organizations (> 10,001) will not deal with academic credit; the rest are willing to do so.

HOURLY WAGES. The hourly wages shown here were calculated from hourly and monthly salary data sent by employers. Stipends, commissions, housing and food allowances, and other payments are not included.

Degree	Hourly (mean)	Company size			
		Very small < 100	Small 100-1,500	Medium – large 1,501-10,000	Very large > 10,001
Engineering	\$16.47	\$15.07	\$16.00	\$18.08	\$18.86
Accounting	\$15.08	\$14.14	\$14.51	\$16.08	\$16.46
Physical & Biological Sciences	\$14.31	\$12.78	\$13.97	\$16.54	\$14.77
Business	\$14.15	\$12.53	\$13.71	\$15.33	\$16.48
Social Science, Humanities & Communications	\$13.03	\$11.82	\$12.89	\$14.22	\$15.00
Healthcare	\$12.80	\$12.00	\$12.15	\$13.59	\$14.00
Agricultural & Natural Resources	\$12.60	\$11.82	\$12.17	\$12.88	\$14.04

These key findings from Michigan State University's Recruiting Trends 2014-15 precede the full-report, which will be released at the end of November.

Companies will hire an average of 25 interns or co-ops.

Employees per company	Interns per company (avg.)
< 100	6
101-1,500	17
1,501-10,000	40
> 10,001	94