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.

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<th>Degree</th>
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<th>Small</th>
<th>Medium – large</th>
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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.

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