

Hiring Interns



Your internship program could turn out to be the source of your next great employee. If you offer a great program, you'll attract great students. MRA's Hot Topic Survey: Hiring Interns provides valuable information for your organization regarding common internship policies, specific intern needs, and projected pay levels to prepare you to tap into this highly-valuable pool of talent!

DEMAND AND PERFORMANCE

69% of participating organizations **hired interns in 2017.**

71% of participating organizations **plan to hire interns in the next 12 months.**

96% of respondents are **very satisfied or somewhat satisfied** with the quality/performance of their interns.

INTERN ASSIGNMENTS

Common organizational areas where interns are assigned.



40%
Engineering



21%
IT



8%
Finance



28%
Marketing



20%
Human Resources



2%
Health



23%
Manufacturing/
Operations/Quality



10%
Business Administration

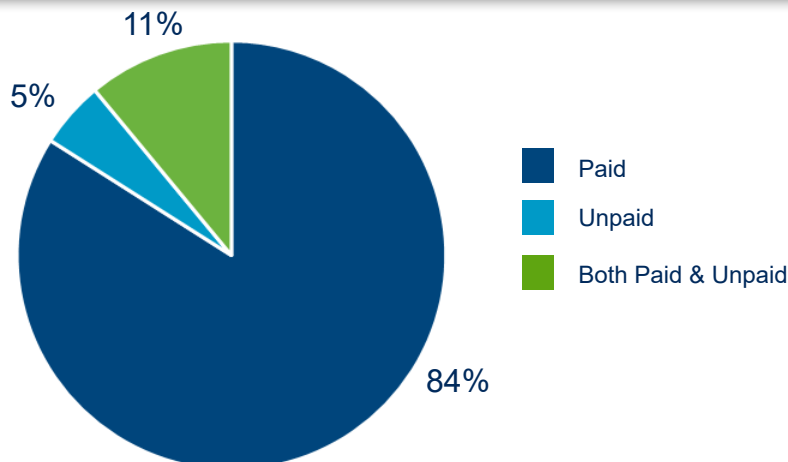


21%
Accounting



10%
Communications

COMPENSATION



"Internships, in general, are indicative of the value organizations place and their desire to appeal to and attract top intern talent."

MRA recommends the following article:
[To Pay or Not to Pay Interns](#)

*Cheryl Podlesnik, Survey Data Analyst,
MRA – The Management Association*

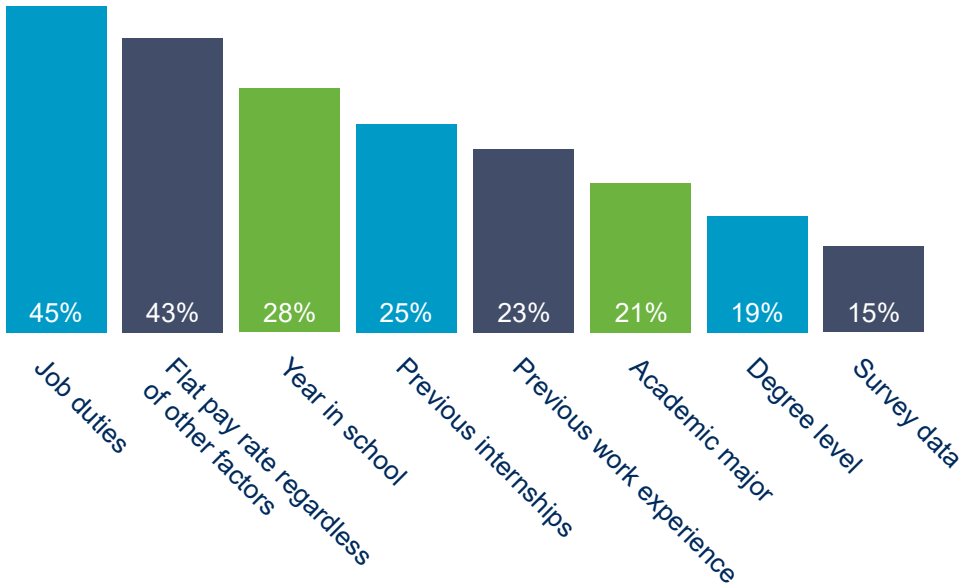
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COMPENSATION (CONTINUED)

DETERMINING INTERN PAY

Factors organizations use to determine pay:



2018 AVERAGE HOURLY WAGES

(Intern wages were calculated using 2017 reported average wages and 2018 actual/projected percent increases.)

	Projected Percent Increase	2018 Average* Hourly Wage		Projected Percent Increase	2018 Average* Hourly Wage
Engineering	2.3%	\$16.52	Marketing	2.0%	\$13.33
IT	1.2%	\$14.98	Communications	1.7%	\$13.19
Accounting	1.6%	\$14.38	Human Resources	1.1%	\$13.85
Finance	1.0%	\$13.92	Business Administration	1.7%	\$12.95
Manufacturing/Operations/Quality	2.3%	\$14.69	Health	0%	\$11.00

*Calculated average hourly wage includes percent increase.

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THE INTERNSHIP

DURATION

How long will it last?



Summer length (around 3 months but could be longer)	71%
Semester length (about 2-3 months)	31%
Specified length (set number of days, weeks, months, etc.)	28%
Year length (school year or year-round)	26%
College career (lasts entire college career)	10%

SCHOOLING

Minimum level required for internship consideration:



Post-secondary	42%
Post-secondary at minimum of junior academic level or graduate	26%
Completed high school	23%
Current high school student	8%
Masters or above	1%

56%

of participating organizations will offer an internship to an experienced/seasoned professional looking to make a career change.

BENEFITS

What do we offer our interns?

TOP 5 BENEFITS

Flexible work schedule	74%
401k or retirement plan	23%
Paid holidays	23%
Mileage reimbursement	16%
Health insurance	11%

2%

of participants indicated they don't offer benefits of any kind to their interns.

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FUTURE PLANS

WHO GETS HIRED



Over two-thirds of participating organizations will hire about half of their interns for open positions.

METHODOLOGY



Brief
13 question survey



375
MRA Participating
Organizations



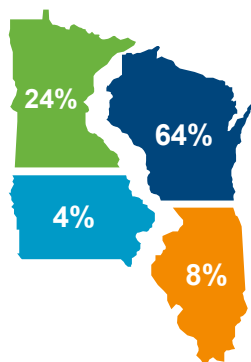
**February 28 -
March 7, 2018**
Data Collected



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RESPONDENT PROFILE

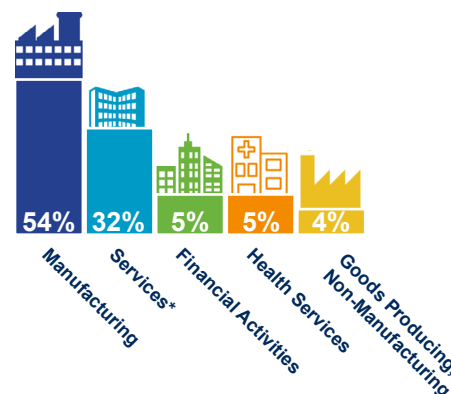
Location



Organization Size



Industry



*Includes services such as Professional/Business Services, Wholesale Trade, etc.

An internship program is a win - win situation. Employers of interns often obtain rich insights and ROI exceeding labor costs, learn cutting-edge industry concepts, and observe intern skills first-hand providing knowledge for future hiring decisions. In turn, internships provide hands-on, real-world experience which gives an intern a competitive experience advantage as they enter the workforce.