

# 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

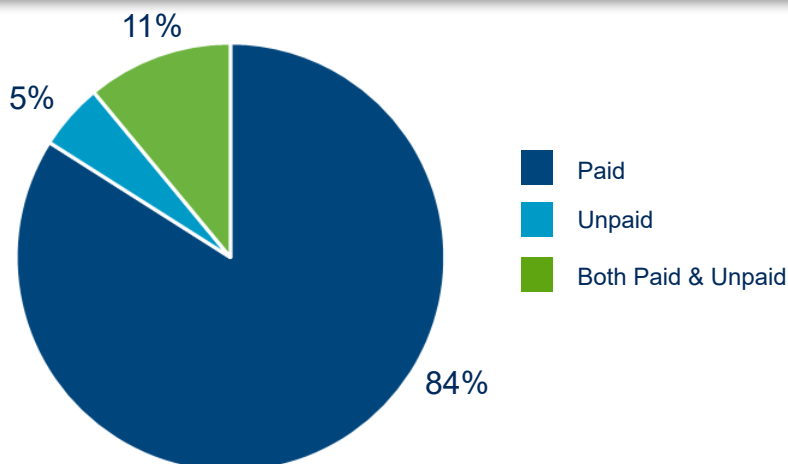


**21%**  
Accounting



**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*

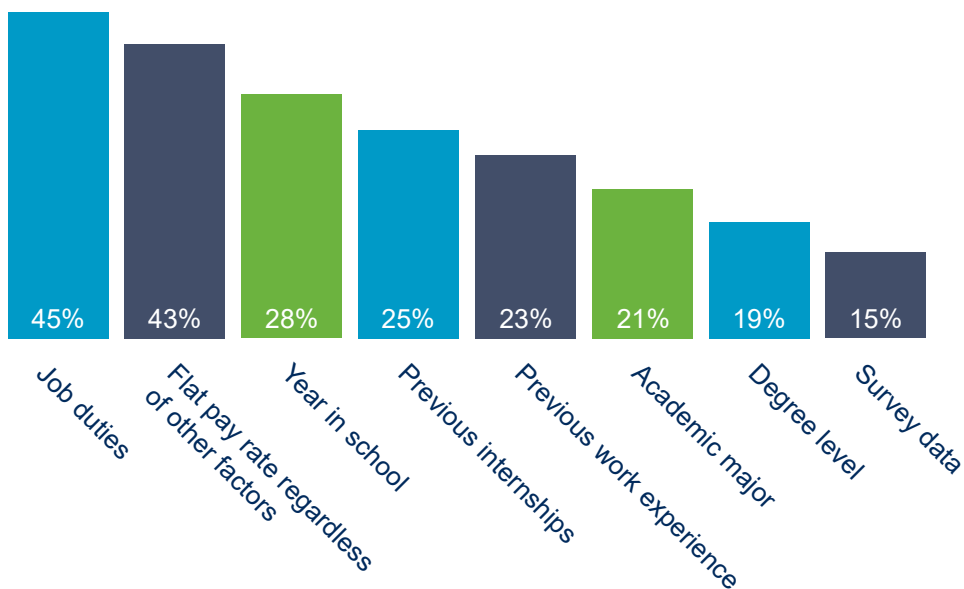
# Hiring Interns



## 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.


# Hiring Interns



## 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?

<b>TOP 5 BENEFITS</b>	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.

# Hiring Interns



## 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



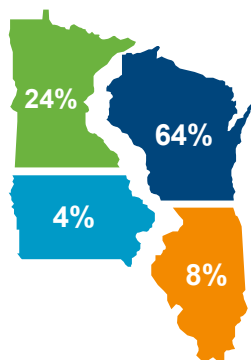
**February 28 -  
March 7, 2018**  
Data Collected



**MRA Survey Department**  
800.488.4845x3508  
surveys@mranet.org

## RESPONDENT PROFILE

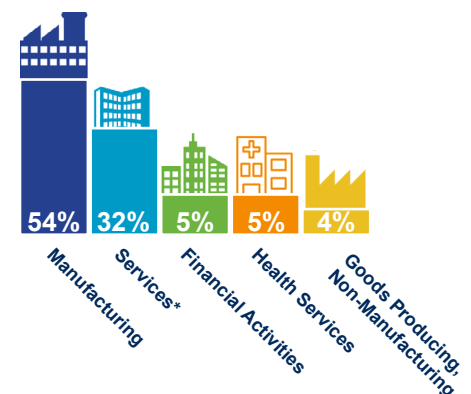
### Location



### 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.