



2024 NACE Internship & Co-op Survey

INSTRUCTIONS

This survey contains questions on both internship and co-op hiring practices. **To reduce the number of questions and text you are shown, the survey employs logic to ask questions that pertain only to your situation. As a result, we request your response to a select few questions on which much of the logic relies.**

Please note:

- This survey is meant to capture data on college-level internship and co-op programs. Respond with data on your college-level programs only.
- NACE defines the graduating class of 2023-24 as those students graduating between July 1, 2023 and June 30, 2024.
- Please provide as much of the requested data as possible. If your plans aren't locked in yet, please include your best estimates.

For the purposes of this survey, the following definitions should be used to distinguish between Internship and Cooperative education programs (Co-ops).

Internship: Internships are typically one-time work or service experiences related to the student's major or career goal. The internship plan generally involves students working, possibly virtually, in professional settings under the supervision and monitoring of practicing professionals. Internships can be paid or unpaid and the student may or may not receive academic credit for performing the internship.

Cooperative education: Cooperative education provides students with multiple periods of work in which the work is related to the student's major or career goal. The typical program plan is for students to alternate terms of full-time classroom study with terms of full-time, discipline-related employment. Since program participation involves multiple work terms, the typical participant will work three or four work terms, thus gaining a year or more of career-related work experience before graduation. Co-op positions are generally paid and the vast majority involve some form of academic credit.

Section 1. Respondent Demographics

Please enter your Contact ID Number, which can be found in your invitation email.

- Response to this question is required.

Please enter your name and title.

- Response to this question is required.

Name

Title

Email address

As part of the survey report, NACE will provide a list of respondents. Please indicate your preference below.

- Please Note: Your response to this question will not affect the confidentiality of your data.

- Yes, please list my organization as a survey respondent.
- No, please DO NOT list my organization as a survey respondent.

How many people are employed in the business unit or the entire organization for which you are replying?

- 500 or less
- 501- 1,000
- 1,001- 2,500
- 2,501- 5,000
- 5,001- 10,000
- 10,001- 20,000
- More than 20,000

Does your organization have an internship and/or co-op program in place?

- We request your response to this question, so you will only see the questions that apply to your situation for the duration of the survey.

	Yes	No
Internship program	<input type="radio"/>	<input type="radio"/>
Co-op program	<input type="radio"/>	<input type="radio"/>

Do you hire interns and/or co-ops from the following degree levels?

	Internship	Co-op
Associate's	<input type="checkbox"/>	<input type="checkbox"/>
Bachelor's	<input type="checkbox"/>	<input type="checkbox"/>
Master's	<input type="checkbox"/>	<input type="checkbox"/>
Doctoral	<input type="checkbox"/>	<input type="checkbox"/>

Section 2: Sourcing, Recruiting, and Selection

Sourcing of Interns and Co-ops

How many MONTHS in advance of a start date did you begin the process of recruiting for available intern/co-op positions within your organization?

Interns	<input type="text"/>
Co-ops	<input type="text"/>

What percentage of your **interns** hired between July 1, 2022 and June 30, 2023 came from each of the following?

- Enter a whole number between 0 and 100.
- You may skip this question, but if you choose to answer it, your responses must add up to 100.

Direct contacts in career centers	<input type="text" value="0"/>
Direct faculty contacts	<input type="text" value="0"/>
Employee referrals	<input type="text" value="0"/>

	Did not use	Used - Not at all important	Used - Not very important	Used - Somewhat important	Used - Very important	Used - Extremely important
Retention history of school's alumni	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Size of school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Success of school's alumni in your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify:) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Selection of Candidates

How important is it for students applying for internship/co-op positions to have the following competencies?

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Career & Self Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critical Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity & Inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify:) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify:) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have two candidates that are equally qualified for an internship/co-op position, how much would each of the following influence your decision to hire one candidate over the other?

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
Major	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
Possess key competencies critical to the position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has done volunteer work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High GPA (3.0 or above)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has held leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School attended	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous internship/co-op in your industry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has been involved in extracurricular activities (e.g. clubs/sports/student government, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous internship/co-op with your company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify:)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input style="width: 200px; height: 20px;" type="text"/>					

Do you require interns/co-ops to arrange to receive academic credit prior to accepting them into your program?

	Yes	No
Interns	<input type="radio"/>	<input type="radio"/>
Co-ops	<input type="radio"/>	<input type="radio"/>

Section 3. Program Structure and Characteristics

How would you rate your organization's internship/co-op program's effectiveness in:

	Not effective at all	Slightly effective	Moderately effective	Very effective	Extremely effective
Recruiting the appropriate number of interns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting an equitable amount of racial/ethnic/gender diversity in the cohort	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Converting interns to entry-level hires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not effective at all	Slightly effective	Moderately effective	Very effective	Extremely effective
The quality of staff/supervisor interactions with interns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of your cohort's work performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of work your cohort was able to complete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of camaraderie your cohort was able to develop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collecting feedback from your cohort to improve the workplace environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify:) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In which of the following modalities did your organization conduct **your previous** (2022-23 or Summer 2023) internship program?

- Exclusively in-person
- Exclusively virtual
- Hybrid

In which of the following modalities is your organization conducting **your current** (2023-24) **or upcoming** (Summer 2024) internship program?

- Exclusively in-person
- Exclusively virtual
- Hybrid
- Not sure yet, still deciding

What was the length of **your previous** (2022-23 or Summer 2023) internship program?

- Please enter data for # of total internship hours or # of weeks, depending on how you count the length of your internship program.
- Please enter whole numbers.

of weeks

of total hours

On average, what percentage of time do your **interns** spend on each of the following activities?

- Please enter whole numbers between 0 and 100.
- You may skip this question, but if you choose to answer it, your responses must add up to 100.

Administrative/clerical (e.g. filing, copying, and typing)

Communications (e.g. verbal or written communication with customers/clients, staff members)

Logistics (e.g. organizing and coordinating schedules and tasks)

Analytical/problem solving

Project management (e.g. overseeing all or part of a project from start to finish)

Non-essential functions (e.g. running errands)

Total

On average, what percentage of time do your **co-ops** spend on each of the following activities?

- Please enter whole numbers between 0 and 100.
- You may skip this question, but if you choose to answer it, your responses must add up to 100.

Administrative/clerical (e.g. filing, copying, and typing)

Communications (e.g. verbal or written communication with customers/clients, staff members)

Logistics (e.g. organizing and coordinating schedules and tasks)

Analytical/problem solving

Project management (e.g. overseeing all or part of a project from start to finish)

Non-essential functions (e.g. running errands)

Total

Composition of Intern and Co-op Cohort

What is the total number of interns/co-ops in your 2022-23 cohort?

Interns

Co-ops

Providing disaggregated data by the following demographics categories will help improve equity in recruiting. Thank you in advance for completing this section of the survey.

What is the total number of interns/co-ops in your 2022-23 cohort from each of the following gender groups?

- Numbers should be **equal to or less than** your total number of interns/co-ops reported.
- Please enter whole numbers.

	Interns	Co-ops
Women	<input type="text"/>	<input type="text"/>
Men	<input type="text"/>	<input type="text"/>
Nonbinary	<input type="text"/>	<input type="text"/>

What is the total number of interns/co-ops in your 2022-23 cohort from each of the following race/ethnicity demographic groups?

- Numbers should be **equal to or less than** your total number of interns/co-ops reported.
- Please enter whole numbers.

	Interns	Co-ops
Asian	<input type="text"/>	<input type="text"/>

	Interns	Co-ops
Black	<input type="text"/>	<input type="text"/>
Hispanic	<input type="text"/>	<input type="text"/>
International Student	<input type="text"/>	<input type="text"/>
Native American	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>
Multi-racial	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>
Unknown race/ethnicity	<input type="text"/>	<input type="text"/>

What is the total number of interns/co-ops in your 2022-23 cohort from each of these self-disclosed demographic groups?

- Numbers should be **equal to or less than** your total number of interns/co-ops reported.
- Please enter whole numbers.

	Interns	Co-ops
Interns with a disability	<input type="text"/>	<input type="text"/>
LGBTQ+	<input type="text"/>	<input type="text"/>
Veterans	<input type="text"/>	<input type="text"/>

To what extent do you agree with the following statements: We provide our interns/co-ops with information about:

	Never	Sometimes	About half the time	Most of the time	Always
The economic outlook of their field of study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Their prospective career pathways	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your organization's industry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are your interns/co-ops eligible to participate in your organization's Employee Resource

Groups (ERGs)?

- No
- Yes
- Not sure
- We don't have ERGs

Do you provide a mentor for your interns and/or co-ops?

- | | Yes | No |
|---------|-----------------------|-----------------------|
| Interns | <input type="radio"/> | <input type="radio"/> |
| Co-ops | <input type="radio"/> | <input type="radio"/> |

Do you provide your mentors with training on how to be an effective mentor?

- Yes
- No
- Other (please specify:)

Do you submit progress reports on your interns/co-ops, either formal or informal, to a contact at their universities?

- | | Yes | No |
|------------------------------|-----------------------|-----------------------|
| Career services staff member | <input type="radio"/> | <input type="radio"/> |
| Faculty member | <input type="radio"/> | <input type="radio"/> |

Section 4: Conversion Rates

Conversion Rates for Interns/ Co-ops Overall

Among the total students hired for intern/co-op positions between July 1, 2022 and June 30, 2023:

Please note:

- For the purposes of calculating conversion rates, interns/co-ops who are "eligible" for converting to Full-time (FT) employees are those who are on track to graduate into

the workforce from their respective program by June 30, 2024.

- Interns/co-ops who "accepted" a Full-time (FT) offer of employment includes ALL acceptances. If the intern/co-op reneged on the acceptance later, they still accepted the offer and should be counted in Box C.
- For example, if there were 100 eligible interns/co-ops, offers were made to 80, 40 accepted, and 10 of the 40 reneged, then you would enter 100 into Box A, 80 into Box B, 40 into Box C, and 10 into Box D.

A. How many were **eligible** to receive an offer of full-time employment? (e.g., interns/co-ops graduating into the job market)

B. How many **received** an offer? (This number must be EQUAL TO OR LESS THAN the number in Box A above.)

C. How many **accepted** the offer? (This number must be EQUAL TO OR LESS THAN the number in Box B above.)

D. How many of those accepted offers were **reneged** upon? (This number must be EQUAL TO OR LESS THAN the number in Box C above.)

Conversion Rates for Interns and Co-ops by Gender

What is the TOTAL NUMBER of interns/co-ops in your 2022-23 cohort from each of the following gender groups that were eligible to receive a full-time offer, that received an offer, and that accepted it?

PLEASE NOTE:

- For each row, the number of eligible interns/co-ops should be equal or greater than the number who received an offer, which should be equal or greater than the number who accepted an offer.
- "Eligible" is defined as a student who was on track to graduate into the workforce from their respective program by June 30, 2024.
- Interns/co-ops who "accepted" a Full-time (FT) offer of employment includes ALL acceptances. If the intern/co-op reneged on the acceptance later, they still accepted the offer and should be counted in Box C.

Women

Men

Non-binary

Conversion Rates for Interns and Co-ops by Race/Ethnicity

What is the raw number of interns/co-ops in your 2022-23 cohort from each of the following race/ethnicity demographic groups that were eligible to receive a full-time offer, that received an offer, and that accepted it?

PLEASE NOTE:

- For each row, the number of eligible interns/co-ops should be equal or greater than the number who received an offer, which should then be equal or greater than the number who accepted an offer.
- "Eligible" is defined as a student who was on track to graduate into the workforce from their respective program by June 30, 2024.
- Interns/co-ops who "accepted" a Full-time (FT) offer of employment includes ALL acceptances. If the intern/co-op reneged on the acceptance later, they still accepted the offer and should be counted in Box C.

Asian

Black

Hispanic

International Student

Multi-racial

Native American

Native Hawaiian or Other Pacific Islander

White

Unknown race/ethnicity

Conversion Rates for Interns and Co-ops by Self-disclosed Demographic Groups

What is the raw number of interns/co-ops in your 2022-23 cohort from each of the following gender demographic groups that were eligible to receive a full-time offer, that received an offer, and that accepted it?

PLEASE NOTE:

- For each row, the number of eligible interns/co-ops should be equal or greater than the number who received an offer, which should then be equal or greater than the number who accepted an offer.
- "Eligible" is defined as a student who was on track to graduate into the workforce from their respective program by June 30, 2024.
- Interns/co-ops who "accepted" a Full-time (FT) offer of employment includes ALL acceptances. If the intern/co-op reneged on the acceptance later, they still accepted the offer and should be counted in Box C.

Interns with a disability

LGBTQ+

Veterans

Section 5: Hiring Projections

Intern and Co-op Hiring Projections

How many recruits **did your organization hire** as interns/co-ops between July 1, 2022 and June 30, 2023?

- Please enter a whole number.

	Associate level	Bachelor's level	Graduate level
Interns	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-ops	<input type="text"/>	<input type="text"/>	<input type="text"/>

How many recruits does your organization **plan to hire** between July 1, 2023 and June 30, 2024?

- Please enter a whole number.

	Associate level	Bachelor's level	Graduate level
Interns	<input type="text"/>	<input type="text"/>	<input type="text"/>
Co-ops	<input type="text"/>	<input type="text"/>	<input type="text"/>

Hiring Changes

Between the previous recruiting year (July 1, 2022 to June 30, 2023) and the current recruiting year (July 1, 2023 to June 30, 2024), how did your **intern/co-op hiring** figures change?

	Increased	Stayed relatively the same	Decreased
Interns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Co-ops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What factors led to changes in your **hiring** of intern/co-ops?

• Please select all that apply.

- | | |
|--|---|
| <input type="checkbox"/> Evolving labor laws/court cases | <input type="checkbox"/> The state of the market/economy |
| <input type="checkbox"/> Potential upcoming recession | <input type="checkbox"/> Other (please specify:) |
| <input type="checkbox"/> Your organization's needs/resources | <input style="width: 300px; height: 20px; border: 1px solid black;" type="text"/> |

Section 6: Retention

1- and 5-year Retention Rates

Categorized by their pre-employment experience, what percent of your full-time, recent college graduates are retained after 1 and 5 years of experience at your company?

- Please enter a whole number between 0 and 100 without a % sign.
- 1 year retention rates should be calculated for employees hired between July 1, 2021 to June 30, 2022.
- 5 year retention rates should be calculated for employees hired between July 1, 2016 to June 30, 2017.

	% Retained 1 Year	% Retained 5 Year
FT workers converted from your internship program	<input style="width: 100%; height: 25px;" type="text"/>	<input style="width: 100%; height: 25px;" type="text"/>
FT workers converted from your co-op program	<input style="width: 100%; height: 25px;" type="text"/>	<input style="width: 100%; height: 25px;" type="text"/>

	% Retained 1 Year	% Retained 5 Year
FT workers with internship experience at another employer	<input type="text"/>	<input type="text"/>
FT workers with co-op experience at another employer	<input type="text"/>	<input type="text"/>
FT workers with no internship/co-op experience at any employer	<input type="text"/>	<input type="text"/>

Section 7: Relocation Assistance

Do you typically offer relocation assistance (e.g., housing, travel) to your interns/co-ops?

	Yes	No
Interns	<input type="radio"/>	<input type="radio"/>
Co-ops	<input type="radio"/>	<input type="radio"/>

As briefly as possible, why do you offer relocation assistance to your interns/co-ops?

Do you believe that offering relocation assistance yields better applicants? Why or why not?

What type of relocation assistance do you provide?

	Yes	No
Physical housing	<input type="radio"/>	<input type="radio"/>
Cost of housing (previously called cost of rent)	<input type="radio"/>	<input type="radio"/>
Travel to your location (e.g., airfare, train, other transport)	<input type="radio"/>	<input type="radio"/>

Yes

No

Other (please specify:)

Do you offer a lump sum or do you reimburse your interns/co-ops?

- Please note: Select all that apply.

Lump sum

Reimburse

What type of housing do you provide to your interns/co-ops?

	Facilities that we own	Facilities that we rent on an on-going basis	Facilities that we rent on an "ad hoc" basis
Interns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Co-ops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you compensate interns/co-ops for **cost of housing**?

\$ Amount

Lump Sum

Reimbursement Limit

Reimbursement Average

How much do you compensate interns/co-ops for **travel to the internship/co-op location**?

\$ Amount

Lump Sum

Reimbursement Limit

Reimbursement Average

How do you decide how much relocation assistance to offer?

What parameters do you use to determine how much to offer? (e.g., distance to location, in state vs out of state, etc.)

Relocation Assistance #2

As briefly as possible, why do you not offer relocation assistance?

Section 8: Non-traditional internships

Did you hire interns for micro-internships for the **past** (2022-23) cohort?

- Please note: Micro-internships are generally defined as shorter in duration and focused on single projects.

Yes

No

How many micro-interns did you hire for the 2022-23 cohort?

Which modality was predominantly used for your micro-interns?

- In-person
- Virtual
- Hybrid

Are you planning to hire micro-interns for the **CURRENT** (2023-24) or **upcoming** (Summer 2024) cohort?

- Yes
- No
- Still to be decided

Did you hire high school students for internship positions for the 2022-23 cohort?

- Yes
- No

How many high school interns did you hire for the 2022-23 cohort?

Which modality was predominantly used for your high school interns?

- In-person
- Virtual
- Hybrid

Do you plan to hire high school students for internship positions for the **CURRENT** (2023-24) or **upcoming** (Summer 2024) cohort?

- Yes
- No
- Still to be decided

Section 9: Intern wages

This section asks you to indicate your typical hourly wage rate for students hired for INTERNSHIP positions based on:

1. Their field of study and
2. The degree/year level **at which they were enrolled on their first day of work**. For summer interns, consider their rising status (i.e., if a student is entering their senior year in September, their previous summer internship would be categorized as "senior")
3. NACE categorizes **summer** internships/co-ops in the following manner: Those students who completed a degree level and then participate in a summer internship/co-op would be categorized as the degree level they are going into (i.e., rising senior). For advanced degrees, if a student is not enrolled in an advanced degree program (i.e., a senior is not going into a master's program), and particularly have not completed their degree requirements, categorize them in the previous degree level (a senior).

- Please use the following format to enter their wages: XX.XX
- Please DO NOT enter a "\$" sign.
- **NOTE:** If you do not have a particular piece of data, leave the cell blank.

Do you know the wages for the interns that you hired?

- Yes
- No

From which of the following majors did you hire interns for your 2022-2023 cohort?

- We request your response to this question, so you will only see questions related to the relevant majors.

- | | |
|--|---|
| <input type="checkbox"/> Accounting | <input type="checkbox"/> Finance |
| <input type="checkbox"/> Actuarial Science | <input type="checkbox"/> Health Sciences/Nursing |
| <input type="checkbox"/> Agricultural Science | <input type="checkbox"/> Human Resources |
| <input type="checkbox"/> Business Administration | <input type="checkbox"/> Humanities/Liberal Arts (e.g., English, History, etc.) |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Law/Paralegal |
| <input type="checkbox"/> Computer Science | <input type="checkbox"/> Marketing |

- Economics
- Education
- Engineering

- Math/Statistics
- Physical Sciences
- Social Sciences (e.g., Psychology, Political Science, etc.)

From which of the following degree levels/years did hire interns for your 2022-2023 cohort?

- We request your response to this question, so you will only see questions related to the relevant degree levels/years.

- | | |
|---|--|
| <input type="checkbox"/> Associate's - 1st year | <input type="checkbox"/> Bachelor's - Senior |
| <input type="checkbox"/> Associate's - 2nd year | <input type="checkbox"/> Master's - 1st year |
| <input type="checkbox"/> Bachelor's - Freshman | <input type="checkbox"/> Master's - 2nd year |
| <input type="checkbox"/> Bachelor's - Sophomore | <input type="checkbox"/> Doctoral |
| <input type="checkbox"/> Bachelor's - Junior | |

What is the typical hourly wage for **ACCOUNTING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- | | |
|--------------------------|----------------------|
| » Associate's - 1st year | <input type="text"/> |
| » Associate's - 2nd year | <input type="text"/> |
| » Bachelor's - Freshman | <input type="text"/> |
| » Bachelor's - Sophomore | <input type="text"/> |
| » Bachelor's - Junior | <input type="text"/> |
| » Bachelor's - Senior | <input type="text"/> |
| » Master's - 1st year | <input type="text"/> |
| » Master's - 2nd year | <input type="text"/> |
| » Doctoral | <input type="text"/> |

What is the typical hourly wage for **ACTUARIAL SCIENCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **AGRICULTURAL SCIENCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **BUSINESS ADMINISTRATION** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **COMMUNICATIONS** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **COMPUTER SCIENCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **ECONOMICS** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **EDUCATION** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **ENGINEERING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **FINANCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's -
Sophomore
- » Bachelor's - Junior
- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **HEALTH SCIENCES/NURSING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's -
Sophomore
- » Bachelor's - Junior
- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **HUMAN RESOURCES** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **HUMANITIES/LIBERAL ARTS** (e.g., English, Language, History, etc.) majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **LAW/PARALEGAL** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **MARKETING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **MATH/STATISTICS** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **PHYSICAL SCIENCES** (e.g., Biology, Chemistry, Physics, Environmental Science, etc.) majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **SOCIAL SCIENCES** (e.g., Political Science, Sociology, Psychology, Social Work, etc.) majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

Section 10. Co-op Wages

This section asks you to indicate your typical hourly wage rate for students hired for CO-OP positions based on:

1. Their field of study and
2. The degree/year level **at which they were enrolled on their first day of work**. For summer interns, consider their rising status (i.e. if a student is entering their senior year in September, their previous summer internship would be categorized as "senior")
3. NACE categorizes **summer** internships/co-ops in the following manner: Those students who completed a degree level and then participate in a summer internship/co-op would be categorized as the degree level they are going into (i.e. rising senior). For advanced degrees, if a student is not enrolled in an advanced degree program (i.e., a senior is not going into a master's program), and particularly have not completed their degree requirements, categorize them in the previous degree level (a senior).

- Please use the following format to enter their wages: XX.XX

- Please DO NOT enter a "\$" sign.
- **NOTE:** If you do not have a particular piece of data, leave the cell blank.

Do you know the wages for the co-ops that you hired?

- Yes
- No

From which of the following majors did you hire co-ops for your 2022-2023 cohort?

- We request your response to this question, so you will only see questions related to the relevant majors.

- | | |
|--|--|
| <input type="checkbox"/> Accounting | <input type="checkbox"/> Finance |
| <input type="checkbox"/> Actuarial Science | <input type="checkbox"/> Health Sciences/Nursing |
| <input type="checkbox"/> Agricultural Science | <input type="checkbox"/> Human Resources |
| <input type="checkbox"/> Business Administration | <input type="checkbox"/> Humanities/Liberal Arts (e.g., English, History, etc.) |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Law/Paralegal |
| <input type="checkbox"/> Computer Science | <input type="checkbox"/> Marketing |
| <input type="checkbox"/> Economics | <input type="checkbox"/> Math/Statistics |
| <input type="checkbox"/> Education | <input type="checkbox"/> Physical Sciences |
| <input type="checkbox"/> Engineering | <input type="checkbox"/> Social Sciences (e.g., Psychology, Political Science, etc.) |

From which of the following degree levels/years did hire co-ops for your 2022-2023 cohort?

- We request your response to this question, so you will only see questions related to the relevant degree levels/years.

- | | |
|---|--|
| <input type="checkbox"/> Associate's - 1st year | <input type="checkbox"/> Bachelor's - Senior |
| <input type="checkbox"/> Associate's - 2nd year | <input type="checkbox"/> Master's - 1st year |
| <input type="checkbox"/> Bachelor's - Freshman | <input type="checkbox"/> Master's - 2nd year |
| <input type="checkbox"/> Bachelor's - Sophomore | <input type="checkbox"/> Doctoral |

Bachelor's - Junior

What is the typical hourly wage for **ACCOUNTING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

What is the typical hourly wage for **ACTUARIAL SCIENCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>

\$/hr wage
(XX.XX)

» Doctoral

What is the typical hourly wage for **AGRICULTURAL SCIENCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **BUSINESS ADMINISTRATION** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

\$/hr wage
(XX.XX)

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **COMMUNICATIONS** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **COMPUTER SCIENCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

\$/hr wage
(XX.XX)

- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **ECONOMICS** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's - Sophomore
- » Bachelor's - Junior
- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **EDUCATION** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's - Sophomore
- » Bachelor's - Junior

\$/hr wage
(XX.XX)

- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **ENGINEERING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's - Sophomore
- » Bachelor's - Junior
- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **FINANCE** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's - Sophomore

\$/hr wage
(XX.XX)

- » Bachelor's - Junior
- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **HEALTH SCIENCES/NURSING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- » Bachelor's - Sophomore
- » Bachelor's - Junior
- » Bachelor's - Senior
- » Master's - 1st year
- » Master's - 2nd year
- » Doctoral

What is the typical hourly wage for **HUMAN RESOURCES** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

- » Associate's - 1st year
- » Associate's - 2nd year
- » Bachelor's - Freshman
- »

\$/hr wage
(XX.XX)

Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **HUMANITIES/LIBERAL ARTS** (e.g., English, Language, History, etc.) majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

»
Associate's - 1st year

»
Associate's - 2nd year

»
Bachelor's - Freshman

»
Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **LAW/PARALEGAL** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

»
Associate's - 1st year

»
Associate's - 2nd year

\$/hr wage
(XX.XX)

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **MARKETING** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

» Associate's - 2nd year

» Bachelor's - Freshman

» Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **MATH/STATISTICS** majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year

»

\$/hr wage
(XX.XX)

Associate's - 2nd year

»
Bachelor's - Freshman

»
Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **PHYSICAL SCIENCES** (e.g., Biology, Chemistry, Physics, Environmental Science, etc.) majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

»
Associate's - 1st year

»
Associate's - 2nd year

»
Bachelor's - Freshman

»
Bachelor's -
Sophomore

» Bachelor's - Junior

» Bachelor's - Senior

» Master's - 1st year

» Master's - 2nd year

» Doctoral

What is the typical hourly wage for **SOCIAL SCIENCES** (e.g., Political Science, Sociology, Psychology, Social Work, etc.) majors, based on their degree/year level on their first day of work?

\$/hr wage
(XX.XX)

» Associate's - 1st year	<input type="text"/>
» Associate's - 2nd year	<input type="text"/>
» Bachelor's - Freshman	<input type="text"/>
» Bachelor's - Sophomore	<input type="text"/>
» Bachelor's - Junior	<input type="text"/>
» Bachelor's - Senior	<input type="text"/>
» Master's - 1st year	<input type="text"/>
» Master's - 2nd year	<input type="text"/>
» Doctoral	<input type="text"/>

Section 11: Employee Benefits

Which of the following employee benefits do you typically offer to your interns/co-ops?

- Please select all that apply.

	Interns	Co-ops
Dental (full or partial offering)	<input type="checkbox"/>	<input type="checkbox"/>
Service time	<input type="checkbox"/>	<input type="checkbox"/>
401(k)	<input type="checkbox"/>	<input type="checkbox"/>
Medical (full or partial offering)	<input type="checkbox"/>	<input type="checkbox"/>
Paid holidays	<input type="checkbox"/>	<input type="checkbox"/>
Planned social activities	<input type="checkbox"/>	<input type="checkbox"/>
Scholarships	<input type="checkbox"/>	<input type="checkbox"/>
Tuition reimbursement	<input type="checkbox"/>	<input type="checkbox"/>
Vacation time	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify:)	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text"/>		

Section 12: Signing Bonuses

Did you offer signing bonuses to your interns/co-ops hired between July 1, 2022 and June 30, 2023?

- No
- Yes, to our interns
- Yes, to our co-ops
- Yes, to both our interns and co-ops

Among interns and/or co-ops hired between July 1, 2022 and June 30, 2023, to which did you offer signing bonuses?

- Students' degree levels are based on the degree level at which they enrolled on their first day of work.

	Interns	Co-ops
Associate's	<input type="checkbox"/>	<input type="checkbox"/>
Bachelor's	<input type="checkbox"/>	<input type="checkbox"/>
Master's	<input type="checkbox"/>	<input type="checkbox"/>
Doctoral	<input type="checkbox"/>	<input type="checkbox"/>

What was the average bonus paid to interns and/or co-ops hired between July 1, 2022 and June 30, 2023, based on the degree level at which they enrolled on their first day of work?

- Please enter a whole number without a \$ sign.

	Interns	Co-ops
Associate's	<input type="text"/>	<input type="text"/>
Bachelor's	<input type="text"/>	<input type="text"/>
Master's	<input type="text"/>	<input type="text"/>
Doctoral	<input type="text"/>	<input type="text"/>

Thank you

You will be redirected to www.naceweb.org after you click **SUBMIT** to finalize your survey response.

We look forward to releasing the results of this survey; the report and dashboard should be ready Spring 2024.

Thank you for participating in the NACE 2024 Internship & Co-op Survey!

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