2025 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 2024-25 as those students graduating between July 1, 2024 and June 30, 2025.
- 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	○	○
Co-op program	○	○

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

	Internship	Co-op
Associate's	☐	☐
Bachelor's	☐	☐
Master's	☐	☐
Doctoral	☐	☐

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	
Co-ops	

What percentage of your **interns** hired between July 1, 2023 and June 30, 2024 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	0
Direct faculty contacts	0
Employee referrals	0

Open applications	0
Total	0

What percentage of your **co-ops** hired between July 1, 2023 and June 30, 2024 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	0
Direct faculty contacts	0
Employee referrals	0
Open applications	0
Total	0

Recruiting

Did you use any of the following **activities to recruit** interns/co-ops and, if so, how effective was each activity?

	Did not use	Used - Not at all effective	Used - Not very effective	Used - Somewhat effective	Used - Very effective	Used - Extremely effective
Recruitment advertising	○	○	○	○	○	○
Alumni referrals	○	○	○	○	○	○
In-person Career/ job/ internship fairs	○	○	○	○	○	○
Virtual Career/ job/ internship fairs	○	○	○	○	○	○
Cultivating key faculty	○	○	○	○	○	○
Job listings - career services office	○	○	○	○	○	○
Job listings - your own website	○	○	○	○	○	○
Online networking	○	○	○	○	○	○

	Did not use	Used - Not at all effective	Used - Not very effective	Used - Somewhat effective	Used - Very effective	Used - Extremely effective
On-campus information sessions	○	○	○	○	○	○
Virtual information sessions	○	○	○	○	○	○
On-campus recruiting	○	○	○	○	○	○
Virtual recruiting	○	○	○	○	○	○
Outreach to clubs, fraternities, and sororities	○	○	○	○	○	○
Referrals from current or former interns/co-ops	○	○	○	○	○	○
Referrals from current employees	○	○	○	○	○	○
Other (please specify:) ☐	○	○	○	○	○	○

Please indicate if you used any of the following **criteria to select schools at which you recruit** interns/co-ops and, if so, please indicate how important each criterion is in your school selection process.

	Did not use	Used - Not at all important	Used - Not very important	Used - Somewhat important	Used - Very important	Used - Extremely important
Accreditation of school	○	○	○	○	○	○
Diversity of student body	○	○	○	○	○	○
Executives are alumni of school	○	○	○	○	○	○
Helpfulness of career services staff	○	○	○	○	○	○
Interest of school's graduates in your organization	○	○	○	○	○	○
Location of school	○	○	○	○	○	○
Majors offered	○	○	○	○	○	○
College/university ranking	○	○	○	○	○	○
Past recruiting experience with school	○	○	○	○	○	○
Quality of programs	○	○	○	○	○	○
Reputation of school	○	○	○	○	○	○

	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	○	○	○	○	○	○
Size of school	○	○	○	○	○	○
Success of school's alumni in your organization	○	○	○	○	○	○
Other (please specify:) ☐	○	○	○	○	○	○

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	○	○	○	○	○
Communication	○	○	○	○	○
Critical Thinking	○	○	○	○	○
Equity & Inclusion	○	○	○	○	○
Leadership	○	○	○	○	○
Professionalism	○	○	○	○	○
Teamwork	○	○	○	○	○
Technology	○	○	○	○	○
Other (please specify:) ☐	○	○	○	○	○
Other (please specify:) ☐	○	○	○	○	○

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
Has held leadership position	○	○	○	○	○

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
Has done volunteer work	○	○	○	○	○
Possess key competencies critical to the position	○	○	○	○	○
Previous internship/co-op with your company	○	○	○	○	○
School attended	○	○	○	○	○
Major	○	○	○	○	○
Has been involved in extracurricular activities (e.g., clubs/sports/student government, etc.)	○	○	○	○	○
Previous internship/co-op in your industry	○	○	○	○	○
High GPA (3.0 or above)	○	○	○	○	○
Other (please specify:) ☐	○	○	○	○	○

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

	Yes	No
Interns	○	○
Co-ops	○	○

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	○	○	○	○	○
Recruiting an equitable amount of racial/ethnic/gender diversity in the cohort	○	○	○	○	○
Converting interns to entry-level hires	○	○	○	○	○

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

In which of the following modalities did your organization conduct **your previous** (2023-24 or Summer 2024) internship program?

○ Exclusively in-person
○ Exclusively virtual
○ Hybrid

In which of the following modalities is your organization conducting **your current** (2024-25) **or upcoming** (Summer 2025) internship program?

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

What was the length of **your previous** (2023-24 or Summer 2024) 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)	0
Communications (e.g., verbal or written communication with customers/clients, staff members)	0
Logistics (e.g., organizing and coordinating schedules and tasks)	0
Analytical/problem solving	0
Project management (e.g., overseeing all or part of a project from start to finish)	0
Non-essential functions (e.g., running errands)	0
Total	0

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)	0
Communications (e.g., verbal or written communication with customers/clients, staff members)	0
Logistics (e.g., organizing and coordinating schedules and tasks)	0
Analytical/problem solving	0
Project management (e.g., overseeing all or part of a project from start to finish)	0

Non-essential functions (e.g., running errands)	0
Total	0

Composition of Intern and Co-op Cohort

What is the total number of interns/co-ops in your 2023-24 cohort?

Interns	
Co-ops	

What is the total number of internship/co-op positions that were **unfilled** in your 2023-24 cohort?

Interns	
Co-ops	

Providing disaggregated data by the following demographic 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 2023-24 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		
Men		
Nonbinary		

What is the total number of interns/co-ops in your 2023-24 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	☐	☐
Black	☐	☐
Hispanic	☐	☐
International Student	☐	☐
Native American	☐	☐
Native Hawaiian or Other Pacific Islander	☐	☐
Multi-racial	☐	☐
White	☐	☐
Unknown race/ethnicity	☐	☐

What is the total number of interns/co-ops in your 2023-24 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	☐	☐
LGBTQ+	☐	☐
Veterans	☐	☐

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	○	○	○	○	○
Their prospective career pathways	○	○	○	○	○

	Never	Sometimes	About half the time	Most of the time	Always
Your organization's industry	○	○	○	○	○

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	○	○
Co-ops	○	○

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	○	○
Faculty member	○	○

Section 4: Conversion Rates

Conversion Rates for Interns/Co-ops Overall

Among the total students hired for intern/co-op positions between July 1, 2023 and June 30, 2024:

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, 2025.
- 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 2023-24 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, 2025.

- 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 2023-24 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, 2025.
- 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 2023-24 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, 2025.
- 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, 2023 and June 30, 2024?

- Please enter a whole number.

	Associate level	Bachelor's level	Graduate level
Interns	☐	☐	☐
Co-ops	☐	☐	☐

How many recruits does your organization **plan to hire** between July 1, 2024 and June 30, 2025?

- Please enter a whole number.

	Associate level	Bachelor's level	Graduate level
Interns	☐	☐	☐
Co-ops	☐	☐	☐

Hiring Changes

Between the **previous** recruiting year (July 1, 2023 to June 30, 2024) and the **current** recruiting year (July 1, 2024 to June 30, 2025), how did your intern/co-op hiring figures change?

	Increased	Stayed relatively the same	Decreased
Interns	○	○	○
Co-ops	○	○	○

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

- Please select all that apply.

☐ Potential upcoming recession
☐ Evolving labor laws/court cases
☐ The state of the market/economy
☐ Your organization's needs/resources
☐ Other (please specify:) ☐

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, 2022 to June 30, 2023.

- 5 year retention rates should be calculated for employees hired between July 1, 2017 to June 30, 2018.

	% Retained 1 Year	% Retained 5 Year
FT workers converted from your internship program	☐	☐
FT workers converted from your co-op program	☐	☐
FT workers with internship experience at another employer	☐	☐
FT workers with co-op experience at another employer	☐	☐
FT workers with no internship/co-op experience at any employer	☐	☐

Section 7: Relocation Assistance

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

	Yes	No
Interns	○	○
Co-ops	○	○

Why do you offer relocation assistance to your interns/co-ops?

- Please select all that apply

☐ To provide us with a more qualified talent pool
☐ To help us stay competitive
☐ To help us diversify our intern cohort
☐ To remove a barrier for the students
☐ ☐ Other (please specify:)

Do you believe that offering relocation assistance yields better applicants?

○ Yes
○ No
○ Not sure

What type of relocation assistance do you provide?

	Yes	No
Physical housing	○	○
Funds to cover cost of housing (previously called cost of rent)	○	○
Travel to work location (e.g., airfare, train, other transport)	○	○
Other (please specify:) ☐	○	○

How do you provide relocation assistance funds to your interns/co-ops?

- Please note: Select all that apply.

☐ We provide a fixed lump sum

☐ We reimburse costs

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	○	○	○
Co-ops	○	○	○

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?

- Please select all that apply

☐ We use a cost of living analysis
☐ We calculate based on distance from the job site
☐ We calculate a rate based on the program type
☐ We calculate a rate based on the program duration
☐ ☐ Other (please specify:)

Which of the following guidelines do you use to determine how much relocation assistance to offer to an intern?

- Please select all that apply

☐ Intern's travel distance to work location
☐ Interns who are more than a 50 mile radius
☐ Interns who are coming from out of state
☐ A flat rate for interns
☐ ☐ Other (please specify:)

Relocation Assistance #2

Why do you not offer relocation assistance?

☐ It is not within the company budget
☐ We recruit locally only
☐ We provide a sign-on bonus instead
☐ ☐ Other (please specify:)

Section 8: Non-traditional internships

Did you hire interns for micro-internships for the **past** (2023-24) 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 2023-24 cohort?

☐

Which modality was predominantly used for your micro-interns?

○ In-person
○ Virtual
○ Hybrid

Are you planning to hire micro-interns for the **CURRENT** (2024-25) or **upcoming** (Summer 2025) cohort?

○ Yes
○ No
○ Still to be decided

Did you hire high school students for internship positions for the 2023-24 cohort?

○ Yes
○ No

How many high school interns did you hire for the 2023-24 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** (2024-25) or **upcoming** (Summer 2025) 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 2023-2024 cohort?

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

☐ Accounting
☐ Actuarial Science
☐ Agricultural Science
☐ Business Administration
☐ Communications
☐ Computer Science
☐ Economics
☐ Education
☐ Engineering
☐ Finance
☐ Health Sciences/Nursing
☐ Human Resources
☐ Humanities/Liberal Arts (e.g., English, History, etc.)
☐ Law/Paralegal
☐ Marketing
☐ Math/Statistics
☐ Physical Sciences
☐ Social Sciences (e.g., Psychology, Political Science, etc.)

From which of the following degree levels/years did you hire interns for your 2023-2024 cohort?

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

☐ 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 **ACCOUNTING** 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 **ACTUARIAL 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 **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	
» 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	
» 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	
» 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	
» 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	
» 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	
» 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	
» 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	
» 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	

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 2023-2024 cohort?

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

☐ Accounting
☐ Actuarial Science
☐ Agricultural Science
☐ Business Administration
☐ Communications
☐ Computer Science
☐ Finance
☐ Health Sciences/Nursing
☐ Human Resources
☐ Humanities/Liberal Arts (e.g., English, History, etc.)
☐ Law/Paralegal
☐ 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 co-ops for your 2023-2024 cohort?

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

☐ 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 **ACCOUNTING** 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 **ACTUARIAL 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 **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	
» 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	
» 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	
» 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	
» 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	
» 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	
» 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	
» 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	☐
» 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	☐

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)	☐	☐
Service time	☐	☐
401(k)	☐	☐
Medical (full or partial offering)	☐	☐
Paid holidays	☐	☐
Planned social activities	☐	☐
Scholarships	☐	☐
Tuition reimbursement	☐	☐
Vacation time	☐	☐

	Interns	Co-ops
Other (please specify:) ☐	☐	☐

Section 12: Signing Bonuses

Did you offer signing bonuses to your interns/co-ops hired between July 1, 2023 and June 30, 2024?

○ 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, 2023 and June 30, 2024, 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	☐	☐
Bachelor's	☐	☐
Master's	☐	☐
Doctoral	☐	☐

What was the average bonus paid to interns and/or co-ops hired between July 1, 2023 and June 30, 2024, 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	☐	☐
Bachelor's	☐	☐
Master's	☐	☐

	Interns	Co-ops
Doctoral	☐	☐

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 2025.
Thank you for participating in the NACE 2025 Internship & Co-op Survey!

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