

Spring 2010 Survey of Career Center Professionals



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The Spring 2010 INTERNSHIPS.com Survey of Career Center Professionals

Project Goals

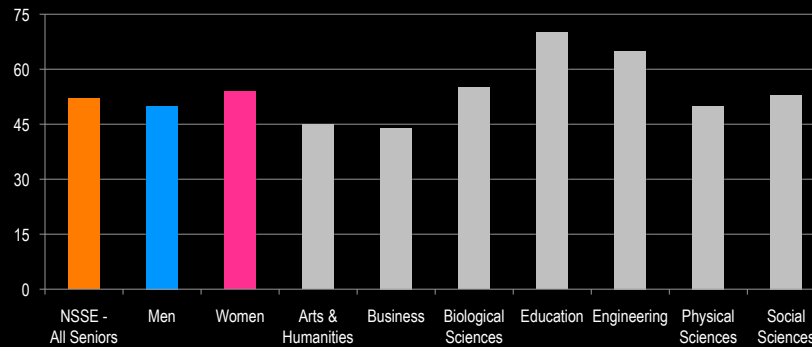
- ◆ Track trends in the market for internship opportunities for college students
- ◆ Give voice to the perspectives of career center professionals about the new Federal guidelines
- ◆ Lay the foundation for additional research about key internship issues and opportunities for students, institutions, and internship sponsors

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What Do We Know About Internships?

- ◆ *NSSE Data:* 52 pct of seniors in 4-year colleges/univ. have completed an internship: 24 pct plan to do so.

Percentage of College Seniors in Four-Year Colleges/Universities Reporting Internship, Field Work, Practicum, or Co-op Experience



Source: National Survey of Student Engagement, 2009

What Do We Know About Internships?

- ◆ *NSSE Data:* 52 pct of seniors in 4-year colleges & universities have completed an internship: 24 pct plan to do so.
- ◆ Increasingly part of the “portfolio development” experience for undergraduates
- ◆ Growing concern about the rise of unpaid internships in the for-profit sector: impact of a buyer’s market in a down economy
- ◆ Uncertain impact of the new federal guidelines, which are based on labor law and focus on for-profits

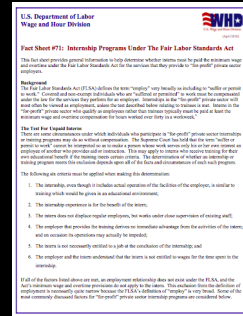
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New Federal Guidelines for Unpaid Internships

The six criteria below apply to unpaid internships at for-profits:

1. The internship, even though it includes the operation of the facilities of the employer, is similar to training which would be given in an education environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under the close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion the operations may be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

Source: US Dept of Labor, April 2010



What Happened This Spring?

- ◆ We heard/saw lots of chatter... in print and on the web
- ◆ We could not find much useful or timely data
- ◆ The voices of career center professionals were missing from the campus discussion and public discourse
- ◆ *SO WE SAID:* Let's ask the career center professionals:
 - Trends in internship postings and opportunities
 - Perspectives on the new Federal guidelines for unpaid internships

Source: Spring 2010 Survey of Career Center Professionals

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Survey Methodology

- ◆ Online questionnaire sent by email during May 2010 to career center professionals across the US
- ◆ 305 survey participants representing 283 US colleges and universities
- ◆ Participant Profile
 - 46 pct: Career Center Directors
 - 28 pct: Associate or Assistant Directors
 - 69 pct: the individual with primary campus responsibility for internships
- ◆ Campus Profile
 - 78 research/doctoral universities (56 public; 22 private)
 - 124 masters institutions (63 public; 71 private; 1 for-profit)
 - 75 baccalaureate institutions (8 public; 67 private)
 - 16 associate colleges (12 public; 3 private; 1 for-profit)

Source: Spring 2010 Survey of Career Center Professionals



Key Findings

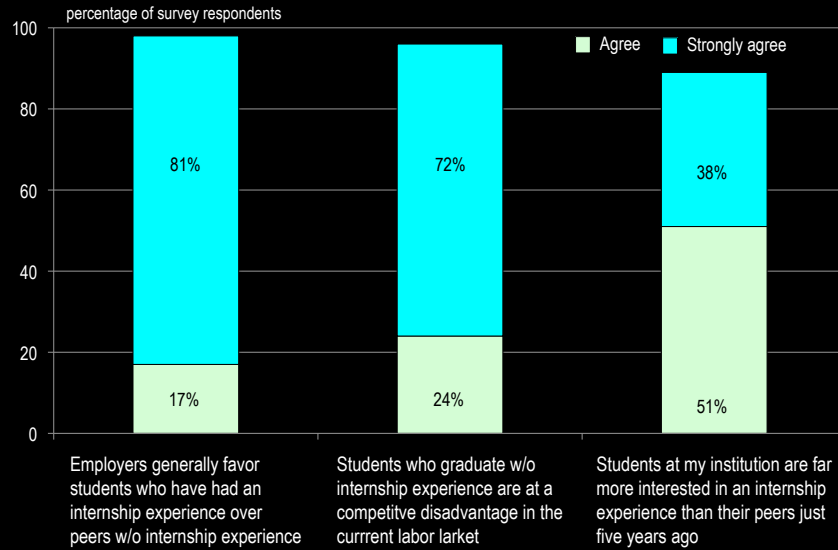
- ◆ Students who have internship experience have a significant advantage in the job market upon graduation
- ◆ Respondents report internship opportunities improving
- ◆ Mixed reaction among career center professionals to new DOL/Federal Guidelines; little initial impact on firms that sponsor internships
- ◆ Career centers focusing new efforts on alumni and on small and mid-sized businesses

Source: Spring 2010 Survey of Career Center Professionals



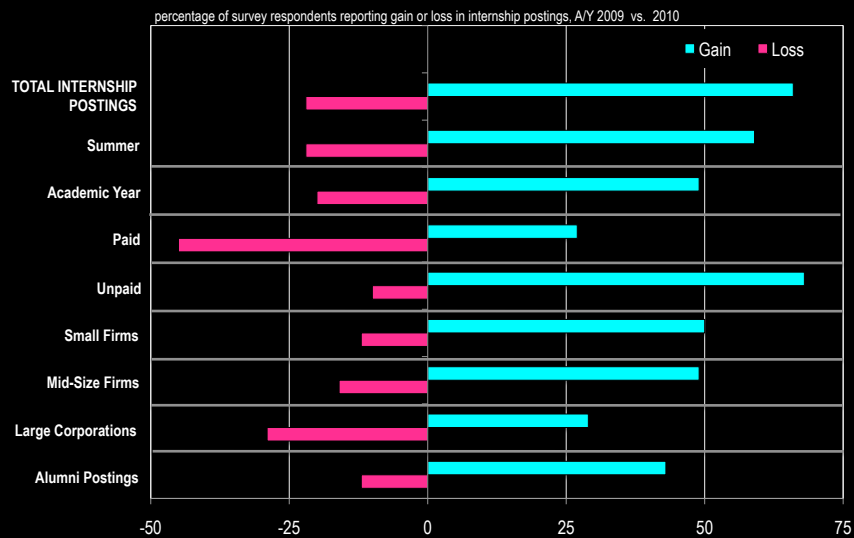
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Students Want – and Need – Internships!



Source: Spring 2010 Survey of Career Center Professionals

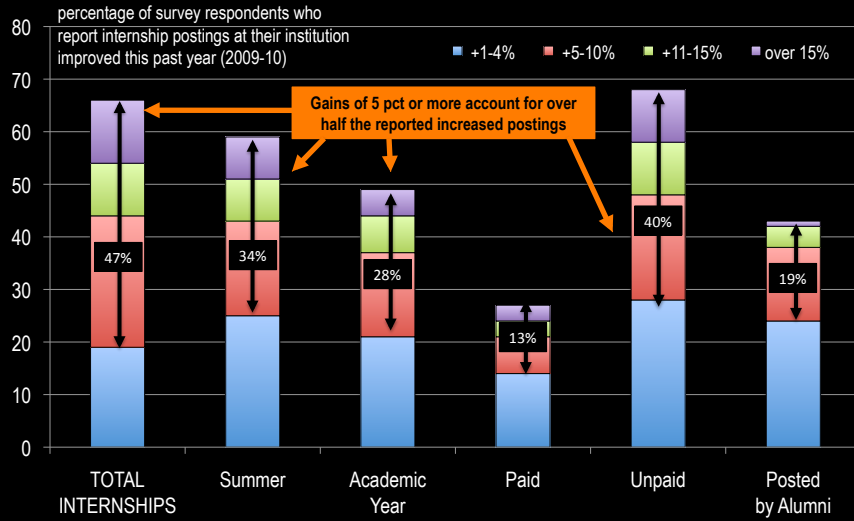
Internship Postings: Gains vs Loss Metrics - seven of nine areas post net gains



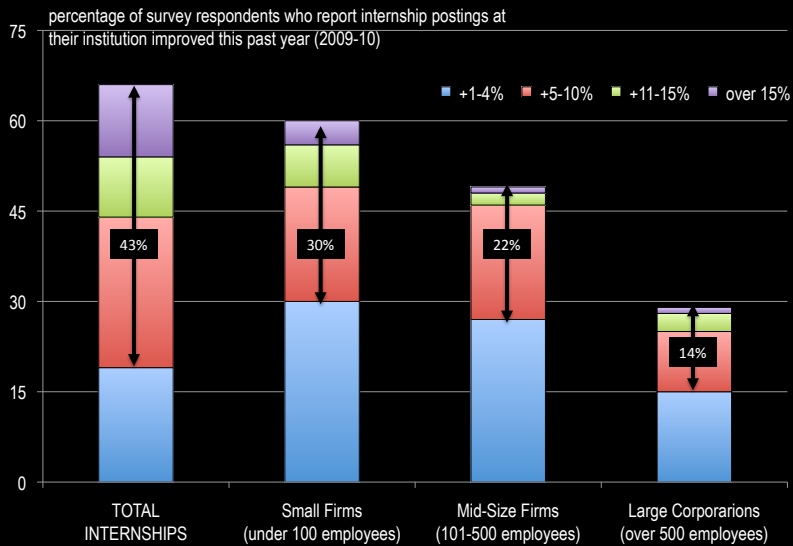
Source: Spring 2010 Survey of Career Center Professionals

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Internship Postings Are Up

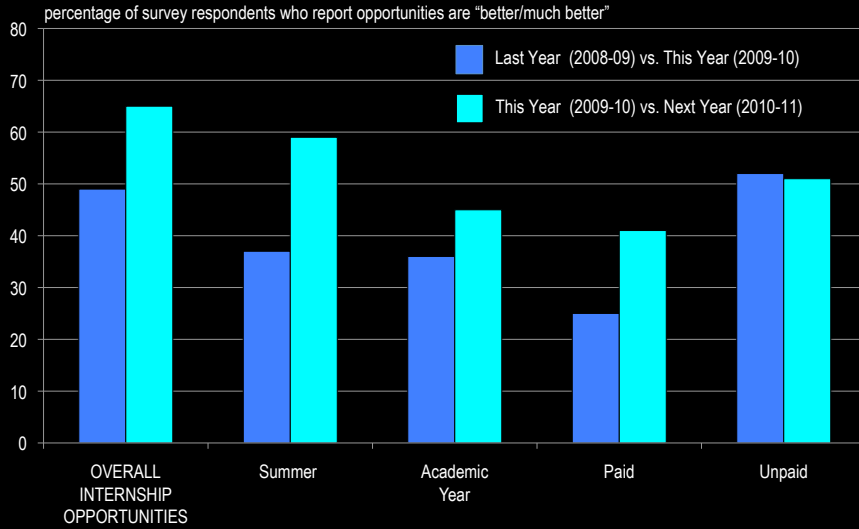


Intern Postings – by Sector



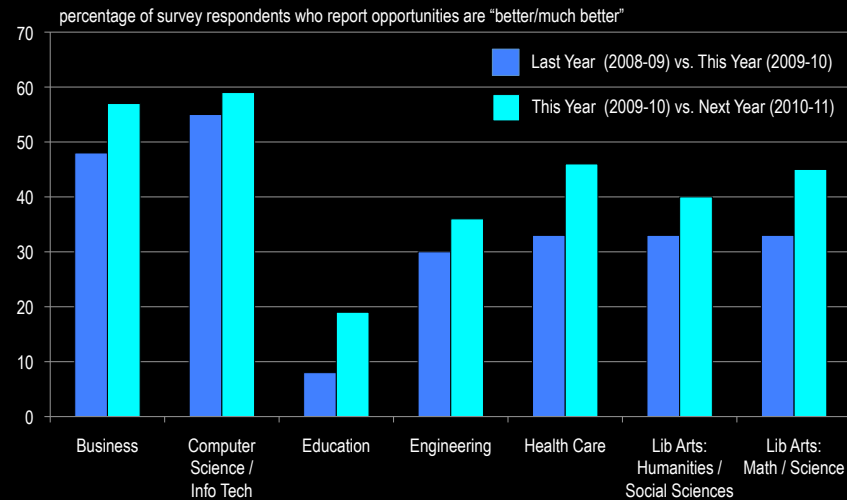
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Internship Opportunities Are Improving



Source: Spring 2010 Survey of Career Center Professionals

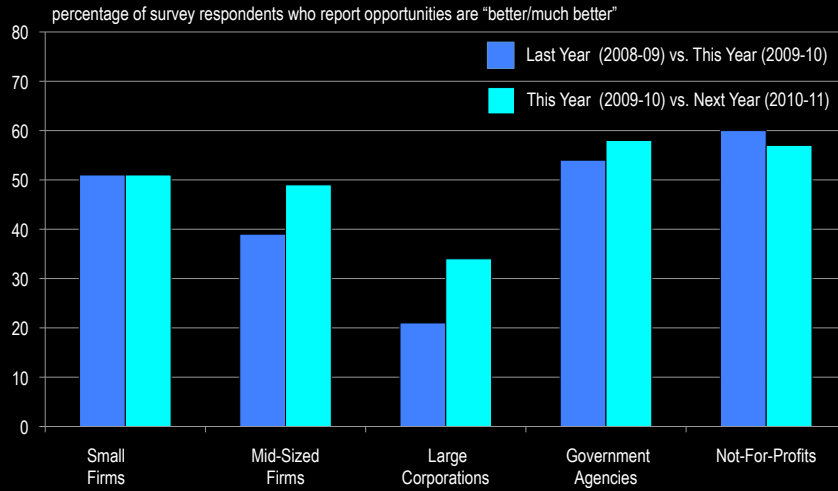
Internship Opportunities Are Improving - by college major



Source: Spring 2010 Survey of Career Center Professionals

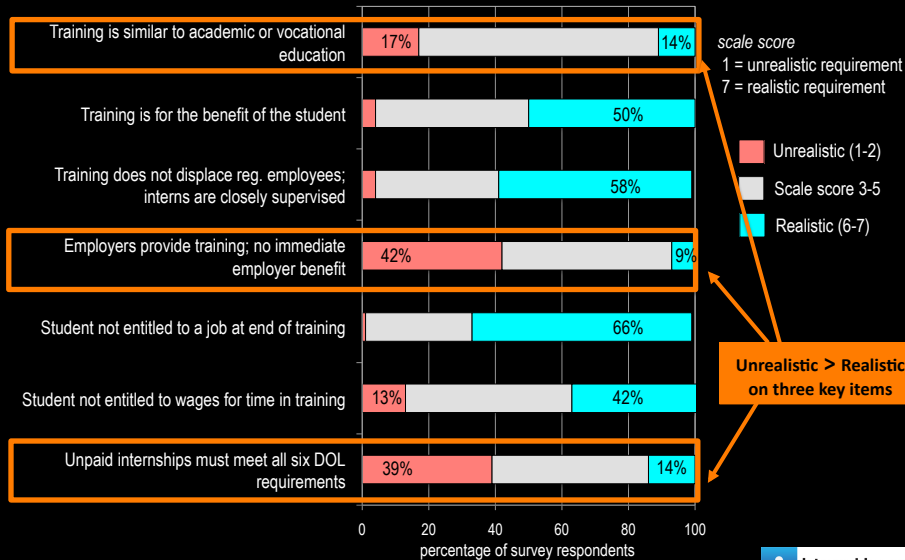
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Internship Opportunities Are Improving - by sector of the economy



Source: Spring 2010 Survey of Career Center Professionals

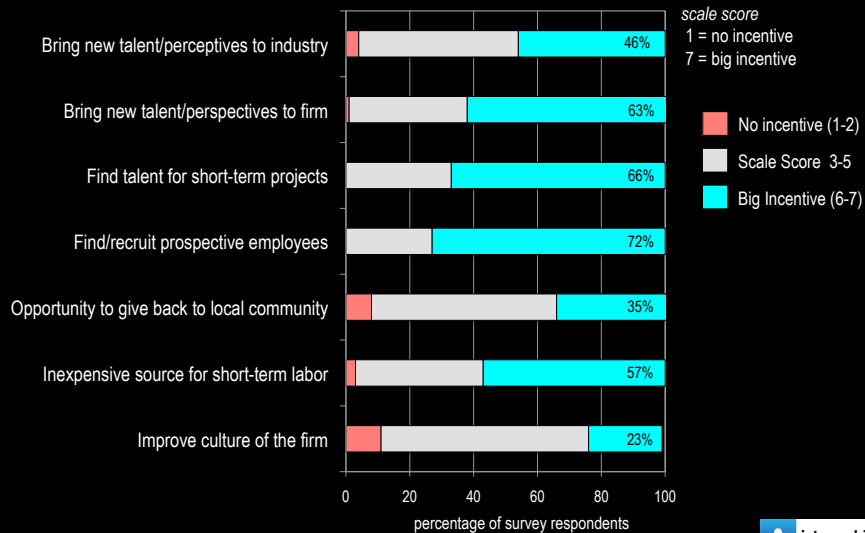
Assessment of the New DOL Guidelines for Unpaid Internships



Source: Spring 2010 Survey of Career Center Professionals

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Incentives for Small and Mid-Size Firms to Sponsor Internships



Source: Spring 2010 Survey of Career Center Professionals



Disincentives for Small and Mid-Size Firms to Sponsor Internships

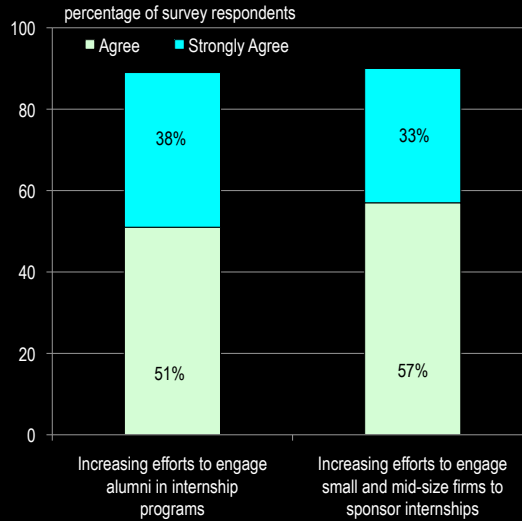


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Career Centers Are Pursuing Alumni and Smaller Firms as Internship Sponsors

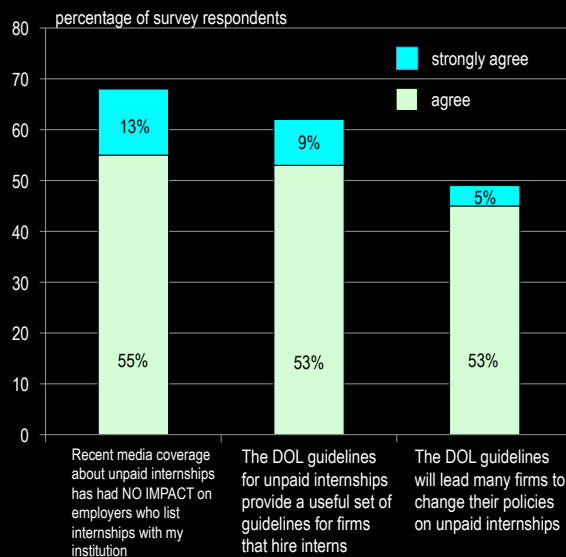


- ◆ Alumni and smaller firms are “target rich” opportunities for new internship opportunities

Source: Spring 2010 Survey of Career Center Professionals



Impact of the DOL Guidelines



The DOL guidelines are still new, but:

- ◆ 3 in 10 survey participants report impact
- ◆ *Legal issues lag practice:* some criteria are more realistic than others
- ◆ Level playing field for non-profits vs. for-profits?

Source: Spring 2010 Survey of Career Center Professionals



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What Do We Know NOW?

- ◆ Internships make a difference: *they really, really matter!*
- ◆ Postings and prospects are improving
- ◆ DOL Guidelines: law and policy lag practice; too early to assess impact of new DOL guidelines?
- ◆ Recruitment is the major incentive for sponsoring internships
- ◆ Legal issues and perceived benefits are an issue for many firms that might otherwise sponsor interns

Source: Spring 2010 Survey of Career Center Professionals

