

INTERNSHIP FACTS

67%

The percentage of College of Charleston students that participate in an internship
(The national average of 65%.)
&
The percentage of the national internship-to-job offer rate in 2017.
(National Association of Colleges and Employers)

60%

Estimated percentage of internships
and co-ops that are paid.

(Academic major and industry of internship are the best
predictors of whether or not a student participated in
employer-paid internships.)

(National Association of Colleges and Employers)

Intern Pay Rates for 2017

Bachelor's Degree

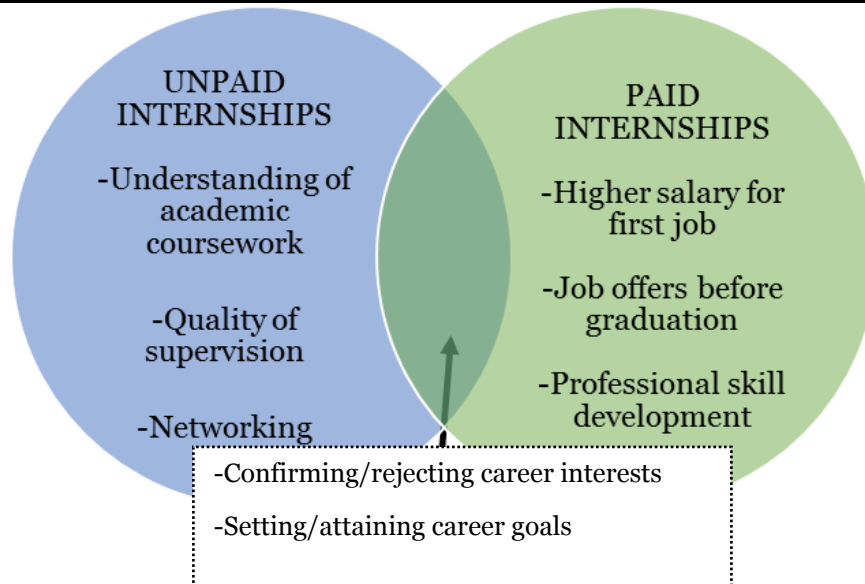
Average - \$15.67 - \$19.51

Master's Degree

Average - \$19.50 - \$28.49

(Salaries tend to increase as students ascend class years.)

(National Association of Colleges and Employers)



\$2,082

Annual salary increase difference for students who completed at least one internship (regardless of compensation) as compared to those who did not participate in an internship. Students who participated in at least one internship also received a job offer more quickly than those who did not.

3 Months or Less

Students with paid internships found a job more quickly than those who participated in unpaid internships—typically within 3 months of graduation vs. the 3-6 month range for all respondents. They also were found to have higher first-position salaries.

GPA & Total Number of Internships

Strongest predictors of initial career outcomes

Sources:

Crain, Andrew. (2016). Exploring the Implications of Unpaid Internships. *NACE Journal*.

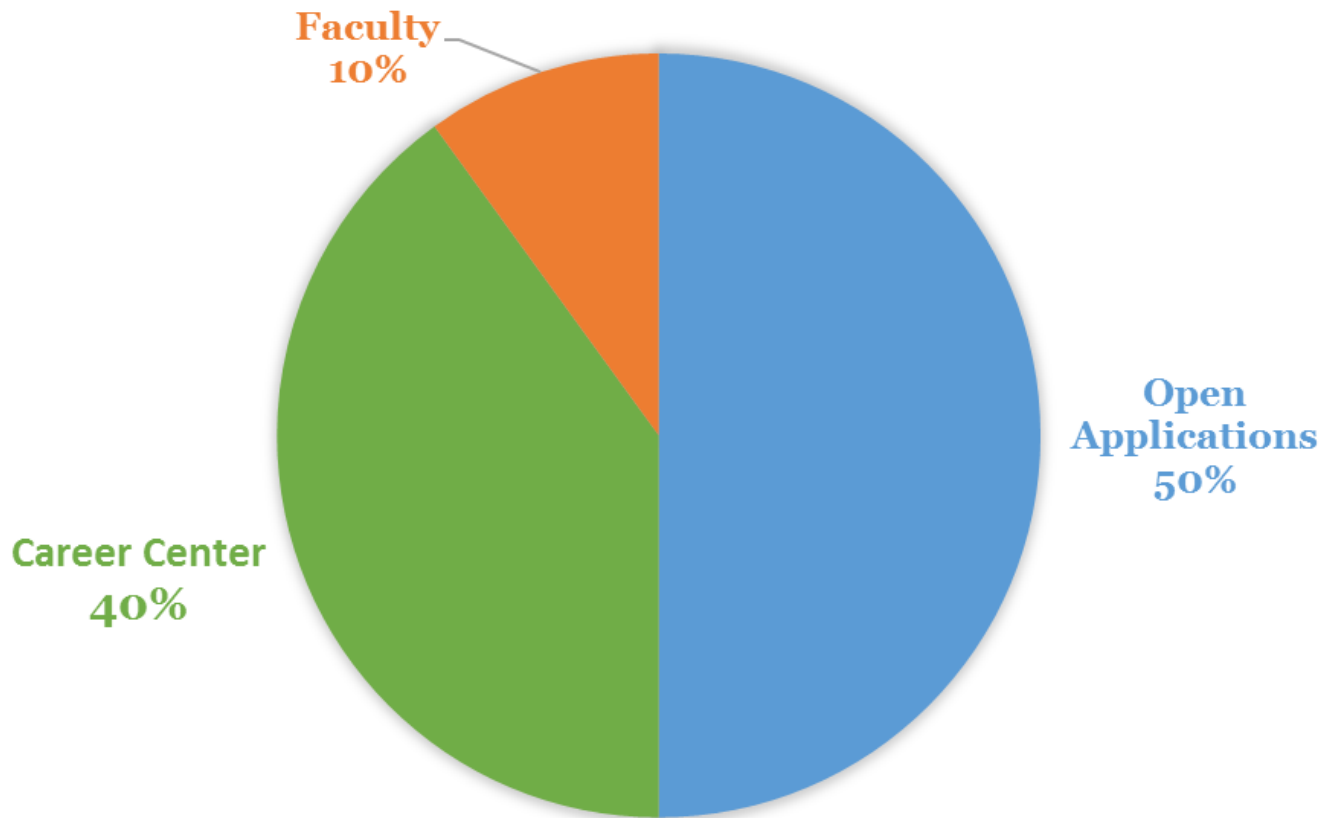
Guarise, Desalina, & Kostenblatt, James. (2018). Unpaid Internships and the Career Success of Liberal Arts Graduates. *NACE Journal*.

Lierman, Liz, Rousseau, Dyanne, Townsley, Eleanor, & Watermill, Jenny. (2017). The Impact of Undergraduate Internships on Post-Graduate Outcomes for the Liberal Arts. *NACE Center for Career Development and Talent Acquisition*.



COLLEGE of CHARLESTON
CAREER CENTER

HOW EMPLOYERS FOUND INTERNS IN 2017



MOST UTILIZED RECRUITING METHODS

- Career and Job Fairs
- Job Listings on Career Center Websites
- Job Listings on Corporate Websites
- On-Campus Information Sessions
- Referrals from Current/Former Interns and Co-ops



Sources:

NACE Staff. (2017). How, When Employers Find Their Interns and Co-Ops. *NACE Journal*.

NACE Staff. (2017). The Most Used, Effective Intern/Co-Op Recruiting Methods. *NACE Journal*.

Most Valued Workforce Skills By Employers

Communication

- Asserting my own opinion
- Communicating with a person in charge
- Expressing ideas and concepts clearly
- Listening intently
- Communicating well orally and in writing

Initiative

- Logically approaching a problem
- Requesting increased responsibility
- Adhering to deadlines
- Approaching a problem independently
- Understanding my personal ethics
- Desire to continue learning in the field

Teamwork

- Making positive use of feedback
- Respecting the needs of others in the work environment
- Collaborating on projects with other people
- Participating in meetings and group settings
- Accepting and following directions from other people
- Engaging with people whose voices, ideas and experiences are different than my own

Analytical

- Identifying the skills and resources necessary to complete a task
- Interpreting information
- Summarizing what I have learned
- Retaining new ideas
- Identifying problems

