

# 2008 ERC Intern Pay Rates Survey

Conducted by:

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# Methodology

Published in May of 2008, 50 organizations submitted data regarding their intern pay rates and practices for 2008.

## PARTICIPANT DEMOGRAPHICS

Number of Participants                      50 organizations

### Company Size

1-50	14%
51-250	58%
251-500	4%
Over 500	24%

### Industry

Manufacturing	48%
Services	35%
Non-Profit	17%

# Survey Results

## INTERN PAY RATES

General compensation practices for interns

	Percent of Employers
Intern is paid hourly	80%
Intern is paid a specified stipend	2%
Intern receives college credit	18%

Average intern pay rates by job function

	Number of Employers	Average Pay Rate
Accounting Intern	7	\$10.43
Application Developer Intern	5	\$13.60
Communications/Journalism Intern	7	\$9.50
Customer Service Intern	3	\$9.00
Database Application Intern	3	\$13.33
Development Intern	3	\$15.33
Engineering Intern	21	\$14.24
Finance Intern	5	\$10.00
Information Systems Intern	11	\$12.09
Human Resources Intern	12	\$9.92
Marketing/Advertising Intern	19	\$10.32
Operations Intern	5	\$10.60
Public Relations Intern	3	\$8.95
Quality Management/Control Intern	5	\$10.80
Research Intern	3	\$11.67

## INTERNSHIP PRACTICES

### Internship employment aspects

	Percent of Employers
Intern has a job description or set of defined responsibilities	74%
Intern does not have a job description or set of defined responsibilities	20%

	Percent of Employers
Evaluate intern's performance	89%
Do not evaluate intern's performance	11%

### Activities intern is responsible for during the course of their internship

	Percent of Employers
Special projects	64%
Exposure to subject matter experts	60%
Learning, growth, and training opportunities	58%
Workforce support	54%
Administrative tasks (data entry, filing, etc.)	54%
Examples of projects: <ul style="list-style-type: none"> <li>▪ Telemarketing projects, adjacent strategy investigation.</li> <li>▪ A lot will depend on the position. For example in HR, they could assist with recruiting/retention, recognition, compensation, open enrollment, etc. For our clinical/social work projects they could do resource projects of gathering information for clients/families, case study work, etc. It's safe to say that all interns</li> </ul>	

here have the opportunity to go past the basic administrative internships.

- Creating a web page.
- Designing and building a door for the X-Ray unit that the operators could handle more easily.
- Designing and building fixtures for specific projects.
- Developing a system to track paperwork changes.
- All interns are assigned a mentor and help support projects (to his or her ability) along with the mentor's help.
- Job descriptions form consolidation
- Internal project management
- Interns have specific goals and objectives to meet. Most positions are research based.
- All phases of new product development including, but not limited to designing, testing and creating standard operating procedures.
- Work instructions and or drafting
- Data collection in testing lab; Lean Manufacturing activities;
- Engineering projects on manufacturing floor; working with mentors and/or other engineers. Exposure to technical information, meetings, customer contact.
- Assisting in Fund Raising Projects such as the Lake County United Way Baggo Tournament and a Golf Outing we are planning for summer 08
- Website photos. Product Catalog.
- Our interns actually perform billable services under the direct supervision of Sr. Management.
- Help develop database and web-based applications, forms, research and purchase of software application, help with time studies.
- The engineering cooperative education students are assigned to a specific supervisor and project. Based upon their prior level of experience and classes they have taken, the students are given specific portions of

<ul style="list-style-type: none"> <li>the project to complete with another on site engineer.</li> <li>▪ Special projects vary depending on the need of the division...research for government advocacy, research for marketing.</li> <li>▪ Working on special digital projects &amp; events</li> <li>▪ Affirmative Action, Health Fair, 401(k) analysis of union vs. non union facilities in the organization, recruitment projects, posting jobs internally and externally, file room audit etc.</li> <li>▪ Any and all.</li> <li>▪ Varies on area their working in.</li> </ul>	
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**Benefits of having an intern on staff**

	Percent of Employers
Extra workforce support	82%
Enhanced ability to recruit young workers	56%
Increased company exposure to colleges and universities	54%
Acquisition of better talent	40%
Lower labor costs	32%
Enhanced creativity and innovation	30%
Supervisory skill development	22%

**Individuals responsible for the internship program**

	Percent of Employers
Human Resources	77%
Managers/Supervisors	23%