

**Sample the latest salary and  
benefits data for interns and co-ops!**  
Featuring salaries by major, industry, and more!

Excerpted from NACE's

# 2012 Guide to Compensation for Interns & Co-ops

**April 2012**

National Association of Colleges and Employers  
62 Highland Avenue • Bethlehem, PA 18017-9085 • 800.544.5272  
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# SAMPLE NACE'S 2012 GUIDE TO COMPENSATION FOR INTERNS & CO-OPS

Sample the salaries and benefits data NACE offers: Excerpted from the *2012 Guide to Compensation for Interns & Co-ops\**, this handout gives 1) the overview that appears in the guide; 2) four figures that illustrate how salary data are broken down; and 3) three figures that illustrate how information about benefits is presented.

The guide features salary information, broken down separately for interns and co-ops by:

- Nearly 20 majors—from business to engineering, from computer science to liberal arts/humanities and more.
- Degree—data are broken out for bachelor's and master's degree students.
- Year in school—freshman to senior, plus first- and second-year master's degree level.
- Nearly 20 industries—from accounting services to computer/electronics manufacturers, from government to utilities, from chemical manufacturers to recreation/hospitality, and more.
- By geographic region (Northeast, Southeast, Midwest, West).

You'll also find benefits information by:

- Intern or co-op
- Industry
- Region

For details about how to order the full guide, see the back cover. In addition, NACE offers current benchmarks for internship and co-op programs (see [www.nacweb.org/research/intern-co-op/2012-survey/](http://www.nacweb.org/research/intern-co-op/2012-survey/)) and a "how-to" guide on developing a top-notch internship program (see *Building a Premier Internship Program: A Practical Guide for Employers* at [www.nacweb.org/internshipguide/](http://www.nacweb.org/internshipguide/)).

For more information about these and other resources for college recruiting and relations, contact NACE at 800.544.5272 or visit the website at [www.nacweb.org](http://www.nacweb.org).

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\* The guide is based on responses from 280 organizations nationwide that took part in NACE's annual internships and co-op survey, conducted November 2011 through mid-January 2012.

## INTERN & CO-OP COMPENSATION: AN OVERVIEW

This report contains compensation (hourly wage rates) and benefits information for interns and co-ops derived from NACE's *2012 Internship & Co-op Survey*. Data were collected in a manner such that a wide scope of information was retrieved, and is not reported in its entirety in the full *2012 Internship & Co-op Survey* report. This guide provides the detailed wage rate information by academic major, class year, and degree level, along with breakouts by both industry and geographic region. (Note: In the average wage rate sections by industry, only industries where five or more data points were provided are represented. Therefore, not all industries appear at every degree and/or class level.)

Overall, wage rates for both interns and co-ops are down this year compared to last year. The average hourly wage rate for a bachelor's degree intern is \$16.21, down 2.8 percent from last year's average hourly rate of \$16.68. For master's degree interns, the overall average has decreased more significantly—by almost 10 percent—falling from \$24.21 to just \$21.93 this year.

The hourly wage rate for co-op students at the bachelor's degree level fell slightly from last year's hourly rate of \$16.46 to \$16.38, a change of less than 1 percent. But, at the master's level, the hourly pay rate has fallen 5.1 percent, dropping from \$23.65 to \$22.44. (The "good news" for co-ops is that these declines are smaller than those posted last year, when co-op bachelor's degree pay rates fell 3 percent, and pay rates for co-op master's degree students fell 6.7 percent.)

When pay rates are viewed by degree level, class year, and academic major, a clearer picture emerges. For example, overall, a master's degree intern is paid 35 percent more than a bachelor's degree intern. And, within the four years of seeking a bachelor's degree, seniors earn 26.3 percent more than their freshman cohorts, with average pay rates of \$17.57 and \$13.91, respectively. The same holds true for co-op students seeking bachelor's degrees, with freshmen earning \$14.19 compared to senior co-ops who earn \$17.92, also a difference of 26.3 percent.

By major, both intern and co-op students earning engineering and computer science degrees are paid higher wage rates than students in other disciplines, regardless of class year. At the bachelor's degree level for seniors, engineering interns average wages of \$20.79 per hour, and computer science/IT interns average \$19.10 per hour. These exceed the pay rates for all other intern majors within the senior-class level. On the other end, among paid interns, agriculture majors (\$15.71) and communications majors (\$15.91) average the lowest hourly pay rates.

For bachelor's degree senior co-ops, the wage rates for engineering and computer science/IT also top the list at \$21.03 and \$19.32, in that order. The lowest paid co-ops at the senior-class level are communications majors, with an average hourly pay rate of \$15.89, and the second lowest rates go to humanities/liberal arts majors that average \$16.13 per hour. (Note: Due to limited data on co-ops, comparisons by major should be read with caution.) 

## INTERNS

### Intern Hourly Wage Rates, by Degree and Year of Study (Bachelor's Degree)

Class	Responses	Mean
Freshman	483	\$13.91
Sophomore	698	15.36
Junior	976	16.82
Senior	808	17.57

### Intern Hourly Wage Rates, by Major, Degree, and Year of Study (Bachelor's Degree, Freshman)

Major	Responses	Percentile 25	Mean	Percentile 75
Accounting	56	\$12.29	\$13.57	\$14.61
Actuarial Science	17	12.00	14.38	18.00
Agriculture	12	11.38	13.44	16.00
Business Administration	43	12.00	13.38	14.50
Communications	30	12.12	13.25	14.29
Computer Science	45	14.00	15.67	16.15
Economics	26	12.20	13.42	14.50
Education	6	10.75	12.08	14.00
Engineering	60	13.48	15.71	17.02
Finance	45	12.50	13.58	14.50
Health Sciences	7	10.75	13.52	17.00
Human Resources	41	12.00	13.24	14.36
Liberal Arts	9	12.63	13.28	15.00
Marketing	38	12.20	13.32	14.00
Mathematics	18	11.62	13.66	15.96
Physical Sciences	19	12.73	13.45	14.95
Social Sciences	11	10.75	12.39	14.00

**Intern Hourly Wage Rates, by Major, Degree, and Industry  
(Bachelor’s Degree, Sophomore, Computer/Electronics Mfg.)**

Major	Responses	Percentile 25	Mean	Percentile 75
Accounting	10	\$15.00	\$15.87	\$16.90
Actuarial	2	16.50	18.06	19.63
Agriculture	3	11.75	15.96	19.63
Business	7	15.00	16.26	17.50
Communications	6	11.88	15.43	17.45
Computer Science	9	16.00	18.47	19.63
Economics	4	16.07	17.40	18.73
Education	2	11.75	14.13	16.50
Engineering	16	16.27	18.01	19.81
Finance	8	15.32	16.21	17.38
Health Sciences	3	11.75	15.96	19.63
Human Resources	8	15.00	15.92	16.98
Liberal Arts	2	16.50	16.98	17.45
Marketing	5	16.00	16.99	17.45
Mathematics	5	17.45	17.64	20.00
Physical Sciences	4	14.60	16.96	19.31
Social Sciences	3	11.75	15.27	17.45

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- Strategic planning—Get supply/demand, compensation, and other trends data.

**Learn more: Contact Andrea McEwen, [amcewen@nacweb.org](mailto:amcewen@nacweb.org), for details.**

**Intern Hourly Wage Rates, by Major, Degree, and Region (Master's Degree - 1st Year, West)**

Major	Responses	Percentile 25	Mean	Percentile 75
Accounting	15	\$17.00	\$21.57	\$24.90
Actuarial	6	16.00	23.29	29.00
Agriculture	6	15.25	23.17	29.00
Business	13	17.00	21.19	23.00
Communications	10	17.00	21.85	24.90
Computer Science	15	18.00	24.46	27.80
Economics	9	18.00	23.04	25.00
Education	6	15.95	21.12	20.00
Engineering	19	17.00	23.27	27.80
Finance	11	17.00	22.14	25.00
Health Sciences	6	15.95	23.28	29.00
Human Resources	9	18.00	22.06	24.90
Liberal Arts	4	15.00	23.44	31.88
Marketing	10	18.00	22.73	25.00
Mathematics	7	15.95	22.33	28.61
Physical Sciences	8	16.48	22.21	25.00
Social Sciences	6	15.25	21.00	20.00

**Benefits to Interns**

Benefits	Responses	% of Respondents
Dental	13	6.1%
Service Time	57	26.9%
401(k)	29	13.7%
Medical	19	9.0%
Paid Holiday	100	47.2%
Social Activity	139	65.6%
Scholarship	16	7.5%
Tuition	9	4.2%
Vacation	23	10.8%
No Benefits	39	18.4%

### Benefits to Interns, by Industry (Computer/Electronics Mfg.)

Benefits	Responses	% of Respondents
Dental	3	12.0%
Service Time	9	36.0%
401(k)	4	16.0%
Medical	3	12.0%
Paid Holiday	18	72.0%
Social Activity	16	64.0%
Scholarship	3	12.0%
Tuition	2	8.0%
Vacation	6	24.0%
No Benefits	5	20.0%

### Benefits to Interns, by Region (West)

Benefits	Responses	% of Respondents
Dental	0	0.0%
Service Time	8	22.2%
401(k)	4	11.1%
Medical	4	11.1%
Paid Holiday	12	33.3%
Social Activity	22	61.1%
Scholarship	2	5.6%
Tuition	1	2.8%
Vacation	3	8.3%
No Benefits	10	27.8%

## Salary Data for New College Graduates

Get actual salaries by major, occupation, industry, and more!

[www.naceweb.org/salary-survey-data](http://www.naceweb.org/salary-survey-data)

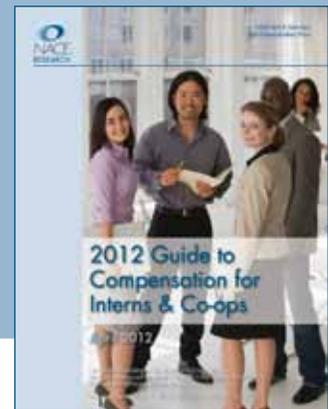
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Get the latest salaries and benefits information for interns and co-ops!

[www.nacweb.org/research/  
intern-wages-compensation/2012-survey/](http://www.nacweb.org/research/intern-wages-compensation/2012-survey/)



62 HIGHLAND AVENUE • BETHLEHEM, PA 18017-9085  
610.868.1421 • FAX: 610.868.0208 • 800.544.5272  
[www.nacweb.org](http://www.nacweb.org)