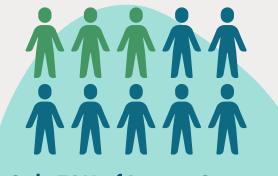
Internship Challenges Employers Face Today

We recently surveyed a range of global employers to better understand their 2020-2021 internship program outcomes as well as current and anticipated challenges for the 2021-2022 recruiting season. Average responding company size was 14,489 employees, while 30% of the respondents were also small businesses with fewer than 100 full-time employees.



Only 30% of Interns Convert to Full-time Hires

The average company's internship program size was 73 interns; however, 37% were smaller programs with fewer than 10 interns. On average across all employers, 30% of interns converted to full-time employees. 23% Increase in Intern Reneges

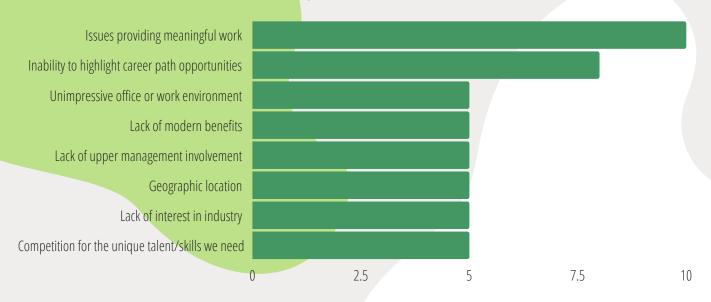
On average, 5 interns per company renege on offers per year with 23% experiencing an increase in reneges this year versus last.

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Problems Converting Interns to Full-Time Hires



Challenges Recruiting Interns

Finding more diverse talent Relocation, housing, and commute issues Finding right-fit talent

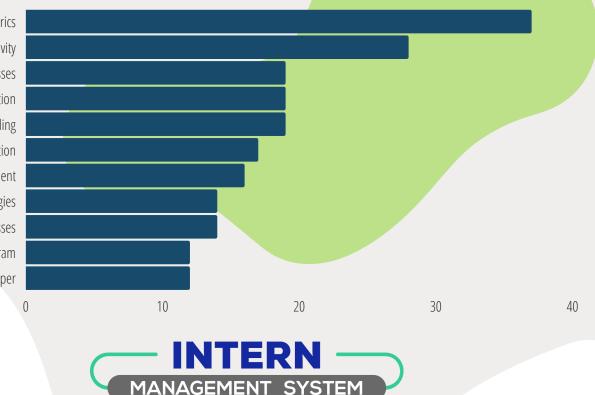
Lack of applicants to job postings Lack of brand awareness Competitive compensation and benefits Inability to highlight career path opportunities Limited technology resources Lack of upper management involvement Unimpressive office or work environment

Issues with Internship Program Management

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Collecting metricsTracking productivityInconsistent processesInconsistent communicationOnboardingTracking communicationManager engagementDisconnected technologiesInefficient processesUnable to scale programStill using too much paper



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