



# Survey Report

March 11, 2016

## 2016 Summer Work & Internship Survey Report

The following are results of the 2016 Summer Work and Internship Survey. Thank you to the 36 companies who responded. For more detailed information on this survey or best practices regarding internships, call the office at 231-759-0916.

The following information is from Michigan Internship Initiatives excellent resource *Employers Internship Toolkit* and can be found at <http://hellowestmichigan.com/hwm.site/media/quaeris/downloads/Employer-Internship-Toolkit-2014.pdf>

### General Program:

1. 16 – Companies do not hire summer work or participate in internships or co-ops.
  - 12 – Companies hire summer help.
    - 4 – Hires 1-3 employees
    - 2 – Hires 3-5 employees
    - 1 – Hire 6 employees
  - 14 – Companies participate in internships.
    - 5 – Hires 1-2 Interns
    - 4 – Hires 1-3 Interns
    - 1 – Hire 4 Interns
2. Do you hire summer interns from outside your immediate geographical area?
  - 7 – Yes
  - 12 – No
3. Do you hire summer interns from outside the state of Michigan?
  - 4 – Yes
  - 12 – No

### Relocation & Living Expenses:

Of the 5 companies who responded:

- 1 – Provide a Sign-On Bonus
- 1 – Reimburse the interns for any relocation expenses to the area (travel, hotel, meals, en route)
- 4 – Provide assistance locating suitable housing or host programs
  - 2 – Work with Baker College for housing
  - 1 - \$500/Month
  - 1 – Provide a rental house for Co-ops/interns

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**Wage Practices (Summer Work and Internship):**

1. Out-of-State differential – None reported
2. Wage differential between interns and incumbents
  - 7 – Yes
  - 8 – No
3. Wages based on:
  - 12 – Position
  - 9 – College
  - 5 – Other

**Average Wages:**

General Labor:

16 positions, 115 Employees  
Minimum Reported = \$8.50/hr  
Maximum Reported = \$14.50/hr  
Average Reported = \$15.08/hr  
No minimum college reported

Technical Labor:

13 positions, 18 Employees:  
Minimum Reported = \$13.00/hr  
Maximum Reported = \$27.36/hr  
Average Reported = \$15.86/hr  
Majority require at least 2 years of college

General Office:

2 position reported, \$11.50/hr; no minimum college reported

Technical Office:

2 positions, 2 Employees, \$10.00/hr; no minimum college reported