



Unpacking the Landscape of Internships

Carlo Salerno, PhD
Managing Director
October 11, 2024

Analyzing Internships Starts With Defining It

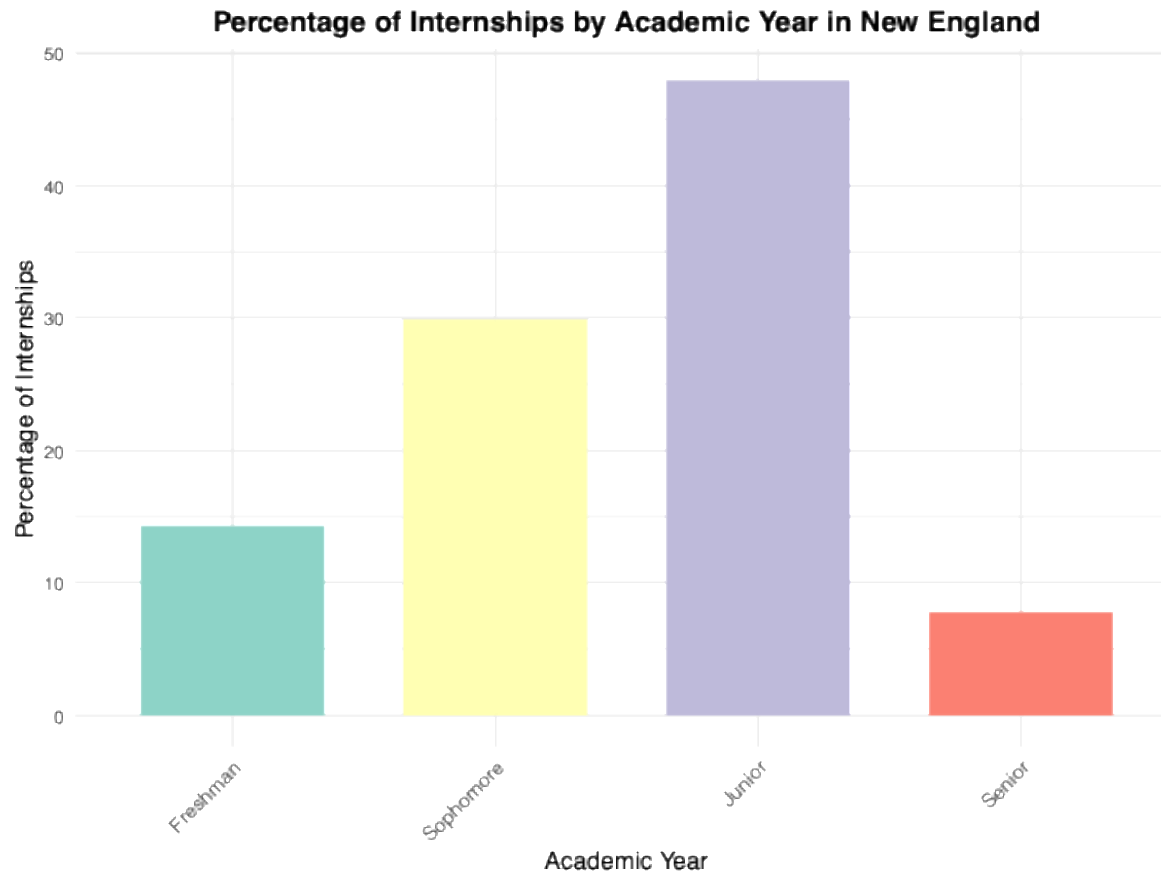
Internships are one example of a larger work-based learning ecosystem

- Internships are identified as positions held 1 to 3 years before graduation, focusing on job titles containing "intern," or similar indicators, and summer roles not related to camp counseling
- Excludes roles from specific industries (e.g., restaurants, retail) and occupations (e.g., retail salesperson, customer service) to eliminate non-career-building, part-time, or casual employment
- Does not include “mandatory” work-based experience like clinical placements or teaching assistant roles
- Titles like "sales associate," "server," "barista," and others filtered out to ensure only relevant professional experiences are included
- Focused only on BA-holders from 2015 or later*
- Approximately 1.15-million records

What We Are Learning

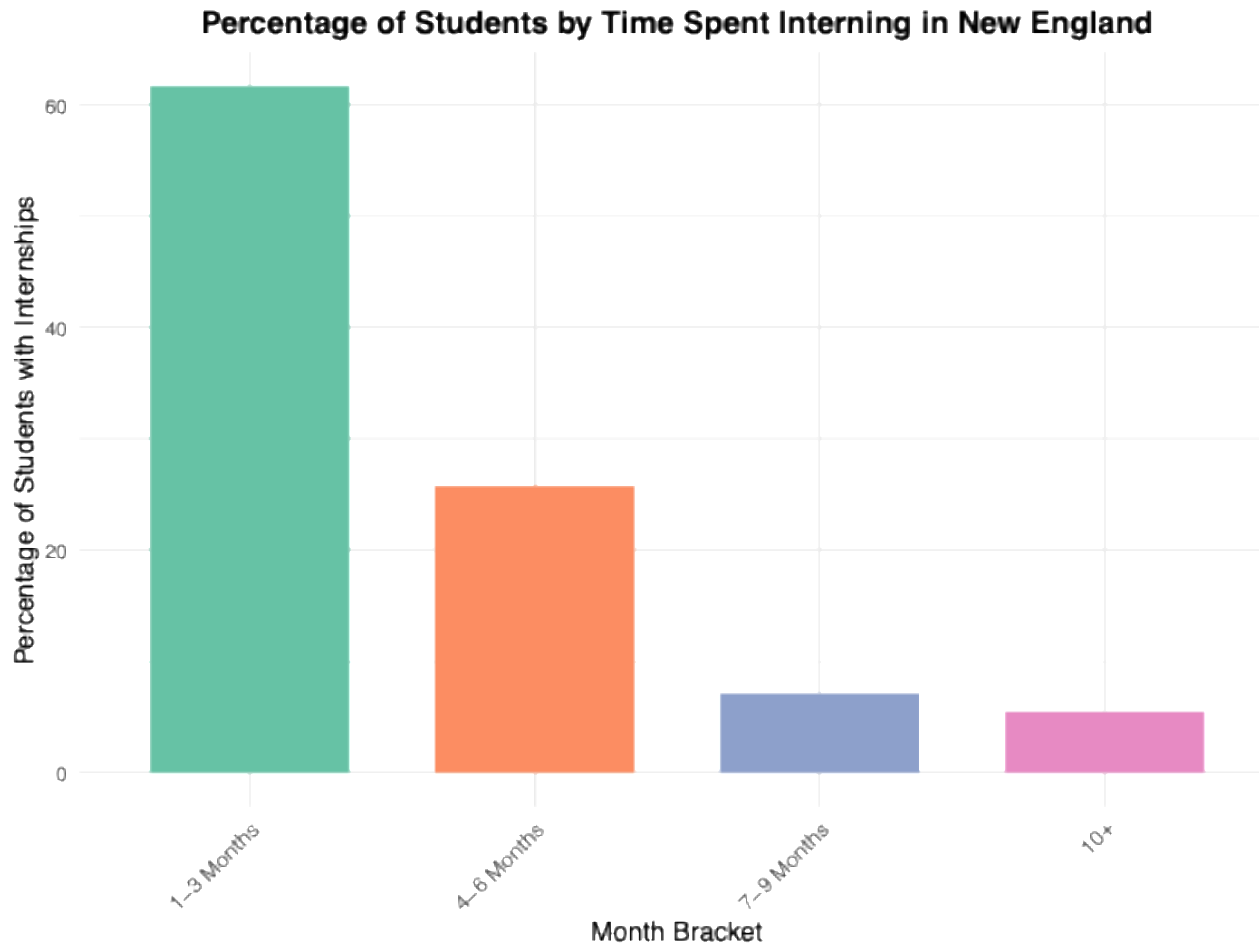
Frequency and Timing Patterns Suggest That Internships Quasi-Capstone Degree Programs

Most Students Complete Just One Internship And Most Often it Happens During Their Junior Year



Time Spent in Internship Roles is Often Brief

Regardless of how many students pursue, 3 out of 5 grads only spend up to three months in their internship positions



Nationwide, Most Grads Report Internships in Business and Software Engineering

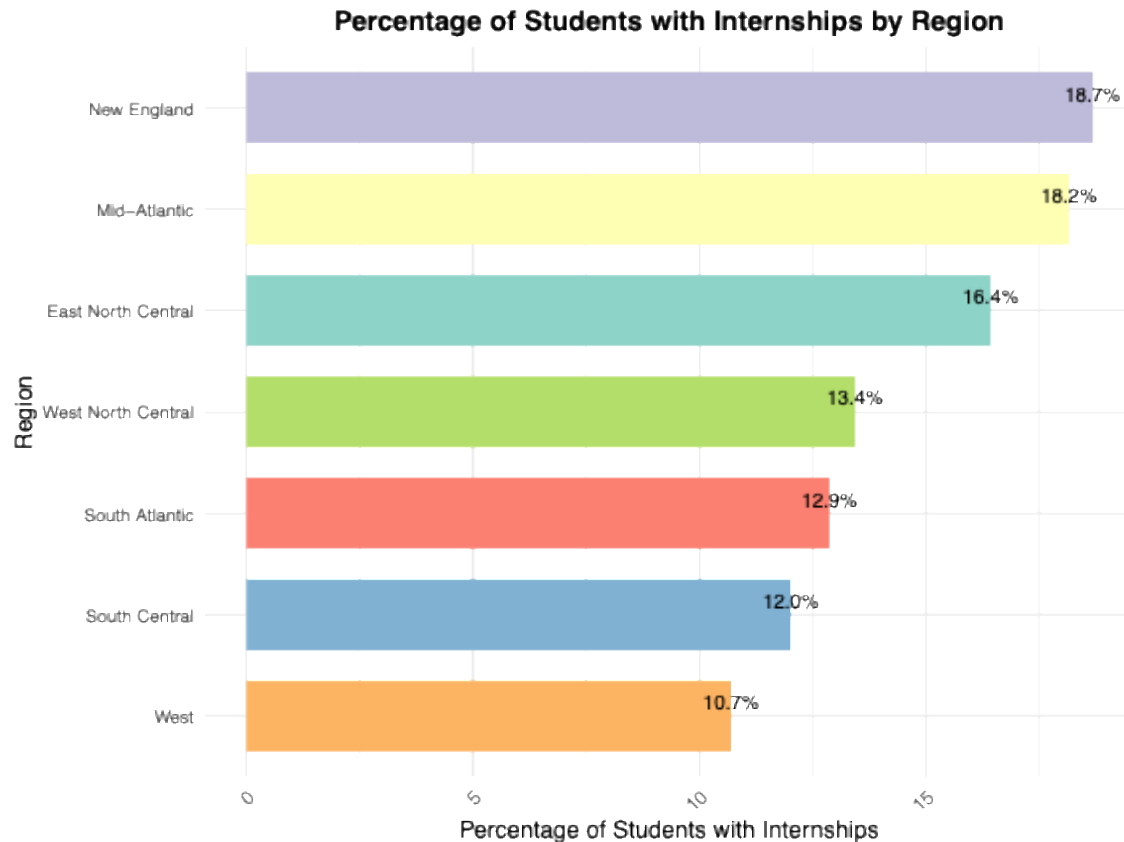
Management and accounting firms represent the largest employers though technology and media companies follow closely behind

Raw Job Title	Percentage
intern	10.68
marketing intern	2.64
summer intern	2.52
engineering intern	1.49
software engineering intern	1.11
accounting intern	0.95
software engineer intern	0.80
summer analyst	0.73
mechanical engineering intern	0.72
finance intern	0.71
internship	0.68
public relations intern	0.66
human resources intern	0.58
research intern	0.57
audit intern	0.52
student intern	0.52
investment banking summer analyst	0.51
sales intern	0.50
tax intern	0.45
graphic design intern	0.43
communications intern	0.41
operations intern	0.38
development intern	0.36
design intern	0.36

Employer	Percentage
PricewaterhouseCoopers	0.77
Bank of America	0.67
Ernst & Young	0.61
Deloitte	0.57
JPMorgan Chase	0.54
General Electric	0.52
Morgan Stanley	0.49
KPMG	0.44
Goldman Sachs	0.43
Amazon	0.43
Disney	0.42
NBC	0.37
Microsoft	0.37
UBS	0.32
Google	0.31
Boeing	0.31
Northwestern Mutual	0.29
U.S. Department Of State	0.28
IBM	0.27
Ge Aviation	0.25
Wells Fargo	0.24
Citigroup	0.24
Enterprise Rent-A-Car	0.24
Lockheed Martin	0.24
Northrop Grumman	0.23

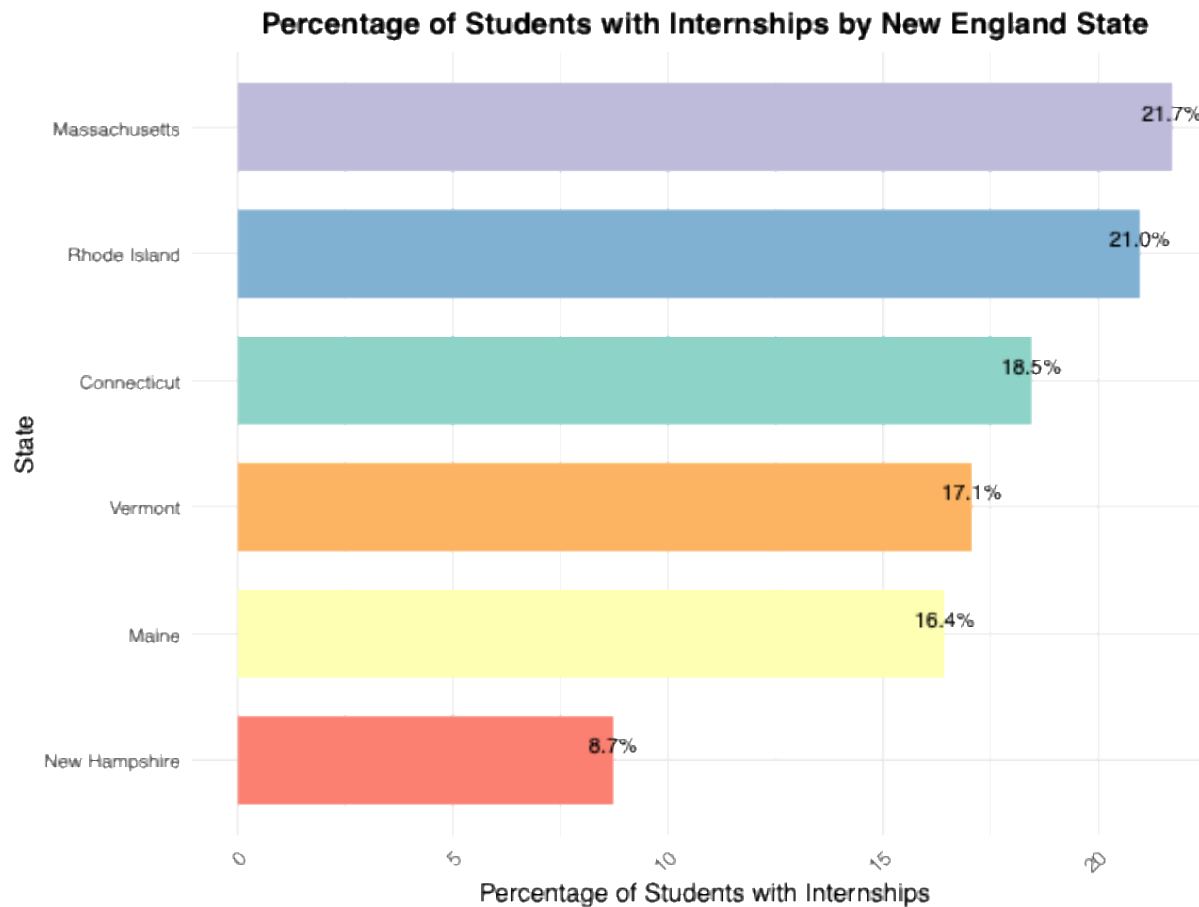
Nationwide, The Share of Grads With Internships is Not Uniformly Distributed

Almost twice as many college grads in New England report having internships compared to grads in the West. What drives the disparity?



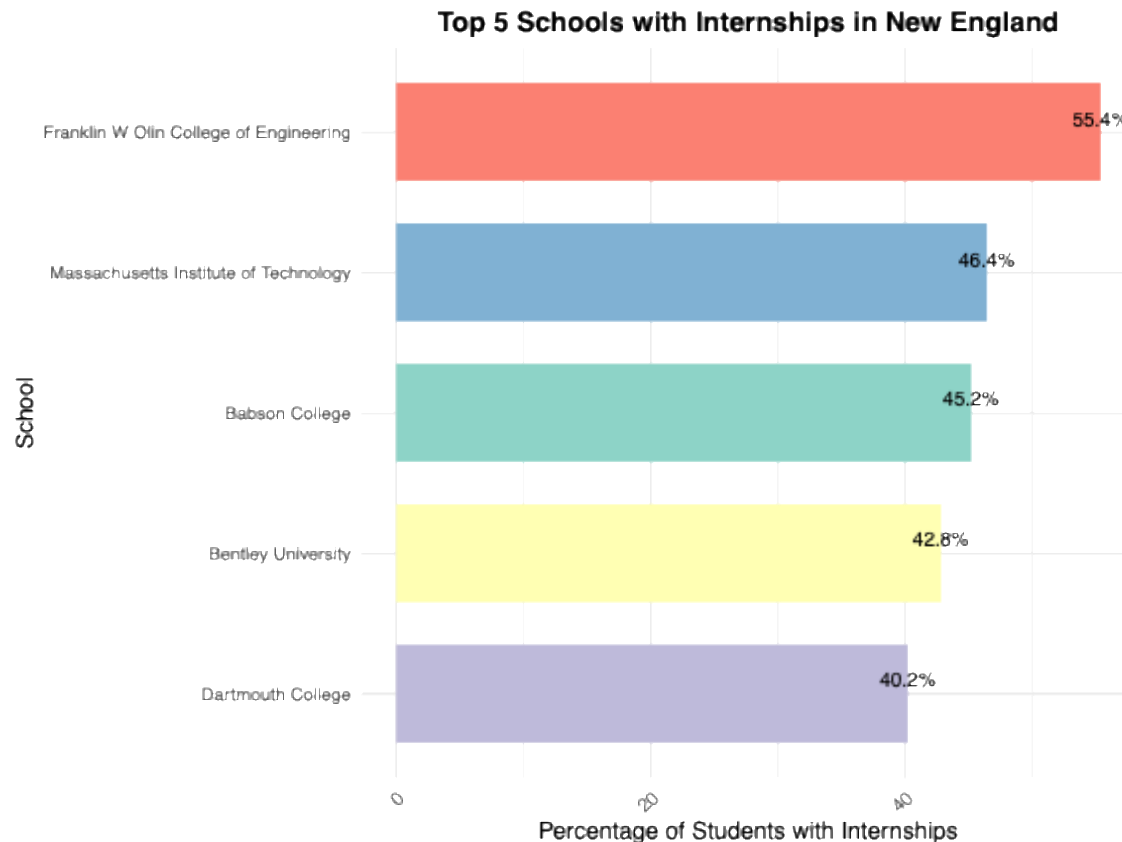
Among New England States a Similar Pattern

Nearly 1 in 5 graduates are from Massachusetts while in New Hampshire it is less than 1 in 10



Identifying Internship Intensity as a First Step Toward Identifying What Drives Usage

Engineering and liberal arts schools clustering at the top within New England highlight two ends of the internship value spectrum



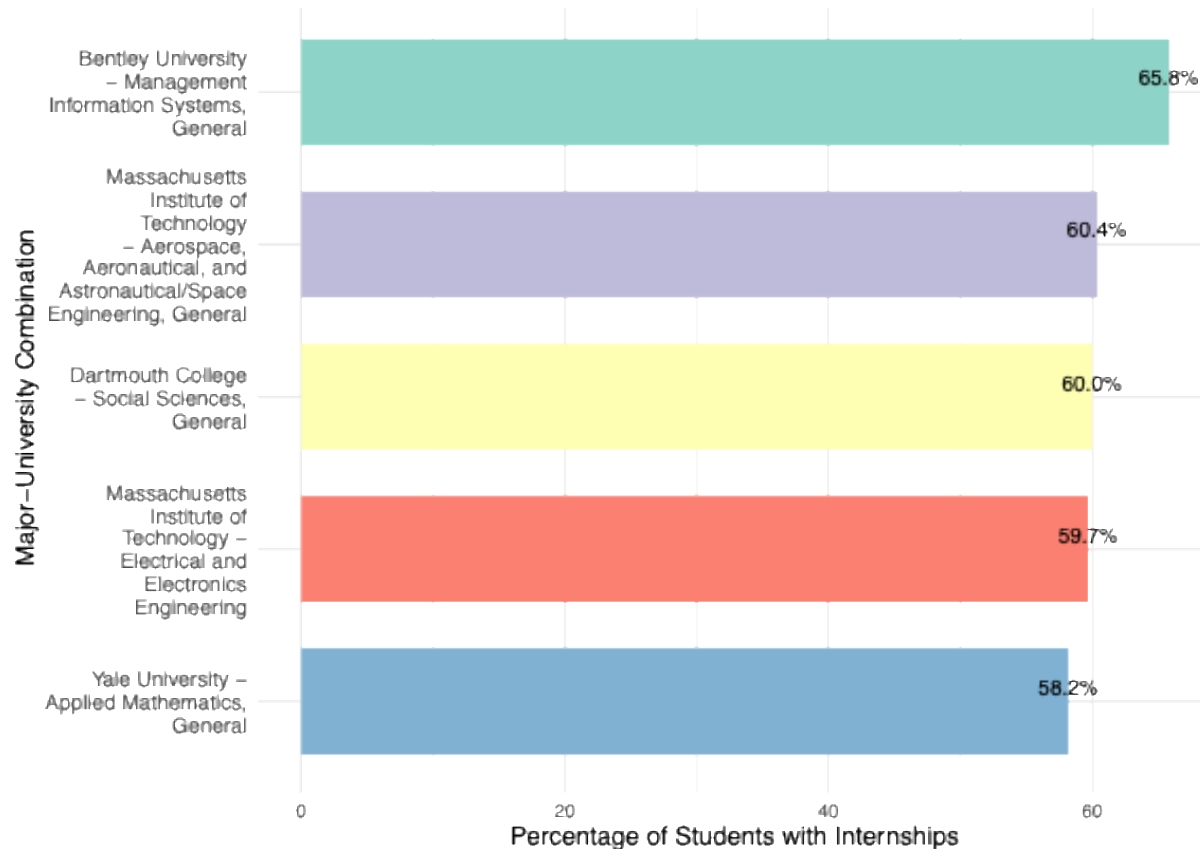
New England Business, Engineering Grads Report Highest Internship Participation Rates

In aerospace engineering and linguistics, the share hovers above 50% while business-related majors often see shares near 40%

cip6_2020_name	percentage
Aerospace, Aeronautical, and Astronautical/Space Engineering, General	54.1
Applied Linguistics	50.0
Energy Systems Engineering, General	42.9
Materials Science	41.5
Mathematics and Computer Science	41.1
Management Science	41.0
Business/Managerial Economics	40.1
Actuarial Science	40.0
Management Information Systems, General	39.3
Applied Statistics, General	38.9
Biological/Biosystems Engineering	38.5
Communication Management and Strategic Communications	38.1
Economics, General	38.1

Some New England School/Program Combos See Exceptionally High Participation Rates

Elite schools delivering training that often leads into high-paying roles later seem to realize the value internship participation endows on grads



Internships Not Only Offer Better Odds at College-Level Work, But Better Salaries Too

While we continue to refining our modeling, several patterns and trends are emerging that can have implications for policy and practice

- After controlling for school, graduation year, years of work experience and college major we estimate there is approximately a 13 percent wage premium to having held an internship
- Returns for internships held during the junior year yield the highest salary returns; those during freshman and senior years the lowest
- Race and gender salary premia differentials exist but hard to disentangle from correlating factors
- Premiums rise with the number of internships students hold
- The salary returns on "pipeline" internships are significantly higher
- Salary premiums across majors can differ greatly

Not All Internship/Major Combinations Are Created Equal

Comp science grads having internships experience more than a 20% wage lift, doubling internship value for marketing and mech engineering grads

Visualizing the Returns to Internships: Major

