

ISE Internships Survey 2018

Welcome to the ISE Annual "Hot Topic" survey, on a subject of current interest to the industry.

We typically get over 140 employer responses, and this year we are focussing on internships and interns.

The survey contains four sections and should take less than 15 minutes with data to hand.

Online responses are due by **11 May** and findings will be shared at the ISE Student Recruitment Conference in July.

As usual, no organisation will be identified in the results.

Q1 Please enter your details so we can validate responses if need be:

Name

Email

Job title

Employer

For the purposes of this survey, an **internship** is defined as a 2-13 week opportunity, typically over a vacation period. These are sometimes called **summer placements**. We are excluding internships for mature staff

Q2 What share of your 2018 interns are paid?

- All
 Most
 Some
 None

Q3 Which year groups were part of your 2018 intern intake?

Please tick any that apply.

- Don't know
 First year students
 Second year students
 Penultimate year students
 Graduate leavers

Please enter any comments here. *Note: we may use anonymised comments in the report to add insight.*

Q4 What is the typical length of your 2018 internships in weeks?

- 2
- 3-4
- 5-6
- 7-8
- 9-10
- 11-12
- Other (please specify)

Please enter any comments here:

Section 1 of 4: Headline metrics

For help with any questions email info@ise.org.uk or ring 020 7033 2460.

Q5 How many interns joined your UK organisation in these years?

Please enter "dk" if you don't know.

2018

2017

Q6 What is the weekly salary of your interns?

If you pay the National Minimum Wage (£7.38/hr), National Living Wage (£7.83/hr) or London Living Wage (£10.20/hr), please specify this.

This online tool can be used to calculate pay rates for a 40hr week:

<https://wageindicator.co.uk/main/pay/hourly-pay-converter>

2018 - £/week

2017 - £/week

Q7 What are your estimated total recruitment budgets for interns?

Please enter totals in pounds, "no centralised budget" if no budget, or "dk" if you don't know. Include spend on outsourced services. Exclude spend on staff salaries and intern salaries.

2018

2017

Q8 What are the main reasons your organisation recruits interns?

Please tick up to THREE only.

- N/A - no interns recruited
- To meet immediate business needs
- To build a pool of future graduate talent
- To market the company brand on campus
- To help close skills gaps for graduate hires
- To help improve the diversity of graduate hires
- As a form of social outreach, to give students work experience in the sector
- Other (please specify)

Please enter any comments here on **any** of the questions above:

Section 2 of 4: Intern characteristics

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Q9 What types of social mobility information are you tracking for interns in 2018?

Please tick all that apply.

- N/A - not tracking any socio-economic information
- State schooling
- Free school meals
- First-generation graduate
- Parental occupation
- Other (please specify)

Please enter any comments here:

Q10 What is the diversity of your 2018 interns?

Please fill in what you can. Use percentages e.g. "25%", rather than "25". Please enter "dk" if you don't know.

"BAME" means Black, Asian, and Minority Ethnic.

% female

% BAME

% state-schooled

Please enter any comments here:

Q11 What is the diversity of your 2017 interns?

Please fill in what you can. Use percentages e.g. "25%", rather than "25". Please enter "dk" if you don't know.

"BAME" means Black, Asian, and Minority Ethnic.

% female

% BAME

% state-schooled

Please enter any comments here:

Q12 What share of your 2017 interns received graduate job offers in 2018?

Base this on 2018 graduate job offers to date. Please enter your answers as percentages e.g. "25%" not "25". Enter "dk" if you don't know.

% who re-applied

% who were given offers

% who accepted offers

Please enter any comments here:

Q13 Where are your 2018 UK interns based?

Leave a row blank if no interns were recruited into that region.

Please enter "dk" in the comment box if you don't know. The sum of the regions should equal the overall total.

Overall

London

South East

South West

East of England

East Midlands

West Midlands

North West

Yorkshire and Humberside

North East

Scotland

Wales

Please enter any comments here:

Section 3 of 4: Recruitment processes

For help with any questions email info@ise.org.uk or ring 020 7033 2460.

Q14 How do you connect with universities to market your internships?

Please tick any that apply.

- N/A - no formal links with universities
- Visits but no partnerships
- Ongoing partnership with central careers service to market internships
- Ongoing partnership with university department to market internships
- Targeting specific demographics within universities e.g. female students
- Offer a set number of internships for students from particular universities
- Other (please specify)

Please enter any comments here:

Q15 How did you market your 2018 internship vacancies?

Please tick all rows.

	N/A - don't use this	In-house delivery	Outsourced delivery	Mixture
Via company in-house staff e.g. word of mouth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Print media e.g. brochures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate Talent Pool website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online jobs board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other online marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing to parents of interns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please enter any comments here:

Q16 How did you select your 2018 interns?

Please tick all rows.

	N/A - don't do this	In-house delivery	Outsourced delivery	Mixture
CV screening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Bespoke online application	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone interviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Video interviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychometric tests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment centres	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Final competency-based interviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Final strengths-based interviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please enter any comments here:

Q17 What are the components of your 2018 internships?

Please tick any that apply.

- Business tasks
- Job shadowing
- Paid travel expenses
- Paid accommodation
- Induction
- Soft skills training
- Technical skills training
- Performance appraisals
- Mentoring
- Other (please specify)

Please enter any comments here:

Section 4 of 4: Post-internship activity, and the future

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Q18 What do you offer interns after their internship programme finishes?

Please tick any that apply.

- N/A - nothing specific
- References
- Financial incentives to return
- Graduate job offer on completion of internship
- Fast-track to graduate assessment centre if they re-apply
- Chance to be an ambassador for your organisation on campus
- "Keep warm" activity to keep them engaged with your organisation
- Other (please specify)

Please enter any comments here:

Q19 Do your graduates who are former interns do any of the following, compared to other graduate hires?

Please tick any that apply.

- N/A - none of the below
- Don't know
- Perform better in graduate selection processes
- Perform better on-the-job *during* graduate development programmes
- Perform better on-the-job *after* graduate development programmes
- Stay longer
- Other (please specify)

Please enter any comments here:

Q20 Over the next year, what do you expect your top challenges to be in relation to internships?

Enter up to three answers.

1.

2.

3.

Q21 Over the next year, how do you expect the apprenticeship levy to affect your internship programme/s?

- Don't know
- No impact on hiring volumes
- No impact on hiring volumes - but reduced investment in interns
- Fewer interns hired
- Other (please specify)

Please enter any comments here:

Q22 Did you change any aspects of your internship programme/s in 2018?

Please tick any that apply.

- N/A - no changes - the same as previous years
- Attraction & marketing
- Selection & assessment
- Training & development
- Management & performance appraisal
- HR/stakeholder engagement
- Other (please specify)

Please enter any comments here:

Q23 [Optional] Any other general comments on this survey, your responses, or future trends?

Please ensure you have completed as much as possible.

Please submit online by **5pm Friday 11 May**.

Your insight is invaluable and we are excited about sharing the trends with you in July.