

APRIL 2021
\$230 NACE MEMBER
\$360 NONMEMBER

2021 GUIDE TO COMPENSATION FOR INTERNS & CO-OPS



NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS
www.naceweb.org

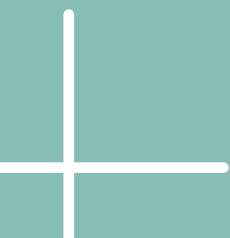
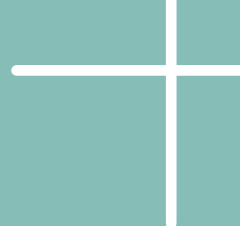


TABLE OF CONTENTS

ABOUT THE COMPENSATION GUIDE	2
OVERVIEW OF COMPENSATION FOR INTERNS AND CO-OPS	3
INTERNS	4
Intern Hourly Wage Rates, by Degree and Year of Study	
Intern Hourly Wage Rates, by Major, Degree, and Year of Study	
Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study	
Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study	
Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study	
CO-OPS	43
Co-op Hourly Wage Rates, by Degree and Year of Study	
Co-op Hourly Wage Rates, by Major, Degree, and Year of Study	
Co-op Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study	
Co-op Hourly Wage Rates, by Industry, Major, Degree, and Year of Study	
Co-op Hourly Wage Rates, by Region, Major, Degree, and Year of Study	
EMPLOYEE BENEFITS	50
APPENDIX	52
Regional Groups Defined by State	
Responding Organizations	

ABOUT THE COMPENSATION GUIDE

NACE's *2021 Guide to Compensation for Interns & Co-ops* provides wage and benefits information and is based upon data provided by the employers that responded to NACE's *2021 Internship & Co-op Survey*. A total of 227 NACE members responded to the survey—which was conducted from December 9, 2020, to February 5, 2021—for a response rate of 25.7 percent. The *2021 Internship & Co-op Survey* was also distributed to nonmember companies, from which an additional 39 responses were received. (See the Appendix for a list of respondents.)

Please note: Data was calculated based on the number of respondents to the corresponding question.

Data is based on the 2020-21 academic year and the student's degree/year level corresponds with their degree/year level on the first day of their internship/co-op.

Respondents were provided with the following definitions of internships and co-ops:

- **Internships** are typically one-time work or service experiences related to the student's major or career goal. The internship plan generally involves students working in professional settings under the supervision and monitoring of practicing professionals. Internships can be paid or unpaid, and the student may or may not receive academic credit for performing the internship.
- **Cooperative education programs, or co-ops**, provide students with multiple periods of work related to the student's major or career goal. The typical program plan is for students to alternate terms of full-time classroom study with terms of full-time, discipline-related employment. Since the program participation involves multiple work terms, the typical participant will work three or four work terms, thus gaining a year or more of career-related work experience before graduation. Virtually all co-op positions are paid and the vast majority involve some form of academic credit.

NACE RESEARCH STAFF

Edwin W. Koc, Director of Research, Public Policy, and Legislative Affairs

Joshua Kahn, Assistant Director of Research and Public Policy

Andrea J. Koncz, Research Manager

Angelena Galbraith, Research Associate

Anna Longenberger, Research Assistant

2021 INTERNSHIP & CO-OP SURVEY REPORT

The companion to the *2021 Guide to Compensation for Interns & Co-ops* explores key aspects of employers' internship and co-op programs, including hiring projections, conversion, retention, compensation (wages and benefits), recruiting strategies, and program structure. For more information, see the NACE Store: www.naceweb.org/store.aspx.

OVERVIEW OF COMPENSATION FOR INTERNS AND CO-OPS

Since 2014, there has been constant growth from year to year in the average hourly wage for bachelor's-level interns. For this year, despite COVID-19, the average hourly wage earned by interns is \$20.76, which is up \$1.22 from last year. This represents the highest hourly wage reported for interns. (See Figure 1.)

The fields of study with the highest average hourly wages for bachelor's-level interns are actuarial science, computer science, engineering, and math/statistics. The lowest wage rates are found in the agriculture, communications, and human resources fields.

Bachelor's-level co-ops have had much more inconsistent hourly wages than their counterparts, characterized by years with steep increases and others with minor decreases. This year, the average hourly wage has climbed again by 44 cents to \$20.20, representing a new high. (See Figure 2.)

Similar to their intern counterparts, the fields of study with the highest average hourly wages for bachelor's-level co-ops are computer science, engineering, math/statistics, and physical sciences. The lowest average hourly wages for co-ops are within the agriculture, finance, and human resources fields.

FIGURE 1: MEAN HOURLY WAGE RATES FOR BACHELOR'S-LEVEL INTERNS: 2011-21

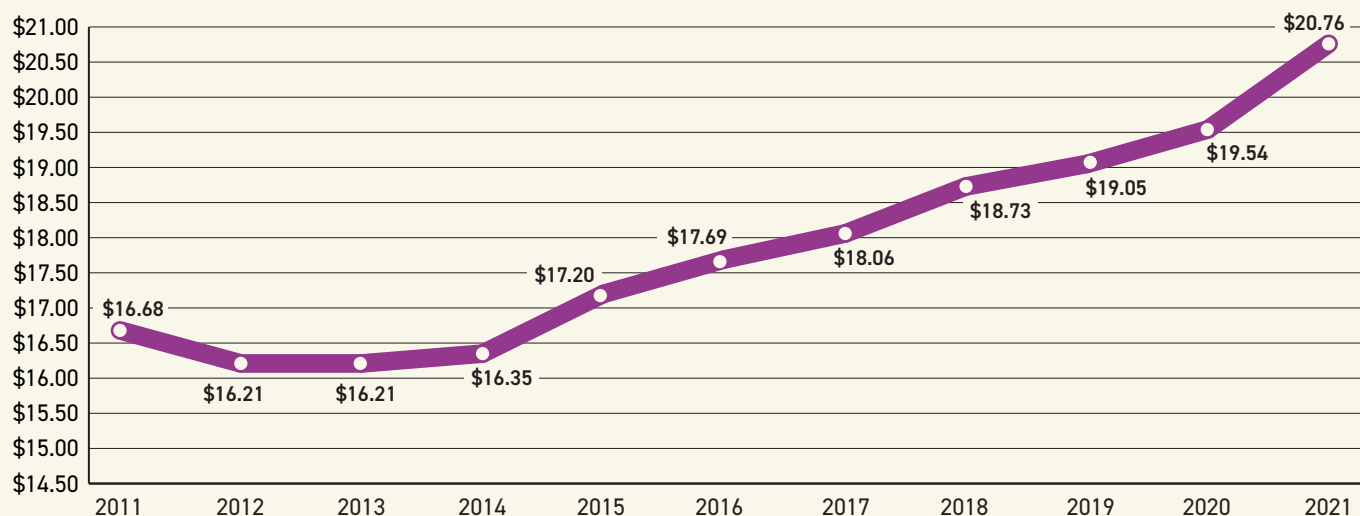
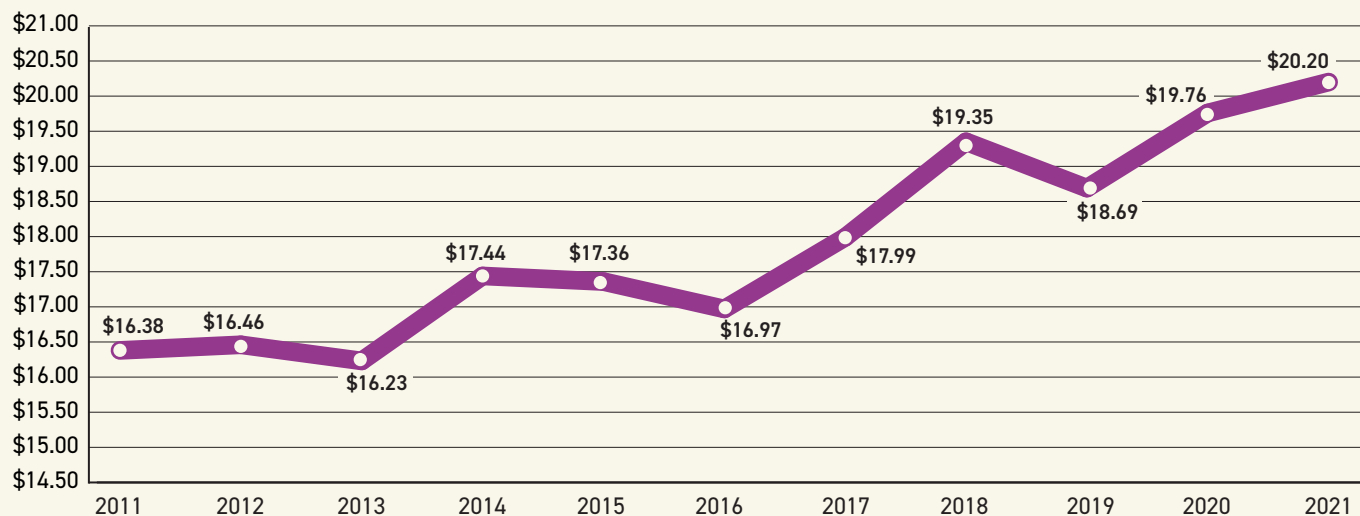


FIGURE 2: MEAN HOURLY WAGE RATES FOR BACHELOR'S-LEVEL CO-OPS: 2011-21



INTERNS

Intern Hourly Wage Rates, by Degree and Year of Study

FIGURE 3: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.97	\$17.61	\$16.96	\$18.84	76
	2nd Year	\$16.37	\$18.01	\$17.41	\$19.54	66
BACHELOR'S	Freshman	\$16.17	\$18.04	\$17.13	\$19.29	153
	Sophomore	\$17.03	\$19.30	\$18.65	\$21.05	500
	Junior	\$18.50	\$21.56	\$20.67	\$23.57	740
	Senior	\$18.62	\$21.81	\$20.71	\$24.05	530
MASTER'S	1st Year	\$23.06	\$28.02	\$26.46	\$32.30	391
	2nd Year	\$25.34	\$30.36	\$29.32	\$34.69	199
DOCTORAL		\$35.06	\$39.36	\$38.22	\$44.19	121

Intern Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 4: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ACCOUNTING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.50	\$16.67	\$15.77	\$18.00	6
	2nd Year	\$15.00	\$16.25	\$16.49	\$18.00	7
BACHELOR'S	Freshman	\$15.00	\$16.74	\$15.75	\$18.00	15
	Sophomore	\$16.65	\$18.38	\$17.88	\$20.00	54
	Junior	\$18.00	\$20.23	\$20.00	\$22.00	83
	Senior	\$18.00	\$20.25	\$19.30	\$22.00	57
MASTER'S	1st Year	\$20.80	\$24.64	\$23.88	\$28.00	38
	2nd Year	\$22.00	\$27.08	\$26.25	\$31.00	18
DOCTORAL		\$33.00	\$34.73	\$34.07	\$35.75	6

FIGURE 5: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ACTUARIAL SCIENCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Sophomore	\$19.75	\$21.25	\$21.50	\$24.00	5
	Junior	\$21.50	\$24.00	\$23.00	\$25.00	9
	Senior	\$21.00	\$24.25	\$23.25	\$27.00	7
MASTER'S	1st Year	\$28.75	\$30.85	\$29.67	\$35.00	6

FIGURE 6: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: AGRICULTURE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Junior	\$18.00	\$19.17	\$19.60	\$20.35	4
	Senior	\$17.00	\$19.00	\$19.50	\$20.50	3

Intern Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 7: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: BUSINESS ADMINISTRATION

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.50	\$16.67	\$15.77	\$18.00	6
	2nd Year	\$15.00	\$16.55	\$16.49	\$16.50	5
BACHELOR'S	Freshman	\$15.50	\$17.62	\$16.65	\$18.69	11
	Sophomore	\$16.60	\$18.30	\$17.50	\$20.00	43
	Junior	\$18.00	\$20.59	\$19.38	\$23.00	68
	Senior	\$18.00	\$20.92	\$19.48	\$23.00	46
MASTER'S	1st Year	\$21.50	\$28.96	\$26.00	\$35.00	35
	2nd Year	\$23.00	\$29.36	\$28.00	\$33.00	19
DOCTORAL		\$33.00	\$36.96	\$33.38	\$41.00	9

FIGURE 8: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: COMMUNICATIONS

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.00	\$16.34	\$15.52	\$18.00	6
	2nd Year	\$16.49	\$17.15	\$16.50	\$18.00	5
BACHELOR'S	Freshman	\$14.75	\$15.59	\$15.25	\$16.38	8
	Sophomore	\$15.50	\$17.58	\$17.00	\$18.00	29
	Junior	\$17.00	\$18.80	\$18.00	\$20.00	34
	Senior	\$17.00	\$19.06	\$19.00	\$21.00	26
MASTER'S	1st Year	\$20.00	\$24.67	\$22.25	\$29.04	12
	2nd Year	\$20.50	\$27.14	\$25.00	\$32.50	9
DOCTORAL		\$32.50	\$36.24	\$33.38	\$42.85	3

FIGURE 9: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: COMPUTER SCIENCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$16.25	\$19.75	\$18.00	\$20.00	9
	2nd Year	\$16.00	\$20.29	\$18.00	\$26.00	7
BACHELOR'S	Freshman	\$17.00	\$19.10	\$19.00	\$21.75	19
	Sophomore	\$18.25	\$21.82	\$21.00	\$24.00	64
	Junior	\$20.50	\$24.42	\$23.00	\$27.00	91
	Senior	\$21.00	\$24.83	\$23.00	\$28.00	61
MASTER'S	1st Year	\$26.00	\$30.75	\$29.17	\$34.88	52
	2nd Year	\$27.62	\$33.40	\$32.25	\$40.21	24
DOCTORAL		\$39.00	\$42.11	\$40.80	\$48.00	19

Intern Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 10: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ECONOMICS

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.50	\$17.25	\$17.00	\$19.00	4
BACHELOR'S	Freshman	\$15.00	\$18.70	\$18.00	\$21.00	7
	Sophomore	\$17.00	\$19.11	\$18.00	\$22.00	23
	Junior	\$18.00	\$21.62	\$20.00	\$25.00	39
	Senior	\$17.00	\$21.42	\$20.50	\$23.25	22
MASTER'S	1st Year	\$21.00	\$29.07	\$26.00	\$35.00	17
	2nd Year	\$23.50	\$29.47	\$30.38	\$32.75	8
DOCTORAL		\$33.00	\$38.77	\$37.19	\$42.75	6

FIGURE 11: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: EDUCATION

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Junior	\$20.00	\$21.17	\$21.50	\$22.00	3

FIGURE 12: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ENGINEERING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$16.00	\$17.33	\$17.00	\$18.00	9
	2nd Year	\$18.00	\$19.16	\$18.00	\$18.00	9
BACHELOR'S	Freshman	\$18.00	\$19.64	\$18.00	\$21.00	25
	Sophomore	\$19.00	\$21.70	\$20.75	\$23.45	66
	Junior	\$20.00	\$23.93	\$23.00	\$25.50	104
	Senior	\$20.50	\$24.54	\$23.00	\$27.00	77
MASTER'S	1st Year	\$26.00	\$30.07	\$29.00	\$34.00	65
	2nd Year	\$28.00	\$32.26	\$31.00	\$34.91	31
DOCTORAL		\$35.00	\$40.23	\$40.00	\$45.00	25

FIGURE 13: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: FINANCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.50	\$16.67	\$15.77	\$18.00	6
	2nd Year	\$15.00	\$16.49	\$16.50	\$18.00	6
BACHELOR'S	Freshman	\$15.00	\$16.92	\$15.75	\$18.00	15
	Sophomore	\$17.00	\$18.49	\$18.00	\$20.00	57
	Junior	\$18.00	\$20.63	\$20.00	\$23.00	87
	Senior	\$18.00	\$20.74	\$19.50	\$22.45	55
MASTER'S	1st Year	\$21.50	\$25.79	\$24.25	\$28.75	38
	2nd Year	\$22.50	\$27.77	\$26.50	\$31.75	16
DOCTORAL		\$33.00	\$35.48	\$33.38	\$39.00	7

Intern Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 14: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: HEALTH SCIENCE/NURSING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Sophomore	\$15.00	\$19.30	\$20.00	\$23.00	5
	Junior	\$15.00	\$19.85	\$20.00	\$24.00	5
	Senior	\$15.00	\$18.40	\$15.00	\$20.00	5
MASTER'S	1st Year	\$17.00	\$23.00	\$20.00	\$32.00	3

FIGURE 15: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: HUMAN RESOURCES

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.50	\$16.81	\$15.54	\$18.00	5
	2nd Year	\$16.49	\$17.15	\$16.50	\$18.00	5
BACHELOR'S	Freshman	\$15.10	\$16.76	\$15.63	\$17.00	12
	Sophomore	\$16.00	\$17.65	\$17.00	\$19.00	39
	Junior	\$17.00	\$18.96	\$18.50	\$20.00	53
	Senior	\$17.50	\$19.75	\$19.00	\$22.00	45
MASTER'S	1st Year	\$21.50	\$26.54	\$25.00	\$31.00	29
	2nd Year	\$23.00	\$28.02	\$25.00	\$32.50	15
DOCTORAL		\$33.00	\$35.91	\$34.07	\$39.00	6

FIGURE 16: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: HUMANITIES/LIBERAL ARTS

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.50	\$17.83	\$18.00	\$20.00	3
BACHELOR'S	Freshman	\$15.00	\$16.80	\$15.50	\$18.00	5
	Sophomore	\$15.25	\$18.32	\$17.25	\$20.75	12
	Junior	\$16.50	\$20.12	\$20.00	\$23.00	17
	Senior	\$15.00	\$18.78	\$19.00	\$20.00	10
MASTER'S	1st Year	\$20.00	\$24.61	\$21.50	\$30.00	7
	2nd Year	\$29.75	\$31.55	\$32.50	\$33.00	5
DOCTORAL		\$32.50	\$36.24	\$33.38	\$42.85	3

Intern Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 17: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: LAW/PARALEGAL

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$16.00	\$18.00	\$18.00	\$20.00	3
BACHELOR'S	Freshman	\$16.65	\$18.43	\$17.00	\$18.00	5
	Sophomore	\$16.00	\$18.58	\$18.00	\$20.00	11
	Junior	\$16.65	\$20.87	\$19.50	\$23.00	14
	Senior	\$17.50	\$22.07	\$21.00	\$24.00	13
MASTER'S	1st Year	\$21.50	\$24.63	\$24.00	\$28.75	13
	2nd Year	\$24.00	\$28.53	\$29.88	\$32.50	6
DOCTORAL		\$32.94	\$37.43	\$37.19	\$41.93	4

FIGURE 18: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MARKETING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.00	\$16.29	\$15.54	\$18.00	7
	2nd Year	\$16.49	\$17.15	\$16.50	\$18.00	5
BACHELOR'S	Freshman	\$15.00	\$16.45	\$15.50	\$16.50	12
	Sophomore	\$16.00	\$17.66	\$17.00	\$19.00	45
	Junior	\$17.00	\$19.58	\$19.00	\$20.15	60
	Senior	\$18.00	\$19.95	\$19.25	\$22.00	51
MASTER'S	1st Year	\$20.50	\$26.02	\$23.88	\$29.33	30
	2nd Year	\$21.00	\$26.52	\$24.71	\$31.50	16
DOCTORAL		\$32.50	\$33.41	\$33.19	\$34.75	6

FIGURE 19: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MATH/STATISTICS

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$15.54	\$19.10	\$20.00	\$21.75	3
	2nd Year	\$16.49	\$19.33	\$18.00	\$23.50	3
BACHELOR'S	Freshman	\$17.33	\$19.89	\$20.00	\$21.38	8
	Sophomore	\$18.00	\$21.03	\$21.50	\$23.50	21
	Junior	\$21.00	\$24.59	\$23.00	\$27.00	34
	Senior	\$20.50	\$25.01	\$24.00	\$28.50	20
MASTER'S	1st Year	\$25.00	\$30.89	\$30.00	\$35.95	19
	2nd Year	\$31.00	\$34.53	\$35.00	\$42.00	11
DOCTORAL		\$39.78	\$43.80	\$43.93	\$50.00	8

Intern Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 20: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: PHYSICAL SCIENCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$13.63	\$18.38	\$18.00	\$23.50	3
BACHELOR'S	Sophomore	\$15.00	\$17.98	\$17.25	\$21.50	10
	Junior	\$18.25	\$22.77	\$22.30	\$26.00	17
	Senior	\$18.75	\$23.95	\$24.00	\$27.00	17
MASTER'S	1st Year	\$26.00	\$31.45	\$30.50	\$36.98	16
	2nd Year	\$33.00	\$38.83	\$38.23	\$45.00	10
DOCTORAL		\$35.60	\$44.91	\$42.85	\$54.00	11

FIGURE 21: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: SOCIAL SCIENCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Freshman	\$16.83	\$19.41	\$17.50	\$22.00	4
	Sophomore	\$15.83	\$19.13	\$18.50	\$20.75	12
	Junior	\$18.00	\$21.85	\$20.00	\$25.00	18
	Senior	\$16.65	\$21.42	\$20.00	\$23.25	13
MASTER'S	1st Year	\$20.95	\$27.02	\$27.38	\$32.50	8
	2nd Year	\$26.00	\$30.63	\$29.75	\$33.00	5
DOCTORAL		\$33.38	\$39.08	\$41.00	\$42.85	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 22: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 500 OR LESS EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Junior	\$17.00	\$20.67	\$20.00	\$25.00	3
BUSINESS ADMINISTRATION	Bachelor's	Junior	\$18.25	\$20.75	\$19.00	\$25.00	3
COMPUTER SCIENCE	Bachelor's	Junior	\$13.00	\$19.33	\$20.00	\$25.00	3
ECONOMICS	Bachelor's	Junior	\$17.00	\$20.67	\$20.00	\$25.00	3
ENGINEERING	Bachelor's	Junior	\$20.00	\$22.00	\$21.00	\$25.00	3
		Senior	\$22.00	\$25.95	\$22.25	\$33.59	3
FINANCE	Bachelor's	Junior	\$18.63	\$20.56	\$19.50	\$22.50	4
		Senior	\$19.25	\$19.58	\$19.50	\$20.00	3
HEALTH SCIENCE/ NURSING	Bachelor's	Senior	\$15.00	\$16.67	\$15.00	\$20.00	3
MARKETING	Bachelor's	Junior	\$18.25	\$19.08	\$19.00	\$20.00	3
		Senior	\$19.25	\$19.58	\$19.50	\$20.00	3
SOCIAL SCIENCES	Bachelor's	Junior	\$15.00	\$20.00	\$20.00	\$25.00	3
		Senior	\$15.00	\$17.33	\$17.00	\$20.00	3

FIGURE 23: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 501 - 1,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Junior	\$16.00	\$18.00	\$17.50	\$20.00	4
COMPUTER SCIENCE	Bachelor's	Junior	\$20.00	\$21.33	\$22.00	\$22.00	3
ENGINEERING	Bachelor's	Junior	\$17.25	\$21.92	\$19.75	\$26.59	4
FINANCE	Bachelor's	Junior	\$15.00	\$16.67	\$17.00	\$18.00	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 24: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 1,001 - 2,500 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$14.00	\$15.15	\$14.80	\$16.65	3
		Junior	\$16.00	\$20.27	\$17.00	\$26.25	7
		Senior	\$16.65	\$16.99	\$17.00	\$17.30	5
	Master's	1st Year	\$20.00	\$28.97	\$21.90	\$45.00	3
		2nd Year	\$20.00	\$25.63	\$21.90	\$35.00	3
BUSINESS ADMINISTRATION	Bachelor's	Junior	\$16.65	\$22.53	\$17.00	\$25.00	5
		Senior	\$17.30	\$22.91	\$20.50	\$24.50	6
	Master's	1st Year	\$21.90	\$30.98	\$25.00	\$43.00	5
		2nd Year	\$21.90	\$29.08	\$25.50	\$35.00	5
COMPUTER SCIENCE	Bachelor's	Freshman	\$14.50	\$16.83	\$15.00	\$21.00	3
		Sophomore	\$16.60	\$20.33	\$21.00	\$22.00	5
		Junior	\$21.00	\$26.42	\$25.00	\$34.00	9
		Senior	\$19.10	\$26.46	\$22.00	\$36.00	9
	Master's	1st Year	\$26.00	\$34.13	\$36.64	\$43.00	5
		2nd Year	\$26.00	\$35.07	\$37.71	\$43.00	6
ENGINEERING	Bachelor's	Freshman	\$16.00	\$17.40	\$17.00	\$18.00	5
		Sophomore	\$17.00	\$21.09	\$20.50	\$23.00	10
		Junior	\$18.00	\$23.09	\$21.00	\$27.00	15
		Senior	\$18.00	\$23.19	\$20.00	\$28.00	11
	Master's	1st Year	\$20.00	\$30.84	\$31.00	\$43.00	7
		2nd Year	\$26.00	\$31.78	\$34.91	\$35.00	5
	Doctoral		\$35.00	\$42.50	\$42.50	\$50.00	3
FINANCE	Bachelor's	Sophomore	\$14.80	\$16.48	\$16.65	\$18.00	3
		Junior	\$16.65	\$20.78	\$20.00	\$25.00	5
		Senior	\$16.98	\$18.74	\$18.15	\$20.50	4
	Master's	1st Year	\$20.00	\$28.97	\$21.90	\$45.00	3
		2nd Year	\$20.00	\$25.63	\$21.90	\$35.00	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$14.90	\$16.11	\$15.83	\$17.33	4
		Junior	\$15.50	\$16.91	\$16.33	\$18.33	4
		Senior	\$16.65	\$19.14	\$19.00	\$22.00	7
	Master's	1st Year	\$20.95	\$27.35	\$22.20	\$33.75	4
		2nd Year	\$20.00	\$21.63	\$21.90	\$23.00	3
MARKETING	Bachelor's	Sophomore	\$14.80	\$15.93	\$15.00	\$18.00	3
		Junior	\$15.50	\$19.31	\$18.00	\$23.13	4
		Senior	\$15.00	\$18.22	\$18.15	\$22.00	6
	Master's	1st Year	\$20.00	\$29.17	\$22.50	\$45.00	3
MATH/STATISTICS	Bachelor's	Junior	\$18.83	\$25.16	\$23.00	\$31.50	4
		Senior	\$17.83	\$24.16	\$21.00	\$30.50	4
	Master's	1st Year	\$20.00	\$28.30	\$21.90	\$43.00	3
		2nd Year	\$20.95	\$29.98	\$28.45	\$39.00	4

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 25: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 2,501 - 5,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$16.00	\$18.96	\$19.00	\$22.00	7
		Junior	\$18.00	\$21.19	\$21.75	\$23.00	12
		Senior	\$18.25	\$21.38	\$20.00	\$25.00	8
	Master's	1st Year	\$21.50	\$24.90	\$22.50	\$28.00	5
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$15.75	\$18.25	\$17.75	\$20.75	4
		Junior	\$16.50	\$20.00	\$20.75	\$23.00	6
		Senior	\$16.00	\$18.83	\$17.50	\$23.00	3
	Master's	1st Year	\$21.50	\$23.67	\$21.50	\$28.00	3
COMPUTER SCIENCE	Associate	1st Year	\$18.00	\$24.25	\$18.75	\$36.00	3
	Bachelor's	Sophomore	\$19.50	\$25.67	\$21.85	\$30.00	10
		Junior	\$23.00	\$28.11	\$28.00	\$30.00	9
		Senior	\$19.00	\$26.96	\$24.00	\$33.00	7
	Master's	1st Year	\$28.88	\$33.91	\$31.00	\$40.50	8
		2nd Year	\$28.00	\$36.17	\$32.50	\$48.00	3
	Doctoral		\$40.00	\$42.86	\$40.80	\$48.00	5
ECONOMICS	Bachelor's	Sophomore	\$15.50	\$17.83	\$16.00	\$22.00	3
		Junior	\$16.25	\$19.25	\$19.00	\$22.25	4
ENGINEERING	Bachelor's	Freshman	\$16.50	\$19.33	\$20.50	\$21.00	3
		Sophomore	\$20.00	\$23.16	\$22.00	\$23.50	9
		Junior	\$20.00	\$24.58	\$23.00	\$25.50	10
		Senior	\$21.00	\$26.06	\$23.00	\$28.00	9
	Master's	1st Year	\$27.00	\$31.54	\$30.75	\$33.00	7
		2nd Year	\$28.00	\$33.80	\$32.50	\$32.50	5
	Doctoral		\$32.50	\$37.86	\$36.00	\$40.80	5
FINANCE	Bachelor's	Sophomore	\$16.00	\$18.88	\$18.25	\$22.00	6
		Junior	\$17.25	\$20.78	\$22.00	\$23.00	8
		Senior	\$16.75	\$20.25	\$18.25	\$23.75	4
	Master's	1st Year	\$21.50	\$21.83	\$21.50	\$22.50	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$16.25	\$17.63	\$18.00	\$19.00	4
		Junior	\$16.50	\$18.17	\$18.00	\$20.00	3
		Senior	\$17.50	\$19.17	\$19.00	\$21.00	3
	Master's	1st Year	\$21.50	\$27.17	\$29.00	\$31.00	3
HUMANITIES/ LIBERAL ARTS	Bachelor's	Junior	\$16.50	\$19.83	\$20.00	\$23.00	3
LAW/PARALEGAL	Bachelor's	Junior	\$16.00	\$19.50	\$16.50	\$26.00	3
		Senior	\$16.00	\$21.17	\$17.50	\$30.00	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 25: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 2,501 - 5,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
MARKETING	Bachelor's	Sophomore	\$16.00	\$17.25	\$17.00	\$19.00	6
		Junior	\$16.25	\$17.63	\$17.25	\$19.00	4
		Senior	\$17.50	\$18.60	\$19.00	\$19.50	5
	Master's	1st Year	\$21.50	\$24.80	\$21.50	\$29.00	5

FIGURE 26: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 5,001 - 10,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$15.00	\$17.07	\$17.00	\$18.00	7
		Junior	\$17.00	\$19.27	\$18.00	\$20.00	13
		Senior	\$15.00	\$17.26	\$16.75	\$18.60	8
	Master's	1st Year	\$17.60	\$22.38	\$20.40	\$26.25	8
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$15.00	\$16.64	\$17.00	\$18.00	7
		Junior	\$15.00	\$20.13	\$18.00	\$26.00	15
		Senior	\$15.00	\$19.87	\$17.60	\$23.00	10
	Master's	1st Year	\$20.00	\$24.88	\$23.90	\$31.00	6
COMMUNICATIONS	Bachelor's	Sophomore	\$15.00	\$17.00	\$17.00	\$17.00	5
		Junior	\$15.00	\$17.20	\$17.00	\$18.00	5
		Senior	\$15.00	\$16.33	\$15.00	\$19.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$17.00	\$19.50	\$20.00	\$22.00	9
		Junior	\$21.00	\$23.74	\$22.00	\$27.00	17
		Senior	\$21.50	\$25.34	\$23.20	\$30.00	11
	Master's	1st Year	\$27.00	\$30.27	\$29.00	\$32.00	13
		2nd Year	\$31.50	\$37.11	\$34.73	\$42.73	4
	Doctoral		\$32.50	\$39.00	\$34.50	\$45.50	4
ECONOMICS	Bachelor's	Sophomore	\$15.00	\$16.67	\$17.00	\$18.00	3
		Junior	\$16.00	\$21.25	\$18.00	\$28.50	8
		Senior	\$15.00	\$21.60	\$17.00	\$30.00	5
	Master's	1st Year	\$20.00	\$28.67	\$31.00	\$35.00	3
ENGINEERING	Associate	2nd Year	\$16.00	\$17.00	\$17.50	\$18.00	4
	Bachelor's	Freshman	\$16.00	\$17.33	\$18.00	\$18.00	3
		Sophomore	\$18.50	\$20.00	\$20.00	\$21.00	8
		Junior	\$20.00	\$23.48	\$23.00	\$27.00	19
		Senior	\$21.00	\$24.13	\$23.50	\$26.50	16
	Master's	1st Year	\$26.50	\$29.82	\$29.25	\$34.50	16
		2nd Year	\$31.00	\$35.41	\$33.00	\$37.45	6
	Doctoral		\$33.00	\$39.27	\$35.80	\$41.00	6

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 26: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 5,001 - 10,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
FINANCE	Bachelor's	Sophomore	\$15.00	\$16.58	\$17.00	\$18.00	9
		Junior	\$17.00	\$20.11	\$18.50	\$22.00	17
		Senior	\$16.25	\$20.45	\$18.88	\$23.00	12
	Master's	1st Year	\$21.50	\$25.08	\$26.00	\$27.00	9
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.00	\$17.17	\$17.00	\$18.00	6
		Junior	\$15.00	\$17.17	\$17.00	\$19.00	11
		Senior	\$15.00	\$17.79	\$18.50	\$19.00	7
	Master's	1st Year	\$20.00	\$22.07	\$21.20	\$25.00	3
MARKETING	Bachelor's	Sophomore	\$17.00	\$17.83	\$17.50	\$19.00	6
		Junior	\$17.00	\$20.30	\$19.00	\$22.00	13
		Senior	\$18.20	\$22.02	\$22.00	\$23.00	9
	Master's	1st Year	\$20.80	\$29.80	\$28.00	\$32.00	6
MATH/STATISTICS	Bachelor's	Junior	\$22.00	\$25.98	\$27.00	\$30.00	7
		Senior	\$24.00	\$27.16	\$30.00	\$31.00	5
	Master's	1st Year	\$27.00	\$31.56	\$34.00	\$35.95	7
		2nd Year	\$31.00	\$36.82	\$37.45	\$42.00	3
PHYSICAL SCIENCE	Bachelor's	Junior	\$22.30	\$24.39	\$25.00	\$30.00	6
		Senior	\$18.75	\$25.19	\$24.00	\$31.00	7
	Master's	1st Year	\$27.00	\$30.49	\$31.00	\$35.95	7
		2nd Year	\$30.50	\$35.11	\$34.23	\$39.73	4
	Doctoral		\$34.30	\$39.90	\$38.30	\$45.50	4

FIGURE 27: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 10,001 - 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Freshman	\$15.63	\$16.65	\$16.38	\$17.68	4
		Sophomore	\$17.00	\$18.63	\$18.00	\$20.00	15
		Junior	\$18.75	\$20.38	\$20.00	\$22.00	18
		Senior	\$19.00	\$21.42	\$20.50	\$22.00	14
	Master's	1st Year	\$23.50	\$25.17	\$25.00	\$28.00	13
		2nd Year	\$24.50	\$29.02	\$27.75	\$31.08	8
	Doctoral		\$33.00	\$35.92	\$35.75	\$39.00	3
BUSINESS ADMINISTRATION	Bachelor's	Freshman	\$15.50	\$16.65	\$15.75	\$18.69	3
		Sophomore	\$17.13	\$19.42	\$19.00	\$21.91	12
		Junior	\$18.38	\$20.85	\$20.00	\$23.50	16
		Senior	\$19.00	\$21.50	\$20.00	\$24.00	10
	Master's	1st Year	\$23.00	\$25.47	\$24.88	\$29.00	8
		2nd Year	\$25.00	\$30.90	\$31.00	\$33.00	5
	Doctoral		\$33.00	\$38.25	\$39.00	\$42.75	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 27: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 10,001 - 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMMUNICATIONS	Associate	1st Year	\$14.00	\$16.50	\$15.50	\$20.00	3
	Bachelor's	Freshman	\$14.00	\$15.50	\$15.50	\$17.00	3
		Sophomore	\$16.50	\$17.51	\$18.00	\$18.00	9
		Junior	\$17.50	\$19.23	\$19.00	\$23.00	11
		Senior	\$17.50	\$19.00	\$19.00	\$20.00	8
	Master's	1st Year	\$20.00	\$22.80	\$23.00	\$24.00	5
		2nd Year	\$24.00	\$28.30	\$25.00	\$33.00	5
COMPUTER SCIENCE	Associate	1st Year	\$14.00	\$17.00	\$17.00	\$20.00	3
	Bachelor's	Freshman	\$18.25	\$20.02	\$19.00	\$22.85	5
		Sophomore	\$18.00	\$22.12	\$21.25	\$25.04	14
		Junior	\$21.25	\$24.99	\$23.00	\$28.00	19
		Senior	\$22.88	\$25.90	\$24.50	\$28.50	12
	Master's	1st Year	\$27.50	\$30.61	\$29.00	\$32.00	11
		2nd Year	\$29.00	\$33.08	\$31.50	\$40.00	6
	Doctoral		\$40.00	\$42.79	\$41.38	\$45.00	6
ECONOMICS	Bachelor's	Sophomore	\$21.50	\$21.95	\$22.62	\$22.62	5
		Junior	\$20.00	\$24.52	\$23.00	\$25.85	9
		Senior	\$20.00	\$23.27	\$23.00	\$26.54	4
	Master's	1st Year	\$27.50	\$37.50	\$37.50	\$47.50	4
ENGINEERING	Associate	1st Year	\$14.00	\$17.00	\$17.00	\$20.00	3
	Bachelor's	Freshman	\$18.25	\$21.10	\$19.00	\$23.00	5
		Sophomore	\$19.75	\$21.81	\$21.00	\$24.00	17
		Junior	\$20.00	\$24.00	\$23.00	\$25.00	23
		Senior	\$20.75	\$24.63	\$23.13	\$25.50	16
	Master's	1st Year	\$26.00	\$28.82	\$28.00	\$30.00	17
		2nd Year	\$26.00	\$30.06	\$29.50	\$32.00	8
	Doctoral		\$33.00	\$39.82	\$40.00	\$45.00	7
FINANCE	Bachelor's	Freshman	\$15.63	\$16.82	\$16.38	\$18.02	4
		Sophomore	\$17.25	\$19.59	\$18.00	\$22.00	15
		Junior	\$18.75	\$20.96	\$20.00	\$24.00	19
		Senior	\$19.00	\$21.45	\$20.00	\$22.00	13
	Master's	1st Year	\$23.25	\$26.94	\$24.75	\$29.00	12
		2nd Year	\$24.00	\$29.75	\$28.00	\$33.00	6
	Doctoral		\$33.00	\$38.25	\$39.00	\$42.75	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 27: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: 10,001 - 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
HUMAN RESOURCES	Bachelor's	Sophomore	\$17.00	\$18.37	\$18.00	\$18.00	9
		Junior	\$18.00	\$20.04	\$19.00	\$22.50	12
		Senior	\$19.00	\$21.00	\$20.00	\$22.00	11
	Master's	1st Year	\$23.00	\$26.65	\$25.00	\$31.00	11
		2nd Year	\$24.00	\$30.95	\$31.00	\$38.16	7
	Doctoral		\$33.00	\$38.28	\$39.00	\$42.85	3
HUMANITIES/LIBERAL ARTS	Bachelor's	Sophomore	\$16.00	\$18.00	\$16.50	\$21.50	3
		Junior	\$17.50	\$19.90	\$20.00	\$23.00	5
LAW/PARALEGAL	Bachelor's	Sophomore	\$18.00	\$18.88	\$18.00	\$19.75	4
		Junior	\$19.00	\$20.25	\$19.50	\$21.50	4
		Senior	\$20.00	\$21.50	\$21.50	\$23.00	4
	Master's	1st Year	\$20.00	\$23.40	\$24.00	\$25.00	5
MARKETING	Associate	1st Year	\$14.00	\$16.50	\$15.50	\$20.00	3
	Bachelor's	Freshman	\$14.00	\$15.17	\$15.50	\$16.00	3
		Sophomore	\$16.00	\$18.04	\$17.00	\$21.50	11
		Junior	\$17.50	\$19.88	\$19.00	\$23.00	15
		Senior	\$18.00	\$19.60	\$19.00	\$21.00	10
	Master's	1st Year	\$19.00	\$23.64	\$24.00	\$28.00	7
		2nd Year	\$24.00	\$28.30	\$25.00	\$33.00	5
MATH/STATISTICS	Bachelor's	Sophomore	\$18.00	\$20.35	\$20.38	\$21.50	6
		Junior	\$20.00	\$23.97	\$23.00	\$23.00	9
		Senior	\$22.50	\$23.06	\$23.13	\$23.63	4
	Master's	1st Year	\$25.00	\$30.45	\$28.25	\$30.00	5
	Doctoral		\$40.00	\$44.28	\$42.85	\$50.00	3
PHYSICAL SCIENCE	Bachelor's	Sophomore	\$17.00	\$18.83	\$18.00	\$21.50	3
		Junior	\$18.00	\$20.33	\$20.00	\$23.00	3
		Senior	\$18.00	\$21.33	\$22.00	\$24.00	3
	Master's	1st Year	\$22.00	\$30.05	\$27.50	\$38.10	4
SOCIAL SCIENCE	Bachelor's	Junior	\$18.00	\$21.33	\$23.00	\$23.00	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 28: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MORE THAN 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Freshman	\$15.15	\$17.40	\$15.63	\$18.00	6
		Sophomore	\$16.75	\$18.73	\$17.50	\$20.00	21
		Junior	\$18.00	\$20.44	\$20.00	\$22.00	26
		Senior	\$19.00	\$21.07	\$21.50	\$23.25	18
	Master's	1st Year	\$21.00	\$24.31	\$23.75	\$28.75	9
		2nd Year	\$22.00	\$25.03	\$24.42	\$28.00	5
ACTUARIAL SCIENCE	Bachelor's	Sophomore	\$17.38	\$21.19	\$21.88	\$25.00	4
		Junior	\$21.50	\$24.00	\$21.50	\$27.00	6
		Senior	\$22.00	\$24.95	\$23.25	\$27.00	5
	Master's	1st Year	\$29.04	\$32.65	\$32.17	\$36.25	4
BUSINESS ADMINISTRATION	Bachelor's	Freshman	\$16.38	\$19.19	\$17.50	\$22.00	4
		Sophomore	\$17.00	\$18.47	\$17.50	\$19.75	17
		Junior	\$18.00	\$20.41	\$19.75	\$21.50	23
		Senior	\$19.00	\$21.06	\$20.50	\$22.00	15
	Master's	1st Year	\$24.00	\$33.43	\$29.33	\$40.00	13
		2nd Year	\$20.50	\$27.74	\$25.34	\$29.75	6
COMMUNICATIONS	Bachelor's	Sophomore	\$16.00	\$17.78	\$17.00	\$19.75	11
		Junior	\$17.00	\$19.03	\$18.00	\$20.00	13
		Senior	\$18.00	\$19.24	\$18.50	\$22.00	10
	Master's	1st Year	\$18.75	\$23.90	\$24.63	\$29.04	4
COMPUTER SCIENCE	Bachelor's	Freshman	\$18.00	\$20.29	\$19.50	\$21.75	6
		Sophomore	\$19.00	\$21.64	\$21.25	\$23.50	22
		Junior	\$20.50	\$23.58	\$23.00	\$26.00	31
		Senior	\$20.00	\$23.41	\$22.75	\$26.66	18
	Master's	1st Year	\$23.00	\$29.04	\$29.17	\$34.00	14
		2nd Year	\$23.00	\$27.15	\$27.24	\$29.00	5
ECONOMICS	Bachelor's	Freshman	\$17.00	\$20.33	\$18.00	\$26.00	3
		Sophomore	\$17.00	\$18.76	\$18.00	\$19.75	11
		Junior	\$18.00	\$20.82	\$19.50	\$21.50	14
		Senior	\$17.00	\$21.97	\$21.50	\$23.13	8
	Master's	1st Year	\$21.00	\$26.05	\$26.00	\$28.75	5
		2nd Year	\$21.00	\$25.58	\$26.00	\$29.75	3
EDUCATION	Bachelor's	Junior	\$20.00	\$21.17	\$21.50	\$22.00	3

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 28: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MORE THAN 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Freshman	\$18.00	\$20.94	\$21.00	\$22.34	9
		Sophomore	\$20.00	\$22.08	\$21.00	\$23.50	21
		Junior	\$21.00	\$24.83	\$24.00	\$26.00	30
		Senior	\$21.86	\$24.65	\$24.50	\$26.83	20
	Master's	1st Year	\$25.00	\$31.37	\$31.00	\$34.75	15
		2nd Year	\$25.00	\$31.30	\$29.00	\$34.62	7
	Doctoral		\$40.28	\$43.67	\$43.50	\$47.06	4
FINANCE	Bachelor's	Freshman	\$15.15	\$17.40	\$15.63	\$18.00	6
		Sophomore	\$17.00	\$18.78	\$17.50	\$20.00	21
		Junior	\$18.00	\$21.03	\$20.00	\$22.00	31
		Senior	\$19.00	\$21.49	\$21.50	\$23.00	18
	Master's	1st Year	\$21.00	\$25.86	\$26.00	\$29.33	10
		2nd Year	\$22.00	\$25.08	\$24.67	\$28.00	5
HEALTH SCIENCE/ NURSING	Bachelor's	Sophomore	\$15.00	\$20.50	\$23.00	\$23.50	3
		Junior	\$15.00	\$21.42	\$24.00	\$25.25	3
HUMAN RESOURCES	Bachelor's	Freshman	\$15.50	\$18.09	\$15.75	\$18.00	5
		Sophomore	\$16.00	\$18.01	\$17.15	\$19.75	15
		Junior	\$18.00	\$20.06	\$19.75	\$21.50	21
		Senior	\$18.00	\$20.66	\$19.50	\$22.00	15
	Master's	1st Year	\$22.13	\$27.42	\$29.04	\$31.25	8
		2nd Year	\$22.46	\$26.54	\$27.09	\$30.63	4
HUMANITIES/ LIBERAL ARTS	Bachelor's	Sophomore	\$16.50	\$19.59	\$18.88	\$22.68	4
		Junior	\$19.00	\$20.62	\$20.00	\$21.50	5
		Senior	\$15.00	\$19.42	\$20.00	\$23.25	3
LAW/PARALEGAL	Bachelor's	Sophomore	\$15.00	\$20.25	\$19.75	\$26.00	3
		Junior	\$18.25	\$24.75	\$23.25	\$31.25	4
		Senior	\$19.13	\$25.19	\$24.13	\$31.25	4
	Master's	1st Year	\$22.88	\$28.31	\$29.38	\$33.75	4
MARKETING	Bachelor's	Freshman	\$15.50	\$18.09	\$15.75	\$18.00	5
		Sophomore	\$16.25	\$17.75	\$17.00	\$18.68	16
		Junior	\$18.00	\$19.63	\$18.95	\$20.00	20
		Senior	\$18.00	\$20.63	\$19.75	\$21.48	16
	Master's	1st Year	\$20.38	\$25.62	\$25.80	\$29.04	8
		2nd Year	\$20.50	\$24.55	\$24.42	\$27.85	5

Intern Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 28: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MORE THAN 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
MATH/STATISTICS	Bachelor's	Freshman	\$18.00	\$20.50	\$21.00	\$21.75	5
		Sophomore	\$20.00	\$22.19	\$23.25	\$25.00	10
		Junior	\$20.00	\$24.40	\$25.25	\$26.00	11
		Senior	\$19.00	\$25.07	\$26.00	\$27.00	7
	Master's	1st Year	\$29.67	\$32.21	\$31.00	\$34.75	4
PHYSICAL SCIENCE	Bachelor's	Sophomore	\$16.25	\$20.25	\$20.50	\$24.25	4
		Junior	\$20.00	\$21.29	\$20.19	\$25.25	5
		Senior	\$15.00	\$21.17	\$21.50	\$27.00	3
	Master's	1st Year	\$17.00	\$31.33	\$32.00	\$45.00	3
	Doctoral		\$33.00	\$43.35	\$39.56	\$57.50	3
SOCIAL SCIENCE	Bachelor's	Freshman	\$17.00	\$20.33	\$18.00	\$26.00	3
		Sophomore	\$15.00	\$19.76	\$19.00	\$25.60	7
		Junior	\$19.00	\$21.73	\$20.00	\$21.50	9
		Senior	\$15.00	\$22.13	\$21.00	\$23.25	6
	Master's	1st Year	\$21.50	\$27.31	\$27.38	\$33.13	4

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 29: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: OIL & GAS EXTRACTION

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Junior	\$22.00	\$24.10	\$24.46	\$25.85	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$25.04	\$31.90	\$26.65	\$44.00	3
		Junior	\$28.62	\$34.36	\$30.46	\$44.00	3
ENGINEERING	Bachelor's	Sophomore	\$30.00	\$32.98	\$32.95	\$36.00	3
		Junior	\$34.62	\$37.43	\$37.66	\$40.00	3

FIGURE 30: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: UTILITIES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$14.00	\$16.38	\$17.15	\$18.00	3
		Junior	\$17.00	\$19.47	\$19.00	\$21.50	7
COMPUTER SCIENCE	Bachelor's	Sophomore	\$15.00	\$18.12	\$19.36	\$20.00	3
		Junior	\$20.00	\$21.10	\$20.81	\$22.00	6
ENGINEERING	Bachelor's	Junior	\$20.62	\$21.22	\$21.00	\$21.50	5
FINANCE	Bachelor's	Junior	\$17.00	\$18.09	\$18.26	\$19.00	3
HUMAN RESOURCE	Bachelor's	Junior	\$17.63	\$18.32	\$18.63	\$19.00	4
MARKETING	Bachelor's	Junior	\$18.26	\$18.75	\$19.00	\$19.00	3

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 31: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: CONSTRUCTION

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Associate	1st Year	\$15.00	\$15.75	\$16.00	\$16.25	3
	Bachelor's	Freshman	\$16.50	\$17.25	\$17.50	\$18.00	4
		Sophomore	\$17.50	\$18.25	\$18.50	\$19.00	4
		Junior	\$18.00	\$19.19	\$19.00	\$20.38	4
		Senior	\$18.00	\$22.47	\$21.00	\$21.75	5
	Master's	1st Year	\$18.00	\$22.17	\$22.00	\$26.50	3

FIGURE 32: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: FOOD & BEVERAGE MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$15.00	\$16.92	\$17.75	\$18.00	3
		Junior	\$17.00	\$19.00	\$19.50	\$21.00	4
		Senior	\$17.50	\$19.75	\$21.00	\$22.00	4
	Master's	1st Year	\$22.00	\$24.08	\$25.00	\$25.25	3
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$15.00	\$17.42	\$17.75	\$19.50	3
		Junior	\$17.00	\$19.00	\$19.75	\$21.00	4
		Senior	\$15.00	\$18.50	\$20.00	\$20.50	3
COMPUTER SCIENCE	Bachelor's	Junior	\$16.00	\$20.00	\$21.50	\$22.50	3
		Senior	\$16.00	\$20.58	\$22.50	\$23.25	3
ENGINEERING	Bachelor's	Sophomore	\$18.00	\$19.85	\$19.75	\$21.00	5
		Junior	\$18.00	\$21.83	\$22.25	\$25.00	6
		Senior	\$19.00	\$22.05	\$23.25	\$25.00	5
	Master's	1st Year	\$26.00	\$27.56	\$27.63	\$29.13	4
FINANCE	Bachelor's	Sophomore	\$16.38	\$17.56	\$17.88	\$18.75	4
		Junior	\$19.00	\$19.50	\$20.00	\$21.50	5
		Senior	\$17.50	\$19.75	\$21.00	\$22.00	4
	Master's	1st Year	\$22.00	\$24.08	\$25.00	\$25.25	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.00	\$16.92	\$17.75	\$18.00	3
		Junior	\$15.00	\$18.00	\$19.00	\$20.00	3
		Senior	\$15.00	\$19.00	\$20.00	\$22.00	3

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 33: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: CHEMICAL (PHARMACEUTICAL) MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$17.00	\$19.20	\$17.00	\$22.00	5
		Junior	\$18.00	\$20.40	\$18.00	\$24.00	5
		Senior	\$18.50	\$22.75	\$22.00	\$27.00	4
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$17.00	\$18.50	\$17.50	\$20.00	4
		Junior	\$18.00	\$19.75	\$18.50	\$21.50	4
		Senior	\$18.00	\$22.33	\$20.00	\$29.00	3
	Master's	1st Year	\$19.00	\$33.67	\$31.00	\$51.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$23.00	\$23.80	\$23.00	\$24.00	5
		Junior	\$23.00	\$24.67	\$24.50	\$26.00	6
		Senior	\$19.00	\$26.00	\$27.00	\$32.00	3
ENGINEERING	Bachelor's	Sophomore	\$19.00	\$22.05	\$22.00	\$23.00	7
		Junior	\$20.75	\$23.17	\$23.50	\$24.50	8
		Senior	\$19.50	\$23.75	\$24.00	\$28.00	4
	Master's	1st Year	\$21.50	\$26.25	\$27.50	\$31.00	4
FINANCE	Bachelor's	Sophomore	\$17.00	\$19.20	\$17.00	\$22.00	5
		Junior	\$18.00	\$20.33	\$19.00	\$24.00	6
		Senior	\$18.00	\$22.00	\$19.00	\$29.00	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$17.00	\$18.75	\$18.00	\$20.50	4
		Junior	\$18.00	\$20.00	\$19.00	\$22.00	4
		Senior	\$18.00	\$22.00	\$19.00	\$29.00	3
MARKETING	Bachelor's	Sophomore	\$17.00	\$17.50	\$17.00	\$18.00	4
		Junior	\$18.00	\$18.50	\$18.00	\$19.00	4
MATH/STATISTICS	Bachelor's	Sophomore	\$23.00	\$24.00	\$24.00	\$25.00	3
		Junior	\$25.00	\$25.67	\$26.00	\$26.00	3

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 34: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: COMPUTER & ELECTRONICS MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Freshman	\$15.15	\$16.60	\$16.65	\$18.00	3
		Sophomore	\$17.00	\$18.12	\$18.15	\$19.00	6
		Junior	\$17.90	\$19.17	\$19.50	\$20.20	8
		Senior	\$18.75	\$20.61	\$21.00	\$22.73	8
	Master's	1st Year	\$21.90	\$24.49	\$23.75	\$28.00	6
		2nd Year	\$21.90	\$24.91	\$24.50	\$28.00	6
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$16.63	\$17.75	\$17.33	\$18.88	4
		Junior	\$17.75	\$20.11	\$18.63	\$20.75	8
		Senior	\$18.60	\$21.17	\$19.63	\$23.13	8
	Master's	1st Year	\$21.90	\$25.09	\$23.00	\$28.75	5
		2nd Year	\$23.45	\$26.91	\$27.38	\$30.38	4
COMMUNICATIONS	Bachelor's	Sophomore	\$15.00	\$16.47	\$16.60	\$18.00	5
		Junior	\$16.00	\$17.70	\$18.00	\$19.00	5
		Senior	\$17.00	\$19.05	\$19.00	\$21.00	5
	Master's	1st Year	\$20.00	\$23.19	\$23.50	\$26.38	4
		2nd Year	\$20.50	\$23.94	\$24.50	\$27.38	4
COMPUTER SCIENCE	Bachelor's	Freshman	\$20.00	\$21.19	\$21.38	\$22.38	4
		Sophomore	\$21.00	\$21.50	\$21.00	\$23.50	5
		Junior	\$21.50	\$24.51	\$25.00	\$25.25	9
		Senior	\$23.20	\$26.03	\$26.00	\$29.00	9
	Master's	1st Year	\$28.00	\$29.57	\$29.35	\$31.00	10
		2nd Year	\$26.00	\$30.21	\$30.00	\$34.00	7
	Doctoral		\$32.50	\$37.39	\$36.28	\$42.28	4
ENGINEERING	Associate	2nd Year	\$18.00	\$19.83	\$18.00	\$23.50	3
	Bachelor's	Freshman	\$21.00	\$20.95	\$21.00	\$21.75	5
		Sophomore	\$19.90	\$21.77	\$22.00	\$24.00	7
		Junior	\$21.00	\$23.65	\$23.00	\$25.25	14
		Senior	\$22.00	\$25.23	\$24.50	\$28.90	14
	Master's	1st Year	\$27.70	\$30.84	\$29.00	\$33.00	13
		2nd Year	\$28.00	\$31.70	\$30.00	\$34.00	11
	Doctoral		\$33.00	\$38.88	\$39.56	\$45.00	7
FINANCE	Bachelor's	Freshman	\$15.15	\$16.60	\$16.65	\$18.00	3
		Sophomore	\$17.00	\$18.12	\$18.15	\$19.00	6
		Junior	\$18.25	\$20.21	\$20.00	\$21.50	11
		Senior	\$19.25	\$21.40	\$21.00	\$23.00	11
	Master's	1st Year	\$22.70	\$25.46	\$24.50	\$28.38	8
		2nd Year	\$24.00	\$26.61	\$26.50	\$29.75	6
	Doctoral		\$33.00	\$33.71	\$33.38	\$34.75	3

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 34: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: COMPUTER & ELECTRONICS MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
HUMAN RESOURCES	Bachelor's	Freshman	\$15.92	\$16.71	\$16.83	\$17.50	4
		Sophomore	\$16.65	\$18.05	\$18.15	\$19.00	6
		Junior	\$16.28	\$18.12	\$18.50	\$19.95	8
		Senior	\$18.75	\$20.17	\$19.98	\$22.00	8
	Master's	1st Year	\$21.90	\$25.62	\$24.00	\$29.00	7
		2nd Year	\$24.00	\$26.43	\$25.00	\$29.75	5
LAW/PARALEGAL	Bachelor's	Sophomore	\$16.65	\$18.13	\$18.00	\$19.75	3
		Junior	\$16.65	\$19.05	\$19.00	\$21.50	3
		Senior	\$16.65	\$20.30	\$21.00	\$23.25	3
	Master's	1st Year	\$21.90	\$24.88	\$24.00	\$28.75	3
		2nd Year	\$21.90	\$25.22	\$24.00	\$29.75	3
MARKETING	Bachelor's	Freshman	\$14.60	\$16.05	\$16.10	\$17.50	4
		Sophomore	\$16.00	\$17.53	\$18.00	\$19.00	7
		Junior	\$17.00	\$19.82	\$19.00	\$21.50	11
		Senior	\$18.20	\$21.06	\$20.95	\$23.00	11
	Master's	1st Year	\$21.90	\$25.18	\$25.93	\$28.88	8
		2nd Year	\$24.00	\$25.77	\$26.43	\$29.75	6
	Doctoral		\$33.00	\$33.71	\$33.38	\$34.75	3
MATH/STATISTICS	Bachelor's	Junior	\$23.00	\$25.15	\$25.25	\$30.00	5
		Senior	\$24.00	\$25.94	\$27.00	\$30.00	5
	Master's	1st Year	\$31.00	\$30.97	\$32.00	\$34.00	5
		2nd Year	\$26.45	\$31.09	\$32.50	\$35.73	4
PHYSICAL SCIENCE	Bachelor's	Junior	\$23.00	\$26.28	\$25.25	\$30.00	5
		Senior	\$24.00	\$27.41	\$27.00	\$30.00	5
	Master's	1st Year	\$31.00	\$32.13	\$32.00	\$34.00	5
		2nd Year	\$30.50	\$33.11	\$32.50	\$35.73	4
	Doctoral		\$34.30	\$37.29	\$37.58	\$40.28	4

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 35: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MOTOR VEHICLE MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Freshman	\$15.50	\$15.94	\$15.63	\$16.38	4
		Sophomore	\$16.50	\$17.05	\$17.00	\$17.25	5
		Junior	\$18.00	\$18.45	\$18.75	\$19.00	5
		Senior	\$19.00	\$19.70	\$19.50	\$20.00	5
	Master's	1st Year	\$20.00	\$21.83	\$21.00	\$24.50	3
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$16.50	\$16.92	\$17.00	\$17.25	3
		Junior	\$18.00	\$19.44	\$18.63	\$20.88	4
		Senior	\$19.50	\$20.63	\$20.25	\$21.75	4
	Master's	1st Year	\$20.50	\$24.33	\$24.50	\$28.00	3
COMMUNICATIONS	Bachelor's	Sophomore	\$16.50	\$17.17	\$17.00	\$18.00	3
		Junior	\$17.50	\$18.33	\$18.50	\$19.00	3
		Senior	\$19.00	\$19.50	\$19.00	\$20.50	3
COMPUTER SCIENCE	Bachelor's	Freshman	\$17.00	\$18.08	\$18.25	\$19.00	3
		Sophomore	\$18.25	\$19.31	\$19.13	\$20.38	4
		Junior	\$20.00	\$21.06	\$20.88	\$22.13	4
		Senior	\$21.63	\$22.31	\$22.88	\$23.00	4
	Master's	1st Year	\$23.00	\$24.83	\$24.00	\$27.50	3
ENGINEERING	Bachelor's	Freshman	\$17.50	\$18.06	\$18.13	\$18.63	4
		Sophomore	\$19.00	\$19.55	\$19.75	\$20.00	5
		Junior	\$21.00	\$21.71	\$21.88	\$23.00	6
		Senior	\$23.00	\$22.75	\$23.00	\$23.00	6
	Master's	1st Year	\$24.00	\$25.88	\$25.75	\$27.75	4
FINANCE	Bachelor's	Freshman	\$15.50	\$15.94	\$15.63	\$16.38	4
		Sophomore	\$16.50	\$17.05	\$17.00	\$17.25	5
		Junior	\$18.00	\$18.45	\$18.75	\$19.00	5
		Senior	\$19.00	\$19.70	\$19.50	\$20.00	5
	Master's	1st Year	\$20.00	\$21.83	\$21.00	\$24.50	3
HUMAN RESOURCES	Bachelor's	Freshman	\$15.50	\$16.00	\$15.50	\$17.00	3
		Sophomore	\$16.50	\$17.00	\$16.75	\$17.50	4
		Junior	\$17.75	\$18.25	\$18.25	\$18.75	4
		Senior	\$19.00	\$19.50	\$19.25	\$20.00	4
MARKETING	Bachelor's	Freshman	\$15.50	\$15.67	\$15.50	\$16.00	3
		Sophomore	\$16.50	\$16.81	\$16.75	\$17.13	4
		Junior	\$17.75	\$18.19	\$18.25	\$18.63	4
		Senior	\$19.25	\$19.75	\$19.75	\$20.25	4

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 36: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MISC. MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$15.00	\$16.76	\$16.25	\$18.00	6
		Junior	\$16.00	\$17.33	\$17.50	\$18.00	10
		Senior	\$16.50	\$17.35	\$17.40	\$18.50	8
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$15.50	\$17.11	\$17.00	\$18.00	5
		Junior	\$16.50	\$18.58	\$18.00	\$18.00	9
		Senior	\$17.30	\$19.63	\$17.75	\$19.00	6
COMMUNICATIONS	Bachelor's	Senior	\$17.50	\$18.17	\$18.00	\$19.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$16.60	\$18.77	\$18.00	\$20.00	5
		Junior	\$18.00	\$23.01	\$21.00	\$26.25	5
		Senior	\$19.10	\$25.70	\$22.00	\$36.00	3
ECONOMICS	Bachelor's	Junior	\$16.50	\$18.90	\$18.00	\$18.00	5
		Senior	\$16.25	\$20.38	\$17.75	\$24.50	4
ENGINEERING	Bachelor's	Freshman	\$15.00	\$17.95	\$16.50	\$22.34	3
		Sophomore	\$16.60	\$19.76	\$20.00	\$23.45	7
		Junior	\$17.00	\$20.61	\$19.00	\$24.00	15
		Senior	\$17.00	\$21.50	\$19.50	\$25.00	11
	Master's	1st Year	\$23.00	\$29.95	\$27.00	\$34.75	5
		2nd Year	\$23.00	\$34.50	\$32.50	\$48.00	3
	Doctoral		\$29.00	\$39.83	\$32.50	\$58.00	3
FINANCE	Bachelor's	Sophomore	\$15.50	\$17.11	\$17.00	\$18.00	5
		Junior	\$16.25	\$18.78	\$18.00	\$19.88	8
		Senior	\$17.30	\$19.63	\$17.75	\$19.00	6
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.15	\$16.89	\$16.25	\$18.63	4
		Junior	\$16.00	\$18.18	\$18.00	\$21.75	7
		Senior	\$17.30	\$17.36	\$17.50	\$18.00	5
MARKETING	Bachelor's	Sophomore	\$14.80	\$15.77	\$15.50	\$17.00	3
		Junior	\$16.25	\$19.38	\$17.25	\$22.50	4
		Senior	\$17.30	\$19.47	\$17.75	\$19.00	6

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 37: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: WHOLESALE TRADE

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Junior	\$21.00	\$21.70	\$21.27	\$23.00	5
BUSINESS ADMINISTRATION	Bachelor's	Junior	\$17.00	\$19.00	\$18.00	\$21.00	4
		Senior	\$17.00	\$20.33	\$19.50	\$24.50	3
COMPUTER SCIENCE	Bachelor's	Junior	\$19.00	\$21.00	\$22.00	\$23.00	4
ECONOMICS	Bachelor's	Junior	\$17.00	\$19.48	\$18.95	\$21.96	4
ENGINEERING	Bachelor's	Junior	\$25.00	\$25.02	\$25.00	\$25.06	3
FINANCE	Bachelor's	Sophomore	\$17.00	\$18.00	\$18.00	\$19.00	3
		Junior	\$19.00	\$21.25	\$21.14	\$23.00	6
MARKETING	Bachelor's	Sophomore	\$17.00	\$17.67	\$17.00	\$19.00	3
		Junior	\$17.00	\$20.29	\$19.25	\$23.00	6
		Senior	\$18.25	\$19.63	\$19.75	\$21.00	4

FIGURE 38: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: RETAIL TRADE

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$16.00	\$16.33	\$16.00	\$17.00	3
		Junior	\$18.00	\$19.50	\$19.50	\$20.00	6
		Senior	\$18.50	\$20.25	\$19.00	\$22.00	4
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$16.00	\$17.00	\$17.00	\$18.00	3
		Junior	\$18.00	\$19.00	\$20.00	\$20.00	5
		Senior	\$18.00	\$19.67	\$19.00	\$22.00	3
COMMUNICATIONS	Bachelor's	Junior	\$17.00	\$18.00	\$17.50	\$19.00	4
		Senior	\$18.00	\$18.00	\$18.00	\$18.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$20.00	\$20.50	\$20.00	\$22.00	5
		Junior	\$19.00	\$23.71	\$22.00	\$26.00	7
		Senior	\$20.00	\$22.60	\$22.00	\$24.00	5
	Master's	1st Year	\$25.00	\$28.67	\$29.00	\$32.00	3
ECONOMICS	Bachelor's	Junior	\$18.00	\$19.33	\$20.00	\$20.00	3
ENGINEERING	Bachelor's	Sophomore	\$20.00	\$20.94	\$20.00	\$20.00	5
		Junior	\$20.00	\$24.39	\$22.00	\$31.73	7
		Senior	\$20.00	\$23.91	\$23.00	\$25.00	6
	Master's	1st Year	\$29.00	\$31.87	\$32.00	\$34.62	3
		2nd Year	\$29.00	\$31.87	\$32.00	\$34.62	3
	Doctoral		\$36.00	\$41.71	\$41.00	\$48.12	3
FINANCE	Bachelor's	Sophomore	\$16.00	\$16.67	\$17.00	\$17.00	3
		Junior	\$18.00	\$19.67	\$19.50	\$20.00	6
		Senior	\$19.00	\$20.50	\$19.00	\$22.00	4
HUMANS RESOURCES	Bachelor's	Junior	\$17.00	\$17.75	\$17.00	\$18.50	4
		Senior	\$17.00	\$17.67	\$18.00	\$18.00	3

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 38: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: RETAIL TRADE

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
MARKETING	Bachelor's	Sophomore	\$16.00	\$17.00	\$16.00	\$19.00	3
		Junior	\$17.00	\$19.00	\$19.00	\$20.00	6
		Senior	\$18.00	\$19.25	\$18.00	\$20.50	4

FIGURE 39: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: TRANSPORTATION

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$20.00	\$22.42	\$20.50	\$26.75	3
		Junior	\$20.00	\$24.17	\$22.50	\$30.00	3
		Senior	\$20.00	\$26.55	\$26.66	\$33.00	3

FIGURE 40: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: INFORMATION

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$16.00	\$18.33	\$19.00	\$20.00	3
		Junior	\$16.00	\$19.67	\$20.00	\$23.00	3
BUSINESS ADMINISTRATION	Bachelor's	Junior	\$15.50	\$22.25	\$18.00	\$29.00	4
		Senior	\$15.00	\$23.00	\$16.00	\$38.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$19.50	\$23.21	\$21.50	\$22.00	6
		Junior	\$22.50	\$26.97	\$25.00	\$32.00	8
		Senior	\$21.00	\$24.68	\$23.00	\$26.00	7
	Master's	1st Year	\$26.00	\$32.17	\$31.00	\$36.00	9
	Doctoral		\$37.75	\$43.88	\$45.00	\$50.00	4
ENGINEERING	Bachelor's	Sophomore	\$20.50	\$21.00	\$21.00	\$21.50	4
		Junior	\$23.00	\$26.40	\$23.00	\$26.00	5
		Senior	\$22.00	\$25.50	\$23.50	\$25.00	6
	Master's	1st Year	\$26.00	\$31.00	\$29.00	\$34.00	6
FINANCE	Bachelor's	Sophomore	\$16.00	\$17.33	\$18.00	\$18.00	3
		Junior	\$18.00	\$20.20	\$20.00	\$23.00	5
		Senior	\$17.00	\$18.69	\$18.38	\$20.38	4
	Master's	1st Year	\$21.50	\$26.50	\$27.00	\$31.00	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.00	\$17.33	\$18.00	\$19.00	3
		Junior	\$17.50	\$19.75	\$20.00	\$22.00	4
		Senior	\$15.00	\$19.33	\$21.00	\$22.00	3
MARKETING	Bachelor's	Sophomore	\$16.50	\$17.50	\$17.50	\$18.50	4
		Junior	\$16.00	\$18.67	\$20.00	\$20.00	3
		Senior	\$17.75	\$19.63	\$20.25	\$21.50	4
	Master's	1st Year	\$21.00	\$24.50	\$21.50	\$31.00	3
MATH/STATISTICS	Bachelor's	Senior	\$18.75	\$26.58	\$23.00	\$38.00	3

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 41: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: FINANCE, INSURANCE, & REAL ESTATE

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$20.00	\$20.89	\$20.50	\$22.75	8
		Junior	\$20.00	\$21.15	\$21.00	\$23.00	11
		Senior	\$18.00	\$20.00	\$20.50	\$22.00	6
	Master's	1st Year	\$22.50	\$25.58	\$26.50	\$28.67	4
		2nd Year	\$20.00	\$25.17	\$27.50	\$28.00	3
ACTUARIAL SCIENCE	Bachelor's	Sophomore	\$15.00	\$20.17	\$21.50	\$24.00	3
		Junior	\$21.50	\$22.00	\$22.25	\$24.00	6
		Senior	\$18.50	\$22.00	\$23.00	\$25.50	4
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$20.00	\$20.89	\$21.25	\$22.00	8
		Junior	\$20.00	\$21.26	\$20.75	\$23.00	12
		Senior	\$19.00	\$20.50	\$21.50	\$22.00	6
	Master's	1st Year	\$28.00	\$34.62	\$30.00	\$40.00	7
		2nd Year	\$20.00	\$32.67	\$33.00	\$45.00	3
COMMUNICATIONS	Bachelor's	Sophomore	\$15.00	\$19.44	\$20.00	\$21.50	7
		Junior	\$16.50	\$20.20	\$20.50	\$22.50	8
		Senior	\$15.00	\$19.00	\$19.00	\$22.00	5
	Master's	1st Year	\$20.00	\$26.44	\$29.33	\$30.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$21.50	\$23.77	\$23.50	\$25.00	13
		Junior	\$20.00	\$24.68	\$25.00	\$27.00	17
		Senior	\$22.00	\$24.44	\$24.00	\$28.00	9
	Master's	1st Year	\$29.33	\$29.59	\$30.00	\$32.00	5
		2nd Year	\$20.00	\$31.14	\$33.00	\$40.41	3
	Doctoral		\$39.00	\$41.44	\$42.57	\$42.75	3
ECONOMICS	Bachelor's	Sophomore	\$21.50	\$21.82	\$22.00	\$25.00	5
		Junior	\$20.00	\$21.62	\$22.00	\$23.00	9
		Senior	\$19.00	\$20.60	\$22.00	\$23.00	5
	Master's	1st Year	\$20.00	\$33.33	\$30.00	\$50.00	3
ENGINEERING	Bachelor's	Sophomore	\$20.00	\$24.48	\$23.25	\$29.37	6
		Junior	\$20.00	\$26.13	\$25.50	\$30.67	9
		Senior	\$17.00	\$22.51	\$21.50	\$28.02	4
	Master's	1st Year	\$30.00	\$31.98	\$32.00	\$32.91	5
		2nd Year	\$20.00	\$29.30	\$33.00	\$34.91	3
	Doctoral		\$39.00	\$41.42	\$42.50	\$42.75	3
FINANCE	Bachelor's	Sophomore	\$18.00	\$20.51	\$21.50	\$23.50	11
		Junior	\$20.00	\$21.34	\$22.00	\$24.00	15
		Senior	\$15.00	\$19.67	\$20.50	\$23.00	6
	Master's	1st Year	\$28.00	\$31.47	\$29.33	\$30.00	5

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 41: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: FINANCE, INSURANCE, & REAL ESTATE

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.00	\$18.50	\$20.00	\$21.00	5
		Junior	\$17.00	\$19.63	\$20.50	\$22.00	8
		Senior	\$17.00	\$20.00	\$21.50	\$22.00	8
	Master's	1st Year	\$20.00	\$26.44	\$29.33	\$30.00	3
HUMANITIES/ LIBERAL ARTS	Bachelor's	Sophomore	\$16.00	\$19.68	\$19.75	\$22.00	6
		Junior	\$16.00	\$20.51	\$20.00	\$23.00	7
		Senior	\$17.00	\$19.50	\$19.50	\$22.00	4
MARKETING	Bachelor's	Sophomore	\$15.00	\$18.64	\$20.00	\$21.50	7
		Junior	\$16.00	\$19.81	\$20.53	\$22.00	10
		Senior	\$15.00	\$19.50	\$20.50	\$22.00	6
	Master's	1st Year	\$24.00	\$26.83	\$28.67	\$29.67	4
MATH/STATISTICS	Bachelor's	Sophomore	\$18.00	\$21.01	\$22.00	\$23.00	7
		Junior	\$19.00	\$21.83	\$22.50	\$24.50	8
		Senior	\$17.00	\$21.00	\$21.50	\$25.00	4
	Master's	1st Year	\$20.00	\$26.44	\$29.33	\$30.00	3
		2nd Year	\$20.00	\$31.00	\$33.00	\$40.00	3
SOCIAL SCIENCE	Bachelor's	Sophomore	\$16.50	\$20.03	\$19.75	\$23.55	4
		Junior	\$18.00	\$20.52	\$19.00	\$23.00	5
		Senior	\$17.50	\$20.25	\$21.00	\$23.00	4

FIGURE 42: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ACCOUNTING SERVICES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Junior	\$22.00	\$24.30	\$22.50	\$28.00	5
		Senior	\$23.50	\$26.00	\$26.50	\$28.50	4
	Master's	1st Year	\$22.50	\$26.50	\$28.00	\$29.00	3

FIGURE 43: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ENGINEERING SERVICES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Junior	\$19.75	\$24.67	\$23.00	\$29.59	4
		Senior	\$22.00	\$27.72	\$28.00	\$33.17	3
	Master's	1st Year	\$22.00	\$27.75	\$27.50	\$33.50	4

Intern Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 44: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MANAGEMENT CONSULTING

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Junior	\$25.00	\$26.50	\$25.50	\$28.00	4
BUSINESS ADMINISTRATION	Bachelor's	Junior	\$25.00	\$26.50	\$25.50	\$28.00	4
COMPUTER SCIENCE	Bachelor's	Junior	\$25.00	\$25.40	\$25.00	\$27.00	5
	Master's	1st Year	\$20.00	\$27.67	\$28.00	\$35.00	3
ECONOMICS	Bachelor's	Junior	\$20.00	\$25.00	\$25.00	\$30.00	3
ENGINEERING	Bachelor's	Junior	\$25.00	\$26.75	\$26.00	\$28.50	4
FINANCE	Bachelor's	Junior	\$25.00	\$25.00	\$25.00	\$25.00	5
	Master's	1st Year	\$20.00	\$27.00	\$26.00	\$35.00	3
HUMANITIES/ LIBERAL ARTS	Bachelor's	Junior	\$15.00	\$21.67	\$20.00	\$30.00	3
MATH/STATISTICS	Bachelor's	Junior	\$25.00	\$26.67	\$25.00	\$30.00	3
SOCIAL SCIENCE	Bachelor's	Junior	\$17.50	\$22.50	\$22.50	\$27.50	4

FIGURE 45: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MISC. PROF. SERVICES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMPUTER SCIENCE	Bachelor's	Sophomore	\$13.00	\$20.57	\$22.70	\$26.00	3
		Junior	\$19.00	\$23.85	\$25.25	\$27.00	5
		Senior	\$20.00	\$25.80	\$28.00	\$28.00	5
	Master's	1st Year	\$25.00	\$31.44	\$29.88	\$37.88	4
ENGINEERING	Bachelor's	Sophomore	\$22.70	\$23.23	\$23.00	\$24.00	3
		Junior	\$24.00	\$24.05	\$25.00	\$25.25	5
		Senior	\$23.00	\$25.25	\$26.50	\$27.50	4
	Master's	1st Year	\$27.00	\$31.75	\$30.75	\$35.00	5

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 46: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: NEW ENGLAND

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Freshman	\$15.90	\$17.45	\$16.83	\$19.00	4
		Sophomore	\$17.00	\$18.60	\$18.00	\$20.25	7
		Junior	\$19.00	\$19.83	\$19.00	\$21.75	7
		Senior	\$17.83	\$19.78	\$20.00	\$21.73	4
	Master's	1st Year	\$20.00	\$25.98	\$21.45	\$28.00	6
		2nd Year	\$21.00	\$23.63	\$21.90	\$28.00	3
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$17.00	\$18.90	\$18.75	\$20.25	6
		Junior	\$19.00	\$19.99	\$20.00	\$21.50	9
		Senior	\$18.58	\$20.04	\$20.75	\$21.50	4
	Master's	1st Year	\$20.50	\$33.73	\$30.95	\$45.00	6
		2nd Year	\$20.50	\$29.13	\$21.90	\$45.00	3
COMMUNICATIONS	Master's	1st Year	\$20.00	\$28.50	\$20.50	\$45.00	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$20.50	\$22.84	\$22.00	\$24.63	8
		Junior	\$21.00	\$23.57	\$23.00	\$26.00	11
		Senior	\$22.00	\$24.17	\$23.00	\$28.00	6
	Master's	1st Year	\$24.00	\$30.25	\$27.00	\$34.75	7
		2nd Year	\$23.00	\$27.00	\$26.00	\$32.00	3
ECONOMICS	Bachelor's	Sophomore	\$17.00	\$19.00	\$18.00	\$22.00	3
		Junior	\$19.00	\$21.00	\$22.00	\$22.00	5
		Senior	\$21.00	\$22.00	\$22.00	\$23.00	3
	Master's	1st Year	\$20.00	\$28.67	\$21.00	\$45.00	3
ENGINEERING	Bachelor's	Freshman	\$18.00	\$19.00	\$18.50	\$20.00	4
		Sophomore	\$20.00	\$21.86	\$21.00	\$23.50	9
		Junior	\$22.00	\$25.22	\$25.50	\$26.20	11
		Senior	\$23.00	\$24.98	\$24.50	\$28.00	6
	Master's	1st Year	\$26.00	\$33.40	\$31.50	\$45.00	10
		2nd Year	\$25.00	\$31.81	\$29.00	\$38.63	4
	Doctoral		\$35.00	\$39.00	\$36.00	\$46.00	3
FINANCE	Bachelor's	Freshman	\$15.90	\$17.45	\$16.83	\$19.00	4
		Sophomore	\$17.50	\$18.71	\$18.15	\$19.88	8
		Junior	\$19.00	\$20.25	\$20.40	\$21.75	11
		Senior	\$19.00	\$20.42	\$21.00	\$22.45	5
	Master's	1st Year	\$20.00	\$25.98	\$21.45	\$28.00	6
		2nd Year	\$21.00	\$23.63	\$21.90	\$28.00	3

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 46: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: NEW ENGLAND

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
HUMAN RESOURCES	Bachelor's	Freshman	\$15.19	\$16.28	\$16.65	\$17.00	3
		Sophomore	\$17.00	\$18.03	\$18.00	\$18.30	6
		Junior	\$18.75	\$19.23	\$19.00	\$19.95	8
		Senior	\$19.00	\$20.02	\$20.73	\$21.00	6
	Master's	1st Year	\$20.00	\$26.48	\$21.20	\$31.50	6
		2nd Year	\$20.50	\$24.63	\$21.90	\$31.50	3
HUMANITIES/ LIBERAL ARTS	Bachelor's	Sophomore	\$15.00	\$18.33	\$18.00	\$22.00	3
		Junior	\$15.00	\$19.00	\$19.00	\$23.00	3
LAW/PARALEGAL	Master's	1st Year	\$20.95	\$24.23	\$23.45	\$27.50	4
MARKETING	Bachelor's	Sophomore	\$17.50	\$18.09	\$18.18	\$18.68	4
		Junior	\$19.00	\$19.79	\$19.40	\$20.05	5
		Senior	\$20.50	\$21.48	\$20.95	\$23.00	3
	Master's	1st Year	\$20.50	\$29.07	\$27.85	\$32.00	5
		2nd Year	\$20.50	\$26.78	\$27.85	\$32.00	3
MATH/STATISTICS	Bachelor's	Freshman	\$16.65	\$18.88	\$19.00	\$21.00	3
		Sophomore	\$17.33	\$19.41	\$19.50	\$21.50	4
		Junior	\$17.83	\$20.41	\$21.00	\$23.00	4
	Master's	1st Year	\$20.00	\$21.97	\$21.90	\$24.00	3
SOCIAL SCIENCE	Bachelor's	Junior	\$15.00	\$16.88	\$16.65	\$19.00	3
		Senior	\$15.83	\$18.41	\$18.33	\$21.00	4

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 47: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: MID EAST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$16.00	\$18.00	\$17.00	\$20.00	4
		Junior	\$18.00	\$21.14	\$20.00	\$24.00	11
		Senior	\$16.50	\$21.50	\$21.50	\$26.50	4
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$16.00	\$16.75	\$17.00	\$17.50	4
		Junior	\$18.00	\$19.78	\$20.00	\$20.00	9
		Senior	\$15.00	\$17.67	\$18.00	\$20.00	3
COMMUNICATIONS	Bachelor's	Junior	\$18.00	\$19.20	\$20.00	\$20.00	5
COMPUTER SCIENCE	Bachelor's	Sophomore	\$19.50	\$20.70	\$22.00	\$23.00	5
		Junior	\$20.00	\$24.70	\$24.50	\$26.00	10
		Senior	\$20.00	\$23.60	\$21.00	\$22.00	5
	Master's	1st Year	\$25.00	\$25.60	\$25.00	\$27.00	5
		2nd Year	\$31.50	\$37.88	\$38.75	\$44.25	4
ECONOMICS	Bachelor's	Sophomore	\$15.00	\$16.67	\$17.00	\$18.00	3
		Junior	\$18.00	\$19.50	\$20.00	\$21.50	7
ENGINEERING	Bachelor's	Sophomore	\$17.00	\$18.75	\$18.50	\$20.50	6
		Junior	\$18.50	\$22.42	\$21.50	\$25.00	12
		Senior	\$18.00	\$19.17	\$19.50	\$21.00	6
	Master's	1st Year	\$21.00	\$24.33	\$24.50	\$27.00	6
		2nd Year	\$28.00	\$35.17	\$35.00	\$42.50	3
FINANCE	Bachelor's	Sophomore	\$16.00	\$18.00	\$17.00	\$20.00	4
		Junior	\$18.00	\$20.33	\$20.00	\$23.00	9
		Senior	\$15.00	\$17.25	\$18.00	\$18.75	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.00	\$17.00	\$17.00	\$19.00	3
		Junior	\$18.00	\$19.20	\$20.00	\$20.00	5
HUMANITIES/ LIBERAL ARTS	Bachelor's	Junior	\$20.00	\$21.00	\$20.00	\$23.00	3
MARKETING	Bachelor's	Sophomore	\$17.00	\$17.00	\$17.00	\$17.00	5
		Junior	\$18.00	\$19.25	\$20.00	\$20.00	8
		Senior	\$15.00	\$17.50	\$18.00	\$19.50	3
MATH/STATISTICS	Bachelor's	Sophomore	\$15.00	\$21.33	\$24.00	\$25.00	3
		Junior	\$20.00	\$22.06	\$22.25	\$25.50	8
SOCIAL SCIENCES	Bachelor's	Junior	\$17.50	\$19.50	\$20.00	\$21.50	4

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 48: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: GREAT LAKES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Associate	1st Year	\$15.25	\$16.51	\$15.52	\$17.77	4
		2nd Year	\$15.00	\$16.00	\$16.49	\$16.50	3
	Bachelor's	Freshman	\$15.25	\$15.44	\$15.50	\$15.63	4
		Sophomore	\$16.00	\$17.20	\$17.00	\$19.00	19
		Junior	\$17.00	\$18.67	\$18.00	\$20.00	30
		Senior	\$17.65	\$19.01	\$19.00	\$20.50	24
	Master's	1st Year	\$20.00	\$24.15	\$24.38	\$27.29	12
		2nd Year	\$21.50	\$23.73	\$23.71	\$25.96	4
ACTUARIAL SCIENCE	Bachelor's	Junior	\$23.00	\$25.00	\$25.00	\$27.00	3
BUSINESS ADMINISTRATION	Associate	1st Year	\$15.25	\$16.51	\$15.52	\$17.77	4
		2nd Year	\$15.00	\$15.75	\$15.75	\$16.50	4
	Bachelor's	Freshman	\$15.00	\$15.42	\$15.50	\$15.75	3
		Sophomore	\$15.00	\$17.05	\$17.00	\$18.00	15
		Junior	\$17.00	\$18.69	\$18.00	\$19.00	22
		Senior	\$17.30	\$18.84	\$19.00	\$20.00	18
	Master's	1st Year	\$20.00	\$24.41	\$24.50	\$29.33	10
		2nd Year	\$23.00	\$25.23	\$24.67	\$25.50	5
COMMUNICATIONS	Associate	1st Year	\$15.25	\$16.51	\$15.52	\$17.77	4
		2nd Year	\$15.00	\$16.00	\$16.49	\$16.50	3
	Bachelor's	Freshman	\$15.00	\$15.42	\$15.50	\$15.75	3
		Sophomore	\$15.00	\$16.68	\$16.25	\$17.00	10
		Junior	\$16.00	\$17.54	\$17.00	\$18.00	12
		Senior	\$16.50	\$18.33	\$18.00	\$19.00	12
	Master's	1st Year	\$18.50	\$24.08	\$24.67	\$29.67	4
COMPUTER SCIENCE	Associate	1st Year	\$16.13	\$17.31	\$16.63	\$18.50	4
	Bachelor's	Freshman	\$16.00	\$17.57	\$17.00	\$19.00	7
		Sophomore	\$17.00	\$18.73	\$18.00	\$21.00	17
		Junior	\$18.00	\$21.08	\$20.38	\$24.00	20
		Senior	\$19.00	\$21.04	\$20.50	\$24.00	15
	Master's	1st Year	\$26.50	\$29.31	\$29.67	\$31.00	10
		2nd Year	\$20.00	\$26.75	\$27.24	\$33.00	3
	Doctoral		\$40.00	\$44.25	\$42.75	\$50.00	3
ECONOMICS	Bachelor's	Sophomore	\$15.00	\$17.36	\$17.00	\$18.00	7
		Junior	\$16.00	\$19.25	\$18.00	\$21.50	12
		Senior	\$15.00	\$18.38	\$18.50	\$20.50	8
	Master's	1st Year	\$20.00	\$25.40	\$25.00	\$30.00	5

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 48: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: GREAT LAKES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Associate	1st Year	\$16.00	\$17.04	\$16.63	\$18.00	6
		2nd Year	\$17.50	\$17.75	\$18.00	\$18.00	4
	Bachelor's	Freshman	\$17.00	\$18.11	\$18.00	\$18.00	9
		Sophomore	\$18.00	\$19.39	\$19.00	\$21.00	19
		Junior	\$18.00	\$20.61	\$20.00	\$23.00	29
		Senior	\$19.00	\$21.46	\$21.00	\$23.25	25
	Master's	1st Year	\$24.75	\$27.81	\$27.63	\$31.00	12
		2nd Year	\$21.50	\$25.81	\$25.12	\$30.12	4
	Doctoral		\$29.00	\$37.25	\$40.00	\$42.75	3
FINANCE	Associate	1st Year	\$15.25	\$16.51	\$15.52	\$17.77	4
		2nd Year	\$15.00	\$16.00	\$16.49	\$16.50	3
	Bachelor's	Freshman	\$15.25	\$15.44	\$15.50	\$15.63	4
		Sophomore	\$16.50	\$17.40	\$17.00	\$18.00	17
		Junior	\$17.50	\$19.03	\$18.00	\$20.00	26
		Senior	\$18.50	\$19.03	\$19.00	\$19.75	20
	Master's	1st Year	\$20.00	\$24.86	\$24.50	\$29.33	10
		2nd Year	\$21.50	\$25.17	\$23.84	\$28.84	4
HUMAN RESOURCES	Associate	1st Year	\$15.25	\$16.51	\$15.52	\$17.77	4
		2nd Year	\$15.00	\$16.00	\$16.49	\$16.50	3
	Bachelor's	Freshman	\$15.50	\$15.75	\$15.50	\$15.75	5
		Sophomore	\$16.00	\$17.11	\$16.75	\$18.00	17
		Junior	\$17.00	\$17.93	\$17.50	\$19.00	21
		Senior	\$17.15	\$18.74	\$19.00	\$20.50	20
	Master's	1st Year	\$22.50	\$25.08	\$25.00	\$29.33	11
		2nd Year	\$23.00	\$24.68	\$23.00	\$24.42	5
HUMANITIES/ LIBERAL ARTS	Bachelor's	Sophomore	\$15.00	\$17.67	\$16.50	\$21.50	3
		Junior	\$17.50	\$21.10	\$20.00	\$23.00	5
		Senior	\$17.00	\$19.25	\$19.00	\$21.50	4
	Master's	1st Year	\$18.50	\$25.50	\$25.00	\$32.50	4
LAW/PARALEGAL	Bachelor's	Sophomore	\$16.50	\$18.63	\$19.00	\$20.75	4
		Junior	\$17.00	\$20.00	\$20.00	\$23.00	6
		Senior	\$20.00	\$21.20	\$22.00	\$24.00	5
	Master's	1st Year	\$17.50	\$22.50	\$21.50	\$27.50	4

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 48: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: GREAT LAKES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
MARKETING	Associate	1st Year	\$15.25	\$16.51	\$15.52	\$17.77	4
		2nd Year	\$15.00	\$16.00	\$16.49	\$16.50	3
	Bachelor's	Freshman	\$15.50	\$15.75	\$15.50	\$15.75	5
		Sophomore	\$16.00	\$17.06	\$16.50	\$19.00	17
		Junior	\$17.00	\$17.82	\$17.75	\$18.25	18
		Senior	\$18.00	\$18.55	\$19.00	\$19.50	21
	Master's	1st Year	\$21.25	\$25.32	\$26.38	\$29.67	8
		2nd Year	\$21.50	\$25.11	\$23.71	\$28.71	4
MATH/STATISTICS	Bachelor's	Sophomore	\$18.00	\$20.33	\$20.63	\$23.00	6
		Junior	\$20.75	\$23.56	\$24.00	\$25.50	8
		Senior	\$19.00	\$22.89	\$23.25	\$26.00	7
	Master's	1st Year	\$25.00	\$27.93	\$28.79	\$30.00	6
PHYSICAL SCIENCE	Bachelor's	Sophomore	\$15.00	\$18.17	\$18.00	\$21.50	3
		Junior	\$15.00	\$19.33	\$20.00	\$23.00	3
		Senior	\$18.50	\$21.50	\$23.00	\$24.50	4
	Master's	1st Year	\$17.00	\$24.00	\$25.00	\$30.00	3
SOCIAL SCIENCE	Bachelor's	Junior	\$19.00	\$23.25	\$24.00	\$27.50	4
	Master's	1st Year	\$17.00	\$27.33	\$30.00	\$35.00	3

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 49: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: PLAINS

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$16.00	\$16.65	\$17.00	\$17.25	5
		Junior	\$18.00	\$19.50	\$19.88	\$21.27	6
		Senior	\$16.00	\$18.90	\$19.50	\$22.00	6
	Master's	1st Year	\$19.35	\$21.30	\$21.75	\$23.25	4
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$16.00	\$16.75	\$17.00	\$17.25	3
		Junior	\$17.00	\$18.31	\$18.38	\$19.63	4
		Senior	\$17.50	\$18.88	\$19.50	\$20.25	4
	Master's	1st Year	\$20.50	\$22.17	\$21.50	\$24.50	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$18.75	\$19.50	\$19.88	\$20.00	6
		Junior	\$19.88	\$21.46	\$21.88	\$23.00	8
		Senior	\$21.50	\$23.07	\$22.50	\$25.00	7
	Master's	1st Year	\$22.50	\$25.48	\$25.90	\$27.50	5
ENGINEERING	Bachelor's	Sophomore	\$19.88	\$21.19	\$20.50	\$22.50	4
		Junior	\$21.75	\$23.69	\$25.00	\$25.00	7
		Senior	\$23.00	\$25.20	\$25.00	\$26.00	5
	Master's	1st Year	\$25.00	\$27.17	\$27.50	\$29.00	3
FINANCE	Bachelor's	Sophomore	\$16.00	\$16.65	\$17.00	\$17.25	5
		Junior	\$18.25	\$19.44	\$19.38	\$21.14	8
		Senior	\$19.00	\$20.33	\$21.00	\$22.00	6
	Master's	1st Year	\$21.75	\$23.75	\$23.25	\$25.75	4
MARKETING	Bachelor's	Sophomore	\$16.00	\$16.45	\$17.00	\$17.00	5
		Junior	\$16.00	\$18.08	\$18.38	\$19.50	6
		Senior	\$17.00	\$18.71	\$19.50	\$20.00	6
	Master's	1st Year	\$18.63	\$20.81	\$20.88	\$23.00	4
PHYSICAL SCIENCE	Bachelor's	Junior	\$13.20	\$17.80	\$20.00	\$20.19	3

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 50: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: SOUTHEAST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Associate	1st Year	\$14.00	\$16.44	\$16.50	\$18.88	4
	Bachelor's	Freshman	\$13.00	\$15.00	\$14.00	\$18.00	3
		Sophomore	\$17.15	\$18.94	\$18.88	\$21.00	10
		Junior	\$18.00	\$19.75	\$20.00	\$22.00	13
		Senior	\$18.00	\$19.99	\$20.23	\$22.00	10
	Master's	1st Year	\$20.80	\$23.91	\$24.00	\$28.00	5
		2nd Year	\$22.40	\$25.64	\$26.00	\$28.88	4
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$18.00	\$19.18	\$19.75	\$20.00	5
		Junior	\$18.26	\$19.71	\$20.00	\$21.00	6
		Senior	\$18.83	\$20.73	\$20.73	\$22.63	4
	Master's	1st Year	\$20.80	\$25.18	\$26.00	\$28.75	3
COMMUNICATIONS	Bachelor's	Sophomore	\$18.00	\$19.19	\$18.88	\$20.38	4
		Junior	\$18.50	\$19.88	\$20.00	\$21.25	4
COMPUTER SCIENCE	Associate	2nd Year	\$16.25	\$20.50	\$20.75	\$24.76	4
	Bachelor's	Freshman	\$16.25	\$18.69	\$19.25	\$21.13	4
		Sophomore	\$18.68	\$21.17	\$21.00	\$23.50	12
		Junior	\$20.00	\$23.11	\$22.00	\$25.25	15
		Senior	\$21.48	\$24.51	\$23.60	\$27.50	12
	Master's	1st Year	\$26.50	\$28.89	\$29.35	\$31.38	8
		2nd Year	\$29.00	\$31.98	\$32.50	\$34.00	5
	Doctoral		\$39.56	\$39.19	\$40.80	\$41.00	5
ECONOMICS	Bachelor's	Sophomore	\$18.88	\$20.69	\$19.88	\$22.50	4
		Junior	\$20.00	\$21.63	\$20.75	\$23.25	4
		Senior	\$20.00	\$21.75	\$22.00	\$23.25	3
	Master's	1st Year	\$23.00	\$31.19	\$27.38	\$39.38	4
ENGINEERING	Associate	2nd Year	\$16.50	\$20.85	\$20.75	\$25.20	4
	Bachelor's	Freshman	\$16.00	\$19.10	\$19.25	\$21.75	6
		Sophomore	\$18.00	\$21.31	\$20.00	\$23.45	11
		Junior	\$19.00	\$21.80	\$21.31	\$24.82	16
		Senior	\$21.00	\$23.46	\$24.00	\$27.00	15
	Master's	1st Year	\$24.00	\$27.31	\$29.00	\$32.00	11
		2nd Year	\$29.00	\$30.74	\$31.25	\$34.00	6
	Doctoral		\$35.60	\$38.58	\$40.18	\$41.00	6

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 50: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: SOUTHEAST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
FINANCE	Associate	2nd Year	\$13.20	\$16.98	\$18.00	\$19.75	3
	Bachelor's	Sophomore	\$17.15	\$18.96	\$18.00	\$20.00	9
		Junior	\$18.00	\$20.11	\$20.00	\$23.00	11
		Senior	\$18.48	\$20.18	\$20.50	\$22.63	8
	Master's	1st Year	\$20.00	\$26.06	\$24.00	\$28.75	7
HUMAN RESOURCES	Bachelor's	Sophomore	\$17.58	\$18.98	\$18.88	\$20.38	4
		Junior	\$15.90	\$18.81	\$19.00	\$21.50	7
		Senior	\$19.00	\$20.53	\$20.23	\$22.00	6
	Master's	1st Year	\$21.20	\$24.65	\$24.00	\$28.75	3
HUMANITIES/ LIBERAL ARTS	Bachelor's	Sophomore	\$16.00	\$18.58	\$19.75	\$20.00	3
		Junior	\$16.00	\$19.17	\$20.00	\$21.50	3
MARKETING	Bachelor's	Sophomore	\$17.15	\$18.65	\$18.88	\$20.00	6
		Junior	\$18.26	\$19.63	\$20.00	\$21.50	9
		Senior	\$19.45	\$20.84	\$21.00	\$22.00	7
	Master's	1st Year	\$20.40	\$23.39	\$22.40	\$26.38	4
MATH/STATISTICS	Bachelor's	Sophomore	\$19.00	\$20.88	\$21.00	\$22.75	4
		Junior	\$20.00	\$21.81	\$22.00	\$23.63	4
PHYSICAL SCIENCE	Bachelor's	Junior	\$18.25	\$21.93	\$22.30	\$25.25	3
		Senior	\$19.43	\$23.48	\$24.00	\$27.00	3
	Master's	1st Year	\$27.50	\$29.07	\$27.70	\$32.00	3
		2nd Year	\$30.00	\$34.33	\$34.00	\$39.00	3
	Doctoral		\$35.60	\$39.72	\$39.56	\$44.00	3
SOCIAL SCIENCE	Bachelor's	Sophomore	\$18.00	\$18.94	\$18.88	\$19.88	4
		Junior	\$19.00	\$19.88	\$20.00	\$20.75	4
		Senior	\$20.00	\$21.75	\$22.00	\$23.25	3
	Master's	1st Year	\$20.00	\$24.92	\$26.00	\$28.75	3

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 51: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: SOUTHWEST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$19.20	\$21.07	\$22.01	\$22.94	4
		Junior	\$22.00	\$23.71	\$25.11	\$26.00	10
		Senior	\$20.65	\$24.33	\$24.76	\$28.01	4
	Master's	1st Year	\$23.50	\$26.25	\$26.25	\$29.42	6
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$15.80	\$19.01	\$19.20	\$22.22	4
		Junior	\$17.00	\$21.13	\$21.46	\$25.85	6
		Senior	\$16.00	\$19.76	\$18.00	\$23.52	4
COMMUNICATIONS	Bachelor's	Sophomore	\$15.00	\$18.17	\$16.60	\$21.00	5
		Junior	\$15.00	\$19.55	\$18.00	\$24.00	5
		Senior	\$15.00	\$19.38	\$17.00	\$23.75	4
COMPUTER SCIENCE	Bachelor's	Freshman	\$13.00	\$19.28	\$22.00	\$22.85	3
		Sophomore	\$20.00	\$24.68	\$23.52	\$26.70	8
		Junior	\$22.00	\$26.85	\$27.00	\$30.00	13
		Senior	\$22.00	\$27.75	\$25.00	\$34.27	7
	Master's	1st Year	\$27.00	\$33.67	\$28.00	\$45.00	6
	Doctoral		\$45.00	\$47.67	\$48.00	\$50.00	3
ECONOMICS	Bachelor's	Junior	\$21.43	\$27.18	\$25.85	\$32.92	4
ENGINEERING	Bachelor's	Sophomore	\$22.00	\$28.21	\$29.88	\$32.95	7
		Junior	\$23.00	\$29.79	\$29.88	\$37.66	11
		Senior	\$23.00	\$32.56	\$29.00	\$44.00	6
	Master's	1st Year	\$27.00	\$33.72	\$28.75	\$42.12	8
		2nd Year	\$28.00	\$35.33	\$30.00	\$48.00	3
	Doctoral		\$45.00	\$49.00	\$50.00	\$52.00	3
FINANCE	Bachelor's	Sophomore	\$17.00	\$19.44	\$18.00	\$22.62	7
		Junior	\$18.30	\$22.20	\$23.75	\$25.75	10
		Senior	\$18.00	\$21.87	\$19.30	\$28.50	5
	Master's	1st Year	\$22.50	\$24.00	\$23.50	\$26.00	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$15.00	\$15.53	\$15.00	\$16.60	3
		Junior	\$15.00	\$16.75	\$16.50	\$18.50	4
		Senior	\$15.00	\$16.33	\$15.00	\$19.00	3
	Master's	1st Year	\$24.00	\$30.23	\$30.52	\$36.46	4
MARKETING	Bachelor's	Sophomore	\$15.00	\$18.07	\$16.60	\$22.62	3
		Junior	\$17.00	\$20.18	\$18.50	\$25.85	6
		Senior	\$15.00	\$17.00	\$17.00	\$19.00	3

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 52: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ROCKY MOUNTAINS/FAR WEST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$18.75	\$22.28	\$23.80	\$25.80	4
		Junior	\$20.00	\$23.42	\$24.00	\$27.60	5
		Senior	\$20.25	\$24.63	\$26.00	\$29.00	4
	Master's	1st Year	\$21.50	\$27.17	\$29.00	\$31.00	3
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$22.00	\$22.22	\$22.00	\$25.60	5
		Junior	\$23.00	\$26.60	\$25.00	\$30.00	11
		Senior	\$23.00	\$28.63	\$29.50	\$34.25	8
	Master's	1st Year	\$28.00	\$33.89	\$31.00	\$40.00	9
		2nd Year	\$31.00	\$33.10	\$31.00	\$32.50	5
	Doctoral		\$32.50	\$35.30	\$33.00	\$33.00	5
COMMUNICATIONS	Bachelor's	Sophomore	\$15.50	\$19.70	\$18.00	\$25.60	3
		Junior	\$16.50	\$21.37	\$20.00	\$27.60	3
COMPUTER SCIENCE	Bachelor's	Sophomore	\$25.00	\$29.00	\$26.00	\$36.00	7
		Junior	\$27.00	\$31.10	\$30.83	\$36.00	13
		Senior	\$29.00	\$32.44	\$32.03	\$36.75	8
	Master's	1st Year	\$32.00	\$36.86	\$36.00	\$42.00	11
		2nd Year	\$37.45	\$39.89	\$40.00	\$43.00	5
	Doctoral		\$39.00	\$42.83	\$40.00	\$50.00	6
ECONOMICS	Bachelor's	Sophomore	\$15.50	\$22.37	\$25.60	\$26.00	3
		Junior	\$27.00	\$27.72	\$27.60	\$30.00	5
		Senior	\$23.75	\$29.00	\$30.50	\$34.25	4
	Master's	1st Year	\$21.50	\$30.00	\$31.00	\$37.50	3
ENGINEERING	Bachelor's	Freshman	\$16.50	\$22.63	\$25.38	\$26.00	3
		Sophomore	\$21.00	\$24.19	\$24.00	\$26.00	9
		Junior	\$23.00	\$28.25	\$27.00	\$33.17	17
		Senior	\$25.00	\$29.90	\$30.00	\$33.46	13
	Master's	1st Year	\$28.00	\$32.60	\$34.00	\$36.00	15
		2nd Year	\$31.00	\$35.51	\$34.00	\$37.45	9
	Doctoral		\$33.00	\$40.29	\$39.00	\$48.12	9
FINANCE	Bachelor's	Sophomore	\$18.00	\$21.52	\$22.00	\$25.60	6
		Junior	\$20.00	\$25.05	\$24.00	\$27.60	11
		Senior	\$22.00	\$27.14	\$29.00	\$31.00	7
	Master's	1st Year	\$28.00	\$30.00	\$31.00	\$31.00	6
		2nd Year	\$31.00	\$31.50	\$31.00	\$32.50	3
	Doctoral		\$32.50	\$32.83	\$33.00	\$33.00	3

Intern Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 52: AVERAGE HOURLY WAGE FOR INTERNS, BY DEGREE/YEAR LEVEL: ROCKY MOUNTAINS/FAR WEST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
HUMAN RESOURCES	Bachelor's	Sophomore	\$16.75	\$20.38	\$20.00	\$24.00	4
		Junior	\$20.00	\$23.67	\$22.00	\$24.00	6
		Senior	\$17.50	\$24.33	\$22.50	\$29.00	6
	Master's	1st Year	\$26.25	\$30.25	\$31.00	\$34.25	4
MARKETING	Bachelor's	Sophomore	\$16.75	\$20.38	\$20.00	\$24.00	4
		Junior	\$20.00	\$25.00	\$24.00	\$30.00	7
		Senior	\$17.50	\$25.43	\$23.00	\$31.00	7
	Master's	1st Year	\$28.00	\$33.60	\$31.00	\$37.50	5
MATH/STATISTICS	Bachelor's	Sophomore	\$19.00	\$23.53	\$25.60	\$26.00	3
		Junior	\$25.00	\$29.37	\$28.80	\$34.17	8
		Senior	\$24.00	\$30.79	\$31.00	\$37.50	7
	Master's	1st Year	\$34.00	\$36.58	\$36.73	\$38.00	6
		2nd Year	\$34.23	\$38.36	\$39.73	\$42.50	4
	Doctoral		\$33.00	\$44.33	\$50.00	\$50.00	3
PHYSICAL SCIENCE	Bachelor's	Junior	\$25.00	\$27.71	\$28.50	\$30.42	4
		Senior	\$27.00	\$29.26	\$30.50	\$31.53	4
	Master's	1st Year	\$34.00	\$36.79	\$35.95	\$38.00	5
		2nd Year	\$34.23	\$38.86	\$39.73	\$43.50	4
	Doctoral		\$37.00	\$45.38	\$45.50	\$53.75	4
SOCIAL SCIENCE	Bachelor's	Junior	\$27.00	\$30.70	\$27.60	\$37.50	3

CO-OPS

Co-op Hourly Wage Rates, by Degree and Year of Study

FIGURE 53: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	1st Year	\$16.50	\$17.77	\$17.77	\$19.03	29
	2nd Year	\$17.34	\$19.07	\$18.98	\$20.88	30
BACHELOR'S	Freshman	\$16.33	\$17.64	\$17.28	\$19.16	46
	Sophomore	\$17.03	\$18.92	\$18.51	\$20.62	90
	Junior	\$18.50	\$20.65	\$19.82	\$23.04	115
	Senior	\$20.23	\$22.27	\$21.90	\$24.15	88
MASTER'S	1st Year	\$22.84	\$26.51	\$25.65	\$31.00	48
	2nd Year	\$24.64	\$28.34	\$28.64	\$31.45	35
DOCTORAL		\$28.20	\$32.12	\$32.27	\$36.12	33

Co-op Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 54: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: ACCOUNTING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Freshman	\$15.50	\$16.50	\$16.00	\$18.00	3
	Sophomore	\$16.00	\$16.68	\$16.25	\$17.00	6
	Junior	\$16.00	\$18.90	\$18.30	\$21.50	7
	Senior	\$19.00	\$20.64	\$20.65	\$23.00	6

FIGURE 55: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: BUSINESS ADMINISTRATION

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Sophomore	\$16.00	\$17.41	\$16.50	\$19.75	5
	Junior	\$17.00	\$18.50	\$18.25	\$20.00	6
	Senior	\$18.15	\$19.89	\$19.50	\$21.63	4
MASTER'S	1st Year	\$21.50	\$35.08	\$28.75	\$55.00	3

FIGURE 56: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: COMPUTER SCIENCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Freshman	\$16.50	\$17.94	\$17.00	\$19.38	4
	Sophomore	\$18.00	\$20.69	\$19.00	\$23.50	11
	Junior	\$19.00	\$22.07	\$20.00	\$25.25	15
	Senior	\$21.50	\$24.47	\$24.00	\$26.50	12
MASTER'S	1st Year	\$26.00	\$27.83	\$27.00	\$32.00	6
	2nd Year	\$27.00	\$30.50	\$32.00	\$34.00	4
DOCTORAL		\$26.50	\$37.02	\$39.56	\$45.00	3

Co-op Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 57: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: ECONOMICS

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Sophomore	\$16.00	\$18.25	\$19.00	\$19.75	3
	Junior	\$17.00	\$19.50	\$20.00	\$21.50	3

FIGURE 58: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: ENGINEERING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ASSOCIATE	2nd Year	\$15.00	\$18.83	\$18.00	\$23.50	3
BACHELOR'S	Freshman	\$17.00	\$18.81	\$18.00	\$21.00	10
	Sophomore	\$18.00	\$20.08	\$19.95	\$21.72	30
	Junior	\$20.00	\$22.15	\$21.00	\$25.00	43
	Senior	\$21.00	\$23.21	\$22.75	\$25.00	30
MASTER'S	1st Year	\$23.00	\$25.62	\$25.00	\$28.00	13
	2nd Year	\$24.00	\$30.71	\$31.50	\$34.00	6
DOCTORAL		\$35.60	\$36.53	\$36.00	\$39.56	5

FIGURE 59: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: FINANCE

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Freshman	\$15.00	\$16.17	\$15.50	\$18.00	3
	Sophomore	\$15.00	\$17.44	\$17.00	\$19.75	7
	Junior	\$16.00	\$18.05	\$17.90	\$20.00	6
	Senior	\$19.00	\$20.17	\$19.30	\$22.00	5

FIGURE 60: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: HUMAN RESOURCES

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Freshman	\$15.25	\$16.63	\$16.75	\$18.00	4
	Sophomore	\$15.00	\$16.81	\$16.50	\$18.00	5
	Junior	\$16.00	\$18.00	\$17.75	\$20.00	6
	Senior	\$18.00	\$20.18	\$20.25	\$22.00	6
MASTER'S	1st Year	\$18.00	\$22.75	\$21.50	\$28.75	3

FIGURE 61: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MARKETING

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Freshman	\$15.00	\$16.17	\$15.50	\$18.00	3
	Sophomore	\$15.00	\$16.51	\$16.25	\$17.00	6
	Junior	\$17.00	\$18.59	\$18.25	\$20.25	11
	Senior	\$19.00	\$20.11	\$19.25	\$22.00	7

Co-op Hourly Wage Rates, by Major, Degree, and Year of Study

FIGURE 62: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MATH/STATISTICS

		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
BACHELOR'S	Sophomore	\$16.50	\$19.33	\$18.00	\$23.50	3
	Junior	\$18.25	\$20.44	\$19.50	\$22.63	4
	Senior	\$20.50	\$22.75	\$22.50	\$25.00	4
MASTER'S	1st Year	\$21.50	\$25.83	\$24.00	\$32.00	3

Co-op Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 63: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: 500 OR LESS EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Senior	\$22.00	\$25.86	\$22.00	\$33.59	3

FIGURE 64: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: 1,001 - 2,500 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMPUTER SCIENCE	Bachelor's	Sophomore	\$17.30	\$20.02	\$18.25	\$22.75	4
		Junior	\$18.15	\$21.58	\$18.75	\$25.00	4
	Master's	1st Year	\$19.10	\$25.37	\$22.00	\$35.00	3
ENGINEERING	Bachelor's	Sophomore	\$17.00	\$18.52	\$18.00	\$18.50	6
		Junior	\$18.50	\$20.98	\$19.00	\$25.00	9
		Senior	\$18.55	\$22.15	\$22.05	\$25.75	4

FIGURE 65: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: 2,501 - 5,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Junior	\$20.00	\$21.75	\$20.75	\$23.50	4

FIGURE 66: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: 5,001 - 10,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$19.00	\$19.75	\$20.00	\$20.50	4
		Junior	\$18.00	\$20.55	\$21.00	\$22.30	6
		Senior	\$22.00	\$22.83	\$24.00	\$24.00	6
	Master's	1st Year	\$22.00	\$25.43	\$26.85	\$28.85	4

Co-op Hourly Wage Rates, by Company Size, Major, Degree, and Year of Study

FIGURE 67: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: 10,001 - 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMPUTER SCIENCE	Bachelor's	Sophomore	\$18.00	\$22.00	\$20.00	\$28.00	3
		Junior	\$22.00	\$24.10	\$23.00	\$28.00	5
		Senior	\$20.50	\$23.17	\$24.00	\$25.00	3
	Master's	1st Year	\$23.00	\$25.67	\$26.00	\$28.00	3
ENGINEERING	Bachelor's	Sophomore	\$18.00	\$18.73	\$18.25	\$19.90	6
		Junior	\$19.50	\$21.05	\$20.50	\$23.00	10
		Senior	\$19.75	\$21.31	\$21.25	\$22.75	8
	Master's	1st Year	\$23.00	\$23.60	\$24.00	\$25.00	5
MARKETING	Bachelor's	Junior	\$17.50	\$18.50	\$18.00	\$20.00	3

FIGURE 68: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MORE THAN 20,000 EMPLOYEES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Freshman	\$18.00	\$20.02	\$19.88	\$22.05	4
		Sophomore	\$19.36	\$21.83	\$22.36	\$23.50	10
		Junior	\$24.63	\$24.75	\$25.00	\$26.00	13
		Senior	\$23.00	\$25.67	\$26.00	\$27.00	7

Co-op Hourly Wage Rates by Industry, Major, Degree, and Year of Study

FIGURE 69: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: UTILITIES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Junior	\$18.50	\$20.21	\$20.62	\$21.50	3

FIGURE 70: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: CONSTRUCTION

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Senior	\$18.00	\$24.53	\$22.00	\$33.59	3

FIGURE 71: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: FOOD & BEVERAGE MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$19.00	\$20.63	\$21.00	\$22.25	4
		Junior	\$21.00	\$22.50	\$23.00	\$25.00	5
MARKETING	Bachelor's	Junior	\$15.00	\$17.75	\$18.00	\$20.25	3

Co-op Hourly Wage Rates, by Industry, Major, Degree, and Year of Study

FIGURE 72: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: CHEMICAL (PHARMACEUTICAL) MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$18.00	\$19.67	\$18.00	\$23.00	3
		Junior	\$19.00	\$21.50	\$20.00	\$25.00	5
		Senior	\$19.50	\$23.13	\$23.75	\$26.75	4

FIGURE 73: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: COMPUTER & ELECTRONICS MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMPUTER SCIENCE	Bachelor's	Junior	\$22.00	\$23.42	\$23.00	\$25.25	3
		Senior	\$24.00	\$25.33	\$25.00	\$27.00	3
	Master's	1st Year	\$26.00	\$28.67	\$28.00	\$32.00	3
ENGINEERING	Bachelor's	Sophomore	\$19.20	\$21.48	\$21.70	\$23.75	4
		Junior	\$20.50	\$22.96	\$22.65	\$25.25	6
		Senior	\$22.50	\$24.90	\$24.50	\$27.00	6
	Master's	1st Year	\$27.70	\$30.61	\$28.00	\$32.00	5
		2nd Year	\$30.00	\$36.42	\$34.00	\$45.25	3
	Doctoral		\$35.60	\$40.05	\$39.56	\$45.00	3

FIGURE 74: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MOTOR VEHICLE MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Senior	\$20.50	\$22.17	\$23.00	\$23.00	3

FIGURE 75: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MISC. MFG.

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$16.60	\$21.43	\$23.45	\$24.25	3
		Junior	\$20.00	\$21.74	\$20.00	\$24.63	5
		Senior	\$19.10	\$21.82	\$20.50	\$25.86	3

FIGURE 76: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: WHOLESALE TRADE

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$19.00	\$20.18	\$20.50	\$21.36	4
		Junior	\$21.00	\$23.01	\$24.00	\$25.00	6
		Senior	\$22.00	\$24.33	\$25.00	\$26.00	3

FIGURE 77: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MISC. PROF. SERVICES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMPUTER SCIENCE	Bachelor's	Junior	\$20.00	\$26.33	\$28.00	\$31.00	3

Co-op Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 78: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: NEW ENGLAND

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$23.00	\$22.95	\$23.50	\$24.00	5
		Junior	\$23.00	\$24.99	\$25.75	\$26.20	6
		Senior	\$23.00	\$25.63	\$25.00	\$28.90	3
	Master's	1st Year	\$24.00	\$31.45	\$30.00	\$40.35	3

FIGURE 79: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: MID EAST

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Sophomore	\$17.00	\$18.00	\$18.00	\$19.00	3
		Junior	\$18.00	\$21.86	\$21.50	\$25.00	7
		Senior	\$18.50	\$21.88	\$21.50	\$25.25	4

FIGURE 80: AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: GREAT LAKES

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ACCOUNTING	Bachelor's	Sophomore	\$15.40	\$15.83	\$16.00	\$16.25	4
		Junior	\$16.00	\$18.13	\$16.75	\$20.25	4
		Senior	\$17.30	\$19.77	\$19.00	\$23.00	3
BUSINESS ADMINISTRATION	Bachelor's	Sophomore	\$14.80	\$15.77	\$16.00	\$16.50	3
		Junior	\$16.00	\$16.83	\$17.00	\$17.50	3
COMPUTER SCIENCE	Bachelor's	Freshman	\$16.00	\$16.67	\$17.00	\$17.00	3
		Sophomore	\$16.60	\$17.72	\$18.00	\$18.00	5
		Junior	\$17.80	\$19.05	\$19.25	\$20.00	6
		Senior	\$20.50	\$21.32	\$21.00	\$22.00	5
ENGINEERING	Bachelor's	Freshman	\$17.00	\$18.40	\$18.00	\$19.00	5
		Sophomore	\$18.00	\$19.51	\$19.50	\$21.00	10
		Junior	\$20.00	\$20.68	\$20.50	\$21.00	13
		Senior	\$20.50	\$23.29	\$22.00	\$25.00	11
	Master's	1st Year	\$23.00	\$23.67	\$23.00	\$25.00	3
FINANCE	Bachelor's	Sophomore	\$14.80	\$15.43	\$15.00	\$16.50	3
		Junior	\$15.00	\$16.17	\$16.00	\$17.50	3
HUMAN RESOURCES	Bachelor's	Sophomore	\$14.80	\$15.43	\$15.00	\$16.50	3
		Junior	\$15.00	\$16.17	\$16.00	\$17.50	3
MARKETING	Bachelor's	Sophomore	\$14.90	\$15.58	\$15.50	\$16.25	4
		Junior	\$16.00	\$16.75	\$17.00	\$17.50	5
		Senior	\$17.30	\$18.52	\$19.00	\$19.25	3

Co-op Hourly Wage Rates, by Region, Major, Degree, and Year of Study

FIGURE 81: **AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: PLAINS**

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Junior	\$21.50	\$23.27	\$25.00	\$25.03	4

FIGURE 82: **AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: SOUTHEAST**

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
COMPUTER SCIENCE	Bachelor's	Sophomore	\$18.50	\$23.33	\$23.50	\$28.00	3
		Junior	\$18.50	\$23.92	\$25.25	\$28.00	3
ENGINEERING	Bachelor's	Freshman	\$16.00	\$20.03	\$21.75	\$22.34	3
		Sophomore	\$18.00	\$19.73	\$18.93	\$21.73	8
		Junior	\$18.25	\$20.79	\$19.81	\$23.47	8
		Senior	\$18.00	\$22.40	\$22.00	\$25.86	7
	Master's	1st Year	\$18.00	\$23.93	\$22.85	\$29.85	4

FIGURE 83: **AVERAGE HOURLY WAGE FOR CO-OPS, BY DEGREE/YEAR LEVEL: SOUTHWEST**

MAJOR	DEGREE/YEAR LEVEL		PERCENTILE 25	MEAN	MEDIAN	PERCENTILE 75	RESPONDENTS
ENGINEERING	Bachelor's	Junior	\$20.00	\$21.17	\$20.50	\$23.00	3
		Senior	\$22.00	\$23.00	\$22.00	\$25.00	3

EMPLOYEE BENEFITS

In recent years, employers have been providing a wider range of benefits to their interns and co-ops. One possible explanation for this shift is that it could be seen as instrumental in converting student interns and co-ops into full-time employees.

Planned social activities and paid holidays are both the least expensive and most commonly offered benefits by employers. Planned social activities did take a slight dip this year for both interns and co-ops likely due to COVID-19 preventing traditionally in-person social gatherings. On the other hand, paid holidays increased for both interns and co-ops this year. (See Figure 84.)

Benefits that are typically costlier for employers to provide, such as medical insurance and company-matched 401(k) plans, saw sharp declines after 2017, but remained steady since then. For this year, these two benefits have increased for co-ops. (See Figures 85 and 86.)

Larger variations that are evident between the benefits offered to interns and co-ops is likely due to the smaller percentage of respondents that have co-op programs within their organizations. Other benefits, such as vacation time, are offered more to co-ops because the tenure of these programs are typically longer than that of internships.

FIGURE 84: BENEFITS OFFERED TO INTERNS & CO-OPS

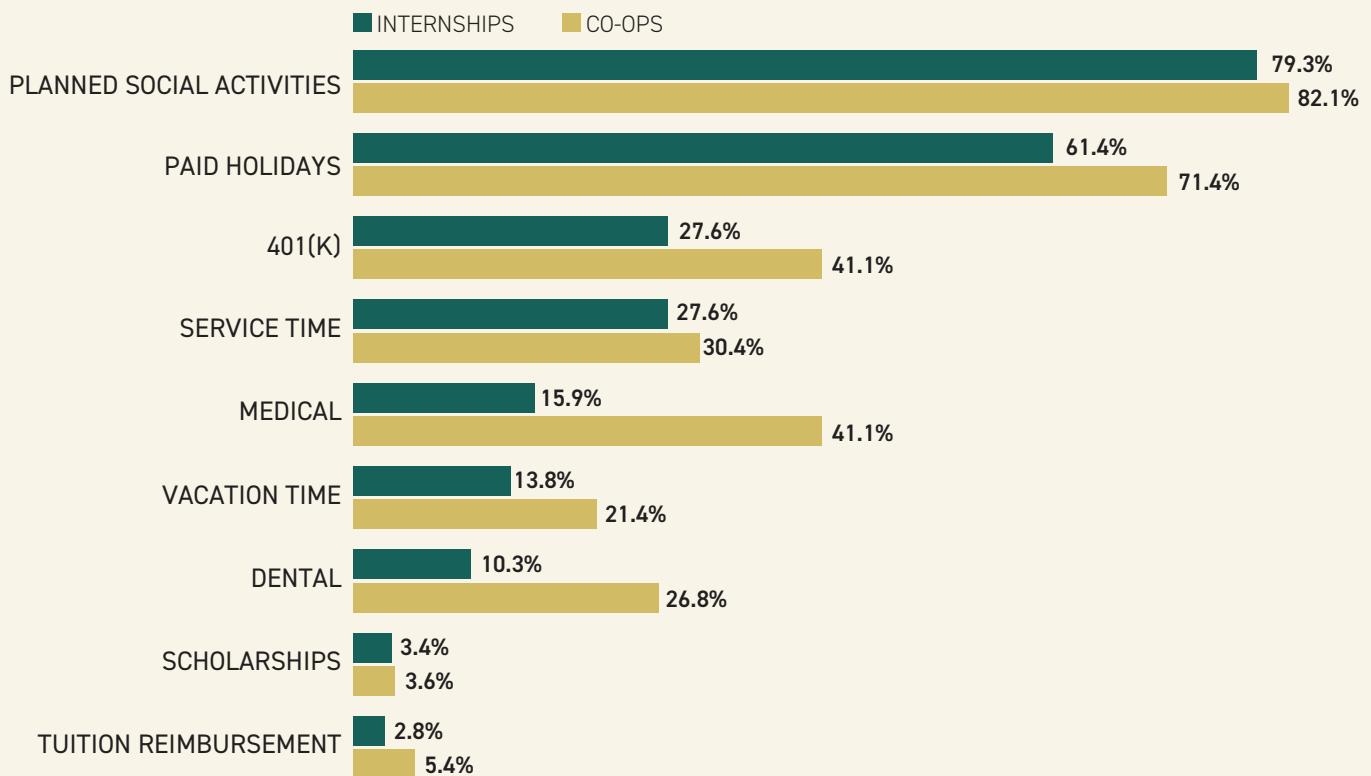


FIGURE 85: SELECT BENEFITS OFFERED TO INTERNS: 2018-21

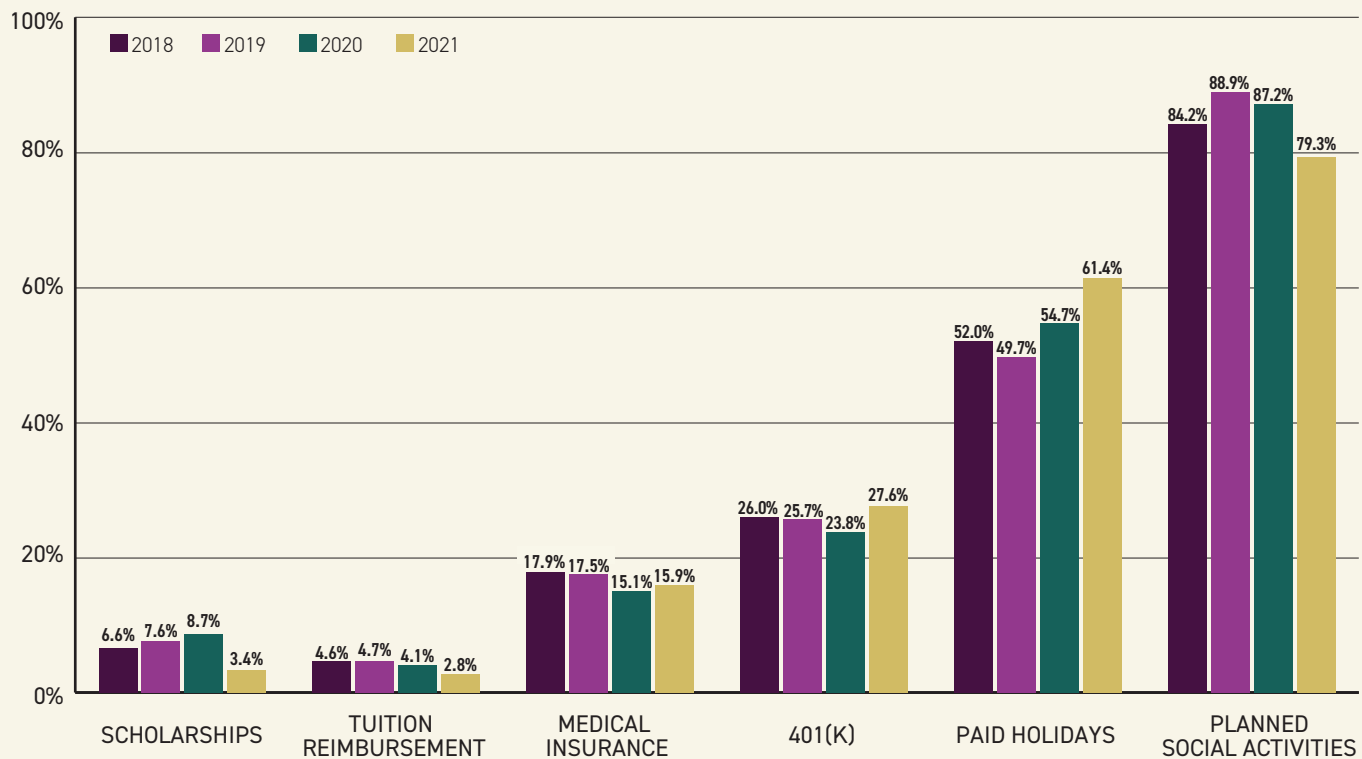
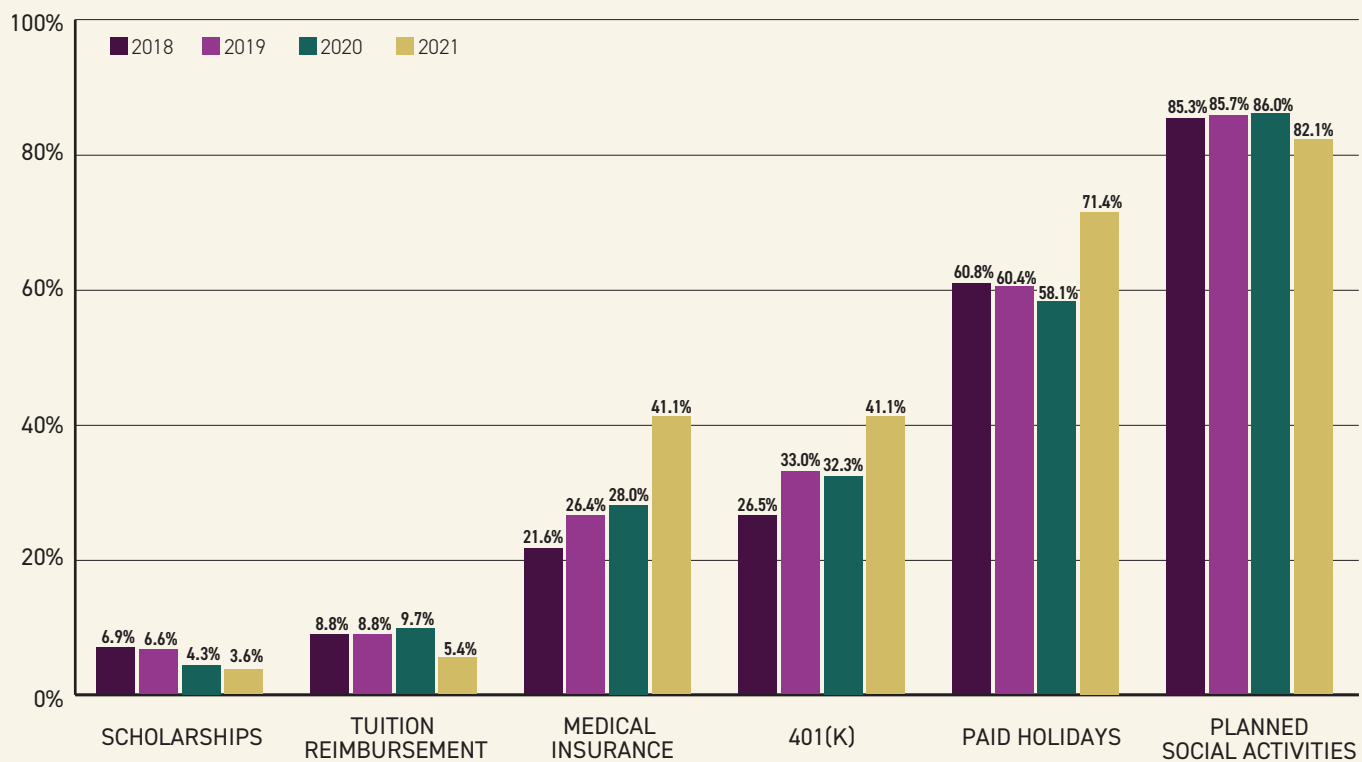


FIGURE 86: SELECT BENEFITS OFFERED TO CO-OPS: 2018-21



APPENDIX

REGIONAL GROUPS DEFINED BY STATE

NEW ENGLAND	MIDEAST	GREAT LAKES	PLAINS	SOUTHEAST	SOUTHWEST	ROCKY MOUNTAINS/ FAR WEST
Connecticut	Delaware	Illinois	Iowa	Alabama	Arizona	Alaska
Maine	Maryland	Indiana	Kansas	Arkansas	New Mexico	California
Massachusetts	New Jersey	Michigan	Minnesota	Florida	Oklahoma	Colorado
New Hampshire	New York	Ohio	Missouri	Georgia	Texas	Hawaii
Rhode Island	Pennsylvania	Wisconsin	Nebraska	Kentucky		Idaho
Vermont	Washington, D.C.		North Dakota	Louisiana		Montana
			South Dakota	Mississippi		Nevada
				North Carolina		Oregon
				South Carolina		Utah
				Tennessee		Washington
				Virginia		Wyoming
				West Virginia		

RESPONDING ORGANIZATIONS

A total of 267 organizations took part in the survey on which the *2021 Guide to Compensation for Interns & Co-ops* is based; the following 187 agreed to be listed:

Abbott Laboratories	Avanade Inc.
ABM Industries	Avery Dennison Corporation
Activision Blizzard	Ball Aerospace
Adidas	Barry-Wehmiller Design Group
Aetna & CVS Health	BASF Corporation
Ahern	Becton Dickinson & Company
Altria Client Services LLC	Bimbo Bakeries USA
American Family Insurance	BlueCross BlueShield of South Carolina
Amherst Holdings	Bon Secours Mercy Health
Amtrak	Bose Corporation
Ancestry	Burlington Stores
Andersen Corporation	Burns & McDonnell Engineering Co. Inc.
ANSYS, Inc	CalAmp/LoJack
Appian Corporation	Cambridge Associates LLC
ArcelorMittal USA	Canadian National Railway Company
Arizona Public Service	Cargill, Inc.
ASML	Catalent Pharma Solutions
ATA Engineering, Inc.	Chevron Corporation



CIGNA Corporation
 CliftonLarsonAllen LLP
 CohnReznick
 Con Edison
 ConocoPhillips Company
 Consumers Credit Union
 COUNTRY Financial
 Crowe Horwath LLP
 CSL Behring
 Dell Technologies
 Dick's Sporting Goods
 Discover Financial Services
 Dot Foods
 Draper Laboratory
 Eaton Corporation
 Echo Global Logistics
 Ecolab Inc.
 Elligo Health Research
 EOG Resources, Inc.
 Equifax
 Etegent Technologies Ltd
 Expedia Group
 Farmers Insurance Group
 Federal Reserve Bank of Chicago
 Fifth Third Bank
 Forum One Communications
 Fresenius Kabi USA
 Gannett Fleming, Inc.
 Garver
 GATX Corporation
 GE Appliances, a Haier company
 GE Transportation - a Wabtec Company
 General Dynamics Electric Boat
 General Electric Company
 Greif
 Greystar
 Guidehouse
 HNTB Companies
 Hubbell Incorporated

Illumina, Inc.
 INEOS
 Infineum USA L.P.
 Ingevity Corporation
 Ingredion
 Intuitive Surgical
 ITC Holdings, Inc.
 ITW
 Johnson Controls, Inc.
 Kearney & Company
 Kellogg Company
 Kiewit Corporation
 Kimberly-Clark Corporation
 Klein Tools, Inc.
 Knoxville Utilities Board
 KPMG LLP
 Leggett & Platt
 Leonardo DRS
 Liberty Mutual Insurance Company
 Lincoln Electric
 Link-Belt Construction Equipment Co.
 Loram Maintenance of Way
 Macy's, Inc.
 Magellan Midstream Partners, L.P.
 Mark Anthony Services Inc.
 Mars, Incorporated
 Marsh & McLennan Agency
 Medtronic, Inc.
 Meijer, Inc.
 Merck & Co., Inc.
 Merrick & Company
 MicroVention-Terumo
 Moffatt & Nichol
 Mohawk Industries
 Motorola Solutions, Inc.
 MPR Associates, Inc.
 MSA, The Safety Company
 National Instruments
 NETGEAR Inc.

Newell Brands
Nokia
North Carolina Department of Transportation
North Carolina Office of State Human Resources
Northrop Grumman Corporation
NTT DATA Services
Nucor Corporation
Oshkosh Corporation
OSIsoft, LLC
Pariveda Solutions Inc.
Parsons Corporation
Paylocity
PenFed Credit Union
PennyMac
PepsiCo
Phillips 66
Plante & Moran, PLLC
Polaris Industries, Inc.
PPL Corporation
Principal Financial Group
Protiviti Inc.
RTI International
Ryan, LLC
Schneider Electric
Seagate Technology
Selden Fox LTD
Shure Incorporated
Sierra Nevada Corporation
Sikich LLP
SkyWater Technology, Inc.
Sonoco Products Company
Southern Company
Southern Vermont AHEC
Southwest Airlines Co.
Spectrum
Speedway LLC
Sprinklr
SRS Distribution Inc.
SS&C Technologies

STAPLES Inc.
Starbucks
Steelcase Inc.
Steele Consulting Inc.
Synchrony
Tata Consultancy Services
TC Energy
Tenneco
Texas Instruments Incorporated
Textron Inc.
The Aerospace Corporation
The Heico Companies, LLC
The Kroger Company
The MITRE Corporation
The Travelers Companies, Inc.
The Vanguard Group
The Walsh Group
TIAA
T-Mobile USA, Inc.
Tokio Marine HCC
Topco Associates
Trane Technologies
Traylor Bros., Inc.
TTX Company
Tucson Unified School District
Uline
University Federal Credit Union
Verisk
Verizon
Viasat, Inc.
Walbridge
Wellington Management Company, LLP
Wells Fargo
Workday

