

## 2018-19 CEIA Employer Survey

### Q1 Background Information:

Answered: 398 Skipped: 86

ANSWER CHOICES	RESPONSES	
Name of Organization (Optional):	96.98%	386
Name of Person completing Survey (Optional):	90.45%	360
Title/Dept. of person completing Survey (Optional):	90.70%	361
Email of person completing survey (Optional):	86.68%	345

#	NAME OF ORGANIZATION (OPTIONAL):	DATE
1	Denton County Friends of the Family	11/15/2018 11:26 AM
2	American Specialty Health	11/14/2018 7:19 PM
3	Menards	11/14/2018 4:21 PM
4	Foresters Financial	11/14/2018 2:13 PM
5	VenturePoint Everywhere Inc	11/14/2018 1:26 PM
6	Verata	11/14/2018 12:27 PM
7	LA Metro	11/13/2018 7:04 PM
8	AccuWeather	11/13/2018 1:21 PM
9	Workiva	11/12/2018 5:29 PM
10	AssetWorks LLC	11/12/2018 12:27 PM
11	PrimeSource Building Products	11/12/2018 10:05 AM
12	Prince Georges County Public	11/12/2018 9:29 AM
13	The Lampe Company	11/12/2018 9:01 AM
14	HIAS Pennsylvania	11/11/2018 12:18 PM
15	ONE HEART SOURCE	11/11/2018 12:11 PM
16	The Princeton Review	11/9/2018 6:44 PM
17	GEOFORCE	11/9/2018 5:25 PM
18	Genesis engineers	11/9/2018 2:02 PM
19	Computer Aid Inc	11/8/2018 1:20 PM
20	CareerSource Capital Region	11/8/2018 12:27 PM
21	Raise the Roof Project	11/8/2018 11:47 AM
22	Wipro Limited	11/7/2018 3:22 PM
23	American Teacher Initiative	11/7/2018 11:01 AM
24	Terumo Medical Corporation	11/7/2018 9:28 AM
25	K&H Construction, Inc.	11/6/2018 3:03 PM
26	Pulte Homes	11/6/2018 12:12 PM
27	Environmental Resolutions, Inc	11/6/2018 11:47 AM
28	Foundation for Individual Rights in Education	11/6/2018 10:23 AM
29	Extentia Information Technology	11/6/2018 4:50 AM
30	Oviedo - Winter Springs Regional Chamber of Commerce	11/5/2018 10:43 PM
31	Kice Industries, Inc.	11/5/2018 6:05 PM
32	Bristol-Myers Squibb	11/5/2018 3:13 PM
33	JourneyLabs Inc	11/5/2018 1:33 PM
34	Brandywine Zoo	11/5/2018 1:14 PM
35	Discovery Academy of Lake Alfred	11/5/2018 12:42 PM
36	Artpace San Antonio	11/5/2018 12:25 PM
37	Fairmount Technologies	11/5/2018 9:13 AM
38	Harden	11/4/2018 4:17 PM

## 2018-19 CEIA Employer Survey

39	George & Associates, Consulting Engineers, Inc.	11/2/2018 3:07 PM
40	Greater Wichita YMCA - Child Care and Camp Branch	11/2/2018 2:30 PM
41	Atlas Aerospace	11/2/2018 1:52 PM
42	Mystic Aquarium	11/2/2018 1:40 PM
43	Good Shepherd Penn Partners-University City	11/2/2018 12:27 PM
44	Mad Science of NE Central FL	11/2/2018 11:49 AM
45	Northwestern Mutual	11/2/2018 11:26 AM
46	Liv Active Therapy	11/2/2018 8:59 AM
47	TriOrb Solutions LLC	11/1/2018 11:19 PM
48	PSAV	11/1/2018 10:57 PM
49	Stoer/T2 Group	11/1/2018 7:22 PM
50	Penn Vet Working Dog Center	11/1/2018 1:41 PM
51	Peter Valentino Productions	11/1/2018 12:33 PM
52	Anthem Pest	11/1/2018 11:11 AM
53	Intenna Systems Inc.	11/1/2018 10:55 AM
54	Soccer Shots Philadelphia	11/1/2018 10:42 AM
55	BSD Education	11/1/2018 9:59 AM
56	National Eagle Center	11/1/2018 9:51 AM
57	Project HOME	11/1/2018 8:53 AM
58	Cecil County Public Schools	11/1/2018 8:52 AM
59	Naples Zoo	11/1/2018 8:02 AM
60	Barefoot Campus Outfitter	11/1/2018 6:41 AM
61	Sara Wood Pharmaceuticals	10/31/2018 8:13 PM
62	Schreiber Foods	10/31/2018 6:51 PM
63	Spirit Music Collective	10/31/2018 3:46 PM
64	The Commonwealth Institute South Florida	10/31/2018 3:03 PM
65	Urban Mining Co	10/31/2018 1:40 PM
66	Camp Woodie	10/31/2018 1:01 PM
67	RAICES	10/31/2018 1:00 PM
68	Main Line Healht HomeCare & Hospice	10/31/2018 12:41 PM
69	UTLX Manufacturing LLC	10/31/2018 12:40 PM
70	Nassau Pride LLC	10/31/2018 12:17 PM
71	SB Projects	10/31/2018 12:14 PM
72	Chestnut Ridge Camp and Retreat Center	10/31/2018 11:59 AM
73	Badger Maps	10/31/2018 11:53 AM
74	Glorieta Camps	10/31/2018 11:30 AM
75	Our DJ Rocks LLC	10/31/2018 11:25 AM
76	Oliver Nature Park - City of Mansfield	10/31/2018 11:18 AM
77	Nemak	10/31/2018 11:05 AM
78	A Security Insurance Corp	10/31/2018 11:04 AM
79	Live Nation	10/31/2018 9:41 AM
80	Spells Writing Lab	10/31/2018 9:39 AM
81	Pineapple Cove Classical Academy at West Melbourne	10/31/2018 9:03 AM
82	Motivating Minds	10/30/2018 4:14 PM
83	Penntex Construction Co., Inc	10/30/2018 3:30 PM
84	Klip Collective	10/30/2018 10:44 AM
85	Omni International	10/30/2018 10:40 AM
86	Good Shepherd Penn Partners	10/30/2018 8:24 AM
87	Water's Edge Environmental, LLC	10/30/2018 5:45 AM

## 2018-19 CEIA Employer Survey

88	National Center for Biotechnology	10/30/2018 3:06 AM
89	En Route Consulting, LLC	10/29/2018 8:10 PM
90	AEFIS, LLC	10/29/2018 7:35 PM
91	St.Christopher's hospital for children	10/29/2018 7:23 PM
92	Chaffee County Habitat for Humanity	10/29/2018 3:50 PM
93	Institute of Local Television/MERZ Gallery	10/29/2018 3:48 PM
94	The Philadelphia Foundation	10/29/2018 3:24 PM
95	Kalan LP	10/29/2018 3:17 PM
96	HNTB	10/29/2018 3:13 PM
97	Our People Entertainment, LLC	10/29/2018 2:55 PM
98	Crescent Designed Metals	10/29/2018 2:30 PM
99	Wohlsen Construction	10/29/2018 2:03 PM
100	Veterans Florida	10/29/2018 1:59 PM
101	KieranTimberlake	10/29/2018 1:58 PM
102	VideoNEXT Federal, Inc.	10/29/2018 1:46 PM
103	Philadelphia Chinatown Development Corporation	10/29/2018 1:06 PM
104	American Flux & Metal LLC	10/29/2018 12:58 PM
105	Bloomberg	10/29/2018 12:52 PM
106	The Franklin Institute	10/29/2018 12:40 PM
107	Flash Mob Pro, LLC	10/29/2018 12:38 PM
108	Bentley Systems	10/29/2018 12:26 PM
109	USAA	10/29/2018 11:15 AM
110	Friends of MacArthur Beach State Park, Inc.	10/29/2018 11:01 AM
111	Rhoads Industries	10/29/2018 10:59 AM
112	MossRehab	10/29/2018 10:47 AM
113	Lankenau	10/29/2018 10:33 AM
114	Joanne Hudson Associates, Ltd	10/29/2018 10:30 AM
115	Piramal Critical Care	10/29/2018 10:28 AM
116	MossRehab Hospital	10/29/2018 10:15 AM
117	SUNOPTA	10/29/2018 10:13 AM
118	Lincoln Financial Group	10/29/2018 9:55 AM
119	BHG CONSULTING ENGINEERS	10/29/2018 9:52 AM
120	KMA Consulting Engineers	10/29/2018 9:47 AM
121	Sedso Design	10/29/2018 9:45 AM
122	Dynamic Imaging Systems Inc	10/29/2018 9:42 AM
123	Benchmark Construction Company	10/29/2018 9:36 AM
124	The 7th Magazine	10/29/2018 9:32 AM
125	Streamlight, Inc.	10/29/2018 9:30 AM
126	Machine Shop Boulangerie	10/29/2018 9:29 AM
127	ACLU of Pennsylvania	10/29/2018 9:27 AM
128	The Leona Group	10/29/2018 9:25 AM
129	Public Health Management Corp	10/29/2018 9:20 AM
130	Dr Peter Hunt : Dentist	10/29/2018 9:19 AM
131	Office of Congressman Joseph Courtney	10/29/2018 9:19 AM
132	Vaughan Buckley Construction	10/29/2018 9:14 AM
133	Barrington Stage Company	10/29/2018 9:12 AM
134	Pennsylvania Academy of the Fine Arts	10/29/2018 9:11 AM
135	Case Escape, LLC	10/29/2018 9:10 AM
136	Fleisher Art Memorial	10/29/2018 9:06 AM

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137	Stanley Engineering Fastening	10/29/2018 8:00 AM
138	Florida Auditor General	10/29/2018 7:09 AM
139	Tree of life counseling center & Foundation	10/26/2018 6:35 PM
140	Appleone	10/26/2018 3:11 PM
141	Enterprise Holdings	10/26/2018 12:01 PM
142	Sky Resort Management	10/26/2018 11:12 AM
143	Marquis Software Development	10/26/2018 10:57 AM
144	Conrad Santiago & Associates	10/26/2018 9:56 AM
145	School District of Lee County	10/26/2018 9:56 AM
146	Lutheran Services Florida Health Systems	10/26/2018 9:53 AM
147	Securitas Security Services	10/26/2018 9:22 AM
148	Total Life Counseling Center	10/26/2018 8:31 AM
149	INROADS	10/25/2018 6:34 PM
150	National Ice Ball League Sport	10/25/2018 6:08 PM
151	Aetna	10/25/2018 3:42 PM
152	International Exotic Animal Sanctuary	10/25/2018 2:17 PM
153	Youth Co-op Preparatory School	10/25/2018 1:58 PM
154	Offie of the Public Defender, Nineteenth Judicial Circuit of Florida	10/25/2018 1:48 PM
155	Our DJ Rocks and Photobooth Rocks	10/25/2018 12:58 PM
156	City of Jacksonville	10/25/2018 12:56 PM
157	Metal Technologies	10/25/2018 12:14 PM
158	Flamenco Vivo Carlota Santana	10/25/2018 12:07 PM
159	Ellucian	10/25/2018 11:40 AM
160	Skyland Camp for Girls	10/25/2018 11:30 AM
161	Kiawah Island Club	10/25/2018 11:01 AM
162	Make-A-Wish Southern Florida	10/25/2018 10:56 AM
163	EY	10/25/2018 10:35 AM
164	Kikdoa	10/25/2018 10:31 AM
165	The Bookshelf	10/25/2018 10:08 AM
166	The Bailey Group	10/25/2018 9:57 AM
167	Orange County Housing Finance Authority	10/25/2018 9:40 AM
168	The Learning Pavilion	10/25/2018 9:29 AM
169	Meridian Behavioral Healthcare	10/25/2018 9:26 AM
170	Danfoss	10/25/2018 9:25 AM
171	Estes Park Police Department	10/25/2018 9:20 AM
172	Tomco2 Systems	10/25/2018 9:20 AM
173	One to One Physical Therapy & Aquatics	10/25/2018 9:03 AM
174	Breakthrough Miami	10/25/2018 8:51 AM
175	ARCO Murray Construction Company	10/25/2018 8:45 AM
176	Bunker One (USA) Inc.	10/25/2018 8:42 AM
177	Marsh & McLennan Agency	10/25/2018 8:41 AM
178	LeMoyne Arts	10/25/2018 8:33 AM
179	Rape Counselors of East Alabama	10/25/2018 8:26 AM
180	Cengage	10/25/2018 8:17 AM
181	Premier Fine Homes	10/25/2018 8:12 AM
182	UF	10/25/2018 7:49 AM
183	Gulfshore Insurance	10/25/2018 7:38 AM
184	Harden	10/25/2018 7:32 AM
185	DeKalb County Government	10/25/2018 7:31 AM

## 2018-19 CEIA Employer Survey

186	EdgeRock Technology Partners	10/25/2018 7:28 AM
187	Big Bend Hospice	10/25/2018 7:28 AM
188	Hospital Authority of Miller County	10/25/2018 7:27 AM
189	Accord Group	10/25/2018 7:25 AM
190	Florida Fish and Wildlife Conservation Commission	10/25/2018 7:01 AM
191	Barton-Coe-Vilamaa	10/25/2018 6:50 AM
192	Parkview Family YMCA	10/25/2018 6:44 AM
193	HealthDatix	10/25/2018 6:29 AM
194	Trinity	10/25/2018 6:28 AM
195	ArnAmy Inc	10/24/2018 10:40 PM
196	GCR Incorporated	10/24/2018 9:20 PM
197	Cobuild Lab Inc	10/24/2018 9:19 PM
198	ElleBelle Photography, Design & Events	10/24/2018 9:05 PM
199	Chatteris Educational Foundation	10/24/2018 7:11 PM
200	SNI Companies	10/24/2018 6:57 PM
201	Wasatch Photonics	10/24/2018 5:30 PM
202	Mindful Math Tutoring, LLC	10/24/2018 5:01 PM
203	Alpine Academy	10/24/2018 3:22 PM
204	Watauga Group	10/24/2018 3:20 PM
205	Briljent	10/24/2018 2:54 PM
206	Jacksonville Country Day School	10/24/2018 2:52 PM
207	Indiana State Police	10/24/2018 2:12 PM
208	Zimmer Biomet	10/24/2018 1:54 PM
209	The Plex	10/24/2018 1:54 PM
210	Four Winds Network Services	10/24/2018 1:52 PM
211	New York Life	10/24/2018 1:43 PM
212	Office of the Public Defender	10/24/2018 12:59 PM
213	NYS Department of Transportation	10/24/2018 12:46 PM
214	Radian Research	10/24/2018 12:38 PM
215	Brooks Construction Co., Inc.	10/24/2018 12:36 PM
216	Mathnasium of Lake Mary	10/24/2018 12:25 PM
217	Franklin Electric	10/24/2018 12:12 PM
218	DRG	10/24/2018 12:10 PM
219	Orlando Science Center	10/24/2018 11:49 AM
220	Mental Health Association of Central Florida	10/24/2018 11:43 AM
221	Dynamic Resource Group	10/24/2018 11:07 AM
222	Sunshine Therapy Group	10/24/2018 10:58 AM
223	SMG	10/24/2018 10:49 AM
224	Southwest Florida Water Management District	10/24/2018 10:48 AM
225	Manatee County Government	10/24/2018 10:46 AM
226	Charlotte County Board of County Commissioners	10/24/2018 10:46 AM
227	The Paragon School Inc.	10/24/2018 10:25 AM
228	City of Orlando	10/24/2018 10:15 AM
229	Black Knight, Inc.	10/24/2018 10:15 AM
230	Waterman Broadcasting of Florida LLC	10/24/2018 10:09 AM
231	PARK MAITLAND SCHOOL	10/24/2018 10:01 AM
232	EPIC Engineering & Consulting Group, LLC	10/24/2018 9:38 AM
233	Hoop Culture	10/24/2018 9:38 AM
234	Validated Custom Solutions	10/24/2018 9:10 AM

## 2018-19 CEIA Employer Survey

235	All Smiles Dentistry	10/24/2018 9:02 AM
236	University of Central Florida Government Relations	10/24/2018 8:49 AM
237	ACD TELECOM, LLC	10/24/2018 8:37 AM
238	Healthcare Network of Southwest Florida	10/24/2018 8:36 AM
239	Aria Energy	10/24/2018 8:31 AM
240	Toho Water Authority	10/24/2018 8:26 AM
241	MVP Sports Clubs	10/24/2018 7:56 AM
242	Alan Frenkel Auction & Realty LLC	10/24/2018 7:44 AM
243	Pet Alliance of Greater Orlando	10/24/2018 7:40 AM
244	Aeronix Inc	10/24/2018 7:38 AM
245	SquareTrade	10/24/2018 7:33 AM
246	The Westin Sarasota	10/24/2018 7:25 AM
247	Lowndes, Drosdick, Doster, Kantor & Reed, PA	10/24/2018 7:20 AM
248	Harvard University	10/24/2018 7:20 AM
249	SST Rehab	10/24/2018 7:15 AM
250	On Target Web Solutions	10/24/2018 6:58 AM
251	Bell Performance	10/24/2018 6:55 AM
252	Seacoast Bank	10/24/2018 6:54 AM
253	Cranium Academy of East Orlando	10/24/2018 6:32 AM
254	Earnest Products	10/24/2018 6:03 AM
255	AgileSRC	10/23/2018 9:24 PM
256	ScribeAmerica	10/23/2018 9:17 PM
257	PlanSource	10/23/2018 9:00 PM
258	360 Destination Group	10/23/2018 6:18 PM
259	Seminole County Sheriff's Office	10/23/2018 5:55 PM
260	Tota	10/23/2018 5:10 PM
261	SkillStorm	10/23/2018 4:14 PM
262	Qorvo	10/23/2018 4:13 PM
263	Your Vista Cay	10/23/2018 4:05 PM
264	National Radio Astronomy Observatory (NRAO)	10/23/2018 4:04 PM
265	Containers in Motion a division of Forex Global Solutions Inc	10/23/2018 4:04 PM
266	Security Risk Advisors	10/23/2018 4:04 PM
267	Ultra Electronics	10/23/2018 4:03 PM
268	Florida Department of Children and Families, Suncoast Region	10/23/2018 4:02 PM
269	FedEx Services	10/23/2018 3:56 PM
270	Richland Country Club	10/23/2018 3:54 PM
271	Kids Beating Cancer	10/23/2018 3:52 PM
272	Blood Drives at UCF	10/23/2018 3:46 PM
273	Pinnacle Home Healthcare, Inc.	10/23/2018 3:43 PM
274	Aventus Health	10/23/2018 3:43 PM
275	Aventus Health	10/23/2018 3:42 PM
276	Potomac Insurance, Inc.	10/23/2018 3:42 PM
277	Scribe Inc.	10/23/2018 3:40 PM
278	Choices Counseling Center	10/23/2018 3:39 PM
279	TLC Pediatric Therapy	10/23/2018 3:39 PM
280	Sheraton Miami Airport	10/23/2018 3:39 PM
281	Scalyr	10/23/2018 3:38 PM
282	Healing Hands Therapeutic Massage & Corporate Wellness	10/23/2018 3:38 PM
283	Wholesome Wave Georgia	10/23/2018 11:37 AM

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284	State of Tennessee	10/23/2018 10:31 AM
285	Collegium Charter School	10/23/2018 7:49 AM
286	Caravan Studios/Techsoup	10/22/2018 4:31 PM
287	SCS Engineers	10/22/2018 1:40 PM
288	Willmer Engineering Inc.	10/22/2018 12:36 PM
289	Los Angeles Community College District	10/22/2018 11:25 AM
290	Macklyn Home Care	10/22/2018 9:34 AM
291	Milton Hall Surgical Associates, ENT Institute	10/22/2018 9:02 AM
292	Micromeritics	10/22/2018 8:33 AM
293	TTi - Techtronic Industries	10/22/2018 7:33 AM
294	Overbrook School for the Blind	10/21/2018 8:28 PM
295	A Better Chance School	10/21/2018 8:02 PM
296	2395 Artists LLC	10/21/2018 9:00 AM
297	Avocet Hospitality	10/20/2018 6:13 AM
298	Game Show Network	10/19/2018 2:39 PM
299	Webster Bank N.A.	10/19/2018 2:10 PM
300	Penn Grove School Based	10/19/2018 1:14 PM
301	Mad Science of Southern MA & RI	10/19/2018 11:46 AM
302	Pacific Physical Therapy, Inc.	10/19/2018 11:36 AM
303	Ahimsa House	10/19/2018 11:24 AM
304	The TJX Companies, Inc.	10/19/2018 11:24 AM
305	Partners In Rehab, PT	10/19/2018 9:59 AM
306	Fulton County Government	10/19/2018 9:56 AM
307	Robert Bosch LLC - Automotive Aftermarket	10/19/2018 9:39 AM
308	Georgia Tech Research Institute	10/19/2018 9:35 AM
309	Chattahoochee Riverkeeper	10/19/2018 9:23 AM
310	National Park Service	10/19/2018 9:23 AM
311	SSF	10/18/2018 11:00 PM
312	Walgreens	10/18/2018 3:57 PM
313	Open Door Health Services	10/18/2018 3:48 PM
314	Palo Alto Electric Motor Corp.	10/18/2018 2:08 PM
315	Open Door Health Services	10/18/2018 1:46 PM
316	Visions In Education Charter School	10/18/2018 1:10 PM
317	Local 360 Media	10/18/2018 12:33 PM
318	Camp Danbee	10/18/2018 12:15 PM
319	High 5 Hospitality	10/18/2018 10:35 AM
320	Y.A.L.E. School	10/18/2018 7:37 AM
321	Uncommon Schools	10/18/2018 7:10 AM
322	Open Mind School	10/17/2018 11:29 PM
323	RI Students of the Future	10/17/2018 6:19 PM
324	Plant Construction Company, L.P.	10/17/2018 5:18 PM
325	JUNO & Co	10/17/2018 5:10 PM
326	NARAL Pro Choice America Foundation	10/17/2018 4:17 PM
327	Vector Marketing	10/17/2018 3:08 PM
328	Reading Partners	10/17/2018 3:08 PM
329	Mediscan Staffing Services	10/17/2018 2:23 PM
330	PerimeterX	10/17/2018 2:19 PM
331	Easter Seals Bay Area	10/17/2018 2:06 PM
332	Bryant Christie Inc	10/17/2018 1:58 PM

## 2018-19 CEIA Employer Survey

333	Unity Schools	10/17/2018 1:18 PM
334	Vasper	10/17/2018 1:16 PM
335	Elma Electronic Inc	10/17/2018 1:14 PM
336	AlphaBEST Education Inc.	10/17/2018 12:56 PM
337	Dave Beam CPA, Inc.	10/17/2018 12:52 PM
338	The Arc San Francisco	10/17/2018 12:51 PM
339	Greenteaspoon	10/17/2018 12:46 PM
340	Phoenix Software International	10/17/2018 12:46 PM
341	Nobu Hotel Epiphany	10/17/2018 12:36 PM
342	Collective Health	10/17/2018 12:33 PM
343	La Petite Baleen	10/17/2018 12:33 PM
344	Alliance for Academic Internal Medicine	10/17/2018 12:31 PM
345	Cinder Staffing	10/17/2018 12:22 PM
346	Rape, Abuse and Incest National Network	10/17/2018 12:20 PM
347	Pennsylvania House of Representatives	10/17/2018 12:19 PM
348	The Goddard School in Hockessin	10/17/2018 12:07 PM
349	Providence Behavioral Health	10/17/2018 11:57 AM
350	Armis Inc.	10/17/2018 11:54 AM
351	Ashley Diamond Marketing	10/17/2018 11:50 AM
352	Dynamic Office & Accounting Solutions	10/17/2018 11:50 AM
353	Club Z! In-Home Tutoring Services of Palo Alto and Neighboring Cities	10/17/2018 11:50 AM
354	SteppingStone	10/17/2018 11:45 AM
355	Box Inc.	10/17/2018 11:44 AM
356	Hiller Aviation Museum	10/17/2018 11:34 AM
357	Wilderness Awareness School	10/17/2018 11:33 AM
358	Kampgrounds Enterprises Inc	10/17/2018 11:33 AM
359	Infospan, Inc.	10/17/2018 11:30 AM
360	Education Designers (IIBD)	10/17/2018 11:26 AM
361	Camp Caribou	10/17/2018 11:25 AM
362	Zerowait Corporation	10/17/2018 11:21 AM
363	Delaware Dept. of Natural Resources & Environmental Control	10/17/2018 11:17 AM
364	Suzhou North America High School	10/17/2018 11:11 AM
365	Riverbend Environmental Education Center	10/17/2018 11:10 AM
366	Federal Reserve Employee Benefits System	10/17/2018 11:06 AM
367	Fairbanks North Star Borough School District	10/17/2018 11:05 AM
368	Capital One	10/17/2018 11:03 AM
369	Saf Gard Safety Shoe Co	10/17/2018 10:52 AM
370	PrimePay	10/17/2018 10:49 AM
371	Hockessin Athletic Club	10/17/2018 10:46 AM
372	John F. Kennedy Library Foundation	10/17/2018 6:29 AM
373	Bristol Warren Regional School District	10/16/2018 7:47 PM
374	Aldersbridge Communities	10/16/2018 4:21 PM
375	(add)ventures	10/16/2018 4:04 PM
376	Providence CityArts for Youth	10/16/2018 3:35 PM
377	Citrin Cooperman	10/16/2018 3:00 PM
378	Fletcher Tilton PC	10/16/2018 2:57 PM
379	RedLink Inc	10/16/2018 2:53 PM
380	TotalWellness	10/16/2018 2:52 PM
381	Amego Incorporated	10/16/2018 2:51 PM



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382	Crossroads Rhode Island	10/16/2018 2:51 PM
383	University of South Carolina Columbia	10/12/2018 12:10 PM
384	New Jersey City University	10/11/2018 10:30 AM
385	Honda	10/11/2018 9:52 AM
386	Haskayne School of Business	10/11/2018 9:35 AM
#	NAME OF PERSON COMPLETING SURVEY (OPTIONAL):	DATE
1	Becky Berns	11/18/2018 2:08 PM
2	Michelle P Behl	11/15/2018 11:26 AM
3	Elizabeth Gibbs	11/14/2018 7:19 PM
4	Leslie Londeen	11/14/2018 4:21 PM
5	Janis Ransom	11/14/2018 2:13 PM
6	Luis Escobar	11/14/2018 1:26 PM
7	Robert Laumeyer	11/14/2018 12:27 PM
8	Melissa Rosen	11/13/2018 7:04 PM
9	Rosemary Radich	11/13/2018 1:21 PM
10	Roger Bentley	11/12/2018 5:29 PM
11	Frank Syma	11/12/2018 12:27 PM
12	TaShawnda Barnes	11/12/2018 10:05 AM
13	Vanessa Bass	11/12/2018 9:29 AM
14	Travis Summers	11/12/2018 9:01 AM
15	Rona Buchalter	11/11/2018 12:18 PM
16	Callan Hajosy	11/11/2018 12:11 PM
17	Loren Newsom	11/9/2018 6:44 PM
18	Danielle Schwartz	11/9/2018 5:25 PM
19	Lyndsay Handschuh	11/9/2018 2:02 PM
20	Amy Ebersole	11/8/2018 1:20 PM
21	Charlotte Brown	11/8/2018 12:27 PM
22	Jan Bailey	11/8/2018 11:47 AM
23	Jade DeWitt	11/7/2018 3:22 PM
24	Loammi Caros	11/7/2018 11:01 AM
25	Jessica Sheppard	11/7/2018 9:28 AM
26	Emily Brough	11/6/2018 3:03 PM
27	Charise Williams	11/6/2018 12:12 PM
28	William H. Kirchner	11/6/2018 11:47 AM
29	Peyton Cudaback	11/6/2018 10:23 AM
30	Bhupesh Choudhary	11/6/2018 4:50 AM
31	Paige Grasso	11/5/2018 10:43 PM
32	Shawna Biggars	11/5/2018 6:05 PM
33	Mamata Vaidya	11/5/2018 3:13 PM
34	Dawn Jensen	11/5/2018 1:33 PM
35	Danielle Levredge	11/5/2018 1:14 PM
36	Kevin Warren	11/5/2018 12:42 PM
37	Ashley Mireles	11/5/2018 12:25 PM
38	Mahdi Saket-Kashani	11/5/2018 9:13 AM
39	Alisha Lane	11/4/2018 4:17 PM
40	Clay Courson	11/2/2018 3:07 PM
41	Andrea D Eliot	11/2/2018 2:30 PM
42	Julie Ramsdale	11/2/2018 1:52 PM
43	Kathy Freeman	11/2/2018 1:40 PM

## 2018-19 CEIA Employer Survey

44	Colin Hanna	11/2/2018 12:27 PM
45	Kylie L Koscoe	11/2/2018 11:49 AM
46	Onna Hill	11/2/2018 11:26 AM
47	Gyasi Azpeitia	11/2/2018 8:59 AM
48	Joseph Hall II	11/1/2018 11:19 PM
49	Kathryn Santos-Herrera	11/1/2018 10:57 PM
50	Chad d Donohue	11/1/2018 7:22 PM
51	Dr. Judith Berke	11/1/2018 1:41 PM
52	Peter Valentino	11/1/2018 12:33 PM
53	Josh Garvin	11/1/2018 11:11 AM
54	Taylor Silverman	11/1/2018 10:55 AM
55	Thomas Rockett	11/1/2018 10:42 AM
56	Nick Filauo	11/1/2018 9:59 AM
57	Jarod Lueck	11/1/2018 9:51 AM
58	Sebastian Guerra	11/1/2018 9:04 AM
59	Aretha Rochelle Young	11/1/2018 8:52 AM
60	Jessica	11/1/2018 8:02 AM
61	Kristin Cashon	11/1/2018 6:41 AM
62	Keith Kociba	10/31/2018 8:13 PM
63	Laura	10/31/2018 6:51 PM
64	Ryan Neill	10/31/2018 3:46 PM
65	Laurie Kaye Davis	10/31/2018 3:03 PM
66	Michele Leonelli	10/31/2018 1:40 PM
67	Cortlyn	10/31/2018 1:01 PM
68	Cassidy Fritts	10/31/2018 1:00 PM
69	Ted Bean	10/31/2018 12:41 PM
70	Kim Rowlan	10/31/2018 12:40 PM
71	Darrin Eakins	10/31/2018 12:17 PM
72	Arielle Caputo	10/31/2018 12:14 PM
73	Lea Elmstrom	10/31/2018 11:53 AM
74	GENNAVIEVE Carmazzi	10/31/2018 11:30 AM
75	Kristin Wilson	10/31/2018 11:25 AM
76	Tiffany Chrzanowski	10/31/2018 11:18 AM
77	Dana Krepsky	10/31/2018 11:05 AM
78	Marcia Da Silva	10/31/2018 11:04 AM
79	Jack O'Rourke	10/31/2018 9:41 AM
80	Elizabeth Encarnacion	10/31/2018 9:39 AM
81	Jean Contreras	10/31/2018 9:03 AM
82	Monica Pernas	10/30/2018 4:14 PM
83	Blake Huttner	10/30/2018 3:30 PM
84	Michelle Barbieri	10/30/2018 10:44 AM
85	Erik Masefield	10/30/2018 10:40 AM
86	Carla Vaughan	10/30/2018 8:24 AM
87	Michael Lucey	10/30/2018 5:45 AM
88	Vyacheslav Ogay	10/30/2018 3:06 AM
89	Bill Gehrman	10/29/2018 8:10 PM
90	Caitlin Meehan	10/29/2018 7:35 PM
91	Judith miletto	10/29/2018 7:23 PM
92	Angela C Wallace	10/29/2018 3:50 PM

## 2018-19 CEIA Employer Survey

93	Dr David Rushton	10/29/2018 3:48 PM
94	lois g gabin-legato	10/29/2018 3:24 PM
95	Andrew Kalan	10/29/2018 3:17 PM
96	Joseph Esposito	10/29/2018 2:55 PM
97	Chris Milani	10/29/2018 2:30 PM
98	Sean Mooney	10/29/2018 2:03 PM
99	Jeremy Sinnemaki	10/29/2018 1:59 PM
100	Roderick Bates	10/29/2018 1:58 PM
101	Mark Bonatucci	10/29/2018 1:46 PM
102	Rosaline Yang	10/29/2018 1:06 PM
103	Krzysztof Wroblewski	10/29/2018 12:58 PM
104	Jamie Collier	10/29/2018 12:40 PM
105	David Kisleiko	10/29/2018 12:38 PM
106	Donald Robbins	10/29/2018 12:26 PM
107	Cheryl Houghtelin	10/29/2018 11:01 AM
108	Garrick Weaver	10/29/2018 10:59 AM
109	Claire Sitarz	10/29/2018 10:47 AM
110	J.M. Mullin	10/29/2018 10:33 AM
111	Duncan Hudson	10/29/2018 10:30 AM
112	Otto Hixon	10/29/2018 10:28 AM
113	Cheryl	10/29/2018 10:15 AM
114	John Vawter	10/29/2018 10:13 AM
115	Jodi Heckaman	10/29/2018 9:55 AM
116	MICHAEL KOKAYKO	10/29/2018 9:52 AM
117	John Eric Henson	10/29/2018 9:47 AM
118	Thomas Foley	10/29/2018 9:45 AM
119	Aron Rubin	10/29/2018 9:42 AM
120	Lynda Sherwood	10/29/2018 9:36 AM
121	Kristle Haynes	10/29/2018 9:32 AM
122	James Milligan	10/29/2018 9:30 AM
123	Katie Lynch	10/29/2018 9:29 AM
124	Rebecca	10/29/2018 9:27 AM
125	Fran Gardulescu	10/29/2018 9:25 AM
126	Ana Woolston	10/29/2018 9:20 AM
127	Dr Peter Hunt	10/29/2018 9:19 AM
128	Taijah Anderson	10/29/2018 9:19 AM
129	Marissa Coyne	10/29/2018 9:14 AM
130	Maisie Forland	10/29/2018 9:12 AM
131	Malini Doddamani	10/29/2018 9:11 AM
132	Matthew Feldman	10/29/2018 9:10 AM
133	Adrienne Toomey	10/29/2018 9:06 AM
134	Jenny Castillo	10/29/2018 8:00 AM
135	Michelle Maguire	10/29/2018 7:09 AM
136	Damelis leslie	10/26/2018 6:35 PM
137	Julie Cragg	10/26/2018 3:11 PM
138	Teri-Anne Brennan	10/26/2018 12:01 PM
139	Laurie Rutherford	10/26/2018 11:12 AM
140	David Hightower	10/26/2018 10:57 AM
141	Victoria Castaneda	10/26/2018 9:56 AM

## 2018-19 CEIA Employer Survey

142	Dana	10/26/2018 9:56 AM
143	Linda Wilson	10/26/2018 9:53 AM
144	Carrie Downing	10/26/2018 9:22 AM
145	Lindsay Haddock	10/26/2018 8:31 AM
146	OLIVIA JOHNSON	10/25/2018 6:34 PM
147	Dashawn Ramel Bledsoe	10/25/2018 6:08 PM
148	Lindsay Fisher	10/25/2018 3:42 PM
149	Michelle Biddle	10/25/2018 2:17 PM
150	Leisy Reitz	10/25/2018 1:58 PM
151	Renee Deschenes	10/25/2018 1:48 PM
152	Kristin Hubbard Wilson	10/25/2018 12:58 PM
153	Sandra Stonestreet	10/25/2018 12:56 PM
154	Sara Yarian	10/25/2018 12:14 PM
155	Hans Rasch	10/25/2018 12:07 PM
156	Sarah O'Melia	10/25/2018 11:40 AM
157	Wendy Burns	10/25/2018 11:30 AM
158	JP Nelson	10/25/2018 11:01 AM
159	Melanie H	10/25/2018 10:56 AM
160	Taylor Paddock	10/25/2018 10:35 AM
161	Jen Barton	10/25/2018 10:31 AM
162	Annie Jones	10/25/2018 10:08 AM
163	Madison Cofield	10/25/2018 9:57 AM
164	O Adetayo	10/25/2018 9:40 AM
165	Kim Sineath	10/25/2018 9:29 AM
166	Bif Sheffield	10/25/2018 9:26 AM
167	Rick Life	10/25/2018 9:20 AM
168	Rita Parker	10/25/2018 9:20 AM
169	Karen Simms	10/25/2018 9:03 AM
170	Kristina Longmuir	10/25/2018 8:59 AM
171	Gia Maxwell	10/25/2018 8:51 AM
172	Katelynn Schuetz	10/25/2018 8:45 AM
173	Dusty Pollman	10/25/2018 8:42 AM
174	Sara Dick	10/25/2018 8:41 AM
175	Jessi Ens	10/25/2018 8:33 AM
176	Chante Hudson	10/25/2018 8:26 AM
177	Allison Sproul	10/25/2018 8:17 AM
178	Kara Casey	10/25/2018 8:12 AM
179	John Keller	10/25/2018 7:38 AM
180	Joshua Frasure	10/25/2018 7:32 AM
181	Dotty S. Miller	10/25/2018 7:31 AM
182	Fabiola Jean-Charles	10/25/2018 7:28 AM
183	Karie Spence	10/25/2018 7:27 AM
184	Dustin Steller	10/25/2018 7:25 AM
185	Melissa Crouch	10/25/2018 7:01 AM
186	Nik Vilamaa	10/25/2018 6:50 AM
187	Hollissa Estep	10/25/2018 6:44 AM
188	Jerry Robinson	10/25/2018 6:29 AM
189	carole gaillard	10/25/2018 6:28 AM
190	Shelley Haslett	10/24/2018 9:20 PM

## 2018-19 CEIA Employer Survey

191	Angel Lacret	10/24/2018 9:19 PM
192	Lydia Bell	10/24/2018 9:05 PM
193	Rose Hampton	10/24/2018 6:57 PM
194	Mark Zieg	10/24/2018 5:30 PM
195	Stacie Williams	10/24/2018 5:01 PM
196	Caprice A. Rudock	10/24/2018 3:22 PM
197	Karen Hidalgo	10/24/2018 3:20 PM
198	Sandy Glover	10/24/2018 2:54 PM
199	Nathan Renstrom	10/24/2018 2:52 PM
200	Katie M. Salzman	10/24/2018 2:12 PM
201	Trisha Prezbindowski	10/24/2018 1:54 PM
202	Don Borden	10/24/2018 1:52 PM
203	Alisha JnBaptiste	10/24/2018 1:43 PM
204	Penney	10/24/2018 12:59 PM
205	Heather Childs	10/24/2018 12:46 PM
206	Juanita Ribnek	10/24/2018 12:38 PM
207	Monty L. Richmond	10/24/2018 12:36 PM
208	Kim Friedman	10/24/2018 12:25 PM
209	Bryan Cromwell	10/24/2018 12:12 PM
210	Angie Wheeler	10/24/2018 12:10 PM
211	Megan Collins	10/24/2018 11:49 AM
212	Lindsey Lane	10/24/2018 11:43 AM
213	Robin Hudson	10/24/2018 11:07 AM
214	Kerry Mccrae	10/24/2018 10:49 AM
215	Samantha Kraeuter	10/24/2018 10:48 AM
216	Heidi Raymond	10/24/2018 10:46 AM
217	Cindy DiGiacomo	10/24/2018 10:46 AM
218	Anthony Leonard	10/24/2018 10:25 AM
219	Emily Bonvini	10/24/2018 10:15 AM
220	Diane Williams	10/24/2018 10:15 AM
221	Laura Tourt	10/24/2018 10:09 AM
222	Joy Sonntag	10/24/2018 10:01 AM
223	Oliver Oetterer	10/24/2018 9:38 AM
224	Raeanne	10/24/2018 9:02 AM
225	Alison Schultz	10/24/2018 8:49 AM
226	Alireza Shahnam	10/24/2018 8:37 AM
227	Yenifer Diaz	10/24/2018 8:36 AM
228	Justin Watt	10/24/2018 8:31 AM
229	Amber Lavoie	10/24/2018 8:26 AM
230	Briana Kalan	10/24/2018 7:56 AM
231	Alan Frenkel	10/24/2018 7:44 AM
232	Cathy Houde	10/24/2018 7:40 AM
233	Maria Kohlbrand	10/24/2018 7:38 AM
234	Chad Edwards	10/24/2018 7:33 AM
235	Desiree Phillips	10/24/2018 7:25 AM
236	Carolyn Iannone	10/24/2018 7:20 AM
237	Imry Halevi	10/24/2018 7:20 AM
238	Mike Henkleman	10/24/2018 7:15 AM
239	Shonte Jelneck	10/24/2018 6:58 AM

## 2018-19 CEIA Employer Survey

240	Maria Davis	10/24/2018 6:55 AM
241	Dennis Nolte	10/24/2018 6:54 AM
242	Stacy Opiela	10/24/2018 6:32 AM
243	Ron Compton	10/24/2018 6:03 AM
244	Erik Paul	10/23/2018 9:24 PM
245	Tre Hellwig	10/23/2018 9:17 PM
246	Destiny Quinn	10/23/2018 9:00 PM
247	Leigh Ann Krohmer	10/23/2018 6:18 PM
248	Alexis Amoros	10/23/2018 5:55 PM
249	Tony Ambush	10/23/2018 5:10 PM
250	Elizabeth Fisher	10/23/2018 4:14 PM
251	Carissa Bossini	10/23/2018 4:13 PM
252	Lin Chapman	10/23/2018 4:05 PM
253	Daniel Mertely	10/23/2018 4:04 PM
254	Barry Sendach	10/23/2018 4:04 PM
255	Erica Mooney	10/23/2018 4:04 PM
256	Heather Drabek	10/23/2018 4:03 PM
257	Beth Kuhles-Heiney	10/23/2018 4:02 PM
258	Nonna Neft	10/23/2018 3:56 PM
259	Anthony Barnhart	10/23/2018 3:54 PM
260	Cecelia Marshall	10/23/2018 3:52 PM
261	Tee Rogers	10/23/2018 3:46 PM
262	Avis Jenkins	10/23/2018 3:43 PM
263	Kayla Barker	10/23/2018 3:43 PM
264	Q Carleton	10/23/2018 3:42 PM
265	Steve Ushioda	10/23/2018 3:40 PM
266	Kirsten Samuels	10/23/2018 3:39 PM
267	Enna Ramirez-Lopez	10/23/2018 3:39 PM
268	Michael Powell	10/23/2018 3:38 PM
269	Anastasia Yecke	10/23/2018 3:38 PM
270	Tia Cristy	10/23/2018 12:18 PM
271	Denise Blake	10/23/2018 11:37 AM
272	Ylonda Banister	10/23/2018 10:31 AM
273	Tisha Findeison	10/23/2018 7:49 AM
274	Mary Duffy	10/22/2018 4:31 PM
275	Jennifer McCafferty	10/22/2018 1:40 PM
276	Marissa Espiritu-Sy	10/22/2018 11:25 AM
277	Krista Gaul	10/22/2018 9:34 AM
278	Shannon Murray	10/22/2018 9:02 AM
279	Erin Hendrix	10/22/2018 8:33 AM
280	Kathryn Maloney	10/22/2018 7:33 AM
281	Carol Havens-Dobbs	10/21/2018 8:28 PM
282	David Ricci	10/21/2018 9:00 AM
283	John Dean	10/20/2018 6:13 AM
284	Joe Giovengo	10/19/2018 2:39 PM
285	Jean Warner	10/19/2018 2:10 PM
286	Sharon Riley	10/19/2018 1:14 PM
287	Allen Converse	10/19/2018 11:46 AM
288	Joanie Priest	10/19/2018 11:36 AM

## 2018-19 CEIA Employer Survey

289	Justin Maslanka	10/19/2018 11:24 AM
290	Dustin Leszcynski	10/19/2018 11:24 AM
291	Joseph D'Angelo	10/19/2018 9:59 AM
292	JEssica Corbitt	10/19/2018 9:56 AM
293	Sharon Soriano	10/19/2018 9:39 AM
294	Taelar Bybee	10/19/2018 9:23 AM
295	Marianne M. Mills	10/19/2018 9:23 AM
296	Melina Behiel	10/18/2018 11:00 PM
297	Thomas Saulenas	10/18/2018 3:57 PM
298	Kourtney McCauliff	10/18/2018 3:48 PM
299	Doug Dixon	10/18/2018 2:08 PM
300	Jamie Snyder	10/18/2018 1:10 PM
301	Veronica Moore	10/18/2018 12:33 PM
302	Courtney Jordan	10/18/2018 12:15 PM
303	Narissa Watts	10/18/2018 10:35 AM
304	Todd Serenbetz	10/18/2018 7:37 AM
305	Don Taylor	10/18/2018 7:10 AM
306	Marina Vaserman	10/17/2018 11:29 PM
307	Gina Valdes	10/17/2018 6:19 PM
308	Mira Torres	10/17/2018 5:10 PM
309	Patrick Woods	10/17/2018 4:17 PM
310	Ben Cassel	10/17/2018 3:08 PM
311	Chelsea Miller	10/17/2018 2:23 PM
312	Ian Ebinger	10/17/2018 2:19 PM
313	Bruce Mattos	10/17/2018 2:06 PM
314	Madeleine	10/17/2018 1:18 PM
315	Chloe Wernecke	10/17/2018 1:16 PM
316	Mary Hall	10/17/2018 1:14 PM
317	Breanne Messier	10/17/2018 12:56 PM
318	Dave Beam	10/17/2018 12:52 PM
319	Herbert Kan	10/17/2018 12:51 PM
320	David Stone-Resneck	10/17/2018 12:46 PM
321	Tracy Adewunmi	10/17/2018 12:46 PM
322	Lisa Cantu	10/17/2018 12:36 PM
323	Shannon Henretty	10/17/2018 12:33 PM
324	Nancy Dernelle	10/17/2018 12:31 PM
325	Annie	10/17/2018 12:22 PM
326	James Landrith	10/17/2018 12:20 PM
327	Jesse Teitelbaum	10/17/2018 12:19 PM
328	Genelle Craig	10/17/2018 12:07 PM
329	Cassandra Drew	10/17/2018 11:57 AM
330	Erick Baldwin	10/17/2018 11:54 AM
331	Ashley Diamond	10/17/2018 11:50 AM
332	Topher Hollinger	10/17/2018 11:50 AM
333	Gilma Guevara	10/17/2018 11:50 AM
334	Charles Barragan	10/17/2018 11:45 AM
335	Molly Hiserman	10/17/2018 11:44 AM
336	Linh Fanger	10/17/2018 11:34 AM
337	Samuel Bowman	10/17/2018 11:33 AM

## 2018-19 CEIA Employer Survey

338	Kathryn Maassen	10/17/2018 11:33 AM
339	Arun Tewary	10/17/2018 11:30 AM
340	Alex Rotman	10/17/2018 11:25 AM
341	Scott Fritsch	10/17/2018 11:21 AM
342	Andrea Stewart	10/17/2018 11:17 AM
343	Erin McCool	10/17/2018 11:10 AM
344	Pete Birle	10/17/2018 11:06 AM
345	MICHELE NILSON	10/17/2018 11:05 AM
346	Amy Costello	10/17/2018 11:03 AM
347	Karen Young	10/17/2018 10:52 AM
348	Dan Krupansky	10/17/2018 10:49 AM
349	Stephen Plotkin	10/17/2018 6:29 AM
350	Rosemary Muller	10/16/2018 7:47 PM
351	Elise Strom	10/16/2018 4:21 PM
352	Joye Whitney	10/16/2018 4:04 PM
353	Susan Mulford	10/16/2018 3:00 PM
354	Jennifer Matthew	10/16/2018 2:57 PM
355	Nicola Poser	10/16/2018 2:53 PM
356	Kris Murphy	10/16/2018 2:52 PM
357	Justin Moniz	10/16/2018 2:51 PM
358	Brandi Gbemisola	10/16/2018 2:51 PM
359	Rebecca D'Attilio	10/12/2018 12:10 PM
360	Kimberley Dart	10/11/2018 9:35 AM
#	TITLE/DEPT. OF PERSON COMPLETING SURVEY (OPTIONAL):	DATE
1	Human Resources Generalist	11/30/2018 3:44 PM
2	Director of Human Resources	11/18/2018 2:08 PM
3	Director of Outreach Advocacy Services	11/15/2018 11:26 AM
4	Human Resources Engagement Partner	11/14/2018 7:19 PM
5	HR Coordinator	11/14/2018 4:21 PM
6	Recruiting Operations Manager	11/14/2018 2:13 PM
7	President	11/14/2018 1:26 PM
8	Senior Manager, Creative Design	11/13/2018 7:04 PM
9	Director Data Science	11/13/2018 1:21 PM
10	University Relations Program Manager	11/12/2018 5:29 PM
11	VP of Engineering	11/12/2018 12:27 PM
12	Talent Acquisition Specialist	11/12/2018 10:05 AM
13	Recruitment Supervisor	11/12/2018 9:29 AM
14	Manager of Training and Development	11/12/2018 9:01 AM
15	Director, Refugee Resettlement	11/11/2018 12:18 PM
16	Senior Managing Director	11/11/2018 12:11 PM
17	General Manager, North Texas	11/9/2018 6:44 PM
18	HR ADMINISTRATOR	11/9/2018 5:25 PM
19	Process Engineer	11/9/2018 2:02 PM
20	Technical Recruiter	11/8/2018 1:20 PM
21	Human Resources	11/8/2018 12:27 PM
22	Co Director	11/8/2018 11:47 AM
23	Corporate Recruiter	11/7/2018 3:22 PM
24	Director	11/7/2018 11:01 AM
25	Sr. Talent Acquisition Specialist	11/7/2018 9:28 AM



## 2018-19 CEIA Employer Survey

26	Marketing, Business Development, & Human Resources Manager	11/6/2018 3:03 PM
27	Sr. Customer Care Manager	11/6/2018 12:12 PM
28	Vice President	11/6/2018 11:47 AM
29	Human Resources	11/6/2018 10:23 AM
30	Human Resource	11/6/2018 4:50 AM
31	Director of Sponsorships and Events	11/5/2018 10:43 PM
32	HR Manager	11/5/2018 6:05 PM
33	IT Project Manager	11/5/2018 3:13 PM
34	Head of Creative Marketing	11/5/2018 1:33 PM
35	Volunteer Manager	11/5/2018 1:14 PM
36	Principal	11/5/2018 12:42 PM
37	Education Coordinator	11/5/2018 12:25 PM
38	General Manager	11/5/2018 9:13 AM
39	Vice President, Human Resources	11/4/2018 4:17 PM
40	Accounts & Marketing	11/2/2018 3:07 PM
41	Branch Director	11/2/2018 2:30 PM
42	Recruiting Manager	11/2/2018 2:18 PM
43	HR Leader	11/2/2018 1:52 PM
44	Manager of Volunteer Services	11/2/2018 1:40 PM
45	PTA	11/2/2018 12:27 PM
46	Director of Selection	11/2/2018 11:26 AM
47	CEO	11/2/2018 8:59 AM
48	Principal	11/1/2018 11:19 PM
49	Senior Recruiter, Pacific North West	11/1/2018 10:57 PM
50	Project Executive	11/1/2018 7:22 PM
51	Volunteer & Outreach Coordinator	11/1/2018 1:41 PM
52	President	11/1/2018 12:33 PM
53	Team Leaders Recruiter	11/1/2018 11:11 AM
54	Director, COO	11/1/2018 10:42 AM
55	Lead Instructor	11/1/2018 9:59 AM
56	Internship Coordinator & Avian Care Assistant Manager	11/1/2018 9:51 AM
57	Intern Program Coordinator	11/1/2018 9:04 AM
58	Controller	11/1/2018 8:53 AM
59	HR Manager	11/1/2018 8:52 AM
60	Volunteer Program Manager	11/1/2018 8:02 AM
61	Retail Operations	11/1/2018 6:41 AM
62	CEO	10/31/2018 8:13 PM
63	HR Intern	10/31/2018 6:51 PM
64	VP Music Production	10/31/2018 3:46 PM
65	Executive Director	10/31/2018 3:03 PM
66	Assistant Director	10/31/2018 1:01 PM
67	Youth Outreach and Internship Coordinator	10/31/2018 1:00 PM
68	Financial Administrator	10/31/2018 12:41 PM
69	Senior Human Resources Manager - MBU	10/31/2018 12:40 PM
70	President of Basketball Operations	10/31/2018 12:17 PM
71	office manager	10/31/2018 12:14 PM
72	HR and Recruiting Intern	10/31/2018 11:53 AM
73	Intern Manager	10/31/2018 11:30 AM
74	Owner/CEO	10/31/2018 11:25 AM

## 2018-19 CEIA Employer Survey

75	Nature Education Supervisor	10/31/2018 11:18 AM
76	HR Development Sr. Specialist	10/31/2018 11:05 AM
77	Owner	10/31/2018 11:04 AM
78	Program Director	10/31/2018 9:39 AM
79	Assistant Principal	10/31/2018 9:03 AM
80	Office Manager	10/30/2018 4:14 PM
81	Assistant Project Manager	10/30/2018 3:30 PM
82	VP of Finance and HR	10/30/2018 10:40 AM
83	HRBP/Human Resources	10/30/2018 8:24 AM
84	Environmental Director	10/30/2018 5:45 AM
85	Stem Cell Laboratory	10/30/2018 3:06 AM
86	CEO	10/29/2018 8:10 PM
87	VP Operations	10/29/2018 7:35 PM
88	EDNurse Manager	10/29/2018 7:23 PM
89	Senior Design Engineer	10/29/2018 6:17 PM
90	Program Coordinator/Office Manager	10/29/2018 3:50 PM
91	Director	10/29/2018 3:48 PM
92	Vice President of Institutional Advancement & Chief Advancement Officer	10/29/2018 3:24 PM
93	CEO	10/29/2018 3:17 PM
94	Co-Founder	10/29/2018 2:55 PM
95	Owner	10/29/2018 2:30 PM
96	Director of HR	10/29/2018 2:03 PM
97	Entrepreneurship Director	10/29/2018 1:59 PM
98	Principal	10/29/2018 1:58 PM
99	Vice President	10/29/2018 1:46 PM
100	Youth Program Manager & Administrative Assistant	10/29/2018 1:06 PM
101	Chief Chemist	10/29/2018 12:58 PM
102	Director of Volunteer Programs	10/29/2018 12:40 PM
103	Owner	10/29/2018 12:38 PM
104	Director, Career Development	10/29/2018 12:26 PM
105	Recruiting Coordinator Senior	10/29/2018 11:15 AM
106	ED	10/29/2018 11:01 AM
107	HR Generalist and Human Capital Manager	10/29/2018 10:59 AM
108	Drucker Brain Injury Center	10/29/2018 10:47 AM
109	Professor	10/29/2018 10:33 AM
110	Owner	10/29/2018 10:30 AM
111	Engineering Manager	10/29/2018 10:28 AM
112	Laboratory Manager, Motor Control Lab	10/29/2018 10:15 AM
113	Senior Food Scientist	10/29/2018 10:13 AM
114	Sr Recruiting Consultant	10/29/2018 9:55 AM
115	PRINCIPAL	10/29/2018 9:52 AM
116	Department Manager	10/29/2018 9:47 AM
117	Principal / Creative Director	10/29/2018 9:45 AM
118	Chief Scientist	10/29/2018 9:42 AM
119	Director of Employee Growth	10/29/2018 9:36 AM
120	Managing Director	10/29/2018 9:32 AM
121	Staff Engineer	10/29/2018 9:30 AM
122	Co-Owner/baker	10/29/2018 9:29 AM
123	Volunteer Coordinator	10/29/2018 9:27 AM

## 2018-19 CEIA Employer Survey

124	University Partnerships Coordinator	10/29/2018 9:25 AM
125	Conference Center Manager	10/29/2018 9:20 AM
126	Principal	10/29/2018 9:19 AM
127	Constituent Services & Outreach Coordinator	10/29/2018 9:19 AM
128	Talent Manager	10/29/2018 9:14 AM
129	Education Coordinator	10/29/2018 9:12 AM
130	CMO	10/29/2018 9:11 AM
131	CEO	10/29/2018 9:10 AM
132	Manager of Special Events	10/29/2018 9:06 AM
133	Human Resource Generalist	10/29/2018 8:00 AM
134	Manager of Recruiting, Retention, and Employee Training Program	10/29/2018 7:09 AM
135	CFO	10/26/2018 6:35 PM
136	Account Executive	10/26/2018 3:11 PM
137	Group Talent Acquisition Manager	10/26/2018 12:01 PM
138	VP Human Resources	10/26/2018 11:12 AM
139	Senior Software Consultant	10/26/2018 10:57 AM
140	Operations Manager	10/26/2018 9:56 AM
141	TOA - Recruitment	10/26/2018 9:56 AM
142	Clinical Care Manager Team Lead	10/26/2018 9:53 AM
143	Recruiter	10/26/2018 9:22 AM
144	Office Manager	10/26/2018 8:31 AM
145	Inventor , Sport League Owner , Executive Committee, Humanitarian	10/25/2018 6:08 PM
146	Senior Recruiter, University Relations	10/25/2018 3:42 PM
147	Talent Specialist	10/25/2018 2:35 PM
148	IEAS Keeper	10/25/2018 2:17 PM
149	Assistant Principal	10/25/2018 1:58 PM
150	Volunteer/Intern Coordinator, Circuit 19	10/25/2018 1:48 PM
151	HR Specialist	10/25/2018 12:56 PM
152	Corporate HR Manager	10/25/2018 12:14 PM
153	Community Arts Manager	10/25/2018 12:07 PM
154	Recruiting	10/25/2018 11:40 AM
155	Director	10/25/2018 11:30 AM
156	Corporate Recruiter	10/25/2018 11:01 AM
157	Volunteer Program Manager	10/25/2018 10:56 AM
158	Recruiting Coordinator	10/25/2018 10:35 AM
159	Business development	10/25/2018 10:31 AM
160	Owner	10/25/2018 10:08 AM
161	Sr. Consultant, Benefits	10/25/2018 9:57 AM
162	CFO	10/25/2018 9:40 AM
163	Senior Director	10/25/2018 9:29 AM
164	Non-Profit Program Director	10/25/2018 9:28 AM
165	Manager of Recruitment	10/25/2018 9:26 AM
166	Sergeant	10/25/2018 9:20 AM
167	HR/Payroll Manager	10/25/2018 9:20 AM
168	HR/Recruiting Manager	10/25/2018 9:03 AM
169	Site Director	10/25/2018 8:51 AM
170	Talent Acquisition Coordinator	10/25/2018 8:45 AM
171	Admin, Accounting, & HR	10/25/2018 8:42 AM
172	HR Generalist	10/25/2018 8:41 AM

## 2018-19 CEIA Employer Survey

173	Volunteer Coordinator	10/25/2018 8:33 AM
174	Victim Advocate Outreach Coordinator	10/25/2018 8:26 AM
175	Talent Associate	10/25/2018 8:17 AM
176	Marketing Specialist	10/25/2018 8:12 AM
177	Program Administrator	10/25/2018 7:49 AM
178	VP of Commercial Sales	10/25/2018 7:38 AM
179	Human Resource Generalist	10/25/2018 7:32 AM
180	Director of Human Resources	10/25/2018 7:31 AM
181	AmeriCorps Program Coordinator	10/25/2018 7:28 AM
182	Director of HR	10/25/2018 7:27 AM
183	Marketing Director	10/25/2018 7:25 AM
184	Biological Administrator - Marine Fisheries Outreach and Education	10/25/2018 7:01 AM
185	Business Development Director	10/25/2018 6:50 AM
186	Childcare Services Director	10/25/2018 6:44 AM
187	President	10/25/2018 6:29 AM
188	HR Manager	10/25/2018 6:28 AM
189	HR	10/24/2018 9:20 PM
190	Chief Of Product Development	10/24/2018 9:19 PM
191	Owner	10/24/2018 9:05 PM
192	Director of operations	10/24/2018 6:57 PM
193	Software Engineer	10/24/2018 5:30 PM
194	Owner	10/24/2018 5:01 PM
195	Human Resource Specialist	10/24/2018 3:22 PM
196	Associate Media Planner	10/24/2018 3:20 PM
197	Recruiter	10/24/2018 2:54 PM
198	Athletics & Camp Manager	10/24/2018 2:52 PM
199	Sergeant, Employment Services/Internship Coordinator	10/24/2018 2:12 PM
200	Talent Acquisition	10/24/2018 1:54 PM
201	Director of Operations	10/24/2018 1:54 PM
202	President	10/24/2018 1:52 PM
203	Recruiting Coordinator	10/24/2018 1:43 PM
204	Marketing Senior Associate	10/24/2018 1:26 PM
205	Director of Operation	10/24/2018 12:59 PM
206	Human Resources Specialist 2	10/24/2018 12:46 PM
207	Human Resources	10/24/2018 12:38 PM
208	Director of HR & Safety	10/24/2018 12:36 PM
209	Office Mgr.	10/24/2018 12:25 PM
210	Global HR Manager	10/24/2018 12:12 PM
211	HR Director	10/24/2018 12:10 PM
212	Coordinator of Volunteer Development	10/24/2018 11:49 AM
213	Program Coordinator	10/24/2018 11:43 AM
214	Corporate HR Manager	10/24/2018 11:07 AM
215	HR	10/24/2018 10:49 AM
216	Recruiting Professional	10/24/2018 10:48 AM
217	HR Recruiter	10/24/2018 10:46 AM
218	Human Resources Coordinator	10/24/2018 10:46 AM
219	Director, Administration and Development	10/24/2018 10:25 AM
220	Communications and Events Coordinator	10/24/2018 10:15 AM
221	Human Resources	10/24/2018 10:15 AM

## 2018-19 CEIA Employer Survey

222	HR Manager	10/24/2018 10:09 AM
223	Director of After School Activities and Club Eagle Aftercare Program	10/24/2018 10:01 AM
224	VP of Business Development	10/24/2018 9:38 AM
225	Regional Director	10/24/2018 9:02 AM
226	Coordinator	10/24/2018 8:49 AM
227	Vice President	10/24/2018 8:37 AM
228	HR Generalist	10/24/2018 8:36 AM
229	HR Generalist	10/24/2018 8:31 AM
230	Human Resources Generalist	10/24/2018 8:26 AM
231	Regional HR Recruiter	10/24/2018 7:56 AM
232	Manager / Owner	10/24/2018 7:44 AM
233	Community Outreach Manager	10/24/2018 7:40 AM
234	HR Administrator	10/24/2018 7:38 AM
235	Recruiter	10/24/2018 7:33 AM
236	Human Resources Coordinator	10/24/2018 7:25 AM
237	Recruiter	10/24/2018 7:20 AM
238	Assistant Director of Athletics	10/24/2018 7:20 AM
239	President, Director of Sports Medicine	10/24/2018 7:15 AM
240	Vice President	10/24/2018 6:58 AM
241	Director of Human Resources	10/24/2018 6:55 AM
242	Investment Services	10/24/2018 6:54 AM
243	Director	10/24/2018 6:32 AM
244	Human Resource Manager	10/24/2018 6:03 AM
245	Project Manager	10/23/2018 9:17 PM
246	Talent Acquisition Manager	10/23/2018 9:00 PM
247	Director of Account Management	10/23/2018 6:18 PM
248	Human Resources Coordinator	10/23/2018 5:55 PM
249	Tony Ambush	10/23/2018 5:10 PM
250	Campus Recruiting & Marketing Coordinator	10/23/2018 4:14 PM
251	University Program Manager	10/23/2018 4:13 PM
252	Owner/CEO	10/23/2018 4:05 PM
253	RF Engineer	10/23/2018 4:04 PM
254	Recruiting	10/23/2018 4:04 PM
255	Talent Acquisition	10/23/2018 4:03 PM
256	Recruiter, Suncoast Region	10/23/2018 4:02 PM
257	Information Technology	10/23/2018 3:56 PM
258	Food & Beverage Director	10/23/2018 3:54 PM
259	Program Manager	10/23/2018 3:52 PM
260	Recruiter	10/23/2018 3:52 PM
261	Chair, Blood Drives	10/23/2018 3:46 PM
262	Dir. of Operations	10/23/2018 3:43 PM
263	EA to CEO	10/23/2018 3:43 PM
264	Human Resources	10/23/2018 3:42 PM
265	Wellbeing Consultant	10/23/2018 3:42 PM
266	HR Head	10/23/2018 3:40 PM
267	Office Manager	10/23/2018 3:39 PM
268	Human Resources	10/23/2018 3:39 PM
269	Lead Recruiter	10/23/2018 3:38 PM
270	Owner	10/23/2018 3:38 PM

## 2018-19 CEIA Employer Survey

271	Owner	10/23/2018 12:18 PM
272	Executive Director	10/23/2018 11:37 AM
273	DOHR	10/23/2018 10:31 AM
274	Human Resources	10/23/2018 7:49 AM
275	Director of Educational Programs	10/22/2018 4:31 PM
276	Director of Talent Acquisition	10/22/2018 1:40 PM
277	President	10/22/2018 12:36 PM
278	Assistant Personnel Analyst	10/22/2018 11:25 AM
279	Executive Director	10/22/2018 9:34 AM
280	Apprentice Program & Educational Partnerships	10/22/2018 8:33 AM
281	Territory Manager	10/22/2018 7:33 AM
282	Human Resources Manager	10/21/2018 8:28 PM
283	Office Manager	10/21/2018 8:02 PM
284	CEO	10/21/2018 9:00 AM
285	Regional Food and Beverage Director	10/20/2018 6:13 AM
286	VP	10/19/2018 2:39 PM
287	Sr. Talent Acquisition Partner	10/19/2018 2:10 PM
288	Director	10/19/2018 1:14 PM
289	Chief Mad Scientist / Owner	10/19/2018 11:46 AM
290	Office Manager	10/19/2018 11:36 AM
291	Victim Services Coordinator	10/19/2018 11:24 AM
292	Assistant Vice President, Director of Campus Recruiting	10/19/2018 11:24 AM
293	Business Development Associate	10/19/2018 9:59 AM
294	Director of External Affairs	10/19/2018 9:56 AM
295	Sr. HR Partner	10/19/2018 9:39 AM
296	Development Associate	10/19/2018 9:23 AM
297	Regional Program Manager, NextGen Stewardship	10/19/2018 9:23 AM
298	Recruiter	10/18/2018 11:00 PM
299	Store Manager	10/18/2018 3:57 PM
300	Director of HR	10/18/2018 3:48 PM
301	President	10/18/2018 2:08 PM
302	Human Resources Admin. Asst.	10/18/2018 1:10 PM
303	HR Manager	10/18/2018 12:33 PM
304	Staffing Director	10/18/2018 12:15 PM
305	Manager of Talent	10/18/2018 10:35 AM
306	Principal	10/18/2018 7:37 AM
307	Senior Associate Director of Recruitment	10/18/2018 7:10 AM
308	Director	10/17/2018 11:29 PM
309	Volunteer Engagement Manager	10/17/2018 6:19 PM
310	Payroll/HR Manager	10/17/2018 5:18 PM
311	CMO	10/17/2018 5:10 PM
312	Intern Coordinator	10/17/2018 4:17 PM
313	District Manager	10/17/2018 3:08 PM
314	National Hiring Manager	10/17/2018 2:23 PM
315	Director Talent Acquisition	10/17/2018 2:06 PM
316	Director of Development, HR, and Accountability	10/17/2018 1:18 PM
317	Chief Scientist	10/17/2018 1:16 PM
318	HR Generalist	10/17/2018 1:14 PM
319	Area Manager	10/17/2018 12:56 PM

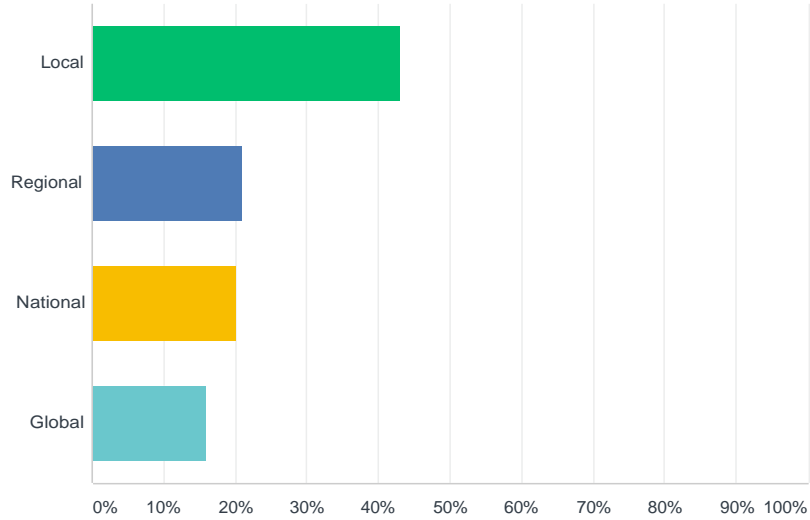
## 2018-19 CEIA Employer Survey

320	owner/CEO	10/17/2018 12:52 PM
321	HR Generalist	10/17/2018 12:51 PM
322	Software Architect/EPi4 Platform Lead	10/17/2018 12:46 PM
323	Director of HR	10/17/2018 12:36 PM
324	HR Coordinator	10/17/2018 12:33 PM
325	Assistant Director of Human Resources	10/17/2018 12:31 PM
326	Human Resources Manager	10/17/2018 12:20 PM
327	Programs Coordinator	10/17/2018 12:19 PM
328	Owner	10/17/2018 12:07 PM
329	Practice Manger	10/17/2018 11:57 AM
330	Marketing	10/17/2018 11:54 AM
331	Owner & Strategic Marketing Guru	10/17/2018 11:50 AM
332	Client Services Director	10/17/2018 11:50 AM
333	Area Director	10/17/2018 11:50 AM
334	Director of Human resources	10/17/2018 11:45 AM
335	University Recruiter	10/17/2018 11:44 AM
336	Director of Education	10/17/2018 11:34 AM
337	Summer Programs Coordinator	10/17/2018 11:33 AM
338	General Manager	10/17/2018 11:33 AM
339	Staffing	10/17/2018 11:26 AM
340	Camp Director	10/17/2018 11:25 AM
341	Engineering Manager	10/17/2018 11:21 AM
342	Administrative Associate	10/17/2018 11:17 AM
343	Recruiter/Administrative Assistant	10/17/2018 11:11 AM
344	Director of Education and Strategic Initiatives	10/17/2018 11:10 AM
345	Assistant Vice President, Communications and Education	10/17/2018 11:06 AM
346	Administrative Secretary	10/17/2018 11:05 AM
347	Recruiting	10/17/2018 11:03 AM
348	Director of HR	10/17/2018 10:52 AM
349	Talent Acquisition Manager	10/17/2018 10:49 AM
350	Textual Collections Archivist	10/17/2018 6:29 AM
351	Technology Director	10/16/2018 7:47 PM
352	Director of Development	10/16/2018 4:21 PM
353	manager, culture/strategy	10/16/2018 4:04 PM
354	HR Manager	10/16/2018 3:00 PM
355	Human Resources manager	10/16/2018 2:57 PM
356	Managing Director	10/16/2018 2:53 PM
357	Recruiting Manager	10/16/2018 2:51 PM
358	Family & Volunteer Corrdinator	10/16/2018 2:51 PM
359	Experiential Education Manager	10/12/2018 12:10 PM
360	Recruiter	10/11/2018 9:52 AM
361	Manager, Haskayne Career Centre	10/11/2018 9:35 AM

## Q2 Organizational Territory:

Answered: 484   Skipped: 0

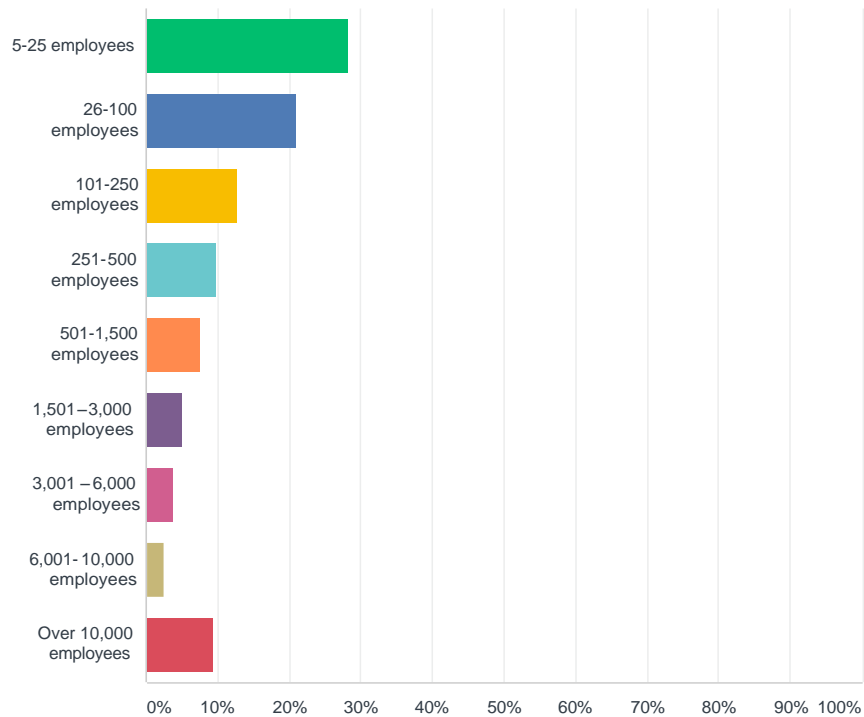
## 2018-19 CEIA Employer Survey



ANSWER CHOICES	RESPONSES	
Local	43.18%	209
Regional	20.87%	101
National	20.04%	97
Global	15.91%	77
TOTAL		484

## Q3 Size of Organization: [check one]

Answered: 484 Skipped: 0



ANSWER CHOICES	RESPONSES	
5-25 employees	28.31%	137
26-100 employees	20.87%	101

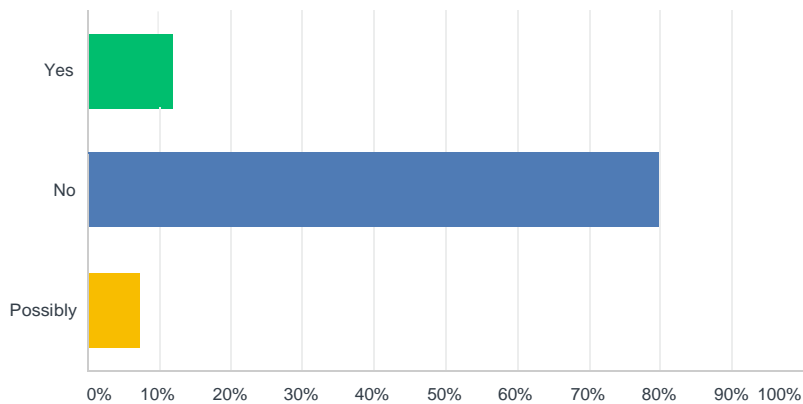


## 2018-19 CEIA Employer Survey

101-250 employees	12.81%	62
251- 500 employees	9.92%	48
501-1,500 employees	7.44%	36
1,501 – 3,000 employees	4.96%	24
3,001 – 6,000 employees	3.72%	18
6,001- 10,000 employees	2.48%	12
Over 10,000 employees	9.50%	46
<b>TOTAL</b>		<b>484</b>

### Q4 Did you know about CEIA before receiving this survey?

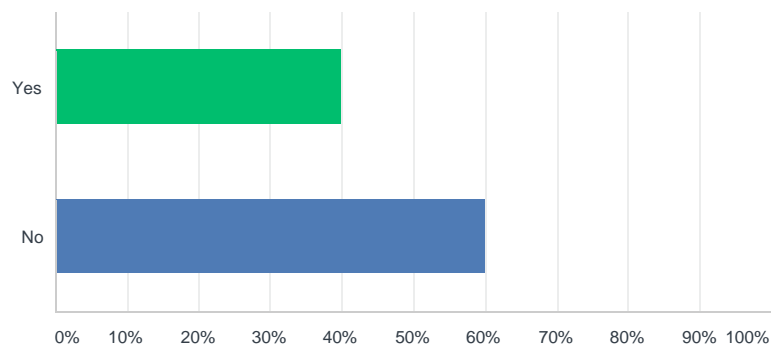
Answered: 480 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	12.08%	58
No	80.42%	386
Possibly	7.50%	36
<b>TOTAL</b>		<b>480</b>

### Q5 Would you like to learn more about CEIA?

Answered: 472 Skipped: 12

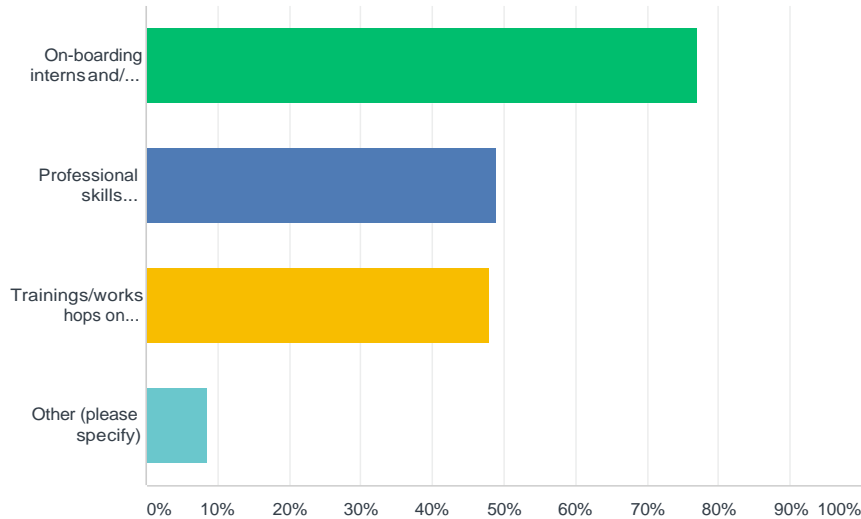


ANSWER CHOICES	RESPONSES	
Yes	40.25%	190
No	59.75%	282
<b>TOTAL</b>		<b>472</b>

## 2018-19 CEIA Employer Survey

### Q6 What programs would be of interest to you? (Check all that apply)

Answered: 369 Skipped: 115

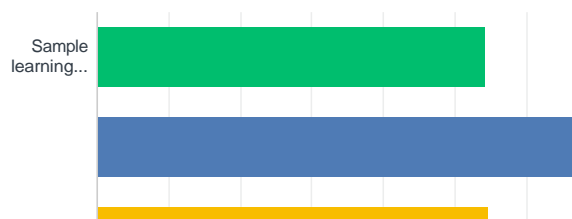


ANSWER CHOICES	RESPONSES
On-boarding interns and/or co-ops	76.96% 284
Professional skills workshops for interns/co-ops while on site	49.05% 181
Trainings/workshops on supervising interns/co-ops	47.97% 177
Other (please specify)	8.67% 32
Total Respondents: 369	

#	OTHER (PLEASE SPECIFY)	DATE
1	Best Practices in Summer Internship Programs	11/12/2018 5:29 PM
2	Interviews Skills	11/12/2018 9:29 AM
5	Recruiting part time employees	11/2/2018 2:30 PM
6	recruiting interns	11/1/2018 8:02 AM
18	Career Fairs	10/24/2018 2:12 PM
20	Clinical Rotations	10/24/2018 8:36 AM
9	Information about Mentorship Programs	10/31/2018 11:30 AM
13	Off site training for interns/co-ops	10/25/2018 6:34 PM
14	All	10/25/2018 6:08 PM
15	Law School Interns and Volunteers	10/25/2018 1:48 PM
16	Volunteer Recruitment	10/25/2018 7:28 AM
24	how to recruit them	10/22/2018 12:36 PM
25	Would you be interested in coming to our high school to participate in our internship trainings? Or sending students to do outreach to our high school students?	10/17/2018 1:18 PM
26	Implementing an Intern program	10/17/2018 1:14 PM
28	hiring college students	10/17/2018 12:33 PM
29	We are interested in bringing on interns and co-ops in environmental education. Interns must have reliable transportation.	10/17/2018 11:10 AM
30	recruiting interns	10/17/2018 10:52 AM

### Q7 What resources would be helpful to you in managing your co-op/internships program? (check all that apply)

Answered: 355 Skipped: 129



2018-19 CEIA Employer Survey

Sample  
performance...

Sample  
Internship/c...

Research  
conducted on...

Other (please  
specify)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

## 2018-19 CEIA Employer Survey

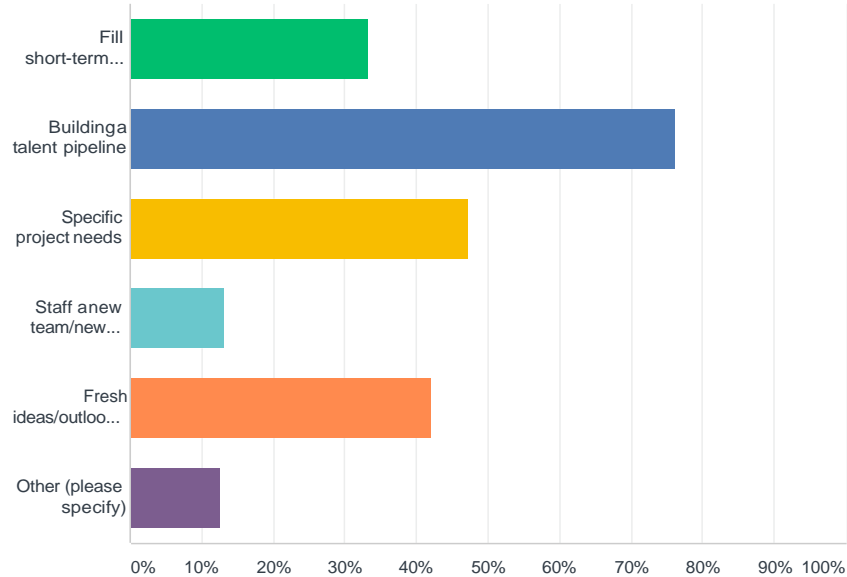
ANSWER CHOICES	RESPONSES	
Sample learning contract	54.08%	192
Sample performance evaluation form	67.32%	239
Sample Internship/co-op site evaluation	54.65%	194
Research conducted on internships/co-ops	50.99%	181
Other (please specify)	6.76%	24
Total Respondents: 355		

#	OTHER (PLEASE SPECIFY)	DATE
1	N/A	11/12/2018 9:29 AM
2	how to recruit students	11/11/2018 12:11 PM
3	none	10/31/2018 6:51 PM
4	Intern Manuals or Guides	10/31/2018 1:00 PM
5	I think we need a "facility" to provide feedback on projects; need some way to rack, by some artificail project categorization co-op/intern problem-solving and intellectual maturity.	10/31/2018 12:41 PM
6	None	10/29/2018 5:26 PM
7	Benchmarking reports re comp for interns/co-ops ,etc.	10/29/2018 11:29 AM
8	What goal setting does Drexel use with students when finding appropriate internships?	10/29/2018 10:47 AM
9	none	10/29/2018 10:15 AM
10	None	10/29/2018 9:25 AM
11	Interns who are well-versed in research specifically Westlaw	10/25/2018 1:48 PM
12	Research specifically highlighting the experience of interns of color, LGBTQ+ interns, and other underrepresented groups	10/25/2018 9:28 AM
13	n/a	10/25/2018 7:12 AM
14	None	10/24/2018 7:20 AM
15	Salary Surveys	10/23/2018 4:03 PM
16	feedback from co-workers and direct manager	10/21/2018 9:08 PM
17	training modules, project timeline templates	10/17/2018 11:29 PM
18	We are interested in recruiting teachers to work in our school, although we would happily accept interns during the summer.	10/17/2018 1:18 PM
19	Calendar / Deadline or opportunity to speak to a group of potential candidates on campus	10/17/2018 1:16 PM
20	applying for an internship as a college student	10/17/2018 12:31 PM
21	We have a good system in place but have a need to recruit.	10/17/2018 11:10 AM
22	a listing of where organizations post internship positions.	10/16/2018 4:21 PM
23	n/a	10/16/2018 2:52 PM
24	CRM data base management	10/11/2018 10:30 AM

**Q8 What drives your hiring decisions for internships and co-ops? (check all that apply)**

Answered: 273    Skipped: 211

## 2018-19 CEIA Employer Survey



ANSWER CHOICES	RESPONSES	
Fill short-term staffing gap	33.33%	91
Building a talent pipeline	76.19%	208
Specific project needs	47.25%	129
Staff a new team/new business unit	13.19%	36
Fresh ideas/outlook on existing business model and products	42.12%	115
Other (please specify)	12.45%	34
Total Respondents: 273		

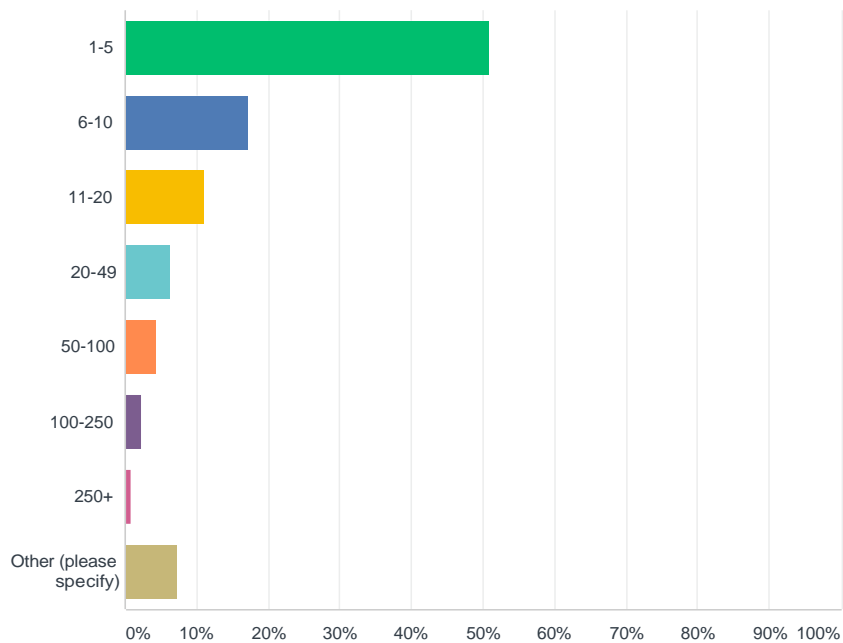
#	OTHER (PLEASE SPECIFY)	DATE
1	we like to provide training opportunities for students in our community	11/18/2018 2:17 PM
2	offer opportunity for leadership training and service	11/8/2018 12:04 PM
3	Our Internship program is a new and we would like to explore other options for hiring talent	11/1/2018 11:01 PM
4	Exposure to many different careers available to interns; training for possible part-time and full-time positions	11/1/2018 2:27 PM
5	Help give students professional experience	11/1/2018 10:08 AM
6	to provide a student there first work experience in their selected field of study or focus	10/31/2018 1:00 PM
7	Students interested in getting experience in our field	10/31/2018 11:26 AM
8	We are looking for CO-OP students who have potential to develop into what we consider a worthy hire. We also seek co-op students to give back to the CM/Engineering community and share our experience and expertise with the next generation of General Contractors and Engineers. It also allows an opportunity to advertise to soon graduating, and recently graduated seniors for future hires.	10/30/2018 4:12 PM
9	Additional staffing support and student professional development	10/29/2018 8:18 PM
10	Honestly, it's a cheap(ish) educated technical resource for our test lab without hiring a permanent employee.	10/29/2018 6:31 PM
12	Supporting students towards work	10/29/2018 4:01 PM
13	Increasing general exposure of my company to Drexel University students	10/29/2018 2:43 PM
14	Additional productive member of project teams.	10/29/2018 2:11 PM
15	education	10/29/2018 10:41 AM
16	Hone our abilities and to give back to the design community by developing young talent	10/29/2018 10:07 AM
17	Allowing students an opportunity to preview the profession of dentistry	10/29/2018 9:31 AM
18	Providing students true work experience relevant to their career choice. Help build their resumes.	10/26/2018 10:25 AM

## 2018-19 CEIA Employer Survey

19	Hire people with relevant experience.	10/24/2018 5:08 PM
20	keep talent in Florida.	10/24/2018 2:36 PM
21	we do not hire interns within our sub-group in marketing, we sometimes hire students as long-term PT temps	10/24/2018 1:40 PM
22	Offering hands-on, educational development for students in our community	10/24/2018 12:06 PM
23	to meet outside accreditation standards	10/24/2018 11:21 AM
24	Develop niche skills in younger generation	10/24/2018 10:27 AM
25	Offering opportunities to students to gain real world work experience	10/24/2018 8:10 AM
26	Based on having to follow state regulations, we don't do interns.	10/24/2018 6:43 AM
27	Supporting student seeking to join the mental health industry.	10/23/2018 5:18 PM
28	Finding a place for a known individual	10/23/2018 3:45 PM
29	community engagement, inclusion training	10/17/2018 11:48 PM
30	I enjoy mentoring young professionals as they're starting in their careers	10/17/2018 2:01 PM
31	As an environmental ed center, our goals are to prepare educators to teach complex environmental issues	10/17/2018 11:17 AM
32	Interns are so useful during the year for us to help get projects done	10/16/2018 4:44 PM

### Q9 On average, how many interns and/or co-op students do you hire annually?

Answered: 273 Skipped: 211



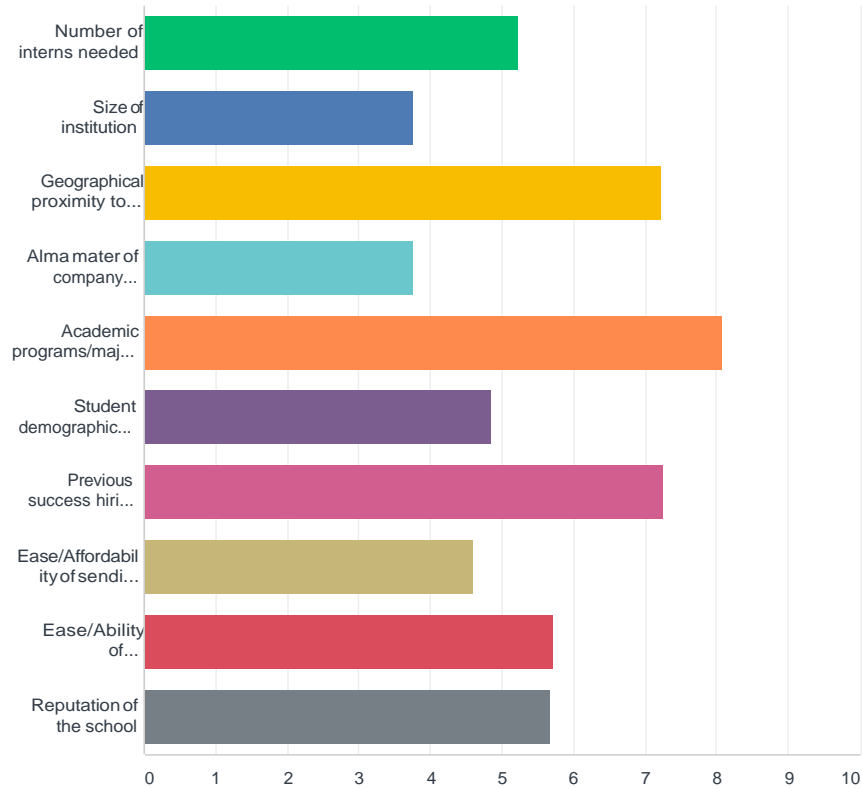
ANSWER CHOICES	RESPONSES	
1-5	50.92%	139
6-10	17.22%	47
11-20	10.99%	30
20-49	6.23%	17
50-100	4.40%	12
100-250	2.20%	6

2018-19 CEIA Employer Survey

250+	0.73%	2
Other (please specify)	7.33%	20
TOTAL		273

Q10 How does your company define a Key School/Key Talent Acquisition Partner? (Please rank 1-10 with 1 being the most prominent way that you define a key school.)

Answered: 258 Skipped: 226

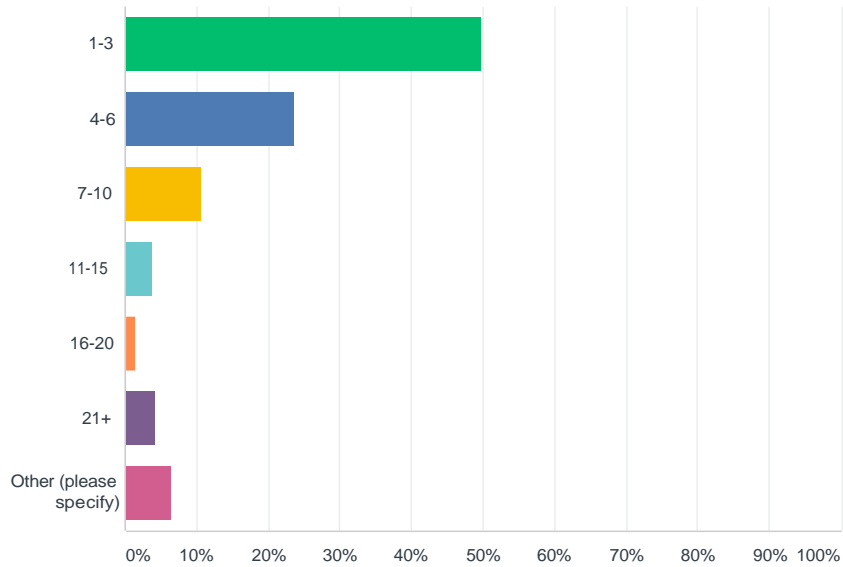






## Q11 On average, how many Key Schools/Key Talent Acquisition Partners do you work with annually?

Answered: 263 Skipped: 221



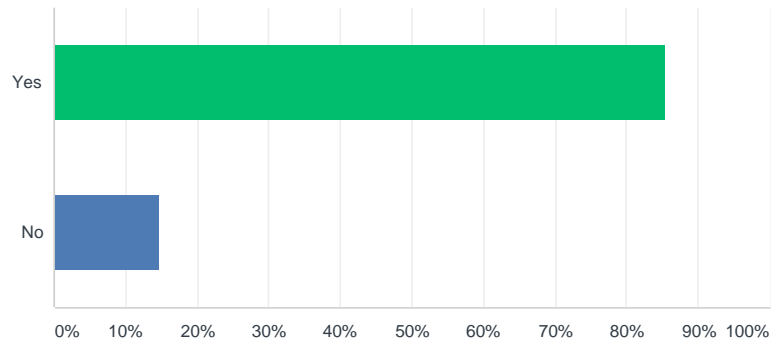
ANSWER CHOICES	RESPONSES	
1-3	49.81%	131
4-6	23.57%	62
7-10	10.65%	28
11-15	3.80%	10
16-20	1.52%	4
21+	4.18%	11
Other (please specify)	6.46%	17
TOTAL		263

## 2018-19 CEIA Employer Survey

15	this would be new to us	10/16/2018 3:03 PM
16	n/a	10/16/2018 2:58 PM
17	300+	10/11/2018 9:37 AM

### Q12 Do you consider co-op and internship applicants from institutions outside of your predetermined list of Key School/Key Talent Acquisition Partners?

Answered: 259 Skipped: 225



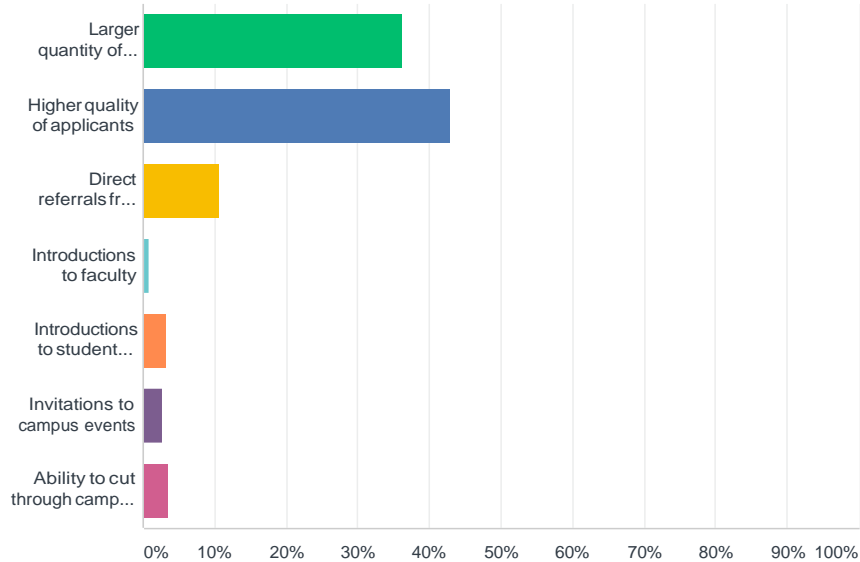
ANSWER CHOICES	RESPONSES
Yes	85.33% 221
No	14.67% 38
TOTAL	259

#	OTHER (PLEASE SPECIFY)	DATE
1	not that I'm aware of	11/1/2018 11:59 AM
2	Some summer interns who are generally children of employees.	10/31/2018 1:00 PM
3	Yes, but typically we only work with Drexel University and Temple University. We're open to expanding our search for co-ops.	10/30/2018 4:12 PM
4	Drexel has a system on quarters, which makes (for us) using other schools a challenge	10/29/2018 6:31 PM
5	we do not accept coop internships, Dario was an exception	10/29/2018 5:30 PM
6	Only referrals from other recruiters at out of state campus	10/25/2018 10:39 AM
7	Referrals	10/25/2018 9:40 AM
8	I will work with any interns who apply and have a great interview	10/16/2018 4:44 PM

### Q13 What is your primary reason for working or collaborating with a college/university to recruit intern and co-op talent?

Answered: 254 Skipped: 230

## 2018-19 CEIA Employer Survey



ANSWER CHOICES	RESPONSES
Larger quantity of qualified applicants	36.22% 92
Higher quality of applicants	42.91% 109
Direct referrals from career services office staff	10.63% 27
Introductions to faculty	0.79% 2
Introductions to student organizations	3.15% 8
Invitations to campus events	2.76% 7
Ability to cut through campus bureaucracy	3.54% 9
TOTAL	254

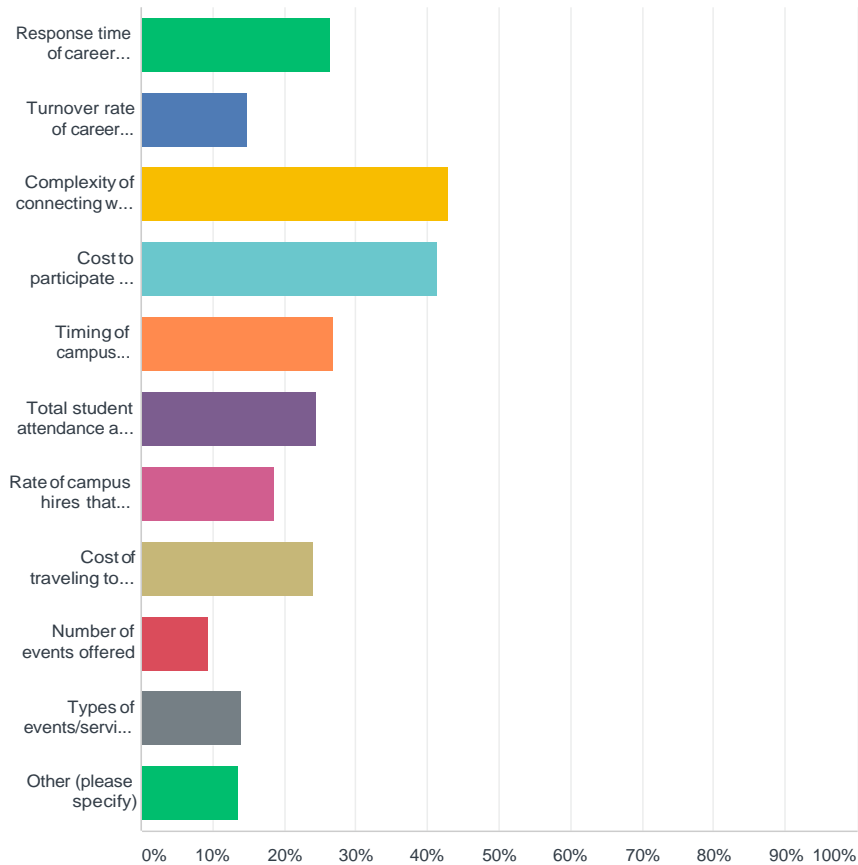
#	OTHER (PLEASE SPECIFY)	DATE
1	Commitment of students to duration of placement when part of academic program	11/11/2018 12:26 PM
2	Past success of Drexel co-op students	11/6/2018 10:31 AM
3	As a Drexel alum, I believe in their Co-Op program	10/31/2018 1:00 PM
4	Student asked for help	10/29/2018 5:30 PM
5	Internship parameters are better defined and supported by staff.	10/29/2018 12:12 PM
6	Dedicated, serious time (40 hrs/wk; 6 months duration)	10/29/2018 10:41 AM
7	one of the best ways for a student to appreciate the profession of dentistry	10/29/2018 9:31 AM
8	We love bringing on New Grads and provide a mentorship program to help them succeed.	10/25/2018 9:17 AM
9	We want students from local institutions	10/25/2018 7:17 AM
10	we only contact universities to post new positions on their job sites for students to apply to	10/24/2018 1:40 PM
11	I have had an application in for an intern, but have yet to be contacted, so answeringf tghese questions is difficult.	10/24/2018 7:46 AM
12	We want to use internships as a recruiting tool.	10/24/2018 6:51 AM
13	We would like to partner with college/universities to recruit full-time employees	10/18/2018 1:17 PM
14	Community engagement, outreach and collaborative opportunities, cross teaching, professionals at affordable cost	10/17/2018 11:48 PM
15	ability to grow talent and a reasonable price	10/17/2018 12:52 PM
16	Also larger quantity of qualified applicants	10/17/2018 11:34 AM
17	providing real world learning	10/17/2018 10:57 AM
18	We really just look for interns to help us throughout the year.	10/16/2018 4:44 PM

Q14 What are the inhibitors to working or collaborating with a

## 2018-19 CEIA Employer Survey

### college/university to recruit talent? (check all that apply)

Answered: 242 Skipped: 242



ANSWER CHOICES	RESPONSES	
Response time of career services office	26.45%	64
Turnover rate of career services office staff	14.88%	36
Complexity of connecting with target student profile through the career services office	42.98%	104
Cost to participate in campus recruiting events	41.32%	100
Timing of campus recruiting events	26.86%	65
Total student attendance at campus recruiting events	24.38%	59
Rate of campus hires that renege on offers	18.60%	45
Cost of traveling to college campus for events	23.97%	58
Number of events offered	9.50%	23
Types of events/services offered	14.05%	34
Other (please specify)	13.64%	33
Total Respondents: 242		

#	OTHER (PLEASE SPECIFY)	DATE
1	lack of direct referrals from professors or university talent office	11/18/2018 2:17 PM
2	Variety of different bureaucratic systems	11/11/2018 12:26 PM
3	We don't get personally invited and therefore don't feel like a partner.	11/5/2018 1:24 PM
4	method of matching interns interviewed and accepted	11/1/2018 2:27 PM
5	None	11/1/2018 11:05 AM
6	Number of actually interested and/or committed applicants.	10/31/2018 2:50 PM

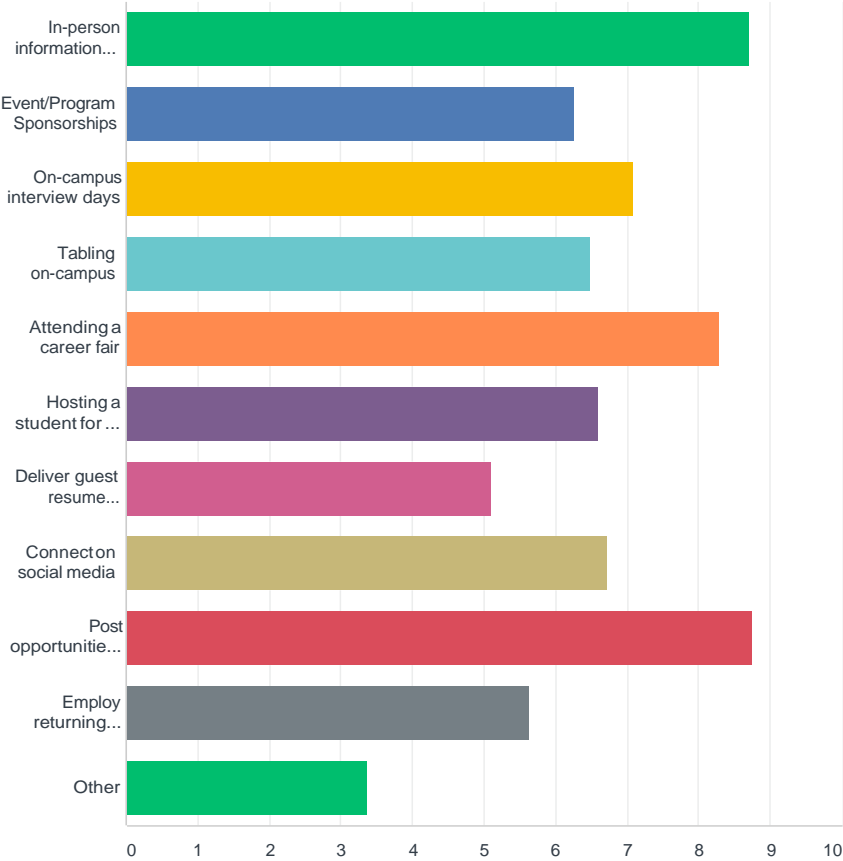
## 2018-19 CEIA Employer Survey

7	None	10/31/2018 1:00 PM
8	Na	10/29/2018 7:32 PM
9	I haven't had any issues working with Drexel.	10/29/2018 6:31 PM
10	not applicable	10/29/2018 5:30 PM
11	Low quality of potential talent pool	10/29/2018 2:11 PM
12	Too many deadlines to observe that sometimes conflict with my own work deadlines.	10/29/2018 12:12 PM
13	if college/univ does not allow for full-time (40h/wk), 6 mo co-op	10/29/2018 10:41 AM
14	N/A	10/29/2018 10:07 AM
15	as there is no Dental School at Drexel, this profession is not so appreciated at the under-graduate level	10/29/2018 9:31 AM
16	None	10/26/2018 10:07 AM
17	lack of students directly aligned with our education field	10/25/2018 2:45 PM
18	Lack of follow-through from campus recruiting events (sometimes feels useless/waste of time we don't have)	10/25/2018 10:49 AM
19	We only hire one person annually.	10/25/2018 8:17 AM
20	have not found any inhibitors	10/25/2018 7:17 AM
21	not applicable	10/24/2018 1:40 PM
22	The state's DCF requirements regarding fingerprinting and training.	10/24/2018 6:43 AM
23	None	10/23/2018 6:27 PM
24	We are only looking for in school interns for mental health counseling so these questions don't really apply to our needs.	10/23/2018 5:18 PM
25	none	10/23/2018 4:18 PM
26	we dont always have a need for interns	10/18/2018 2:19 PM
27	follow through and support for recruits	10/17/2018 11:48 PM
28	cost benefit is not good enough to make direct recruiting on campuses worth it. I can get same talent apply for my internship with out spending hundreds on internship fairs or tackling the bureaucracy of college campuses	10/17/2018 5:10 PM
29	Likelihood of successful recruitment	10/17/2018 1:27 PM
30	Also ability of staffing team to travel as much as we used to - virtually would be possible	10/17/2018 11:34 AM
31	The Kennedy Library/Library Foundation rarely sends out recruiters, so nothing about on campus recruitment really applies to us.	10/17/2018 6:55 AM
32	none of these apply	10/16/2018 4:44 PM
33	cannot say as have not tried it	10/16/2018 3:03 PM

**Q15 What are your preferred methods to build and maintain your organizational brand and presence on a college campus? (Please rank 1-11, with #1 being your most preferred method.)**

Answered: 247   Skipped: 237

2018-19 CEIA Employer Survey



## Q18 How far in advance do you begin recruiting co-ops or interns?

Answered: 208 Skipped: 276

#	RESPONSES	DATE
1	2-1 month prior to the internship program tentative start date	11/19/2018 4:04 PM
2	6-9 months	11/14/2018 7:35 PM
3	6 months	11/14/2018 4:31 PM
4	10 weeks	11/14/2018 3:17 PM
5	All year	11/13/2018 10:56 AM
6	Fall semester before the next summer start	11/12/2018 5:45 PM
7	10 months prior to the internship start date	11/12/2018 3:32 PM
8	A year from their expected graduation date	11/12/2018 12:39 PM
9	immediately	11/12/2018 9:11 AM
10	On the campus cycle timeline	11/11/2018 12:26 PM
11	1 year	11/9/2018 3:07 PM

## 2018-19 CEIA Employer Survey

12	5 months	11/9/2018 2:16 PM
13	1/2 semester	11/8/2018 12:38 PM
14	9 months	11/8/2018 12:04 PM
15	4-6 months	11/7/2018 3:36 PM
16	4 months in advance	11/6/2018 4:12 PM
17	We begin recruiting every year roughly in August; extend offers for summer in October/November, typically re-look at if we need additional interns in January/February, extend additional offers by March.	11/6/2018 3:21 PM
18	5 months	11/6/2018 10:31 AM
19	a couple months	11/5/2018 10:54 PM
20	2 months	11/5/2018 1:24 PM
21	Year in advance	11/2/2018 3:31 PM
22	The fall semester prior to the summer internship (i.e., starting to recruit September 2018 for the Summer 2019 internship)	11/2/2018 2:29 PM
23	1-2 months	11/2/2018 2:02 PM
24	recruiting all year round	11/2/2018 11:36 AM
25	2-3 months	11/1/2018 3:13 PM
26	4-6months	11/1/2018 2:27 PM
27	10 months	11/1/2018 11:24 AM
28	3 months	11/1/2018 11:05 AM
29	Start in October for position starting in April; start in May for position starting in September	11/1/2018 10:08 AM
30	Start in September of the year before the summer internship	11/1/2018 9:58 AM
31	Starting Sophomore year	11/1/2018 9:16 AM
32	about a year	11/1/2018 8:26 AM
33	Target is nine (9) months prior to start date. Target for offer is not less than three (3) months prior to start date to allow for sufficient planning. .	10/31/2018 9:01 PM
34	3months	10/31/2018 3:15 PM
35	A month before the next semester	10/31/2018 2:56 PM
36	1-2 months before the intern session begins.	10/31/2018 2:50 PM
37	A few months	10/31/2018 1:54 PM
38	Three months	10/31/2018 1:00 PM
39	one semester prior	10/31/2018 12:37 PM
40	Usually 3 months in advance.	10/31/2018 12:15 PM
41	6 - 9 months	10/31/2018 12:05 PM
42	2-3 months	10/31/2018 11:34 AM
43	6 months ahead	10/31/2018 11:32 AM
44	We take applications all year long for any of the seasons	10/31/2018 11:26 AM
45	4-6 months	10/31/2018 10:04 AM
46	As school co-op approaches, we update and distribute our company information.	10/30/2018 4:12 PM
47	1 month	10/30/2018 1:15 PM
48	We discuss with the interns their next career steps (entry-level job, master's program, post-doc) and then determine fit with organization. Our interns usually stay for more than 1 year so we wait to discuss until after 6 months of internship.	10/30/2018 10:56 AM
49	4 months	10/30/2018 7:49 AM
50	6 months	10/29/2018 8:18 PM
51	6 months in	10/29/2018 7:32 PM
52	4-6 months, but the schedule is well defined by Drexel	10/29/2018 6:31 PM
53	not applicable	10/29/2018 5:30 PM
54	3 months	10/29/2018 4:01 PM
55	3 months	10/29/2018 3:26 PM
56	9 months for traditional summer internship	10/29/2018 3:22 PM
57	1 - 2 quarters	10/29/2018 3:21 PM



## 2018-19 CEIA Employer Survey

58	5 months	10/29/2018 2:43 PM
59	September for the following June	10/29/2018 2:35 PM
60	4-6 months	10/29/2018 2:11 PM
61	1 month	10/29/2018 2:08 PM
62	~3 months before we need/want them	10/29/2018 2:03 PM
63	n/a	10/29/2018 1:27 PM
64	approximately 5 months	10/29/2018 1:07 PM
65	We will hire freshmen as co-ops or interns	10/29/2018 12:39 PM
66	1 - weeks.	10/29/2018 12:12 PM
67	3 months	10/29/2018 11:34 AM
68	a few months before each internship cycle.	10/29/2018 10:44 AM
69	3 mos	10/29/2018 10:41 AM
70	According to the Steinbright recruitment calendar	10/29/2018 10:36 AM
71	4 months	10/29/2018 10:15 AM
72	6 Months as dictated by carrier service outreach and communication about upcoming cycles and deadlines	10/29/2018 10:07 AM
73	6 months	10/29/2018 10:01 AM
74	~5 months	10/29/2018 9:40 AM
75	6 weeks out	10/29/2018 9:37 AM
76	n/a	10/29/2018 9:36 AM
77	They come to me by word of mouth	10/29/2018 9:31 AM
78	4 months	10/29/2018 9:25 AM
79	Two-Three months prior to start date	10/29/2018 9:22 AM
80	4 months	10/26/2018 3:08 PM
81	constantly recruiting	10/26/2018 11:05 AM
82	1-2 months before we need interns	10/26/2018 10:49 AM
83	Weeks prior to opening.	10/26/2018 10:25 AM
84	two months prior to fall and spring semesters	10/26/2018 10:07 AM
85	Months	10/26/2018 9:54 AM
86	1 month	10/26/2018 8:22 AM
87	6 months to 2 years,	10/25/2018 2:45 PM
88	A session in advance.	10/25/2018 2:17 PM
89	6 months in advance	10/25/2018 2:10 PM
90	We are always recruiting for interns, as you never know when you might come across new talent.	10/25/2018 1:29 PM
91	9-18 months	10/25/2018 12:20 PM
92	1-2 months	10/25/2018 12:19 PM
93	3-4 months	10/25/2018 11:53 AM
94	3-4 months for Spring and Fall, 6 months for Summer	10/25/2018 11:08 AM
95	4 Months	10/25/2018 11:07 AM
96	Currently, we do not have a recruitment process.	10/25/2018 10:51 AM
97	6 months - 1 year	10/25/2018 10:49 AM
98	When needed	10/25/2018 9:53 AM
99	One month	10/25/2018 9:51 AM
100	Fall career fairs for summer internships	10/25/2018 9:40 AM
101	6-8 months	10/25/2018 9:21 AM
102	3 months	10/25/2018 8:51 AM
103	Usually a semester before	10/25/2018 8:38 AM
104	For co-op, we begin 3 months in advance. For internship, we aim to begin 6 months in advance.	10/25/2018 8:33 AM
105	A few weeks	10/25/2018 8:17 AM
106	4 months	10/25/2018 7:49 AM

## 2018-19 CEIA Employer Survey

107	6 months in advance.	10/25/2018 7:39 AM
108	9 weeks	10/25/2018 7:17 AM
109	3 months	10/25/2018 6:42 AM
110	N/A	10/24/2018 9:27 PM
111	3 months in advance	10/24/2018 7:54 PM
112	2mo	10/24/2018 5:37 PM
113	Constantly	10/24/2018 5:08 PM
114	3 to 6 months	10/24/2018 2:36 PM
115	Our recruiting efforts are year-round	10/24/2018 2:23 PM
116	depends: our more advanced programs recruit in the fall for summer students, but we do have teams that typically recruit 3 months prior to the start of the session.	10/24/2018 2:03 PM
117	we only post on college job boards when we need to replace a part-time temp or when we get budget approval to add to our team	10/24/2018 1:40 PM
118	one month	10/24/2018 1:20 PM
119	Winter for Spring (3 months)	10/24/2018 12:58 PM
120	6 months	10/24/2018 12:54 PM
121	About 6 months	10/24/2018 12:44 PM
122	We start recruiting a minimum of two months before our intern orientation each semester.	10/24/2018 12:06 PM
123	6 months	10/24/2018 11:30 AM
124	Depends on position. Some are one to two weeks, others are one month out.	10/24/2018 11:25 AM
125	typically 6 months in advance.	10/24/2018 11:21 AM
126	As soon as we are aware of an upcoming intern vacancy.	10/24/2018 10:58 AM
127	1-2 months	10/24/2018 10:55 AM
128	5-6 months	10/24/2018 10:27 AM
129	8-10 weeks from start date of internship session	10/24/2018 10:25 AM
130	3 Months	10/24/2018 9:57 AM
131	one semester before we want them to start	10/24/2018 9:19 AM
132	Typically, the institutions come to us.	10/24/2018 9:00 AM
133	3 months	10/24/2018 8:54 AM
134	Few months.	10/24/2018 8:46 AM
135	1 - 2 years prior to graduating.	10/24/2018 8:28 AM
136	We always have ongoing internships.	10/24/2018 8:27 AM
137	About a month or so; usually whenever the current intern gives notice.	10/24/2018 8:10 AM
138	Have not as of yet due to trying to integrate a program within our facility for internship	10/24/2018 7:38 AM
139	Start recruiting in February for July start.	10/24/2018 7:26 AM
140	2 months	10/24/2018 7:18 AM
141	1-2 months	10/24/2018 7:02 AM
142	3-6 months	10/24/2018 6:51 AM
143	6 months	10/24/2018 6:28 AM
144	1 year	10/23/2018 10:02 PM
145	3 months	10/23/2018 6:27 PM
146	4-6 months	10/23/2018 6:03 PM
147	1 year out - we begin pipelining students the second we go to their campus	10/23/2018 4:36 PM
148	3 months	10/23/2018 4:18 PM
149	At end of internship and beyond	10/23/2018 4:18 PM
150	3 months	10/23/2018 4:12 PM
151	3 months	10/23/2018 4:05 PM
152	4 Months	10/23/2018 4:04 PM
153	About 1-2 mos. out	10/23/2018 3:57 PM
154	~2 months ahead of time; it gives us time to plan projects for them	10/23/2018 3:53 PM

## 2018-19 CEIA Employer Survey

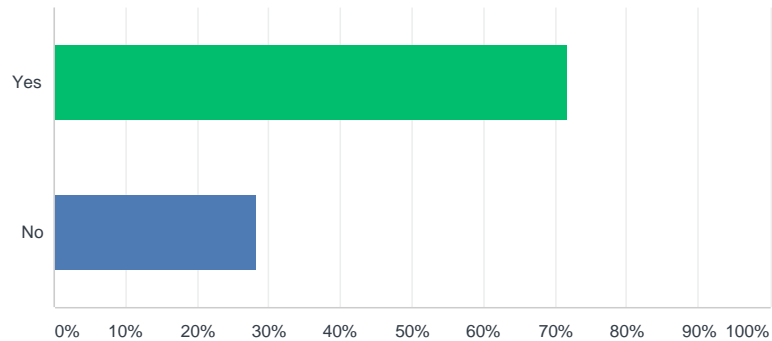
155	A month	10/23/2018 3:47 PM
156	Only when needed or when event occurs	10/23/2018 3:45 PM
157	6 months	10/23/2018 3:44 PM
158	1 month	10/23/2018 12:36 PM
159	1 month	10/23/2018 11:43 AM
160	2-4 months depending on the season	10/22/2018 5:32 PM
161	5 months - January	10/22/2018 1:47 PM
162	year	10/22/2018 11:58 AM
163	Openings are posted at least 3 months prior to target start date	10/22/2018 8:49 AM
164	June prior to semester starting	10/22/2018 7:42 AM
165	Fall semester	10/21/2018 8:26 PM
166	One month	10/21/2018 9:30 AM
167	2-3months	10/20/2018 8:51 AM
168	3 months	10/20/2018 6:21 AM
169	Spring prior to the summer internship	10/19/2018 2:25 PM
170	a month prior.	10/19/2018 2:06 PM
171	3-9 months	10/19/2018 12:26 PM
172	3 months	10/19/2018 9:55 AM
173	Two months	10/19/2018 9:33 AM
174	5 or 6 months	10/19/2018 9:33 AM
175	1 yr prior to graduation	10/18/2018 2:19 PM
176	3 months	10/18/2018 12:54 PM
177	October for June-August interns/co-ops	10/18/2018 12:32 PM
178	3 months	10/18/2018 7:52 AM
179	year round	10/17/2018 11:48 PM
180	9 months	10/17/2018 5:33 PM
181	3.5 months	10/17/2018 5:10 PM
182	We usually have people start asap	10/17/2018 4:31 PM
183	2 years	10/17/2018 4:21 PM
184	6 Months	10/17/2018 2:14 PM
185	1-2 months	10/17/2018 2:01 PM
186	Three months	10/17/2018 1:58 PM
187	Rolling basis means no specific deadlines, usually a few weeks	10/17/2018 1:30 PM
188	Year-Round	10/17/2018 1:27 PM
189	N/a	10/17/2018 1:01 PM
190	2 quarters	10/17/2018 12:52 PM
191	6 months	10/17/2018 12:36 PM
192	when needed	10/17/2018 12:28 PM
193	6-8 months	10/17/2018 12:05 PM
194	1 month	10/17/2018 12:03 PM
195	Proactive needs based on client demands.	10/17/2018 11:59 AM
196	6 months	10/17/2018 11:50 AM
197	1 month	10/17/2018 11:34 AM
198	~ 1 month	10/17/2018 11:33 AM
199	We recruit annually and like to bring people on in the fall (sept), spring (march) and summer (may)	10/17/2018 11:17 AM
200	on-going	10/17/2018 10:57 AM
201	3-6 weeks	10/17/2018 6:55 AM
202	three months	10/16/2018 7:55 PM
203	We need interns all year so we are listed on some sites, but we very rarely ever get any applications and resumes.	10/16/2018 4:44 PM

## 2018-19 CEIA Employer Survey

204	Two months in advance	10/16/2018 3:54 PM
205	6 months	10/16/2018 3:12 PM
206	n/a	10/16/2018 3:03 PM
207	n/a	10/16/2018 2:58 PM
208	2 months in advance	10/16/2018 2:56 PM

### Q19 Do you pay your interns or co-op students?

Answered: 252   Skipped: 232



ANSWER CHOICES	RESPONSES	
Yes	71.83%	181
No	28.17%	71
<b>TOTAL</b>		<b>252</b>

#	IF YES, PLEASE SPECIFY - OTHER:	A. HOURLY WAGE AVERAGE:	B. STIPEND AMOUNT:	C.	DATE
1	Our internship program has been for credits only up to 2018. However, considering the competitiveness of nowadays we have decided to transform our program to a paid one (\$7.25/hour)				11/19/2018 4:04 PM
2	Some are paid, some positions are not. It depends on the internship.				11/18/2018 2:17 PM
3	20/hr				11/14/2018 7:35 PM
4	a				11/14/2018 4:31 PM
5	Pay for licences				11/14/2018 3:17 PM
6	We pay \$250 every week				11/14/2018 1:35 PM
7	a. Depends on major/job type. For Software Engineers, \$22-26. Accountants, \$20. Other majors , \$12-16				11/12/2018 5:45 PM
8	Hourly Wage Average: \$15.00				11/12/2018 3:32 PM
9	Hourly Wage				11/12/2018 12:39 PM
10	base plus bonus				11/12/2018 9:11 AM
11	\$19-22				11/9/2018 2:16 PM
12	Stipend of \$33/week				11/8/2018 12:38 PM
13	stipend - \$300 plus room and board				11/8/2018 12:04 PM
14	\$5,000 for summer internship				11/7/2018 4:24 PM
15	Hourly - \$15/hr				11/7/2018 3:36 PM
16	a. hourly wage average (our interns have ability to earn a great deal w/ 1.5 times hourly wage earned for any hours worked over 40).				11/6/2018 3:21 PM
17	Hourly wage				11/6/2018 10:31 AM
18	\$100/week stipend for FT interns Unpaid for PT				11/5/2018 1:24 PM
19	B. Stipend amount				11/2/2018 3:31 PM
20	a. 22 for business students, 24 for engineering students, 27 for IT students, 27-30 for advance degrees (Master's MBA, JD) b. Housing stipend -- varies by year				11/2/2018 2:29 PM

## 2018-19 CEIA Employer Survey

21	10-\$12	11/2/2018 2:02 PM
22	Some get stipends, depending on the internship length	11/2/2018 11:52 AM
23	2 stipends plus commission	11/2/2018 11:36 AM
24	\$11 per hour for full time hours--\$880 per bi weekly pay period	11/1/2018 3:13 PM
25	Commissioned base	11/1/2018 11:24 AM
26	Hourly Wage Average	11/1/2018 11:05 AM
27	Hourly Wave: \$10-\$12 starting, can be bumped up to \$13-\$15 halfway through	11/1/2018 10:08 AM
28	Varies, ~\$20/hr	11/1/2018 9:16 AM
29	only school psych interns - \$20,000 plus benefits	11/1/2018 8:59 AM
30	\$10	11/1/2018 6:53 AM
31	Average hourly wage: \$18/h.	10/31/2018 9:01 PM
32	Hourly rate, based on range of HR-approved Accounting Intern position. First Job at lower end of range; if candidate is in their second co-op, slightly higher.	10/31/2018 1:00 PM
33	Hourly	10/31/2018 12:52 PM
34	\$800/month for undergraduate full-time intern; \$1000/month for full-time intern with Bachelors degree; prorated accordingly for part-time schedules	10/31/2018 12:37 PM
35	Stipend; 500 dollars (for working full time).	10/31/2018 12:15 PM
36	25/hour	10/31/2018 12:05 PM
37	Hourly wage per event	10/31/2018 11:34 AM
38	depends on grade level, \$15-18, \$1,000 stipend	10/31/2018 11:32 AM
39	Transportation reimbursement	10/31/2018 10:04 AM
40	Hourly Wage Avg: Approx 18\$/hr	10/30/2018 4:12 PM
41	\$10-14 per hour, based on role and previous experience	10/30/2018 10:56 AM
42	Hourly average \$23	10/30/2018 7:49 AM
43	Hourly wage most of them	10/29/2018 7:32 PM
44	a.~\$18/hour	10/29/2018 6:31 PM
45	Pay when projects working on have an income stream, but we're a not for profit social enterprise	10/29/2018 4:01 PM
46	A	10/29/2018 3:26 PM
47	Hourly wage	10/29/2018 3:22 PM
48	b - depending on how much work is performed outside normal office hours/duties	10/29/2018 3:21 PM
49	a	10/29/2018 2:43 PM
50	a. Hourly between \$18-\$22 per hour	10/29/2018 2:35 PM
51	Varies by specialty, but approximately \$3000 a month	10/29/2018 2:11 PM
52	\$10 per hour	10/29/2018 2:08 PM
53	a. hourly wage with an option to participate in company healthcare plan.	10/29/2018 2:03 PM
54	\$15/hour	10/29/2018 1:08 PM
55	Hourly	10/29/2018 12:39 PM
56	23/hr	10/29/2018 11:35 AM
57	varies, between 12 for HS interns, to 18/19 for upper college classmen	10/29/2018 11:34 AM
58	A	10/29/2018 11:05 AM
59	stipend: 3-5k	10/29/2018 10:41 AM
60	a	10/29/2018 10:36 AM
61	Stipend of \$500	10/29/2018 10:15 AM
62	b. \$100 a month (for lunch) plus public transportation costs are covered	10/29/2018 10:07 AM
63	\$18/hour on average	10/29/2018 10:01 AM
64	Hourly plus bonus	10/29/2018 9:58 AM
65	17\$/hr	10/29/2018 9:40 AM
66	\$15/hour	10/29/2018 9:31 AM
67	between \$15-21/hr depending on experience	10/29/2018 9:25 AM
68	a: \$15/hr	10/26/2018 3:08 PM

## 2018-19 CEIA Employer Survey

69	\$14 / hr	10/26/2018 11:05 AM
70	Stipend if necessary	10/26/2018 10:49 AM
71	N/A	10/26/2018 10:07 AM
72	12-15 dollars Pay ot	10/26/2018 9:54 AM
73	14-16/hr	10/26/2018 8:22 AM
74	. Hourly Wage Average:	10/25/2018 2:45 PM
75	Stipend - Varies	10/25/2018 2:17 PM
76	Depends on qualifications	10/25/2018 1:29 PM
77	12/hr	10/25/2018 1:20 PM
78	\$17/hour first term \$1 increase each term	10/25/2018 12:20 PM
79	Hourly: \$14-\$20/hour	10/25/2018 11:53 AM
80	Hourly wage	10/25/2018 11:07 AM
81	Sometimes; when able/when we have an applicable grant	10/25/2018 10:49 AM
82	Hourly	10/25/2018 10:39 AM
83	\$15 per hour.	10/25/2018 9:53 AM
84	Hourly wage, 10-13/hr	10/25/2018 9:51 AM
85	hourly wage	10/25/2018 9:40 AM
86	Hourly wage	10/25/2018 9:21 AM
87	a	10/25/2018 9:07 AM
88	C. Salary dependent upon expertise	10/25/2018 8:51 AM
89	a: 18-27/hr	10/25/2018 8:33 AM
90	\$11/hr	10/25/2018 8:17 AM
91	\$15/hour	10/25/2018 7:49 AM
92	We have not yet developed our internship program. It is in the works though. At this time, we seek to hire new graduates as full-time employees.	10/25/2018 7:43 AM
93	a	10/25/2018 7:35 AM
94	Commission. Avg commission for project manager role (entry-level) was in excess of \$103,000 in 2017.	10/25/2018 7:30 AM
95	\$9.25-\$10.75/hr	10/25/2018 6:49 AM
96	Hourly wage	10/25/2018 6:42 AM
97	10.00	10/24/2018 8:35 PM
98	a) Hr Wage	10/24/2018 7:54 PM
99	\$19 - \$24 hourly	10/24/2018 6:46 PM
100	hourly	10/24/2018 5:37 PM
101	Hourly Wage of \$10 to \$12 per hour.	10/24/2018 2:36 PM
102	a. \$16 - \$21/h b. yes, varies by location	10/24/2018 2:03 PM
103	\$14/hour (no benefits or PTO)	10/24/2018 1:40 PM
104	11 an hour	10/24/2018 1:20 PM
105	\$10.50/hour	10/24/2018 12:58 PM
106	a. 17.50/hour	10/24/2018 12:54 PM
107	Hourly Wage \$18 to \$20/hr.	10/24/2018 12:44 PM
108	Current hourly average \$17	10/24/2018 11:30 AM
109	varies on level of education and specific internship program. Hourly wage starts at \$12.48	10/24/2018 11:21 AM
110	a.	10/24/2018 10:58 AM
111	\$17-22	10/24/2018 10:27 AM
112	Hourly, Sometimes	10/24/2018 9:57 AM
113	\$15/hour	10/24/2018 9:19 AM
114	hourly wage average	10/24/2018 8:54 AM
115	Hourly. Depends on location, Florida roughly 15-18/hour	10/24/2018 8:46 AM
116	Hourly Wage - \$12.79	10/24/2018 8:28 AM

## 2018-19 CEIA Employer Survey

117	Hourly	10/24/2018 8:28 AM
118	\$10.00 - hourly rate	10/24/2018 8:10 AM
119	Hourly wage	10/24/2018 7:38 AM
120	\$12/hour	10/24/2018 7:26 AM
121	Hourly: \$11	10/24/2018 7:02 AM
122	A	10/24/2018 6:28 AM
123	hourly wage	10/23/2018 10:02 PM
124	Hourly. \$12.50 per hour typically	10/23/2018 6:27 PM
125	hourly wage average	10/23/2018 4:36 PM
126	b	10/23/2018 4:18 PM
127	Hourly	10/23/2018 4:04 PM
128	We pay a gas allowance and a stipend	10/23/2018 3:57 PM
129	I did not pay her hourly or a stipend, but I gave her a nice cash bonus as she was ending her time with us which was right around the holiday season.	10/23/2018 3:53 PM
130	hourly minimum wage per Montgomery County, MD	10/23/2018 3:47 PM
131	a: \$14	10/23/2018 3:45 PM
132	Interns get promotional items from sponsors.	10/23/2018 12:36 PM
133	\$12/hour	10/23/2018 11:43 AM
134	hourly	10/23/2018 9:40 AM
135	Hourly	10/22/2018 1:47 PM
136	hourly	10/22/2018 12:44 PM
137	\$15 per hour	10/22/2018 11:58 AM
138	\$11 - \$17 per hour, depending on position and qualifications	10/22/2018 8:49 AM
139	\$16 per hour	10/22/2018 7:42 AM
140	daily allowances for travelling and meals.	10/21/2018 9:21 PM
141	a	10/21/2018 8:26 PM
142	C. Hourly Wage - Only when Funding is available. No compensation otherwise. Volunteer basis.	10/21/2018 9:30 AM
143	Stipend not to exceed \$500	10/20/2018 8:51 AM
144	Fair Market Wage	10/20/2018 6:21 AM
145	Stipend	10/19/2018 4:50 PM
146	B	10/19/2018 3:11 PM
147	A	10/19/2018 2:25 PM
148	A. \$15-24 / hour B. Relocation assistance (Interns - housing; Co-op monthly housing stipend)	10/19/2018 12:26 PM
149	a - hourly wage	10/19/2018 9:55 AM
150	Varies per program. Some are \$10 per hour or less plus housing and travel grant. Others are \$15 or more but no housing provided. We have several models.	10/19/2018 9:33 AM
151	hourly	10/18/2018 2:19 PM
152	Commission	10/18/2018 12:54 PM
153	Salary, room&board, travel stipend	10/18/2018 12:32 PM
154	Sometimes- usually hourly wage	10/17/2018 11:48 PM
155	20-25 per hour	10/17/2018 5:33 PM
156	hourely at \$15 per hour	10/17/2018 5:10 PM
157	Base pay program and commission program	10/17/2018 4:31 PM
158	18\$/Hour	10/17/2018 2:14 PM
159	10-12/per hour	10/17/2018 2:01 PM
160	Interns: No Co-op: Yes \$10/hr to \$25/hr.	10/17/2018 1:58 PM
161	We do not pay interns, but we do offer an internship path to part-time employment. This is based on completion of school internship hours and performance.	10/17/2018 1:30 PM
162	Hourly wage during the summer, \$15-\$18	10/17/2018 1:27 PM
163	\$15.00	10/17/2018 1:01 PM

## 2018-19 CEIA Employer Survey

164	depends on experience	10/17/2018 12:52 PM
165	Hourly Wage: \$10/hour	10/17/2018 12:36 PM
166	Average \$12-13/hour	10/17/2018 12:28 PM
167	Hourly	10/17/2018 12:05 PM
168	\$22 to \$29 per hour	10/17/2018 12:03 PM
169	Hourly	10/17/2018 12:01 PM
170	Hourly wage.	10/17/2018 11:59 AM
171	a. hourly rate	10/17/2018 11:50 AM
172	Sometimes - depends on degree program and credentialing or experience hour requirements	10/17/2018 11:34 AM
173	Hourly Wage	10/17/2018 11:34 AM
174	\$9.38 - \$26.15/hour	10/17/2018 11:33 AM
175	a	10/17/2018 11:14 AM
176	\$10.35/hour	10/17/2018 10:57 AM
177	Stipend: \$560 part time; \$1120 or \$1400 full time (32 or 40 hours)	10/17/2018 6:55 AM
178	Transportation reimbursement between campus buildings	10/16/2018 7:55 PM
179	\$20 per hour	10/16/2018 3:12 PM
180	would welcome advice about this	10/16/2018 3:03 PM
181	Minimum wage	10/16/2018 3:02 PM
182	n/a	10/16/2018 2:58 PM

### Q20 Internship or co-op program duration and design:

Answered: 232   Skipped: 252

ANSWER CHOICES	RESPONSES
How long is your internship or co-op program? Weeks and how many hours per week?	99.14%   230
Do you require that your interns or co-op students earn academic credit from their institution?	95.69%   222
What factors help you to measure a successful internship or co-op program? (i.e. For academic credit/academic component, Placement team, Faculty involvement or Engaged institutional supervisor)	72.41%   168

#	HOW LONG IS YOUR INTERNSHIP OR CO-OP PROGRAM? WEEKS AND HOW MANY HOURS PER WEEK?	DATE
1	usually 10-12 weeks - 20 hours a week. We accommodate according to each intern's class requirements and schedule availability.	11/19/2018 4:04 PM
2	12 - 24 hours per week. Summer school interns work full time during camps	11/18/2018 2:17 PM
3	3-6 months	11/14/2018 7:35 PM
4	13 weeks	11/14/2018 4:31 PM
5	10 weeks	11/14/2018 3:17 PM
6	3 months with 6 - 8 hours a week	11/14/2018 1:35 PM
7	n/A	11/13/2018 10:56 AM
8	Full time during summer and 15-20 hours a week during semesters	11/12/2018 5:45 PM
9	10 weeks; 40 hours per week	11/12/2018 3:32 PM
10	20 hrs/week	11/12/2018 12:39 PM
11	all year	11/12/2018 9:11 AM
12	Depends on program structure/requirements, but we prefer full work days, and no less than 3 month commitment	11/11/2018 12:26 PM
13	10 weeks	11/9/2018 3:07 PM
14	24 weeks, or 6 months, 40 hrs/week	11/9/2018 2:16 PM
15	Two semesters at 15 hours per week the first semester and 10-12 the second semester	11/8/2018 12:38 PM
16	5 week summer internship - 60 hrs/week	11/8/2018 12:04 PM
17	40 hours per week, 10 weeks	11/7/2018 4:24 PM



## 2018-19 CEIA Employer Survey

18	8 weeks, 40/week	11/7/2018 3:36 PM
19	6 months Co-op	11/6/2018 4:12 PM
20	12 - 13 weeks, approx 55-70 hours per week	11/6/2018 3:21 PM
21	6 months; 35 hours/week	11/6/2018 10:31 AM
22	one semester 12-20 hours a week	11/5/2018 10:54 PM
23	Varies. We have 1 year/FT 40 hours or 6 month/PT 25 hours	11/5/2018 1:24 PM
24	8 weeks, 15 hours a week	11/5/2018 12:29 PM
25	Year long, 40+ hours/week	11/2/2018 3:31 PM
26	10 weeks, 40-50 hours	11/2/2018 2:29 PM
27	12 weeks - 40 hours per week	11/2/2018 2:02 PM
28	40 during the summer, work around school schedule during fall and spring	11/2/2018 11:36 AM
29	depends on school	11/1/2018 11:01 PM
30	12-16 weeks for 32-40 hours per week	11/1/2018 3:13 PM
31	fall & spring - 12 hrs/week for 12 weeks (some 20 hrs/week for 20 weeks; summer 40 hours/week for 12 weeks	11/1/2018 2:27 PM
32	6 months - 40 hours per week	11/1/2018 11:59 AM
33	10-14 weeks 45 hrs a week	11/1/2018 11:24 AM
34	40 hours per week 24 weeks	11/1/2018 11:05 AM
35	40 hours a week; 28 weeks	11/1/2018 10:08 AM
36	12 weeks	11/1/2018 9:58 AM
37	11 weeks, mainly 40 hours/wk	11/1/2018 9:16 AM
38	at least 10 weeks & 240 hours	11/1/2018 8:26 AM
39	varies based on need of the intern and store normally 20-25 hrs per week	11/1/2018 6:53 AM
40	10-12 weeks, 40h/week.	10/31/2018 9:01 PM
41	Flexible but prefer school year commitment or entire summer commitment. 10-15 hours/week	10/31/2018 3:15 PM
42	Varies depending on university/major requirements	10/31/2018 2:56 PM
43	About 2.5-3 months; they work 10-15hrs per week (unless receiving stipend from outside program or fellowship)	10/31/2018 2:50 PM
44	At the intern's discretion -- as long as they want, usually	10/31/2018 1:54 PM
45	Six months, 40 hours per week; we do pay overtime	10/31/2018 1:00 PM
46	~16 weeks in fall & spring; ~12 weeks in summer; 40 hours/week but PT schedules are available	10/31/2018 12:37 PM
47	3-6 months - 40 hours a week.	10/31/2018 12:15 PM
48	16 weeks, 40 hours per week	10/31/2018 12:05 PM
49	24 weeks, flexible on hours based on intern's availability. Typically about 10 hours.	10/31/2018 11:34 AM
50	12 weeks, 40hr/wk	10/31/2018 11:32 AM
51	25-35 hours per week depending on the season and the availability of the interns	10/31/2018 11:26 AM
52	20 hours per week; length depends on co-op vs internship season	10/31/2018 10:04 AM
53	40 hours per week --- typically dictated by the CO-OP program schedule or internship availability.	10/30/2018 4:12 PM
54	16 and 10-15 hours a week	10/30/2018 1:15 PM
55	12 months, 20-25 hours per week	10/30/2018 10:56 AM
56	40 hrs/wk, 25 weeks	10/30/2018 7:49 AM
57	20 hours for 26 weeks	10/29/2018 8:18 PM
58	24 hours per week	10/29/2018 7:32 PM
59	~26 weeks @ 40 hours/week	10/29/2018 6:31 PM
60	not applicable	10/29/2018 5:30 PM
61	4-5 months 20-30 hours or so	10/29/2018 4:01 PM
62	24 weeks, 40 hrs per week	10/29/2018 3:26 PM
63	Varies, almost always full-time	10/29/2018 3:22 PM
64	10 - 20 weeks, 20 - 30 hours week	10/29/2018 3:21 PM
65	6 months	10/29/2018 2:43 PM

## 2018-19 CEIA Employer Survey

66	min 10 weeks prefer longer	10/29/2018 2:35 PM
67	3-9 months	10/29/2018 2:11 PM
68	26 weeks 15 hours per week	10/29/2018 2:08 PM
69	We want 4+ months prefer 6 months and prefer at least 24 hours per week; require 32+ for participation in healthcare plans	10/29/2018 2:03 PM
70	10 or 11 weeks, hours depending on student availability (min 15 hours a week)	10/29/2018 1:27 PM
71	6 months 40hrs/week	10/29/2018 1:08 PM
72	anywhere from 4-6 months, hours vary depending on position	10/29/2018 1:07 PM
73	Internships are typically 13 weeks / co-ops vary because of the school (3,4,6 months)	10/29/2018 12:39 PM
74	Minimum 3 months, 20 hours/week	10/29/2018 12:12 PM
75	varies	10/29/2018 11:35 AM
76	6 month with one school; 2-3 months for summer program	10/29/2018 11:34 AM
77	26 and 40	10/29/2018 11:05 AM
78	Fall is 12-15 weeks, Summer is 12 weeks and Spring is 15 weeks.	10/29/2018 10:44 AM
79	40h/wk, 6 mos	10/29/2018 10:41 AM
80	40 hours per week for 6 months.	10/29/2018 10:36 AM
81	20 weeks 40 hrs	10/29/2018 10:18 AM
82	Typically 20 hours per week for 24 months	10/29/2018 10:15 AM
83	25 weeks - 24 hours a week (mon-thu 10:30am - 4:30pm)	10/29/2018 10:07 AM
84	24 weeks at 40 per week	10/29/2018 10:01 AM
85	6 months	10/29/2018 9:58 AM
86	6 weeks, 40hr/week	10/29/2018 9:40 AM
87	a semester long	10/29/2018 9:37 AM
88	n/a	10/29/2018 9:36 AM
89	6 months	10/29/2018 9:31 AM
90	6 months, 40 hours per week	10/29/2018 9:25 AM
91	12-16 weeks. 20 hours per week.	10/29/2018 9:22 AM
92	10 weeks, 40 hrs/week	10/26/2018 3:08 PM
93	1 - 2 semester, 20-40 hours / week	10/26/2018 11:05 AM
94	4 months, 10 hours per week	10/26/2018 10:49 AM
95	20 - 25 hours per week per intern. Onboarded interns stay on for at least 2 semesters with 1st choice to remain to next semester. Can stay on until graduating.	10/26/2018 10:25 AM
96	fall and spring semesters, at least 16 hours per week	10/26/2018 10:07 AM
97	Fall and winter. Summer and spekng	10/26/2018 9:54 AM
98	varies	10/26/2018 8:22 AM
99	3-6 months/40-50 hours per week	10/25/2018 2:17 PM
100	Varies	10/25/2018 2:10 PM
101	Three month duration	10/25/2018 2:07 PM
102	Full-time 40 hours per week and typically lasts an entire semester or summer depending on the student	10/25/2018 1:29 PM
103	30 hours/ week	10/25/2018 1:20 PM
104	8 -10 hours	10/25/2018 12:19 PM
105	12 weeks; 40 hrs/week	10/25/2018 11:53 AM
106	12 to 16 weeks, part-time 12-15 hours per week	10/25/2018 11:08 AM
107	15 weeks - 35-40 hours/wk	10/25/2018 11:07 AM
108	12 weeks	10/25/2018 10:51 AM
109	Each internship is a semester long (fall, spring, summer)	10/25/2018 10:49 AM
110	90 Days	10/25/2018 9:53 AM
111	summer internship	10/25/2018 9:40 AM
112	10 weeks	10/25/2018 9:21 AM

## 2018-19 CEIA Employer Survey

113	variable; either it works out and we consider temp-to-perm, or it doesn't work out and we use the candidate for 20 paid hours	10/25/2018 9:07 AM
114	20-30	10/25/2018 8:54 AM
115	6 mo-1 yr to full time	10/25/2018 8:51 AM
116	Full semester, excluding finals week. 12-15 hours per week.	10/25/2018 8:51 AM
117	As long as the student needs it	10/25/2018 8:38 AM
118	Co-op 6 months; internship is 11 weeks	10/25/2018 8:33 AM
119	20-25	10/25/2018 8:17 AM
120	10 weeks	10/25/2018 7:49 AM
121	It varies based on each school's requirement.	10/25/2018 7:39 AM
122	16 weeks, 10 hours a week for Juniors and Seniors, 20 hours a week for graduate students	10/25/2018 7:17 AM
123	School	10/25/2018 6:49 AM
124	Semester	10/25/2018 6:42 AM
125	30hrs per week 12 weeks	10/24/2018 9:27 PM
126	12 weeks - 40 hours	10/24/2018 7:54 PM
127	3mo @ 20-40hr/wk	10/24/2018 5:37 PM
128	24 hrs/week	10/24/2018 5:08 PM
129	We are flexible and develop a plan on a that fits the students academic requirements.	10/24/2018 2:36 PM
130	160-240 hours per semester	10/24/2018 2:23 PM
131	approximately 16 weeks, 40 hours per week	10/24/2018 2:03 PM
132	n/a	10/24/2018 1:40 PM
133	40 weeks 15 hours	10/24/2018 1:20 PM
134	Up to 29 hours for 10 weeks	10/24/2018 12:58 PM
135	3 months	10/24/2018 12:54 PM
136	12 weeks for 40 hours a week	10/24/2018 12:44 PM
137	Internships range in duration and time commitment based on department/organizational needs. Average of 12 week programs with 15 hours/week	10/24/2018 12:06 PM
138	8-12 weeks at 20-30 hours per week	10/24/2018 11:30 AM
139	Depends on the position. Medical Assistants duration is 6 to 8 weeks, up to 30 hours per week. Others last an entire college semester and include up to 15 hours per week.	10/24/2018 11:25 AM
140	approx 12-15 weeks	10/24/2018 11:21 AM
141	For as long as the student is enrolled in school and up to 25 hours per week.	10/24/2018 10:58 AM
142	Semester long, 5 hr/week	10/24/2018 10:55 AM
143	12 week internship; 6 month co-op; 40 hour weeks	10/24/2018 10:27 AM
144	16 weeks, 15 hours per week	10/24/2018 10:25 AM
145	No time table and 20-30 hrs a week	10/24/2018 9:57 AM
146	min 20 hours per week	10/24/2018 9:19 AM
147	380-520 hours	10/24/2018 9:00 AM
148	as long as they are producing so it can be until they graduate. 24 hours/week to 32 hours/week	10/24/2018 8:54 AM
149	12 weeks, roughly 20-30 hours depending on intern	10/24/2018 8:46 AM
150	unlimited weeks, 10-20 hours per week	10/24/2018 8:28 AM
151	6-8 weeks approx 15-20 hours per week	10/24/2018 8:27 AM
152	15-20 hours per week. May last one semester or 2 semesters.	10/24/2018 8:10 AM
153	0	10/24/2018 7:38 AM
154	10 months, 40-50 hours/week	10/24/2018 7:26 AM
155	We have both part and full time depending on the student's availability and they are all 12 week programs	10/24/2018 7:18 AM
156	36 weeks, 16 hours/week	10/24/2018 7:02 AM
157	15 Weeks - Usually 10 hours /week. We are flexible based on the students' needs.	10/24/2018 6:51 AM
158	10 to 15 weeks 20- 40 hours	10/24/2018 6:28 AM
159	10 weeks, 40 hours per week	10/23/2018 10:02 PM

## 2018-19 CEIA Employer Survey

160	Semester	10/23/2018 6:27 PM
161	15 weeks / 10-20 hours a week	10/23/2018 6:03 PM
162	Depends on the student's needs and course requirements.	10/23/2018 5:18 PM
163	15 weeks, 35 hours per week during summer; 15 - 20 hours per week during school	10/23/2018 4:36 PM
164	varies, if the summer semester is included, the appointment is for 7 months, otherwise 6. 40/wk	10/23/2018 4:18 PM
165	60 to 220 hour, based on internship requirements	10/23/2018 4:18 PM
166	flexible to students schedule	10/23/2018 4:12 PM
167	15 weeks, 10 hours per week	10/23/2018 4:05 PM
168	12 weeks / 40 hours a week	10/23/2018 4:04 PM
169	9 weeks	10/23/2018 3:57 PM
170	Depends on the project; we are flexible and work around the students' class schedules	10/23/2018 3:53 PM
171	10 weeks, 20-30h/week	10/23/2018 3:47 PM
172	specific to the availability of the intern	10/23/2018 3:45 PM
173	12 weeks	10/23/2018 3:44 PM
174	Semester. 10 hours per week	10/23/2018 12:36 PM
175	One semester	10/23/2018 11:43 AM
176	up to 40 hours per week	10/23/2018 9:40 AM
177	3-6 months	10/22/2018 5:32 PM
178	10 weeks typicaly	10/22/2018 1:47 PM
179	12	10/22/2018 12:44 PM
180	9-12 weeks. 40 hour per week	10/22/2018 11:58 AM
181	Co-op = 16 weeks, 40 hours per week; Intern = up to 17 weeks; less than 30 hours per week	10/22/2018 8:49 AM
182	10 weeks, 39 hours or less per week	10/22/2018 7:42 AM
183	10 weeks	10/21/2018 9:21 PM
184	10-40hrs per week	10/21/2018 8:26 PM
185	20-40	10/21/2018 9:30 AM
186	12 weeks minimum 20 hours per week maximum	10/20/2018 8:51 AM
187	Variable	10/20/2018 6:21 AM
188	6 months	10/19/2018 3:11 PM
189	10 weeks - 40 hours	10/19/2018 2:25 PM
190	It depends on the internship requirements - School Based could offer an intern anywhere from a month to two years - we are open 5 days a week/8 hours a day. We also conduct field trips that the intern may attend and this would include additinal hours as well. r	10/19/2018 2:06 PM
191	Internship - 12 Weeks @ 36.25 hours a week; Co-op 6 months @ 36.25 hours a week	10/19/2018 12:26 PM
192	12 weeks / 40 hours/week	10/19/2018 9:55 AM
193	15 hours minimum	10/19/2018 9:33 AM
194	Most are full time (40 hours per week) and vary from at least ten weeks up to one full year.	10/19/2018 9:33 AM
195	unknown	10/18/2018 2:19 PM
196	3 months 40 hours a week	10/18/2018 12:54 PM
197	8 weeks, 40 hrs per week	10/18/2018 12:32 PM
198	20 weeks 8hrs/week	10/18/2018 7:52 AM
199	20-40 hours/ week usually 10-12 weeks	10/17/2018 11:48 PM
200	We run 8 events throughout the year. Setup for the events is about 4-5 hrs and the events are 8-12 hrs.	10/17/2018 6:27 PM
201	12 weeks average and 40 hours per week	10/17/2018 5:33 PM
202	fall and spring 14 week minimum and 11 week minimum during summer	10/17/2018 5:10 PM
203	Variable	10/17/2018 4:31 PM
204	varies according to need of student; generally the length of a term (10 weeks) or semester (15 weeks)	10/17/2018 4:21 PM
205	8-12 weeks 40 hours a week	10/17/2018 2:14 PM
206	15-20	10/17/2018 2:01 PM

## 2018-19 CEIA Employer Survey

207	Five to seven weeks. More than 20 hr per week	10/17/2018 1:58 PM
208	We have different programs, ranging from 10 hrs/week to full time and ranging from short term (1 week) to longer (3 months)	10/17/2018 1:30 PM
209	40 hours 1week to 4 weeks in our summer school	10/17/2018 1:27 PM
210	3-5 months	10/17/2018 1:01 PM
211	40	10/17/2018 12:52 PM
212	13 weeks, 37.5 hours/week	10/17/2018 12:36 PM
213	as needed and 40 a week	10/17/2018 12:28 PM
214	10 weeks average of 40-50 hours per week	10/17/2018 12:05 PM
215	varies but I hire part-time only	10/17/2018 12:03 PM
216	All depending.	10/17/2018 11:59 AM
217	6-24	10/17/2018 11:50 AM
218	25 hours per week - 1 year	10/17/2018 11:34 AM
219	37.5 hours/week; 12-21 weeks	10/17/2018 11:33 AM
220	6-8 weeks 20-40 hours per week	10/17/2018 11:17 AM
221	7 hours/day-9 months/year	10/17/2018 11:14 AM
222	quarterly up to 20 hours per week	10/17/2018 10:57 AM
223	3-4 months; 16 hours part time, 32 or 40 full time	10/17/2018 6:55 AM
224	Flexible	10/16/2018 7:55 PM
225	usually an internship is between 10-20 hours a week and runs for a semester.	10/16/2018 4:44 PM
226	Three 6-10 week academic year program; 2-week summer program	10/16/2018 3:54 PM
227	11 weeks	10/16/2018 3:12 PM
228	n/a	10/16/2018 3:03 PM
229	n/a	10/16/2018 2:58 PM
230	3 months, 20 hours per week	10/16/2018 2:56 PM
#	WHAT FACTORS HELP YOU TO MEASURE A SUCCESSFUL INTERNSHIP OR CO-OP PROGRAM? (I.E. FOR ACADEMIC CREDIT/ACADEMIC COMPONENT, PLACEMENT TEAM, FACULTY INVOLVEMENT OR ENGAGED INSTITUTIONAL SUPERVISOR)	DATE
1	Previous internship positions, some knowledge of coding/testing, desire to learn and grow	11/14/2018 7:35 PM
2	retain employment after program is completed and when graduated continue on to Manager Trainee Program	11/14/2018 4:31 PM
3	Whether the intern is interested in a career in Financial Services	11/14/2018 3:17 PM
4	Placement Team	11/14/2018 1:35 PM
5	N/A	11/13/2018 10:56 AM
6	No factors on the school side	11/12/2018 5:45 PM
7	Feedback Survey, Placement	11/12/2018 3:32 PM
8	quick learner, good problem solving, great attitude	11/12/2018 12:39 PM
9	Faculty involvement. Just having a point of contact that you can call	11/12/2018 9:11 AM
10	positive contributions from the student	11/11/2018 12:26 PM
11	Placement team	11/9/2018 3:07 PM
12	team work on multiple internal projects, researching something new in the industry, presenting work, teamwork	11/9/2018 2:16 PM
13	School involvement in referring students.	11/8/2018 12:38 PM
14	student performance & attitude	11/8/2018 12:04 PM
15	n/a	11/7/2018 3:36 PM
16	Academic achievements	11/6/2018 4:12 PM
17	We like our internship programs to serve as a "win-win." We win, because we have help in one of our most demanding seasons; we also win because we get the knowledge and expertise of students. Students win by gaining valuable real-work experience - seeing both field work and how the business work while also having the opportunity to earn money.	11/6/2018 3:21 PM
18	Interest in our organization	11/6/2018 10:31 AM

## 2018-19 CEIA Employer Survey

19	growth of interns over their time period at our company	11/5/2018 10:54 PM
20	All mentioned. Completion. Demonstration of Learning.	11/5/2018 1:24 PM
21	individual intern growth	11/2/2018 3:31 PM
22	Post-internship survey, vault.com feedback, feedback from career centers, offer/acceptance rate	11/2/2018 2:29 PM
23	faculty involvement	11/2/2018 11:36 AM
24	Supervisor evaluations, quality of program delivery and willingness to step in a work hard.	11/1/2018 3:13 PM
25	intern qualities: respectful, professional, proactive, self-motivated, detailed oriented, follows directions	11/1/2018 2:27 PM
26	value received from internship work	11/1/2018 11:59 AM
27	Supervisor feedback; quality of work	11/1/2018 10:08 AM
28	fulfillment of their roles and development of marketable skills	11/1/2018 9:58 AM
30	getting good quality applicants	11/1/2018 8:26 AM
31	Preparedness of intern/co-op for working in a professional work environment	10/31/2018 9:01 PM
32	Successful completion of projects. Internship satisfaction.	10/31/2018 3:15 PM
33	The experience and knowledge they've gained from working and fundraising for a non-profit organization.	10/31/2018 2:56 PM
34	Communication about application & hiring process, dedication and commitment of interns, staff evals, intern evals, general intern check-ins, producing tangible results	10/31/2018 2:50 PM
35	How much the student learned, participated, and contributed	10/31/2018 1:54 PM
36	Drexel has a formal evaluation form; it is useful and allows for extended comments.	10/31/2018 1:00 PM
37	If they participate in the daily routines, if they gain a better understanding of the position they have, if they come up with and work on their own projects, if they can handle the tasks we assign to them.	10/31/2018 12:15 PM
38	improvement in the work product over the course of the internship	10/31/2018 12:05 PM

## 2018-19 CEIA Employer Survey

39	Placement team	10/31/2018 11:34 AM
40	engagement, faculty involvement, retention	10/31/2018 11:32 AM
41	How they worked with the students, staff, public, how they used their time, etc.	10/31/2018 11:26 AM
42	Engaged Penntex teams (often a Senior PM, PM and PE) who work hand-in-hand with the co-ops evaluate the success of the co-op/internship student through the entire duration as well as a final performance review.	10/30/2018 4:12 PM
43	For academic credit/academic component	10/30/2018 1:15 PM
44	Intern output during their employment. We need more tools for measuring success	10/30/2018 10:56 AM
45	Student & employer satisfaction	10/30/2018 7:49 AM
46	Development of the student	10/29/2018 8:18 PM
47	Academic credit	10/29/2018 7:32 PM
48	Not Sure	10/29/2018 6:31 PM
49	not applicable	10/29/2018 5:30 PM
50	Little or no input from institution but intern was highly organised and self sufficient	10/29/2018 4:01 PM
51	success of student fulfilling job requirements	10/29/2018 3:26 PM
52	Manager feedback	10/29/2018 2:35 PM
53	Regular feedback with intern and their managers.	10/29/2018 2:11 PM
54	Engaged Supervisor	10/29/2018 2:08 PM
55	We measure a successful internship subjectively - did we as a company get a benefit and did the intern learn/grow in our opinion. That's why we prefer to give our interns a defined project or part of a project with a deliverable or deliverables.	10/29/2018 2:03 PM
56	Placement team	10/29/2018 12:39 PM
57	Placement team	10/29/2018 12:12 PM
58	Ease of process with university	10/29/2018 11:35 AM
59	Faculty involvement, engaged institutional supervisor, completed a work project or case assignment without supervision.	10/29/2018 10:44 AM
60	publishable data	10/29/2018 10:41 AM
61	n/a	10/29/2018 10:36 AM
62	Student performance	10/29/2018 10:07 AM
63	productivity rate, minimal errors, cooperation with others, ability to take direction	10/29/2018 10:01 AM
64	n/a	10/29/2018 9:58 AM
65	n/a	10/29/2018 9:40 AM
66	ability to master the Intake process	10/29/2018 9:37 AM
67	n/a	10/29/2018 9:36 AM
68	Response of the intern	10/29/2018 9:31 AM
69	Productivity	10/29/2018 9:25 AM
70	academic credit, project completion	10/29/2018 9:22 AM
71	Number of qualified students that apply	10/26/2018 11:05 AM
72	quality of past interns	10/26/2018 10:49 AM
73	Engaged students	10/26/2018 10:25 AM
74	Faculty involvement and Engaged Institutional Supervisor	10/26/2018 10:07 AM
75	networking with interns	10/26/2018 8:22 AM
76	The ability of the intern to pick up on different tasks that they assist with and the ability to take initiative with projects	10/25/2018 1:29 PM
77	engaged institutional supervisor, academic component	10/25/2018 1:20 PM
78	na	10/25/2018 12:19 PM
79	Engaged Students	10/25/2018 10:51 AM
80	Our evaluation process is much more related to how well the intern fits into our team, how much they contribute, and what they feel like they're getting out of the internet	10/25/2018 10:49 AM
81	Placement Team	10/25/2018 9:53 AM
82	GPA, standard company assessment score	10/25/2018 9:40 AM

## 2018-19 CEIA Employer Survey

83	Colleague involvement, extension of offer for full-time placement, acceptance of offer for full-time placement, survey metrics, feedback,	10/25/2018 9:21 AM
84	Academic credit	10/25/2018 8:51 AM
85	Positive exit survey data from participating students	10/25/2018 8:33 AM
86	The amount of work that gets done, and the new ideas brought to the table	10/25/2018 8:17 AM
87	internal evaluations	10/25/2018 7:49 AM
88	Intern's dedication and professionalism.	10/25/2018 7:39 AM
89	future sucess of intern/student	10/25/2018 7:17 AM
90	Projects completed	10/25/2018 6:42 AM
91	Full time Hire after the program	10/24/2018 9:27 PM
92	Faculty involement	10/24/2018 7:54 PM
93	completed projects	10/24/2018 5:37 PM
94	quality candidates that we can develop and train	10/24/2018 2:36 PM
95	Individualized - dependent on the intern and how active a role they took in the internship experience	10/24/2018 2:23 PM
96	n/a	10/24/2018 1:40 PM
97	Job performance	10/24/2018 1:20 PM
98	Project completion	10/24/2018 12:58 PM
99	engaged supervisor	10/24/2018 12:54 PM
100	Academic components along with assessments and program check-ins	10/24/2018 12:06 PM
101	quality of candidates	10/24/2018 11:30 AM
102	Academic credit, placement, performance evaluation from supervisor.	10/24/2018 11:25 AM
103	engagment with academic supervisor and regualr meetings with internship supervisor from our organization	10/24/2018 11:21 AM
104	The intern feels that they've gained real working knowledge	10/24/2018 10:58 AM
105	Engaged institutional supervisor	10/24/2018 10:55 AM
106	N/A	10/24/2018 9:57 AM
107	Quality of interns	10/24/2018 9:19 AM
108	Engaged supervisor	10/24/2018 9:00 AM
109	how competent, intelligent and quick learner are those interns	10/24/2018 8:54 AM
110	Programs offered in our case, looking for mechanical courses and students willing to work on engines to generate power.	10/24/2018 8:46 AM
111	their pace of learning and fit into the company	10/24/2018 8:28 AM
112	They had a good experience and learned something new.	10/24/2018 8:27 AM
113	Students who are well prepared for their interview and prepared for the job from their classwork. A placement team that reaches out to encourage students.	10/24/2018 8:10 AM
114	0	10/24/2018 7:38 AM
115	N/A	10/24/2018 7:26 AM
116	Mid-term and final reviews, intern project	10/24/2018 7:18 AM
117	Placement in a job within our industry.	10/24/2018 7:02 AM
118	Career Goals & Engagement by Intern	10/24/2018 6:51 AM
119	Engaged Institutional Supervisor	10/24/2018 6:28 AM
120	Survey from school at end to complete	10/23/2018 6:27 PM
121	Retention	10/23/2018 6:03 PM
122	For academic credit/academic component.	10/23/2018 5:18 PM
123	?	10/23/2018 4:18 PM
124	academic credit, number that qualified, number interviewed, number hired	10/23/2018 4:18 PM
125	Completion of projects and goals	10/23/2018 4:05 PM
126	Academic Credit, Word of Mouth recruiting	10/23/2018 4:04 PM
127	Completed goals/outcomes; A placement where the student has felt enriched	10/23/2018 3:57 PM



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128	I think the most important way to measure success is by checking in frequently with the intern to make sure they are engaged and learning valuable skills.
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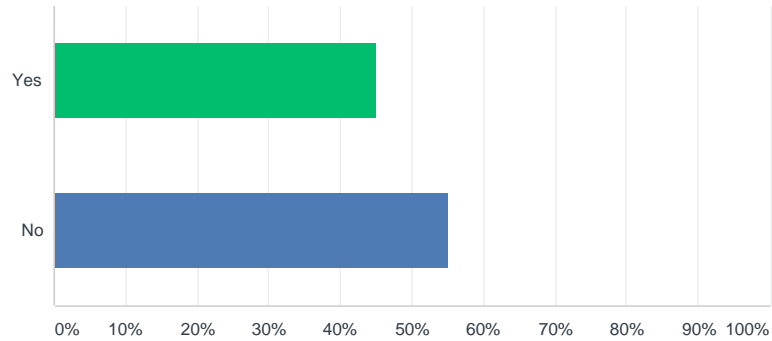
## 2018-19 CEIA Employer Survey

129	conversion rate and project completion	10/23/2018 3:44 PM
130	Faculty Involvement	10/23/2018 12:36 PM
131	None of the above	10/22/2018 5:32 PM
132	engaged institution	10/22/2018 12:44 PM
133	Consistency; defined recruitment and credit processes	10/22/2018 8:49 AM
134	highering full time after graduation	10/22/2018 7:42 AM
135	A greater understanding of how my organization serves the community	10/21/2018 8:26 PM
136	Faculty involvement offering hand picked interns.	10/21/2018 9:30 AM
137	Academic credit	10/20/2018 8:51 AM
138	Engaged Supervisor	10/20/2018 6:21 AM
139	The interns desire to learn and how well they perform in thier internship	10/19/2018 2:25 PM
140	School Based looks at the academic standing, reliability, interaction with clientele and how the intern interacts with staff - a team player is a neccessity.ma	10/19/2018 2:06 PM
141	Experience Survey (Co-op / Intern, Hiring Manager), Successful evaluation while in role, conversion (return for another co-op / internship or Full-Time role)	10/19/2018 12:26 PM
142	students finding their work projects interesting and engaging, and learning from their work experiences	10/19/2018 9:55 AM
143	Engaged institutional supervisor	10/19/2018 9:33 AM
144	Engaged supervisors and mentors, feedback from participants	10/19/2018 9:33 AM
145	placement	10/18/2018 2:19 PM
146	Placement	10/18/2018 12:54 PM
147	program development, continued relationship with institution	10/18/2018 7:52 AM
148	engagement, reliability, and evaluations	10/17/2018 11:48 PM
149	Placement team	10/17/2018 5:33 PM
150	Results based evaluation	10/17/2018 4:31 PM
151	work product / self evaluation / completion of a professional development plan	10/17/2018 4:21 PM
152	n/a	10/17/2018 2:14 PM
153	how well the pick up job skills and follow instructions	10/17/2018 2:01 PM
154	Placement after training	10/17/2018 1:58 PM
155	performance on key performance indicators, completion of certification program, professionalism in interaction with clients	10/17/2018 1:30 PM
156	interns success in making a connection with our students	10/17/2018 1:27 PM
157	placement	10/17/2018 1:01 PM
158	unknown	10/17/2018 12:52 PM
159	work done	10/17/2018 12:28 PM
160	Academic Credit	10/17/2018 11:34 AM
161	quality of prepared candidates	10/17/2018 10:57 AM
162	Quality of applicants	10/17/2018 6:55 AM
163	ambitious intern	10/16/2018 7:55 PM
164	engaged supervisor is helpful.	10/16/2018 4:44 PM
165	Attendance, fulfilling the expectations set at CityArts volunteer/intern orientation, open and responsive communication with institution and students	10/16/2018 3:54 PM
166	Return rate of our internships and feedback from students and their supervisors at the firm	10/16/2018 3:12 PM
167	n/a	10/16/2018 3:03 PM
168	n/a	10/16/2018 2:58 PM

**Q21 Does your company source co-op and intern candidates from non-campus affiliated job boards?**

Answered: 238    Skipped: 246

## 2018-19 CEIA Employer Survey



ANSWER CHOICES	RESPONSES
Yes	44.96% 107
No	55.04% 131
TOTAL	238

### Q22 What is your average recruiting cost per intern or co-op hire?

Answered: 159 Skipped: 325

#	RESPONSES	DATE
1	soft costs only	11/18/2018 2:17 PM
2	7000	11/14/2018 7:35 PM
3	N/A	11/14/2018 4:31 PM
4	NA	11/14/2018 1:35 PM
5	4,000.00	11/13/2018 10:56 AM
6	Don't know	11/12/2018 5:45 PM
7	\$0	11/12/2018 12:39 PM
8	\$100-	11/12/2018 9:11 AM
9	Time only	11/11/2018 12:26 PM
10	unkown	11/9/2018 2:16 PM
11	Minimal.	11/8/2018 12:38 PM
12	0	11/8/2018 12:04 PM
13	n/a	11/7/2018 3:36 PM
14	~\$1000 - \$1200, just to get students hired; then we have time and energy that we invest in orientation, training, and their overall experience with the company.	11/6/2018 3:21 PM
15	Unknown	11/6/2018 10:31 AM
16	\$0	11/5/2018 10:54 PM
17	\$0	11/5/2018 1:24 PM
18	\$200	11/5/2018 12:29 PM
19	\$80-\$100	11/2/2018 3:31 PM
20	unknown	11/2/2018 2:02 PM
21	not sure	11/2/2018 11:36 AM
22	\$220 per intern	11/1/2018 3:13 PM
23	don't know	11/1/2018 2:27 PM
24	\$500-1000 maybe	11/1/2018 11:24 AM
25	N/A	11/1/2018 10:08 AM
26	N/A	11/1/2018 9:16 AM
27	just my time, no budget for it	11/1/2018 8:26 AM
28	Unknown	10/31/2018 9:01 PM
29	0	10/31/2018 3:15 PM

## 2018-19 CEIA Employer Survey

30	Not sure.	10/31/2018 2:50 PM
31	Nothing; just my time	10/31/2018 1:00 PM
32	other than pay to intern, less than \$500/year	10/31/2018 12:05 PM
33	\$500	10/31/2018 11:34 AM
34	n/a	10/31/2018 11:32 AM
35	\$0	10/31/2018 10:04 AM
36	N/A	10/30/2018 4:12 PM
37	Minimal - use either Handshake or word-of-mouth	10/30/2018 10:56 AM
38	\$0 - use engineering management staff for recruiting	10/30/2018 7:49 AM
39	\$0	10/29/2018 8:18 PM
40	Na	10/29/2018 7:32 PM
41	Difficult to say, but accounting for the time spent by salaried employees, I would guess about \$1500-2000 per intern.	10/29/2018 6:31 PM
42	not applicable	10/29/2018 5:30 PM
43	We paid rent and covered some meals - sonin future allowing about £3000.00 - we're U.K. based in case this doesn't come up	10/29/2018 4:01 PM
44	No cost other than paying intern	10/29/2018 3:26 PM
45	Just Time. Maybe 24 Hours per Co-op	10/29/2018 2:43 PM
46	Not Sure, roughly \$1000 per hire	10/29/2018 2:35 PM
47	0	10/29/2018 2:11 PM
48	n/a	10/29/2018 2:08 PM
49	We don't measure it discretely at this time as we are a small company.	10/29/2018 2:03 PM
50	0	10/29/2018 1:27 PM
51	little to none other than processing background checks.	10/29/2018 1:07 PM
52	not sure	10/29/2018 12:39 PM
53	0	10/29/2018 12:12 PM
54	0	10/29/2018 10:41 AM
55	n/a	10/29/2018 10:36 AM
56	\$0	10/29/2018 10:07 AM
57	\$600 per hire	10/29/2018 10:01 AM
58	minimal	10/29/2018 9:58 AM
59	unsure	10/29/2018 9:40 AM
60	0	10/29/2018 9:37 AM
61	0	10/29/2018 9:31 AM
62	0	10/29/2018 9:25 AM
63	\$150	10/29/2018 9:22 AM
64	\$100	10/26/2018 11:05 AM
65	About \$500 per month (space, equipment, onboarding costs, compliance expenses, ongoing software tools, home office tech support fees, etc..)	10/26/2018 10:25 AM
66	None	10/26/2018 10:07 AM
67	varies	10/26/2018 8:22 AM
68	None	10/25/2018 2:10 PM
69	na	10/25/2018 12:19 PM
70	Unknown	10/25/2018 10:51 AM
71	\$400.00	10/25/2018 9:53 AM
72	\$50	10/25/2018 9:51 AM
73	N/A	10/25/2018 8:51 AM
74	\$0	10/25/2018 8:51 AM
75	Very low but not sure exactly; we didn't do any on campus efforts last year strictly online posts to Handshake, Simplivity, etc.	10/25/2018 8:33 AM
76	Unknown - probably about \$150-200	10/25/2018 8:17 AM

## 2018-19 CEIA Employer Survey

77	I am not sure.	10/25/2018 7:39 AM
78	just staff time	10/25/2018 7:17 AM
79	\$500.00	10/25/2018 6:42 AM
80	N/A	10/24/2018 9:27 PM
81	N/A	10/24/2018 7:54 PM
82	0	10/24/2018 5:37 PM
83	very little...our reputation helps us find the right people that fit our culture.	10/24/2018 2:36 PM
84	Unknown	10/24/2018 2:23 PM
85	don't know	10/24/2018 1:40 PM
86	0	10/24/2018 1:20 PM
87	Unknown	10/24/2018 12:58 PM
88	n/a	10/24/2018 12:54 PM
89	\$1500	10/24/2018 12:44 PM
90	We do not have that data	10/24/2018 12:06 PM
91	unknown	10/24/2018 11:30 AM
92	Just time.	10/24/2018 11:25 AM
93	free recruiting boards currently used or opportunities are posted on professional website job boards that we currently have memberships.	10/24/2018 11:21 AM
94	<\$100/position	10/24/2018 10:55 AM
95	50	10/24/2018 10:25 AM
96	\$10	10/24/2018 9:57 AM
97	\$200-500/year	10/24/2018 9:00 AM
98	none	10/24/2018 8:54 AM
99	Not Sure	10/24/2018 8:46 AM
100	unsure	10/24/2018 8:28 AM
101	\$0	10/24/2018 8:27 AM
102	No sourcing costs - if we go outside of the campuses, it is only on our own social media. We usually can narrow down the field rather quickly to about 3 candidates. Cost of recruiter and manager's time in resume review and interviewing, cost of training with the incumbent intern so approximately \$500.00.	10/24/2018 8:10 AM
103	0	10/24/2018 7:38 AM
104	\$500 total per hire cycle	10/24/2018 7:26 AM
105	\$50 of employee time to manage the recruiting process	10/24/2018 7:18 AM
106	Zero, other than time.	10/24/2018 7:02 AM
107	Unknown	10/24/2018 6:51 AM
108	NA	10/24/2018 6:28 AM
109	unsure	10/23/2018 10:02 PM
110	None	10/23/2018 6:27 PM
111	TBD	10/23/2018 6:03 PM
112	n/a	10/23/2018 5:18 PM
113	\$1K	10/23/2018 4:18 PM
114	N/A	10/23/2018 4:18 PM
115	0	10/23/2018 4:05 PM
116	\$100	10/23/2018 4:04 PM
117	About 5K	10/23/2018 3:57 PM
118	Not much; maybe \$100	10/23/2018 3:53 PM
119	\$400	10/23/2018 3:47 PM
120	Don't know	10/23/2018 3:45 PM
121	n/a first year	10/23/2018 3:44 PM
122	N/A	10/23/2018 12:36 PM
123	Varies	10/22/2018 5:32 PM

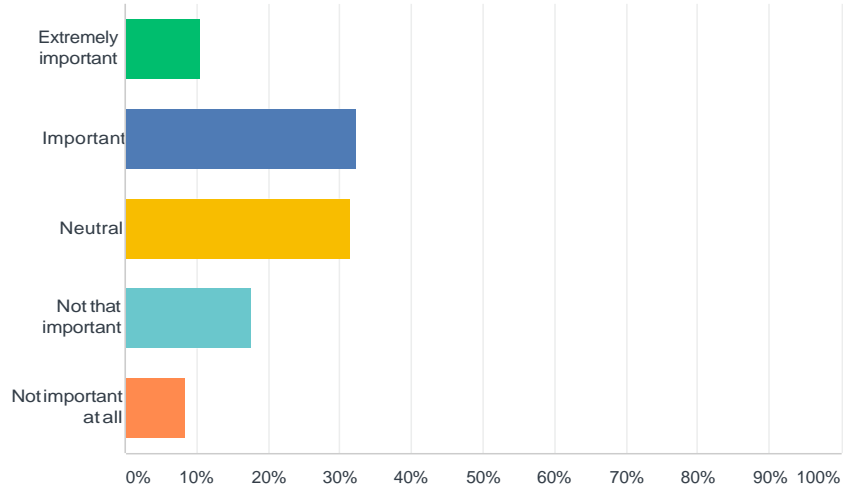
## 2018-19 CEIA Employer Survey

124	the cost of their internship-it's all training	10/22/2018 12:44 PM
125	\$0	10/22/2018 8:49 AM
126	Unknown.	10/21/2018 8:26 PM
127	Variable dependent on the position.	10/21/2018 9:30 AM
128	\$50	10/20/2018 8:51 AM
129	NA	10/20/2018 6:21 AM
130	We do not pay interns but we spend many hours assisting and supervising the intern and time equals money. But the intern recruited is of no cost to the agency.	10/19/2018 2:06 PM
131	On average, including all expenses and payroll, ~\$4,250 per hire. Varies by function from \$500 to \$6,500.	10/19/2018 12:26 PM
132	N/A	10/19/2018 9:33 AM
133	I have no idea. We are a federal agency and therefore probably different in how we function.	10/19/2018 9:33 AM
134	n/a	10/18/2018 3:52 PM
135	na	10/18/2018 2:19 PM
136	n/a	10/18/2018 12:54 PM
137	0	10/18/2018 7:52 AM
138	\$600/year	10/17/2018 11:48 PM
139	N/A	10/17/2018 5:33 PM
140	\$150	10/17/2018 5:10 PM
141	\$50	10/17/2018 4:31 PM
142	unknown---very little; our internships are in high demand and we rarely have to recruit. When we do, it could cost \$600-800 to travel to a campus for a number of days, but we have cut back on this.	10/17/2018 4:21 PM
143	n/a	10/17/2018 2:14 PM
144	\$250/year	10/17/2018 2:01 PM
145	Not known	10/17/2018 1:30 PM
146	?	10/17/2018 1:27 PM
147	<\$1,000	10/17/2018 1:01 PM
148	I really didn't think it was be this long	10/17/2018 12:52 PM
149	unknown	10/17/2018 12:28 PM
150	unknown	10/17/2018 12:05 PM
151	I don' know yet	10/17/2018 12:03 PM
152	National recruiting fairs-professional organizations	10/17/2018 11:14 AM
153	\$275	10/17/2018 10:57 AM
154	no idea	10/17/2018 6:55 AM
155	0.00	10/16/2018 7:55 PM
156	we do not have a budget for recruiting interns. We are non-profit.	10/16/2018 4:44 PM
157	very little due to the fact that they are all referrals from employees or from on campus recruiting	10/16/2018 3:12 PM
158	n/a	10/16/2018 3:03 PM
159	o	10/16/2018 2:58 PM

**Q23 Assessment of candidates: How important is your assessment of hard skills (i.e. certifications, hiring testing) to the hiring decision for intern and co-op hires?**

Answered: 239    Skipped: 245

## 2018-19 CEIA Employer Survey



ANSWER CHOICES	RESPONSES	
Extremely important	10.46%	25
Important	32.22%	77
Neutral	31.38%	75
Not that important	17.57%	42
Not important at all	8.37%	20
TOTAL		239

## Q24 Assessment of candidates: How do you conduct this assessment?

Answered: 162 Skipped: 322

#	RESPONSES	DATE
1	resume and interview	11/18/2018 2:17 PM
2	Interview and interest by candidates	11/14/2018 4:31 PM
3	LIMRA Assessment	11/14/2018 3:17 PM
4	Praxis II	11/13/2018 10:56 AM
5	Coding exams. Case study discussions. In person interview reviews of students' classwork/projects.	11/12/2018 5:45 PM
6	2nd Round Interview is skill based	11/12/2018 3:32 PM
7	pre-screening	11/9/2018 3:07 PM
8	From their resume, but not critical	11/9/2018 2:16 PM
9	personal interview; previous experience; references and recommendations	11/8/2018 12:04 PM
10	In person interviews	11/7/2018 3:36 PM
11	reviewing resume, asking probing questions on their true technical experience - the "WHAT" they have done.	11/6/2018 3:21 PM
12	Interview questions	11/5/2018 10:54 PM
13	Demonstration of Learning - a final project summing up what they learned.	11/5/2018 1:24 PM
14	Resume, Cover letter, Application, Culture Index Survey, Interview, Reference Calls, Group Interview	11/2/2018 3:31 PM
15	Two tests are taken at-home before the internship. Two tests are taken on-site during the internship.	11/2/2018 2:29 PM
16	a personality survey, as well as a presentation from the student	11/2/2018 11:36 AM
17	Resume review and initial screening phone call	11/1/2018 3:13 PM

18

For hire: skill assessment relevant to position, understanding & support of our mission & vision For  
interns: same intern qualities listed above



## 2018-19 CEIA Employer Survey

19	interview, past work review	11/1/2018 11:59 AM
20	Reviews from supervisor & coworkers	11/1/2018 10:08 AM
21	Resume: Academic Record, Transcripts	11/1/2018 9:16 AM
22	Review of application materials, interview, reference checks, passing background/drug test	11/1/2018 8:26 AM
23	How strong are the candidate's critical thinking skills, analytical skills, and ability to connect the dots.	10/31/2018 9:01 PM
24	Assessed in interview with proficiency level and particulars of what they did using those skills	10/31/2018 3:15 PM
25	Resume and cover letter, but the initial interview tells us all. We ask about why they are personally passionate about working with our organization and what they know about the subjects we encounter in our line of work. For some internships, the flexibility or availability is also a determining factor, as is technical or language skills; sometimes positions require knowledge of assessing data or being completely fluent in a language. For legal internships, students are required to be 2nd year law students.	10/31/2018 2:50 PM
26	In person, or remotely (with an assignment)	10/31/2018 1:54 PM
27	I've used Drexel Co-Op program off and on for twenty five years, and have a mix of internal assessments	10/31/2018 1:00 PM
28	Through writing samples.	10/31/2018 12:15 PM
29	Grades in college course, especially those related to the job, i.e. tax and accounting classes	10/31/2018 12:05 PM
30	In-office assessments as part of the interview process. We can always train.	10/31/2018 11:34 AM
31	interview process, resume, prior experience	10/31/2018 11:32 AM
32	N/A	10/30/2018 4:12 PM
33	In person interview	10/30/2018 1:15 PM
34	Engineering Interns - software user test Lab Scientist interns - lab skills test	10/30/2018 10:56 AM
35	Resume and portfolio	10/30/2018 10:52 AM
36	End of term review	10/30/2018 7:49 AM
37	NA	10/29/2018 8:18 PM
38	Evaluations during internship	10/29/2018 7:32 PM
39	We typically don't have a technical assessment of the interns.	10/29/2018 6:31 PM
40	not applicable	10/29/2018 5:30 PM
41	Skype discussion and see how prospective project based work would suit both parties for duration of internship	10/29/2018 4:01 PM
42	Interview	10/29/2018 3:26 PM
43	Review of cover letter and resume along with questions during interview. No testing is performed.	10/29/2018 2:43 PM
44	Past classes	10/29/2018 2:35 PM
45	Resume evaluation, phone interview, in-person interview	10/29/2018 2:11 PM
46	In Person Interviews	10/29/2018 2:08 PM
47	We review their application, resume/CV and interview them; Same as we do all other candidate hires.	10/29/2018 2:03 PM
48	We base our assessment on students GPA, transcript and previous experiences.	10/29/2018 1:27 PM
49	phone interview with my department, in-person interview with internship supervisor, reference checks.	10/29/2018 1:07 PM
50	Live coding during interviews or on-line assessments	10/29/2018 12:39 PM
51	in person interviews	10/29/2018 11:34 AM
52	in person interview	10/29/2018 10:41 AM
53	An in-person interview.	10/29/2018 10:36 AM
54	- Review of Resume and Sample Work via Email - In-Person Portfolio Review / Interview - Evaluation of Communication Skills - Online & In Person	10/29/2018 10:07 AM
55	n/a	10/29/2018 10:01 AM
56	interview	10/29/2018 9:58 AM
57	n/a	10/29/2018 9:40 AM
58	resume review	10/29/2018 9:37 AM
59	Interview	10/29/2018 9:31 AM
60	Interview	10/29/2018 9:25 AM

## 2018-19 CEIA Employer Survey

61	Interview	10/29/2018 9:22 AM
62	Orally discussing their class and external projects	10/26/2018 11:05 AM
63	Based on a company needs assessment list	10/26/2018 10:49 AM
64	Reviews from those working closely with intern.	10/26/2018 10:25 AM
65	Performance goals and objectives set during the internship experience.	10/26/2018 10:07 AM
66	interviews, written interviews	10/25/2018 2:45 PM
67	Through a hiring panel and observations	10/25/2018 2:10 PM
68	interview, resume	10/25/2018 1:20 PM
69	na	10/25/2018 12:19 PM
70	N/A	10/25/2018 11:53 AM
71	Currently, we do not.	10/25/2018 10:51 AM
72	Interview & rubric	10/25/2018 10:49 AM
73	Manually	10/25/2018 9:53 AM
74	Coding tests during the interview	10/25/2018 9:51 AM
75	Watson Glaser critical thinking assessment and interview	10/25/2018 9:40 AM
76	Online assessments such as Wonderlic, Excel Skills, Caliper	10/25/2018 9:21 AM
77	Convo with applicant	10/25/2018 8:51 AM
78	Resume	10/25/2018 8:51 AM
79	Ability to write, speak publically, and respresent the organization professionally.	10/25/2018 8:38 AM
80	Only team that requires hard skills is engineering; they conduct a tech screen where they have students code/solve problems	10/25/2018 8:33 AM
81	N?A	10/25/2018 8:17 AM
82	online assessments and internal evaluations	10/25/2018 7:49 AM
83	Through interviews.	10/25/2018 7:39 AM
84	small team reads through applications to see what skills students have	10/25/2018 7:17 AM
85	Interview and talent	10/25/2018 6:42 AM
86	interviewing	10/24/2018 9:27 PM
87	Interview	10/24/2018 7:54 PM
88	resume, phone screening	10/24/2018 5:37 PM
89	In-house interview process	10/24/2018 2:36 PM
90	Application, Essay, and Oral Interview	10/24/2018 2:23 PM
91	Interview only	10/24/2018 12:58 PM
92	Interviews are done by the hiring programs.	10/24/2018 12:54 PM
93	Via online services	10/24/2018 12:44 PM
94	N/A	10/24/2018 12:06 PM
95	School usually has an assessment the supervisor is required to complete.	10/24/2018 11:25 AM
96	interviews at time of hire, weekly supervision meetings, review of work projects	10/24/2018 11:21 AM
97	Screening questions.	10/24/2018 10:58 AM
98	Work assignment to evaluate Excel skill set Work assignment to evaluate writing skills	10/24/2018 10:55 AM
99	reviewing work samples, reviewing resume	10/24/2018 10:25 AM
100	Interviews	10/24/2018 9:57 AM
101	resume review	10/24/2018 9:19 AM
102	Computer literacy assessments and other basic computer skills assessments.	10/24/2018 9:00 AM
103	We have a written test as well as online assessments that help us gauge the candidates	10/24/2018 8:46 AM
104	Certifications	10/24/2018 8:27 AM
105	For internships, we do not have any assessments other than their application and interviews.	10/24/2018 8:10 AM
106	Predictive index and certifications for serving, tips, and cpr	10/24/2018 7:38 AM
107	Ask technical questions	10/24/2018 7:26 AM
108	We give all interns preliminary exams and then re-test at the conclusion of the internship	10/24/2018 7:18 AM
109	Interviews in person, background and drug tests.	10/24/2018 7:02 AM

## 2018-19 CEIA Employer Survey

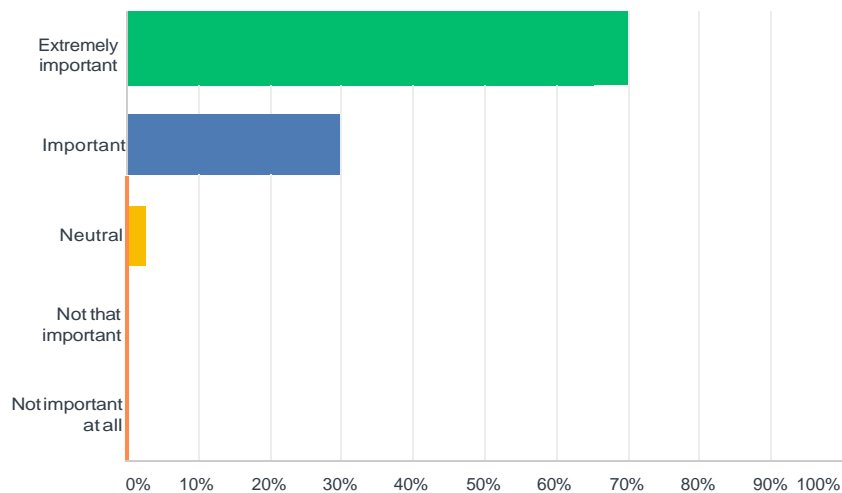
110	Background Check	10/24/2018 6:51 AM
111	HR and Hiring manager conducts interview	10/24/2018 6:28 AM
112	Interviews	10/23/2018 10:02 PM
113	Interviews.	10/23/2018 5:18 PM
114	Review resume & cover letter. Communicate by phone and email.	10/23/2018 4:18 PM
115	application score, interview panel, written test	10/23/2018 4:18 PM
116	we score based on resume and phone interview	10/23/2018 4:12 PM
117	Interviewing skills	10/23/2018 4:04 PM
118	We do Excel testing and often ask for writing samples	10/23/2018 3:57 PM
119	Resume review / phone interview / in-person interview	10/23/2018 3:53 PM
120	In-person interviews	10/23/2018 3:47 PM
121	Interview	10/23/2018 3:45 PM
122	hackerrank	10/23/2018 3:44 PM
123	Social Media Involvement	10/23/2018 12:36 PM
124	Interviews	10/22/2018 5:32 PM
125	reference check and former activities/jobs	10/22/2018 12:44 PM
126	Online	10/22/2018 11:58 AM
127	Usually through interview questioning and resume, but hands-on assessment where needed	10/22/2018 8:49 AM
128	Resume review	10/21/2018 8:26 PM
129	Assessing work submitted by each candidate for quality and compliance to each project or position.	10/21/2018 9:30 AM
130	Dont have them	10/20/2018 8:51 AM
131	On Job Evaluation	10/20/2018 6:21 AM
132	We use the Predictive Index Survey	10/19/2018 2:25 PM
133	The candidate completes a skill survey, references required and thoroughly followed-up, a background check is required as well as a drug test.	10/19/2018 2:06 PM
134	Video interviews, online behavioral assessment, in person interviews, role / job simulation	10/19/2018 12:26 PM
135	interview questions that test domain knowledge, GPA, prior experience and skills listed on resume	10/19/2018 9:55 AM
136	Provision of certifications or similar documentation, reference checks	10/19/2018 9:33 AM
137	interview w/ resume	10/18/2018 2:19 PM
138	We have candidates engage in a trial collaborative project and spend time at the facility with students and staff.	10/17/2018 11:48 PM
139	Interviews	10/17/2018 5:33 PM
140	we do critical writing tests.	10/17/2018 5:10 PM
141	Phone interview, writing samples, recommendations, resume	10/17/2018 4:21 PM
142	Interview	10/17/2018 2:14 PM
143	interview	10/17/2018 2:01 PM
144	Interviews based on skill matrix	10/17/2018 1:58 PM
145	Interview and Resume based. References checked.	10/17/2018 1:30 PM
146	Review resumes	10/17/2018 1:27 PM
147	N/a	10/17/2018 1:01 PM
148	review	10/17/2018 12:52 PM
149	Application, resume, letters of recommendation, college transcripts, writing sample, interview.	10/17/2018 12:36 PM
150	In person interview	10/17/2018 12:28 PM
151	cover letter, Interview	10/17/2018 12:05 PM
152	Face to face meetings. I want to know they are interested in helping other children succeed academically and socially. I also would like them to have some experience tutoring.	10/17/2018 12:03 PM
153	personal interviews and background checks	10/17/2018 11:50 AM
154	Zerowait had a 90 day review and the student is required to complete a hands on Quiz that is monitored and reviewed with the student	10/17/2018 11:34 AM
155	No formal assessment	10/17/2018 11:33 AM

## 2018-19 CEIA Employer Survey

156	portfolio review	10/17/2018 10:57 AM
157	experience; academic quality; interview	10/17/2018 6:55 AM
158	Job application, resume, interview	10/16/2018 7:55 PM
159	interview and learning what skills a student has. We recognize that most students have never worked in an office setting and help them learn about being in the working world.	10/16/2018 4:44 PM
160	We hold volunteer interviews to assess what hard skills and interests the candidate has in relationship to the organization. The CityArts volunteer coordinator conducts these interviews and places the candidate in program related roles to perform tasks that help program run smoothly.	10/16/2018 3:54 PM
161	n/a	10/16/2018 3:03 PM
162	n/a	10/16/2018 2:58 PM

### Q25 Assessment of candidates: How important is your assessment of soft skills (i.e. communication, teamwork, cultural agility, leadership) to the hiring decision for intern and co-op hires?

Answered: 237 Skipped: 247



ANSWER CHOICES	RESPONSES	
Extremely important	65.40%	155
Important	30.80%	73
Neutral	2.95%	7
Not that important	0.42%	1
Not important at all	0.42%	1
TOTAL		237

### Q26 Assessment of candidates: How do you conduct this assessment?

Answered: 186 Skipped: 298

#	RESPONSES	DATE
1	Interview	11/19/2018 4:04 PM
2	interview and resume	11/18/2018 2:17 PM
3	via onsite interviews, communication, etc.	11/14/2018 7:35 PM
4	The assessment is sent via email	11/14/2018 3:17 PM
5	In person interviewing with Behavioral Based and traditional questions.	11/12/2018 5:45 PM
6	1st Round Interview uses behavioral questions	11/12/2018 3:32 PM
7	Previous work or volunteer experiences, language skills, intercultural experiences	11/11/2018 12:26 PM

## 2018-19 CEIA Employer Survey

8	job fairs, pre-screening	11/9/2018 3:07 PM
9	Phone and in person interviews	11/9/2018 2:16 PM
10	personal interview; previous experience; references and recommendations	11/8/2018 12:04 PM
11	Interviews	11/7/2018 3:36 PM
12	reviewing resume, asking probing questions on their interpersonal experience - the "HOW" they do what they have done, their assessment of what previous supervisors would say about them, what they do in their spare time, how they appear to engage in our conversations about culture, etc.	11/6/2018 3:21 PM
13	Interview	11/6/2018 10:31 AM
14	Interview questions	11/5/2018 10:54 PM
15	Interviews.	11/5/2018 1:24 PM
16	Interviews, references	11/2/2018 3:31 PM
17	On-Site or Skype interview	11/2/2018 2:29 PM
18	interview process	11/2/2018 2:02 PM
19	multiple leadership interviews	11/2/2018 11:36 AM
20	In person interview and field observation	11/1/2018 3:13 PM
21	Interns: face-to-face interview on our site	11/1/2018 2:27 PM
22	interview	11/1/2018 11:59 AM
23	Via questions in the interview process.	11/1/2018 11:24 AM
24	Reviews from supervisor & coworkers	11/1/2018 10:08 AM
25	interviews prior to offering the position and utilizing provided resumes	11/1/2018 9:58 AM
26	Resume: Previous work and academic experiences, leadership in organization, volunteer work	11/1/2018 9:16 AM
27	Review of application materials, interview	11/1/2018 8:26 AM
28	Team evaluation including findings of conversations with references.	10/31/2018 9:01 PM
29	Interview and	10/31/2018 3:15 PM
30	The interview and a check-in after the first week.	10/31/2018 2:50 PM
31	Interview	10/31/2018 1:54 PM
32	Face to face, before hiring; exit conference at end of the six-month period, follow both the Drexel template and our HR template.	10/31/2018 1:00 PM
33	behavioral interviewing	10/31/2018 12:37 PM
34	Interviewes	10/31/2018 12:15 PM
35	Phone interview and follow up interview with team	10/31/2018 12:05 PM
36	In-person interviews with multiple full-time staff members so ensure a good fit and consistent soft skills.	10/31/2018 11:34 AM
37	interview call, behavioral questions, scenarios from prior positions	10/31/2018 11:32 AM
38	interviews	10/31/2018 11:26 AM
39	Interview questions	10/31/2018 10:04 AM
40	N/A	10/30/2018 4:12 PM
41	In person interview	10/30/2018 1:15 PM
42	Quick Phone screen then Face-to-face interview (with skills test)	10/30/2018 10:56 AM
43	Interview	10/30/2018 10:52 AM
44	Interview with 3 interviewers on campus, 2nd interview for finalists at office to discuss job with current co-op and staff engineers.	10/30/2018 7:49 AM
45	Interviews	10/29/2018 8:18 PM
46	Evaluations	10/29/2018 7:32 PM
47	We only conduct on campus interviews. Essentially we look at each student and rank them (as we go) through the day. For example, the first student is the top. The second student is either above or below the first, and so on. We essentially use the impression from the students at the interview (in conjunction with a resume review) to make sure we have a good candidate.	10/29/2018 6:31 PM
48	not applicable	10/29/2018 5:30 PM
49	One to one via Skyoe	10/29/2018 4:01 PM
50	Interview	10/29/2018 3:26 PM

## 2018-19 CEIA Employer Survey

51	In-person interview along with review of cover letter and resume	10/29/2018 2:43 PM
52	Interviews, online videos, job fair presentation	10/29/2018 2:35 PM
53	Phone and in-person interviews	10/29/2018 2:11 PM
54	In Person Interviews	10/29/2018 2:08 PM
55	Subjectively - interview/selection by the manager they are being assigned to is the final decision maker.	10/29/2018 2:03 PM
56	We base our assessment on students GPA, transcript and previous experiences. As well as their answers during their interviews.	10/29/2018 1:27 PM
57	phone interview with my department, in-person interview with internship supervisor, reference checks.	10/29/2018 1:07 PM
58	Interview and other correspondence	10/29/2018 12:39 PM
59	Did they follow instruction when applying for the internship, did they seem interested in the work, did they follow-up in a timely manner.	10/29/2018 12:12 PM
60	in person interviews	10/29/2018 11:34 AM
61	Writing tests, proven oral communication skills, and formal interviews.	10/29/2018 10:44 AM
62	talk	10/29/2018 10:41 AM
63	In person interview	10/29/2018 10:36 AM
64	- Review of Resume and Sample Work via Email - In-Person Portfolio Review / Interview - Evaluation of Communication Skills - Online & In Person	10/29/2018 10:07 AM
65	interviews	10/29/2018 10:01 AM
66	interview	10/29/2018 9:58 AM
67	interview, resume review, facilities tour	10/29/2018 9:40 AM
68	In person interviews	10/29/2018 9:37 AM
69	Trial work day	10/29/2018 9:36 AM
70	interview	10/29/2018 9:31 AM
71	Behavioral Interviewing	10/29/2018 9:25 AM
72	With team we determine the candidate assets	10/29/2018 9:22 AM
73	Through one on one meetings, interviews	10/26/2018 11:05 AM
74	Based on a company needs assessment list	10/26/2018 10:49 AM
75	Monthly in person reviews.	10/26/2018 10:25 AM
76	Performance goals and objectives set during the internship experience.	10/26/2018 10:07 AM
77	Interviews and questions	10/26/2018 9:54 AM
78	interviews	10/26/2018 8:22 AM
79	interviews, written interviews, online communication	10/25/2018 2:45 PM
80	Observations	10/25/2018 2:10 PM
81	interview, contacting references	10/25/2018 1:20 PM
82	Interviews	10/25/2018 11:53 AM
83	Through observation and interaction.	10/25/2018 10:51 AM
84	Interview	10/25/2018 10:49 AM
85	Manually	10/25/2018 9:53 AM
86	In-person interview	10/25/2018 9:51 AM
87	Test link is emailed to them. Come to office for interview.	10/25/2018 9:40 AM
88	In-person evaluation	10/25/2018 9:21 AM
89	Interview	10/25/2018 8:51 AM
90	Compassion and good intentions when working with survivors.	10/25/2018 8:38 AM
91	Phone screen and on site interview	10/25/2018 8:33 AM
92	Conversations and questions at the interview	10/25/2018 8:17 AM
93	interviews	10/25/2018 7:49 AM
94	The initial two phone interviews will tell us this. It lets us know how comfortable the candidate is on the phone.	10/25/2018 7:43 AM
95	Through interviews.	10/25/2018 7:39 AM

## 2018-19 CEIA Employer Survey

96	small team reads through applications to see what skills students have, may call references, conducts an interview with the candidate	10/25/2018 7:17 AM
97	Face to face meeting	10/25/2018 6:42 AM
98	trial	10/24/2018 9:27 PM
99	Interview	10/24/2018 7:54 PM
100	phone screening, interview	10/24/2018 5:37 PM
101	in house interview process	10/24/2018 2:36 PM
102	Application, Essay, and Oral Interview	10/24/2018 2:23 PM
103	phone interviews, on-site interviews	10/24/2018 2:03 PM
104	interviews and reference check	10/24/2018 1:20 PM
105	Interview only	10/24/2018 12:58 PM
106	assessments are done by program management.	10/24/2018 12:54 PM
107	Interview process	10/24/2018 12:44 PM
108	We hold in-person interviews on-site so each department is able to better assess how a student interacts with our space and staff.	10/24/2018 12:06 PM
109	no formal assessment	10/24/2018 11:30 AM
110	School usually has an assessment the supervisor is required to complete.	10/24/2018 11:25 AM
111	review of internship application/resume. oral and written assessment	10/24/2018 11:21 AM
112	Interviewing	10/24/2018 10:58 AM
113	In-person interviews with 2-3 members of our leadership team, email communication, tour of our school (we serve K-12 students with a diagnosis on the autism spectrum)	10/24/2018 10:55 AM
114	in-person and phone interviews, contacting professional references	10/24/2018 10:25 AM
115	See how they fit in the culture	10/24/2018 9:57 AM
116	interviews/screening	10/24/2018 9:19 AM
117	Performance Evaluations	10/24/2018 9:00 AM
118	during my interviews	10/24/2018 8:54 AM
119	This is also part of our online assessments but for the most part hopefully throughout the interview and the 12 week program we learn if they have these traits first hand	10/24/2018 8:46 AM
120	their office productivity. How quickly they catch on to the work being asked of them.	10/24/2018 8:28 AM
121	Cultural of office.	10/24/2018 8:27 AM
122	For internships, we do not have any assessments other than their application and interviews.	10/24/2018 8:10 AM
123	Haven't as of yet with co-op or interns	10/24/2018 7:38 AM
124	Through the interview process. Getting to know the applicant.	10/24/2018 7:26 AM
125	Same as above	10/24/2018 7:18 AM
126	In - person interviews.	10/24/2018 7:02 AM
127	Interview	10/24/2018 6:51 AM
128	HR and Hiring manager conducts interview	10/24/2018 6:28 AM
129	interview process	10/23/2018 10:02 PM
130	Interviews and resumes	10/23/2018 6:27 PM
131	Interview	10/23/2018 6:03 PM
132	Interviews.	10/23/2018 5:18 PM
133	Isn't this the same question as 24?	10/23/2018 4:18 PM
134	Interview, written test	10/23/2018 4:18 PM
135	score	10/23/2018 4:12 PM
136	Analyze their efforts of goals and completion of assignments.	10/23/2018 4:05 PM
137	Interviewing Skills	10/23/2018 4:04 PM
138	Interviews with several of the staff members prior to selection	10/23/2018 3:57 PM
139	In-person. We have seen firsthand that you can teach a person to do anything if they are friendly, willing, and eager to learn. But if their attitude isn't right, no amount of book knowledge will suffice.	10/23/2018 3:53 PM
140	In-person interviews	10/23/2018 3:47 PM
141	Interview	10/23/2018 3:45 PM

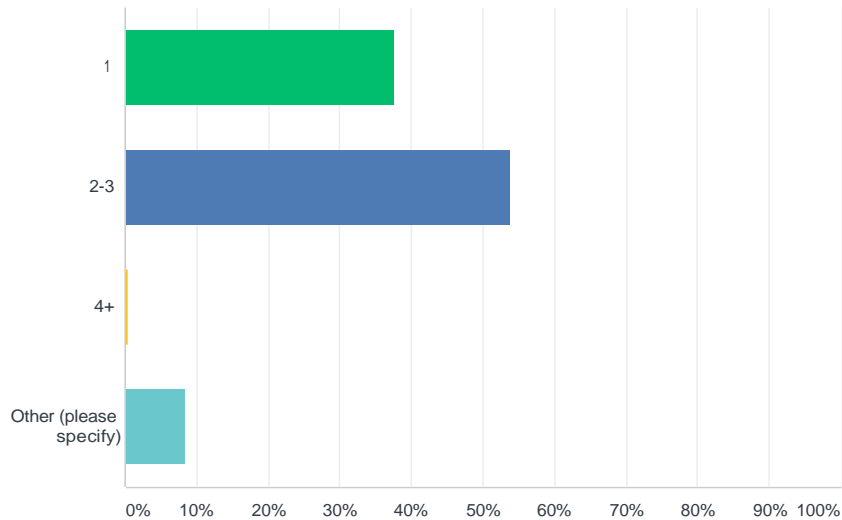
## 2018-19 CEIA Employer Survey

142	phone calls/virtual onsite	10/23/2018 3:44 PM
143	Social Media Involvement	10/23/2018 12:36 PM
144	Interviews	10/22/2018 5:32 PM
145	during the interview and references	10/22/2018 12:44 PM
146	interview	10/22/2018 11:58 AM
147	Interview	10/22/2018 8:49 AM
148	Observation of the candidate's interpersonal skills and professionalism.	10/21/2018 8:26 PM
149	Day to Day observation and compliance by each candidate.	10/21/2018 9:30 AM
150	Observation during the interview	10/20/2018 8:51 AM
151	Interviews by two to three managers	10/20/2018 6:21 AM
152	behavioral interview questions, how well they communicate during the interview process both verbally and written.	10/19/2018 2:25 PM
153	The interviewing process; communication skills and how well the institution sending the intern verbally rates their qualifications and personality. How well the intern being considered follows-up with the individual/agency considering placement.	10/19/2018 2:06 PM
154	Behavioral interviews, role / job simulation, online behavioral assessment, video interviews	10/19/2018 12:26 PM
155	demonstration of the candidate's communication skills throughout the interview process, customer service experience listed on resume	10/19/2018 9:55 AM
156	Work product	10/19/2018 9:33 AM
157	Reference checks, interviews, product samples	10/19/2018 9:33 AM
158	face to face interview/ resume	10/18/2018 2:19 PM
159	Through Performance	10/18/2018 12:54 PM
160	we don't have a formal assessment for candidates	10/18/2018 7:52 AM
161	Informal observation, interview, references, and evaluations	10/17/2018 11:48 PM
162	Interviews	10/17/2018 5:33 PM
163	through a rigorous interview process	10/17/2018 5:10 PM
164	Phone interview, recommendations	10/17/2018 4:21 PM
165	Interview and feedback	10/17/2018 2:14 PM
166	interview	10/17/2018 2:01 PM
167	Interview and Resume based. References checked.	10/17/2018 1:30 PM
168	Resumes	10/17/2018 1:27 PM
169	group discussion and review of artifacts requested	10/17/2018 12:52 PM
170	Interview, volunteer experience, extracurricular activities.	10/17/2018 12:36 PM
171	In person interview	10/17/2018 12:28 PM
172	Cover letter, Interview	10/17/2018 12:05 PM
173	It comes through in the interview.	10/17/2018 12:03 PM
174	Skill and behavior assessments (DISC / IBM Assess)	10/17/2018 11:59 AM
175	personal interviews and background checks	10/17/2018 11:50 AM
176	Zerowait had a 90 day review and the student is required to complete a hands on Quiz that is monitored and reviewed with the student	10/17/2018 11:34 AM
177	Day-to-day activities	10/17/2018 11:33 AM
178	behavioral interviewing	10/17/2018 10:57 AM
179	application packet (includes applicant letter, résumé, two recommendation letters, unofficial transcript)	10/17/2018 6:55 AM
180	team assessment of qualifications and interview	10/16/2018 7:55 PM
181	interview and learning the personality of the student. We recognize that most students have never worked in an office setting and help them learn about being in the working world.	10/16/2018 4:44 PM
182	Candidates are interviewed about their relationship to the arts, community building, and creative youth development for the volunteer coordinator to assess their ability to work one-on-one with youth and their potential to become future teaching staff.	10/16/2018 3:54 PM
183	In person behavioral interviews	10/16/2018 3:12 PM
184	n/a	10/16/2018 3:03 PM
185	n/a	10/16/2018 2:58 PM



## Q27 How many interview rounds do co-op and interns go through?

Answered: 242 Skipped: 242

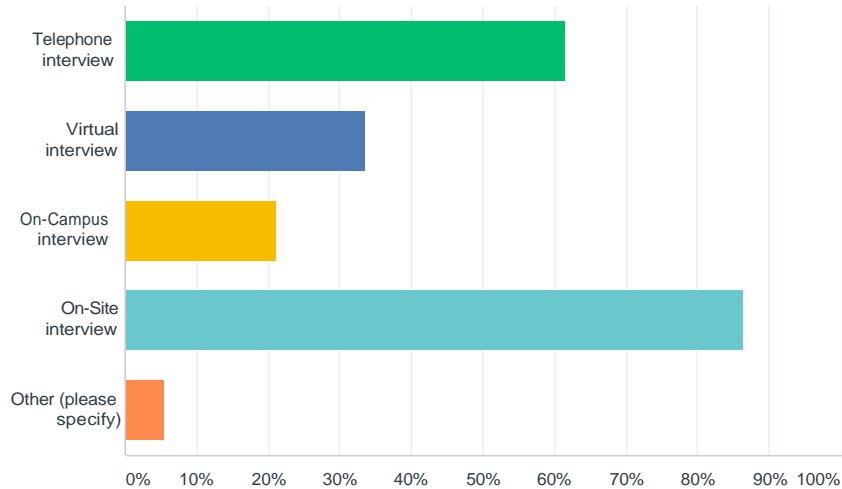


ANSWER CHOICES	RESPONSES	
1	37.60%	91
2-3	53.72%	130
4+	0.41%	1
Other (please specify)	8.26%	20
TOTAL		242

#	OTHER (PLEASE SPECIFY)	DATE
1	varies by role	11/18/2018 2:17 PM
2	1, unless there are red flags to research	11/8/2018 12:04 PM
3	Usually 1 in person interview; sometimes a phone screening into an in person interview	11/1/2018 10:08 AM
4	1-2	10/31/2018 1:54 PM
5	Quick phone screen with an In-office Interview (& skills Test)	10/30/2018 10:56 AM
6	not applicable	10/29/2018 5:30 PM
7	We don't - we're in UK	10/29/2018 4:01 PM
8	1 or 2	10/29/2018 2:03 PM
9	Generally only one, but sometimes 2.	10/29/2018 1:27 PM
10	1-2	10/25/2018 10:49 AM
11	Pre-interview questionnaire plus an in-person interview	10/25/2018 9:51 AM
12	Sometimes 2	10/25/2018 8:17 AM
13	1-2	10/24/2018 10:58 AM
14	depending on pool of eligible candidates, 1-2 rounds of interviews	10/24/2018 10:25 AM
15	1 phone and 1 on-site	10/24/2018 8:46 AM
16	Have not as of yet	10/24/2018 7:38 AM
17	1-2 (HR interview and sometimes division interview)	10/23/2018 6:03 PM
18	1-3	10/17/2018 5:33 PM
19	n/a	10/16/2018 3:03 PM
20	n/a	10/16/2018 2:58 PM

## Q28 What interview formats do you utilize for co-op and intern hiring?

Answered: 242 Skipped: 242



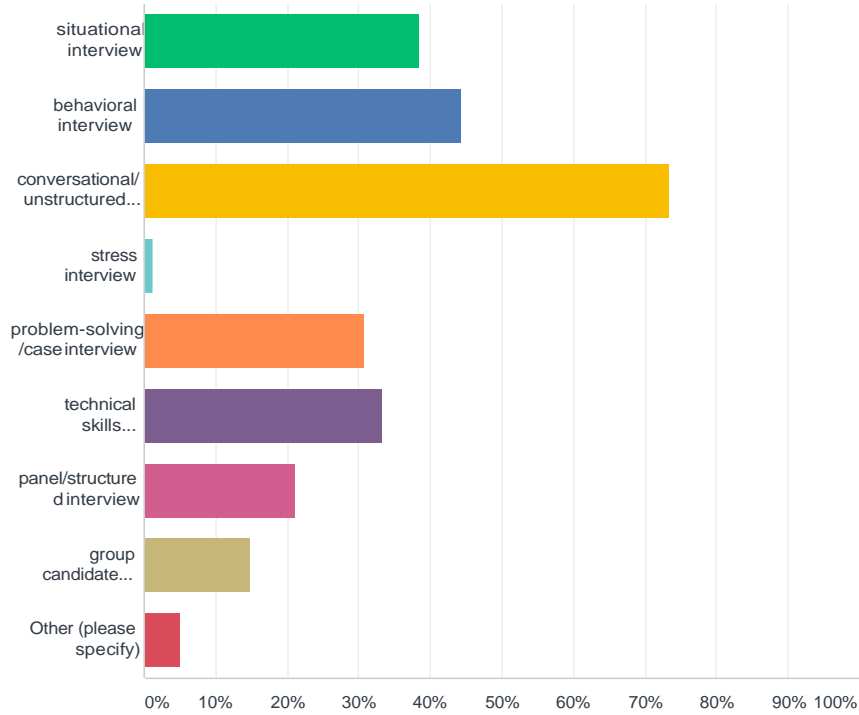
ANSWER CHOICES	RESPONSES	
Telephone interview	61.57%	149
Virtual interview	33.47%	81
On-Campus interview	21.07%	51
On-Site interview	86.36%	209
Other (please specify)	5.37%	13
Total Respondents: 242		

#	OTHER (PLEASE SPECIFY)	DATE
1	varies by role	11/18/2018 2:17 PM
2	in-person interviews	10/31/2018 2:56 PM
3	Event interviews	10/31/2018 12:05 PM
4	not applicable	10/29/2018 5:30 PM
5	Skype chats	10/29/2018 4:01 PM
6	Initial e-mail to complete a questionnaire	10/23/2018 5:18 PM
7	email communications	10/23/2018 4:18 PM
8	If the campus is close by, we will meet in person. If not, we will talk via Skype or Google Hangouts.	10/23/2018 3:53 PM
9	Assess writing and communication skills through email.	10/21/2018 9:30 AM
10	Trial shadow day on the job	10/17/2018 11:48 PM
11	All- currently phone and virtual / onsite only	10/17/2018 11:34 AM
12	would prefer telephone followed by in-person either on-campus or on-site	10/16/2018 3:03 PM
13	n/a	10/16/2018 2:58 PM

## Q29 What type of interviews do you utilize to assess co-op and intern candidates? (check all that apply)

Answered: 237 Skipped: 247

## 2018-19 CEIA Employer Survey

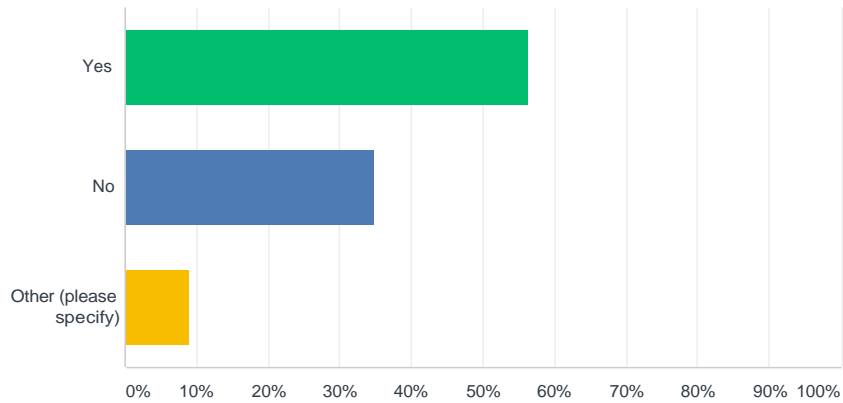


ANSWER CHOICES		RESPONSES	
situational interview		38.40%	91
behavioral interview		44.30%	105
conversational/unstructured interview		73.42%	174
stress interview		1.27%	3
problem-solving/case interview		30.80%	73
technical skills interview		33.33%	79
panel/structured interview		21.10%	50
group candidate interview		14.77%	35
Other (please specify)		5.06%	12
Total Respondents: 237			

#	OTHER (PLEASE SPECIFY)	DATE
1	Occasionally i ask the candidates to read the Gettysburg Address, in the original script	10/31/2018 1:00 PM
2	We typically conduct an unstructured interview while working within a CO-OP placement program. We will then perform a 30 minute interview to ask questions and discuss relevant topics to determine the students skill set and beneficial traits.	10/30/2018 4:12 PM
3	not applicable	10/29/2018 5:30 PM
4	Presentation of work product and/or portfolio focusing on methodology	10/29/2018 2:11 PM
5	It depends on the position	10/29/2018 1:07 PM
6	portfolio review	10/29/2018 10:07 AM
7	personal assessment	10/29/2018 9:31 AM
8	Informational interview	10/17/2018 4:31 PM
9	All depends on type and needs	10/17/2018 11:34 AM
10	a one on one interview covering several of the items listed above	10/16/2018 4:44 PM
11	would depend on the position. for a software development role, would involve technical skills, problem-solving. for business role, conversational with some problem-solving questions	10/16/2018 3:03 PM
12	n/a	10/16/2018 2:58 PM

### Q30 Work Culture trainings: Do you conduct additional professional development trainings in light of recent workplace safety, security, and harassment recently covered in the media?

Answered: 231 Skipped: 253

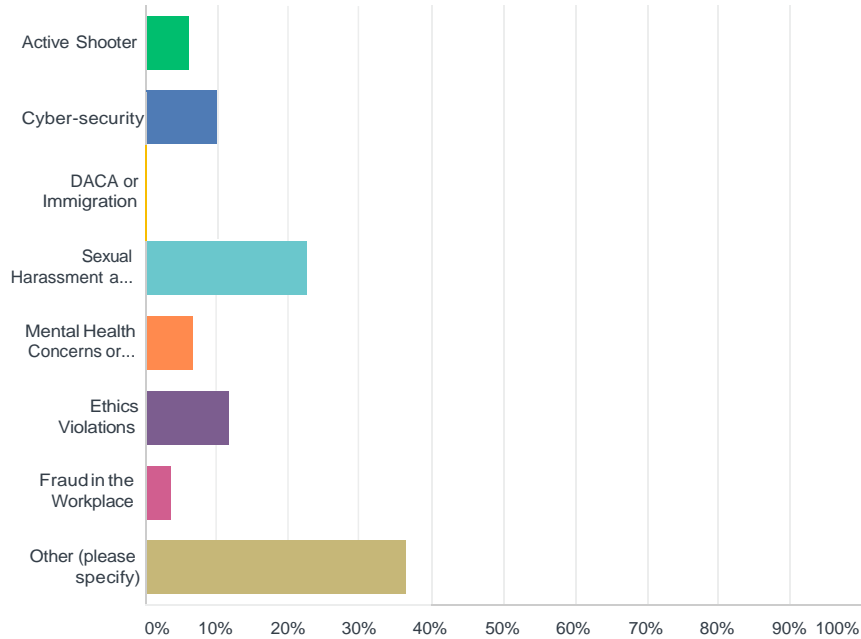


ANSWER CHOICES	RESPONSES
Yes	56.28% 130
No	34.63% 80
Other (please specify)	9.09% 21
TOTAL	231

#	OTHER (PLEASE SPECIFY)	DATE
1	This is a usual part of our onboarding process	11/11/2018 12:26 PM
2	Unknown, I am not HR	11/9/2018 2:16 PM
3	This has not been an issue in our program	11/1/2018 9:16 AM
4	I have always covered safety and harrasment as part of my on boarding process, so	11/1/2018 8:26 AM
5	as needed	11/1/2018 6:53 AM
6	each hire goes through our HR on-boarding and our unit specific training; About 2 and 1/2 days.	10/31/2018 1:00 PM
7	not applicable	10/29/2018 5:30 PM
8	Ongoing Network Continuing Education throughout Co-Op	10/29/2018 10:36 AM
9	we informally address these issues on an as need basis	10/29/2018 10:07 AM
10	We have always done these trainings. We are a diversity and inclusion organization.	10/25/2018 10:49 AM
11	We cover these topics during orientation and on a one-to-one basis in mid-internship check-ins	10/24/2018 12:06 PM
12	Interns are asked to read the policy manual on all areas mentioned below.	10/24/2018 11:30 AM
13	I dont have a separate session/training for these items because we are a small firm. However, I do cover these items during my interviews.	10/24/2018 8:54 AM
14	In orientation we discuss safety, security and harassment policies.	10/24/2018 8:10 AM
15	The intern would be able to attend workshops, conventions, and/ or traings that the School Based Staff attends while completing their internship at our agency.e	10/19/2018 2:06 PM
16	We have a handbook which addresses these concerns and regular 1.1s with interns to provide opportunities for speaking about workplace comfort	10/17/2018 1:30 PM
17	All our employees are cleared via a background check. We also discuss workplace safety and harassment policies.	10/17/2018 12:03 PM
18	When applicable.	10/17/2018 11:59 AM
19	annually	10/17/2018 10:57 AM
20	virtual training for certain issues as required by federal policy	10/17/2018 6:55 AM
21	because our office is very small, this type of training is more informal	10/16/2018 3:03 PM

## Q31 Work Culture trainings: If yes, what does the training relate to?

Answered: 158 Skipped: 326



ANSWER CHOICES	RESPONSES	
Active Shooter	6.33%	10
Cyber-security	10.13%	16
DACA or Immigration	1.27%	2
Sexual Harassment and Assault	22.78%	36
Mental Health Concerns or Hygiene (i.e. stress management)	6.96%	11
Ethics Violations	12.03%	19
Fraud in the Workplace	3.80%	6
Other (please specify)	36.71%	58
<b>TOTAL</b>		<b>158</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	your survey only lets me check one box. we train on active shooter, cyber-security, sexual harassment, ethics violations, Stop the Bleed, etc.	11/18/2018 2:17 PM
2	Sexual Harassment and Assault, Ethics Violations, Cyber-security, Fraud in the Workplace	11/14/2018 3:17 PM
3	You should let this answer click "all that apply". We do Security, Harassment, Ethics.	11/12/2018 5:45 PM
4	Unknown, I am not HR	11/9/2018 2:16 PM
5	cyber-security, ethics	11/7/2018 3:36 PM
6	safety specifics related to constuction (OSHA courses, First Aid/CPR, etc.)	11/6/2018 3:21 PM
7	Multiple (harassment and safety)	11/6/2018 10:31 AM
8	Customer Service	11/5/2018 1:24 PM
9	none	11/2/2018 11:36 AM
10	all	11/1/2018 11:01 PM
11	I am unable to check many of these that apply	11/1/2018 11:59 AM
12	We offer many different sessions regarding benefits for employees of the company	11/1/2018 9:16 AM
13	All major safety areas (Active shooter, escaped animal, fire, all types of harrassment, and more!)	11/1/2018 8:26 AM
14	n/a	10/31/2018 2:56 PM

## 2018-19 CEIA Employer Survey

15	ALL OF THE ABOVE	10/31/2018 1:00 PM
16	all of the above	10/31/2018 11:32 AM
17	N/A	10/30/2018 4:12 PM
18	not applicable	10/29/2018 5:30 PM
19	Health and Safety	10/29/2018 4:01 PM
20	safety training	10/29/2018 1:08 PM
21	Diversity, Inclusion, ADA	10/29/2018 1:07 PM
22	n/a	10/29/2018 12:39 PM
23	All topics are addressed by the Network in educational computer modules and on line testing.	10/29/2018 10:36 AM
24	Professional and safety related requirements	10/29/2018 9:31 AM
25	Workplace safety	10/29/2018 9:25 AM
26	Securites industry training. Confidentiality, Fraud Prevention, Safe-guarding client info.	10/26/2018 10:25 AM
27	Many of these topics are covered	10/25/2018 10:49 AM
28	Active Shooter, Sexual harassment, ethics, and cyber-security	10/25/2018 8:51 AM
29	this question should allow mutiple responses to be chosen; our trainings relate to cyber security, sexual harrassment, general HR, ethics violations, etc.	10/25/2018 7:17 AM
30	project management framework	10/24/2018 9:27 PM
31	All of the Above	10/24/2018 2:23 PM
32	three of the above	10/24/2018 1:40 PM
33	Varies, per department	10/24/2018 12:58 PM
34	active shooter, cyber-security, sexual harrassment, etc.	10/24/2018 12:54 PM
35	We cover active shooter training and Sexual Harassment/Assault training	10/24/2018 12:06 PM
36	HIPPA	10/24/2018 11:25 AM
37	We provide a variety of training topics listed above	10/24/2018 11:21 AM
38	Active shooter,sexual harassment and assault, mental health concerns and hygiene	10/24/2018 10:55 AM
39	Most of the above	10/24/2018 10:27 AM
40	Sexual Harassment and mental health	10/24/2018 8:46 AM
41	In orientation we discuss safety, security and harassment policies.	10/24/2018 8:10 AM
42	Hospitality in the workplace	10/24/2018 7:38 AM
43	Most of the above.	10/23/2018 4:18 PM
44	cyber security, sexual harrassment,mental health concern, ethics violations, confidentiality	10/23/2018 4:18 PM
45	Because we are in the healthcare industry, our training covers just about everything listed above	10/23/2018 3:57 PM
46	Na	10/20/2018 8:51 AM
47	All new employees must complete our compliance training, which includes cyber security, sexual harrassment, ethic and fraud along with other bank related compliance	10/19/2018 2:25 PM
48	I'm not sure why I can only select one. We provide training in nearly all of these topics.	10/19/2018 9:33 AM
49	All of the above	10/18/2018 12:32 PM
50	multiple, cyber security, sexual harassment, mental health conser	10/17/2018 5:10 PM
51	our interns do not work in an office environment; they are involved in self-study plans and professional development; they determine their own activities, yet report and reflect on this regularly	10/17/2018 4:21 PM
52	Active Shooter and Sexual Harassment and Assault	10/17/2018 1:27 PM
53	read the employee handbook	10/17/2018 12:52 PM
54	All	10/17/2018 11:34 AM
55	Cyber-security and Sexual Harassment	10/17/2018 11:33 AM
56	Several of the above, including cyber-security, ethics, fraud, privacy	10/17/2018 6:55 AM
57	Our PDs currently offered relate to programming (primarily to inform CityArts' creative youth development work in the arts- which helps our volunteers and interns learn more about social justice, mental health, etc, pertaining to young people), we do not currently have training that is specific to work culture.	10/16/2018 3:54 PM
58	n/a	10/16/2018 2:58 PM

## 2018-19 CEIA Employer Survey

### Q32 What systems or protocols, in relation to workplace culture, do you have in place to ensure a positive experience with your organization?

Answered: 137 Skipped: 347

#	RESPONSES	DATE
1	great company culture fostering continued learning and development. Collaborative team environment of innovators.	11/14/2018 7:35 PM
2	9 Block surveys of managers and merit increases	11/14/2018 4:31 PM
3	we have our own protocol should be followed	11/14/2018 1:35 PM
4	orientation, handbook overview	11/9/2018 3:07 PM
5	Office food, lunch out, try to offer some enjoyment during work.	11/9/2018 2:16 PM
6	safe sanctuaries; living in community	11/8/2018 12:04 PM
7	weekly check in meetings and an open-door policy	11/7/2018 3:36 PM
8	Performance reviews; trainings	11/6/2018 10:31 AM
9	Do not save passwords, have physical copies on logins	11/5/2018 10:54 PM
10	Customer Service training.	11/5/2018 1:24 PM
11	Permission to Play Staff Values, Teamwork, conflict management, all staff meetings, etc.	11/2/2018 3:31 PM
12	orientation	11/2/2018 2:02 PM
13	have them meet with other advisors, very relationship type interviewing.	11/2/2018 11:36 AM
14	Lunch and Learns, Quarterly Pulse Meetings, Standing 10 Minute checkins with Interns	11/1/2018 3:13 PM
15	each intern is assigned to one trainer/mentor, conferences mid-way and end of coop, fun but educational field trips, special events, introductions specific people & training specific to them, lunch time celebrations, posting their photo w/favorite working dog on facebook, individual coaching, training & mentoring, group work, off campus events, room for advancement within our structure	11/1/2018 2:27 PM
16	Training team activities and incentives. 1 in 1 training and monthly progress interviews.	11/1/2018 11:24 AM
17	N/A	11/1/2018 10:08 AM
18	Direct line of communication with Program Coordinator and Executive member.	11/1/2018 9:16 AM
19	review of monthly journal entries (great way to pick up on slight issues and address right away), checking in casually several times during internship (more often at start) intern evaluation of our program at end of internship	11/1/2018 8:26 AM
20	Undocumented policy of non-discrimination. Anything less than complete mutual respect for all other people inside and outside our organization is not acceptable.	10/31/2018 9:01 PM
21	Introduction process of intern to stakeholders in our organization.	10/31/2018 3:15 PM
22	Bringing support, awareness, programs, and scholarships to children with disabilities and their families while maintaining a positive, family-like culture for employees.	10/31/2018 2:56 PM
23	Report suspicious behavior, do not ask non-staff to help you, interns are not allowed to share intern email info for external use, communicate about scheduling or concerns with anything, confidentiality forms, media release forms.	10/31/2018 2:50 PM
24	An open, flat structure; we encourage diversity of backgrounds and opinions; a laid back atmosphere where people can be themselves while still working to their potential.	10/31/2018 1:54 PM
25	Focus on learning to accomplish tasks on time; arriving at work on time. Try to have two projects during each six-month assignment. Stress using SBAR on projects, so the student can be assessed on writing skills.	10/31/2018 1:00 PM
26	We have a lot of onboarding material that we sent out before they join. When they are a part of the team, they have a mentor and other interns they can ask questions. We have classes two times a week to teach different topics related to business and the company culture.	10/31/2018 12:15 PM
27	not sure	10/31/2018 12:05 PM
28	A list of 5 core values that we have established over the last few years. If a candidate meets those, they will typically be a good fit for our company.	10/31/2018 11:34 AM
29	social events, community service events	10/31/2018 11:32 AM
30	Orientation	10/31/2018 10:04 AM

## 2018-19 CEIA Employer Survey

31	Staff is fully trained in appropriate workplace culture and monitors co-op interactions.	10/30/2018 7:49 AM
32	Periodic meetings with CEO.	10/29/2018 8:18 PM



## 2018-19 CEIA Employer Survey

33	Positive experts to follow	10/29/2018 7:32 PM
34	We have pretty much a zero tolerance for harassment, and we rarely have issues.	10/29/2018 6:31 PM
35	not applicable	10/29/2018 5:30 PM
36	Offer outside Human Resources support and mediation (should this be required)	10/29/2018 4:01 PM
37	Nothing formal	10/29/2018 3:26 PM
38	None	10/29/2018 2:43 PM
39	Well defined initial on boarding, multiple weekly meetings, and regular engagement and inclusion office activities.	10/29/2018 2:11 PM
40	We generally do a group lunch of our team (voluntary participation) weekly.	10/29/2018 2:03 PM
41	Mentoring	10/29/2018 12:39 PM
42	Open communication.	10/29/2018 12:12 PM
43	We have an internship program which involves for some shadowing our caseworkers and field representatives to gain key skills and hands one experience in federal politics.	10/29/2018 10:44 AM
44	n/a	10/29/2018 10:41 AM
45	HR manual	10/29/2018 10:01 AM
46	none	10/29/2018 9:58 AM
47	unsure	10/29/2018 9:40 AM
48	Team interactions	10/29/2018 9:31 AM
49	30/60/90 day check-ins	10/29/2018 9:25 AM
50	We go over on new staff orientation.	10/29/2018 9:22 AM
51	HR on site weekly, open culture, mentoring with experienced staff	10/26/2018 11:05 AM
52	Check-ins with Human Resources and office manager to assess employee satisfaction	10/26/2018 10:49 AM
53	Employee Handbook, online resources, open-door policy with management.	10/26/2018 10:25 AM
54	Open door policy, extensive online and live training opportunities	10/26/2018 10:07 AM
55	Oversee by an employee. Open door policy	10/26/2018 9:54 AM
56	we have a structured hiring process, on-boarding training and safety training on day one and two.	10/26/2018 8:22 AM
57	mentor programs,	10/25/2018 2:45 PM
58	Trainings, workshops, and mentors.	10/25/2018 2:10 PM
59	na	10/25/2018 12:19 PM
60	EEO and Harassment Policies and procedures and Standards of Conduct policies	10/25/2018 11:08 AM
61	Mentorship roles	10/25/2018 10:51 AM
62	Countless - We have weekly check-ins, a mood board, structured affirmation activities, regular teambuilding, social events, space to give constructive feedback to management and each other, etc.	10/25/2018 10:49 AM
63	Diversity & Inclusion Efforts on a local and global scale	10/25/2018 10:39 AM
64	Compliance trainings, professional development, core values, alliance with corporate	10/25/2018 9:21 AM
65	Hard knocks	10/25/2018 8:51 AM
66	Open Door policy with 4 levels of supervisors, meaning interns and employees can choose who to report an issue to, in case the issue is with a supervisor	10/25/2018 8:51 AM
67	Communication and respect	10/25/2018 8:38 AM
68	Monthly check in with the intern program manager to ensure the students are learning new things, feel valued, doing meaningful work, etc. Also, monthly check in with intern managers to ensure their intern(s) are doing the work as anticipated.	10/25/2018 8:33 AM
69	Open door policy. Frequent casual communications.	10/25/2018 8:17 AM
70	Everyone is to follow our guidelines as well as our agency's policies and procedures.	10/25/2018 7:39 AM
71	Interns interact with a multitude of staff members to assist in immersion in their new workplace and so they have the best chance to learn about office culture.	10/25/2018 7:17 AM
72	Personal training skills.	10/25/2018 6:42 AM
73	project management framework	10/24/2018 9:27 PM
74	n/a	10/24/2018 7:54 PM
75	Training based on research.	10/24/2018 5:08 PM

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76	assigned a mentor to develop each candidates strengths and weaknesses.	10/24/2018 2:36 PM
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## 2018-19 CEIA Employer Survey

77	Interns fall within a chain of command structure, but they are given several avenues to utilize if they have any issues during their internship.	10/24/2018 2:23 PM
78	required self-studies during orientation and onboarding, ongoing training	10/24/2018 1:40 PM
79	Exit survey	10/24/2018 12:58 PM
80	NYS DOT has a Diversity Management Bureau to encourage inclusion, process complaints, etc.	10/24/2018 12:54 PM
81	We do a strictly intern orientation to help create a culture among each intern cohort across departments. We do multiple check-ins with a third party department with each intern throughout their program. We also do check-ins with supervisors each program semester.	10/24/2018 12:06 PM
82	NA	10/24/2018 11:30 AM
83	Exposure to a variety of work groups and a broad range of job duties across the department. Key contacts to review issues. Included orientations related to workplace and a review of expectations.	10/24/2018 11:21 AM
84	Numerous written emergency protocols are taught to staff and students (fire, severe weather, lock-down, active shooter); other written training for staff to recognize signs of student abuse away from school, bullying, student behavior intervention	10/24/2018 10:55 AM
85	Too detailed to write here	10/24/2018 9:19 AM
86	Orientation covers Customer Service, Workplace violence and Sexual Harassment. Leadership training and other training's.	10/24/2018 9:00 AM
87	We have a culture and a safety team that meets via phone conference monthly to discuss challenges or ideas to better ourselves.	10/24/2018 8:46 AM
88	Individual internship guidelines for each department.	10/24/2018 8:27 AM
89	Orientation, welcome lunch, introduction at quarterly firm-wide recognition event, inclusion in all firm activities.	10/24/2018 8:10 AM
90	Employee engagement team memberships and committees. Paid training. Incentives.	10/24/2018 7:38 AM
91	On-going department-wide trainings, as well as intern-specific training.	10/24/2018 7:26 AM
92	All employees and interns must adhere to an employee guidelines standard and sign an agreement of what is expected of them.	10/24/2018 7:18 AM
93	None	10/24/2018 7:02 AM
94	Briefing on expectations and standards and how to resolve potential conflicts.	10/24/2018 6:51 AM
95	Ob-boarding orientation. Company handbook that outlines policies and expectations while intern is working on site.	10/24/2018 6:28 AM
96	Our interns are all counseling students so they have a good base knowledge regarding these issues.	10/23/2018 5:18 PM
97	None.	10/23/2018 4:18 PM
98	shadowing, mentoring	10/23/2018 4:18 PM
99	Open suggestions	10/23/2018 4:12 PM
100	We go over protocols during orientation.	10/23/2018 4:05 PM
101	Team Projects, Member relations, group bonding activities. Its not just about the internship its about the overall experience with the company and each other.	10/23/2018 4:04 PM
102	Training, training, and more training. Clear protocol for reporting and resolutions.	10/23/2018 3:57 PM
103	Everyone who works for us knows our core company values: integrity, honesty, respect, compassion, and having a sense of humor.	10/23/2018 3:53 PM
104	mentorship	10/23/2018 3:44 PM
105	Open communication. Appreciation for ideas. Rewards for excelling.	10/23/2018 12:36 PM
106	Mentoring a regularly scheduled 1-1 and team meetings.	10/22/2018 5:32 PM
107	each intern is assigned a direct supervisor responsible for their experience	10/22/2018 12:44 PM
108	New Hire Orientation, central intern/co-op support and management; intern/co-op manager training, numerous student-exclusive development opportunities (lunch with leaders, career coaching, resume building, LinkedIn workshop, etc.), individualized internship plans	10/22/2018 8:49 AM
109	training videos	10/22/2018 7:42 AM
110	Trainings, encourage candidates to be mandated reporters in cases of unprofessionalism, fraud, abuse, neglect, etc.	10/21/2018 8:26 PM

## 2018-19 CEIA Employer Survey

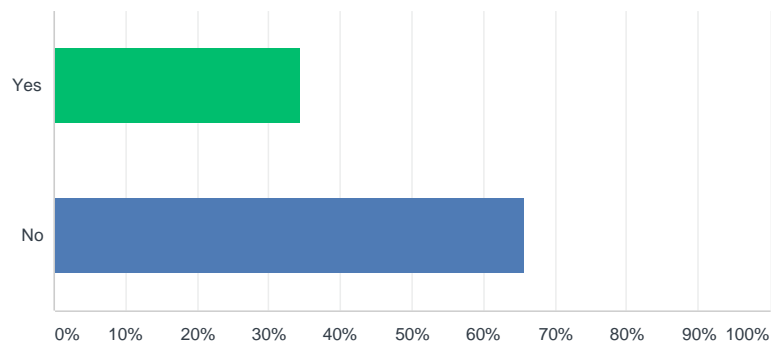
111	Daily check lists conducted by supervising personnel.	10/21/2018 9:30 AM
112	Open Communication	10/20/2018 8:51 AM
113	Employee Manual	10/20/2018 6:21 AM
114	onboarding	10/19/2018 3:11 PM

## 2018-19 CEIA Employer Survey

115	We provide mentors for the interns, they participate in department meetings, do real work, collaborate with cross depts. We involve them with our community service events, lunch and learns and other events throughout the 10 weeks	10/19/2018 2:25 PM
116	Our agency has an open door policy; we utilize a Mindfulness Cognitive Behavioral, Psychodynamic Therapy, Motivational Interviewing, Person-Centered Therapy and Family System Approach. We expect an intern to respect the work environment as well as standards set in place. The intern is expected to attend weekly staff meetings and share any ideas they have regarding the workplace.	10/19/2018 2:06 PM
117	Inclusive team culture; mandatory ethics training	10/19/2018 9:55 AM
118	Weekly meetings and monthly reviews to check on work product and answer any questions. We offer opportunities to be out in the field (testing water samples, tabling at events, attending river clean ups, etc).	10/19/2018 9:33 AM
119	Exit interviews	10/19/2018 9:33 AM
120	open and anonymous reporting	10/18/2018 12:54 PM
121	none (yet)	10/18/2018 7:52 AM
122	team building activities, collaborative projects, mentorship programs.	10/17/2018 11:48 PM
123	Student and mentor evaluations	10/17/2018 5:33 PM
124	safe space conversations, each intern has a direct supervisor but then there is one over all coordinator that helps facilitate ongoing learning, professional development.	10/17/2018 5:10 PM
125	Culture is everything to us, to list systems that are designed to create our culture I would have to list all systems we have in place	10/17/2018 4:31 PM
126	Weekly meetings	10/17/2018 4:21 PM
127	quarterly reviews	10/17/2018 2:14 PM
128	open discussion	10/17/2018 2:01 PM
129	We have regular 1:1 with direct managers, interns are assigned individual development projects and assigned to shadow one particular trainer. Interns are also included as full staff in team meetings and team events.	10/17/2018 1:30 PM
130	informal small setting	10/17/2018 1:27 PM
131	this survey is too long	10/17/2018 12:52 PM
132	Bi-monthly stress management discussions.	10/17/2018 11:59 AM
133	Teambuilding and weekly collaborative meetings	10/16/2018 7:55 PM
134	We ensure the interns engages with all levels of staff and residents that live in our community. An intern is guided and also given the rope to conduct programs on their own.	10/16/2018 4:44 PM
135	Practicing positive youth development and carrying those values into positive relationship building with adults.	10/16/2018 3:54 PM
136	we are a small office, fewer than 5 people. we have regular all-hands meetings and lots of informal interactions. more formally, we do have anti-harrassment and pay equity policies in place.	10/16/2018 3:03 PM
137	n/a	10/16/2018 2:58 PM

### Q33 Does your organization consider intern and co-op candidates that would require work Visa sponsorship to convert to a full-time hire?

Answered: 228 Skipped: 256



2018-19 CEIA Employer Survey

ANSWER CHOICES	RESPONSES
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## 2018-19 CEIA Employer Survey

Yes	34.21%	78
No	65.79%	150
<b>TOTAL</b>		<b>228</b>

#	IF NO, WHY NOT?	DATE
1	N/A	11/14/2018 4:31 PM
2	We are not allowed to sponsor in our school system	11/13/2018 10:56 AM
3	Not enough ROI for our size company and technical skill set needs. No guarantees that our work is specialized enough to have qualified candidates be accepted.	11/12/2018 5:45 PM
4	We do not sponsor	11/12/2018 3:32 PM
5	must be a US citizen	11/12/2018 9:11 AM
6	haven't entertained the possibility	11/8/2018 12:04 PM
7	Because we need to run a background check before hiring.	11/5/2018 1:24 PM
8	Too much risk of loss/associated costs with current administration. Plenty of viable candidates who do not require Visa sponsorship	11/2/2018 2:29 PM
9	process difficult to go thru	11/2/2018 2:02 PM
10	they need a visa yes but if they require a sponsorship after graduation then no we don't even contract them for the internship	11/2/2018 11:36 AM
11	do not have a system in place	11/1/2018 2:27 PM
12	We do not convert co-ops to full-time hires	11/1/2018 10:08 AM
13	Decline to Answer	11/1/2018 9:16 AM
14	Not sure, that is an HR question	11/1/2018 8:26 AM
15	No staff to handle paperwork involved.	10/31/2018 3:15 PM
16	Just not sure. We've never done it as far as I know.	10/31/2018 2:50 PM
17	Health Care needs a " green card" candidate, due to regulations.	10/31/2018 1:00 PM
18	We do not have the required knowledge for handling the visa sponsorship.	10/31/2018 12:05 PM
19	Not fiscally possible at this time.	10/31/2018 11:34 AM
20	N/A	10/30/2018 4:12 PM
21	Maybe. Currently lack resources for visa sponsorship.	10/30/2018 10:56 AM
22	We do not hire full-time employees needing visa sponsorship, so hiring them as interns would be counter-productive to our goals. We have had no issues finding numerous qualified candidates from the pool of US citizens.	10/30/2018 7:49 AM
23	Because we require US citizenship due to our military work.	10/29/2018 6:31 PM
24	not applicable	10/29/2018 5:30 PM
25	Cost of sponsorship	10/29/2018 3:22 PM
26	Not necessary. We get the candidates we need without going through this process.	10/29/2018 2:43 PM
27	lack of interest, expense, concern they're not going to stay local	10/29/2018 2:35 PM
28	Our organization cannot work sponsor.	10/29/2018 2:08 PM
29	We are especially now looking for interns whose home country is Kingdom of Saudi Arabia and/or UAE and who would consider accepting positions offers from us post-graduation in those countries.	10/29/2018 2:03 PM
30	We do not have the funding for part-time or full-time hires.	10/29/2018 12:12 PM
31	Defense Contractor- must be USA Non Dual citizen	10/29/2018 11:05 AM
32	It is possible we might, I would have to ask our ethics department.	10/29/2018 10:44 AM
33	We do not hire full time co-op students. We have been hiring co-op's for over 25 years through Drexel University. We continue to turn over these students for one position. But if we did convert to a full time hire, a required work visa sponsorship would not deter this organization from hiring.	10/29/2018 10:36 AM
34	has not come up yet.	10/29/2018 9:40 AM
35	Not possible	10/29/2018 9:31 AM
36	F-1, yes. H-1, no.	10/29/2018 9:25 AM
37	Because at this point we do not directly hire	10/29/2018 9:22 AM

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38	Our sponsor only provides visas to candidates with specific credentials, which usually places them in leadership or full time positions
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## 2018-19 CEIA Employer Survey

39	NA	10/25/2018 12:19 PM
40	Administrative burden	10/25/2018 10:51 AM
41	This has not come up for us with interns yet, but we currently sponsor staff Visas.	10/25/2018 10:49 AM
42	Do not have the legal expertise necessary for processing sponsorship.	10/25/2018 9:40 AM
43	Our program is relatively new and this is not something we are exploring at the time being.	10/25/2018 9:21 AM
44	expense	10/25/2018 8:54 AM
45	Too expensive and risky with the current administration	10/25/2018 8:33 AM
46	I'm not sure - it just hasn't come up.	10/25/2018 8:17 AM
47	We do not sponsor.	10/25/2018 7:43 AM
48	I am not sure.	10/25/2018 7:39 AM
49	I want employees/interns that are familiar with the US public school system.	10/24/2018 5:08 PM
50	You have to be a US Citizen to be a State Trooper, so we require the same of our interns.	10/24/2018 2:23 PM
51	not for the specific position we hire	10/24/2018 1:40 PM
52	It is not a topic we have addressed yet.	10/24/2018 12:06 PM
53	Government contracts require that our company only hire US citizens.	10/24/2018 11:30 AM
54	Too time consuming and too costly.	10/24/2018 11:25 AM
55	We do not have the HR resources to handle the added complexity of the recruiting, hiring and on-boarding processes.	10/24/2018 10:55 AM
56	More difficult for us at the moment.	10/24/2018 9:19 AM
57	We do not typically sponsor. Our hope with an intern is to convert all to full-time hires if possible.	10/24/2018 8:46 AM
58	Too detailed	10/24/2018 7:38 AM
59	Our non-profit is too small at this time to accommodate that	10/24/2018 7:18 AM
60	No opportunity for FT hire.	10/24/2018 7:02 AM
61	Our state requires police officers be U.S. citizens.	10/24/2018 6:51 AM
62	NA	10/24/2018 6:28 AM
63	Our interns are all current students. We are a small business, so we don't have the budget to support international hiring.	10/23/2018 5:18 PM
64	We do not sponsor workers	10/23/2018 4:18 PM
65	Haven't ventured down that path yet but would love too.	10/23/2018 4:04 PM
66	Accreditation restrictions	10/23/2018 3:57 PM
67	Too expensive	10/23/2018 3:53 PM
68	Not interested in the cost of sponsorship. Many client projects require citizenship	10/23/2018 3:45 PM
69	N/A	10/23/2018 12:36 PM
70	cost are very high for a small company	10/22/2018 12:44 PM
71	Unknown reason.	10/21/2018 8:26 PM
72	We don't have the bandwidth to accommodate this process.	10/19/2018 2:25 PM
73	in some cases we do have roles for students needing authorization, but those roles are not able to convert to full-time post grad hires as we do not provide sponsorship.	10/19/2018 12:26 PM
74	Security clearance requirements limit us to US Citizens only.	10/19/2018 9:55 AM
75	We are a federal agency and have limitations here	10/19/2018 9:33 AM
76	too much work, not interested	10/18/2018 2:19 PM
77	initial investment	10/18/2018 12:54 PM
78	We hire F1 and our company provides J1 VISAS	10/18/2018 12:32 PM
79	Interns would need to be cleared by state agencies to work with children.	10/18/2018 7:52 AM
80	Not sure of the process but open to it.	10/17/2018 11:48 PM
81	We have had difficulty with visa approvals in recent years.	10/17/2018 5:33 PM
82	Too much of our work focuses on american political response and understanding american government and politics, and the conversion is cost prohibitive and training too extensive for international students.	10/17/2018 5:10 PM
83	We would like to on a local level but on a national level we are not able to sponsor visas.	10/17/2018 4:31 PM
84	We are not interested in hiring our interns as full-time employees. We are a small organization and	most of us work part-time.



## 2018-19 CEIA Employer Survey

85	not situated to really handle the additional paperwork	10/17/2018 2:01 PM
86	Yes, in case of Spanish teachers, we might be able to do this, but not sure.	10/17/2018 1:27 PM
87	Not able to sponsor	10/17/2018 1:01 PM
88	per the owner's request	10/17/2018 12:52 PM
89	too complicated	10/17/2018 11:14 AM
90	internship open only to U.S. residents; policy in place discouraging consideration of interns for employment; in any case, hiring is currently on hiatus because the Kennedy Library is federal.	10/17/2018 6:55 AM
91	I am not sure what the answer is to this question.	10/16/2018 4:44 PM
92	Too expensive and time consuming	10/16/2018 3:12 PM
93	would consider it, but have not dealt with this before	10/16/2018 3:03 PM
94	cost and time	10/16/2018 2:58 PM