# 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)ÄÜÒT UXÒÖ | 90.45% | 360 |
| Title/Dept. of person completing Survey (Optional): | 90.70% | 361 |
| Email of person completing survey (Optional): ÜÒT UXÒÖ | 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 Technolgy | 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 |

| 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 |

| 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 |

| 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 |

| 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 |

| 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 divsion 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 |

| 284 | State of Tenneessee | 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 |

| 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 |

JÁÏ 4

| # | 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 |

| 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 |

| 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 |

| 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 EmployeeTraining 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 Acqusition 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 Commitee, 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 |

| 173 | Volunteer Coordinator | 10/25/2018 8:33 AM |
| 174 | Vicitim 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 |

| | | |
|---|---|---|
| 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 |

| 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 Acquiistion | 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 |

| 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
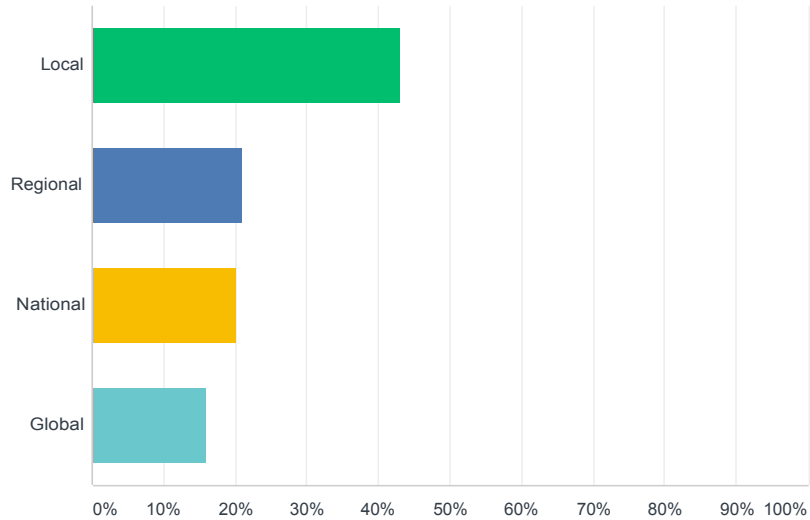


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Local | 43.18% | 209 |
| Regional | 20.87% | 101 |
| National | 20.04% | 97 |
| Global | 15.91% | 77 |
| TOTAL | | 484 |

## Q3 Size of Organization: [check one]

Answered: 484    Skipped: 0
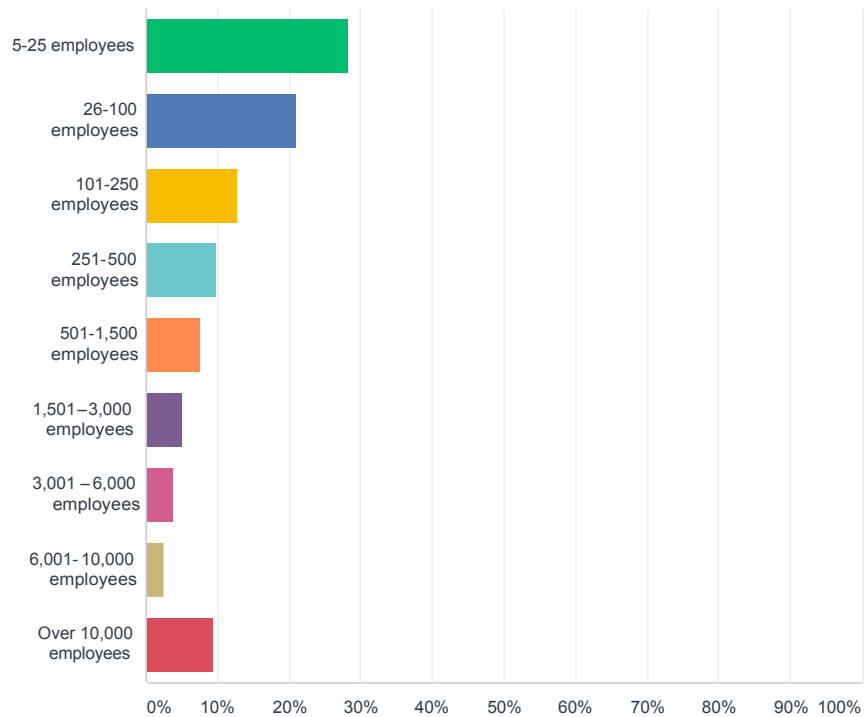


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| 5-25 employees | 28.31% | 137 |
| 26-100 employees | 20.87% | 101 |

| | | |
|---|---|---|
| 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 |
| TOTAL | | 484 |

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

Answered: 480    Skipped: 4
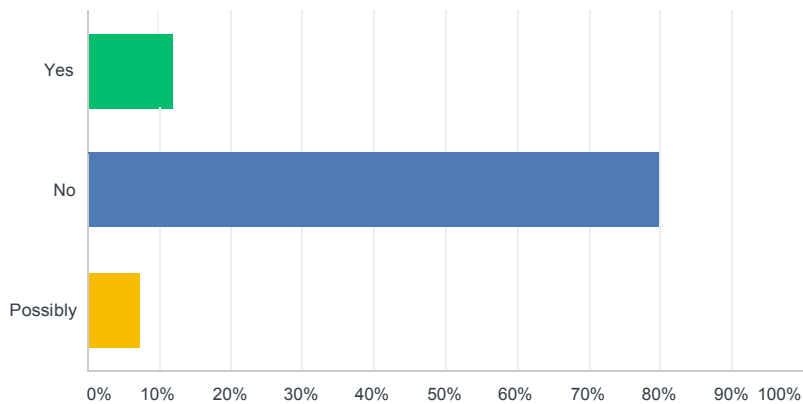


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes | 12.08% | 58 |
| No | 80.42% | 386 |
| Possibly | 7.50% | 36 |
| TOTAL | | 480 |

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

Answered: 472    Skipped: 12
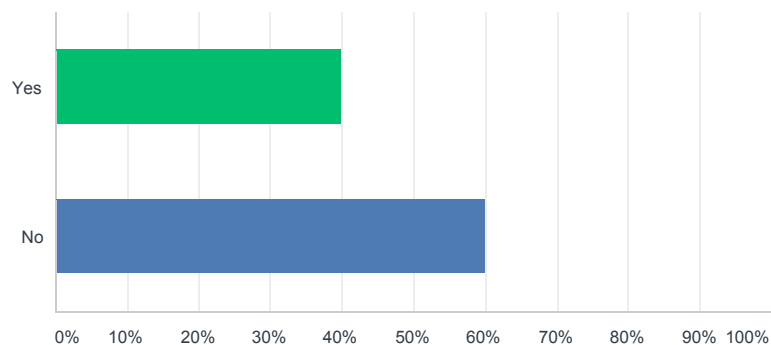


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes | 40.25% | 190 |
| No | 59.75% | 282 |
| TOTAL | | 472 |

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

Answered: 369    Skipped: 115
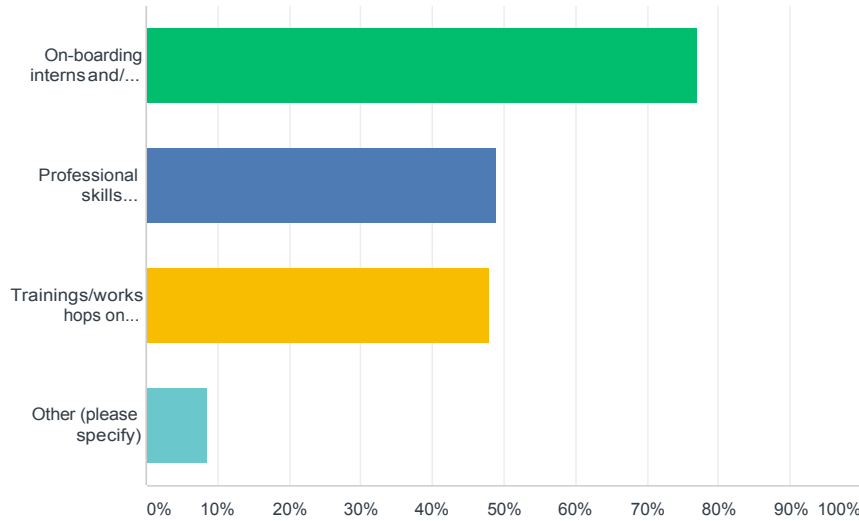


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| On-boarding interns and/or co-ops | 76.96% | 284 |
| Professional skills workshops for interns/co-ops while on site | 49.05% | 181 |
| Trainings/workshops on supervising interns/co-ops | 47.97% | 177 |
| Other (please specify) | 8.67% | 32 |
| Total Respondents: 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
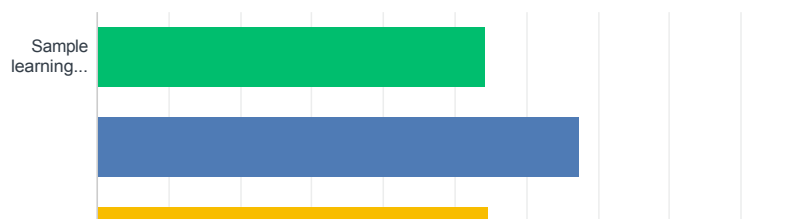
# 2018-19 CEIA Employer Survey

Sample performance...

Sample Internship/c...

Research conducted on...

Other (please specify)

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

| 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
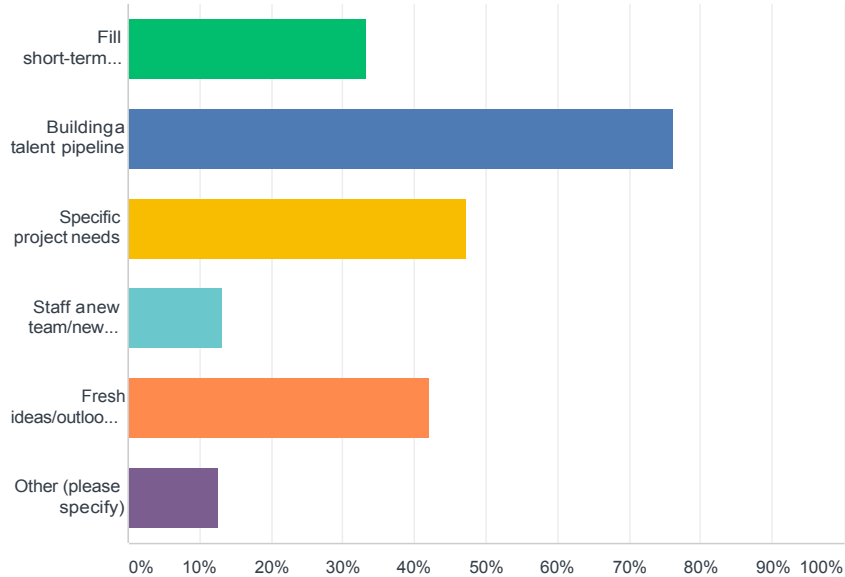


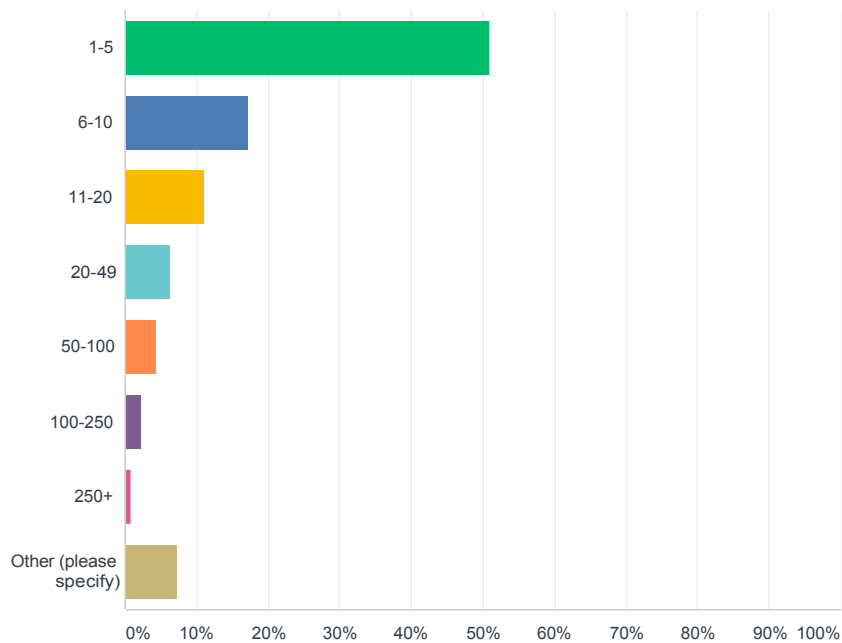| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Fill short-term staffing gap | 33.33% | 91 |
| Building a talent pipeline | 76.19% | 208 |
| Specific project needs | 47.25% | 129 |
| Staff a new team/new business unit | 13.19% | 36 |
| Fresh ideas/outlook on existing business model and products | 42.12% | 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 |

| 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?
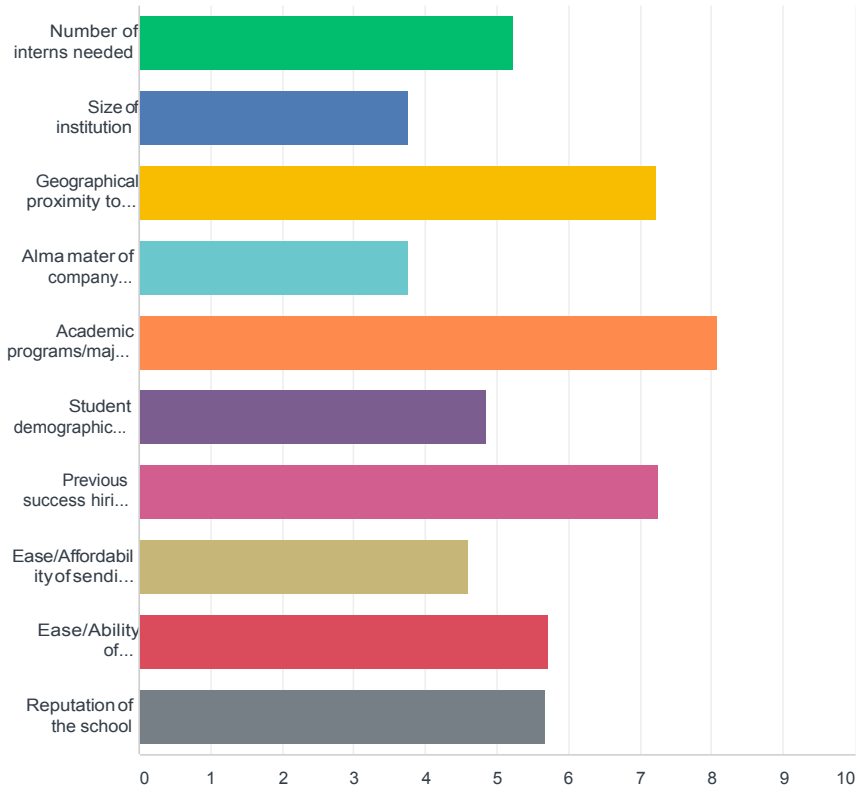
Answered: 273    Skipped: 211



| 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 |

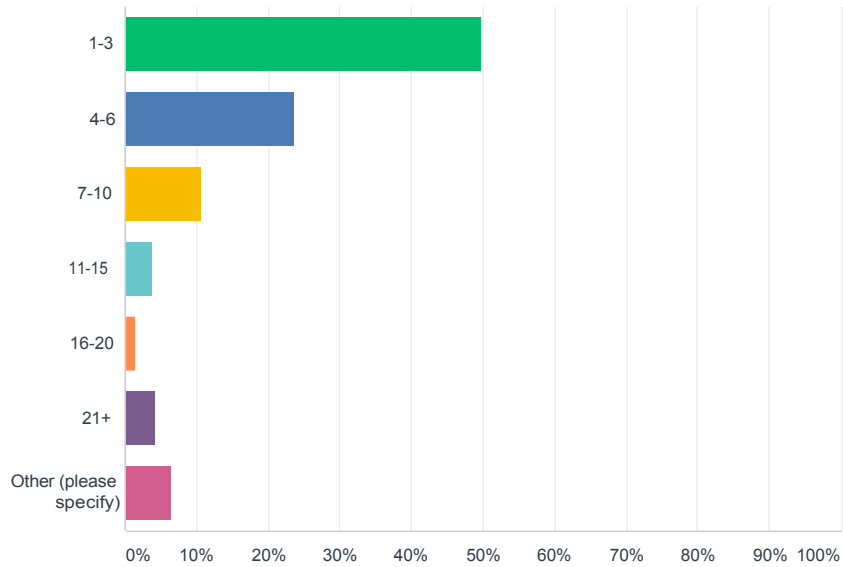| 250+ | 0.73% | 2 |
|---|---|---|
| Other (please specify) | 7.33% | 20 |
| TOTAL | | 273 |

## 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 |

| 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
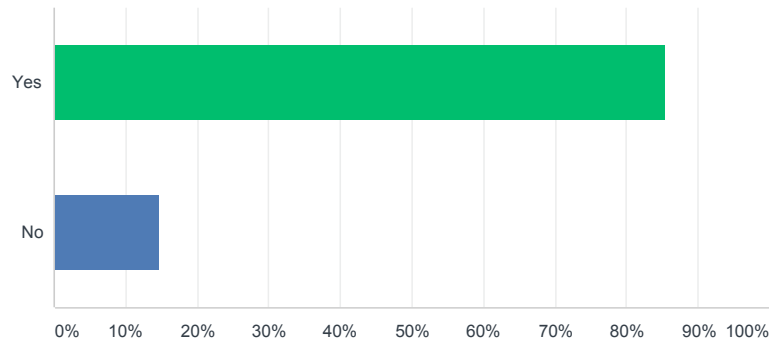


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------|
| Yes | 85.33% | 221 |
| No | 14.67% | 38 |
| TOTAL | | 259 |

| # | 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
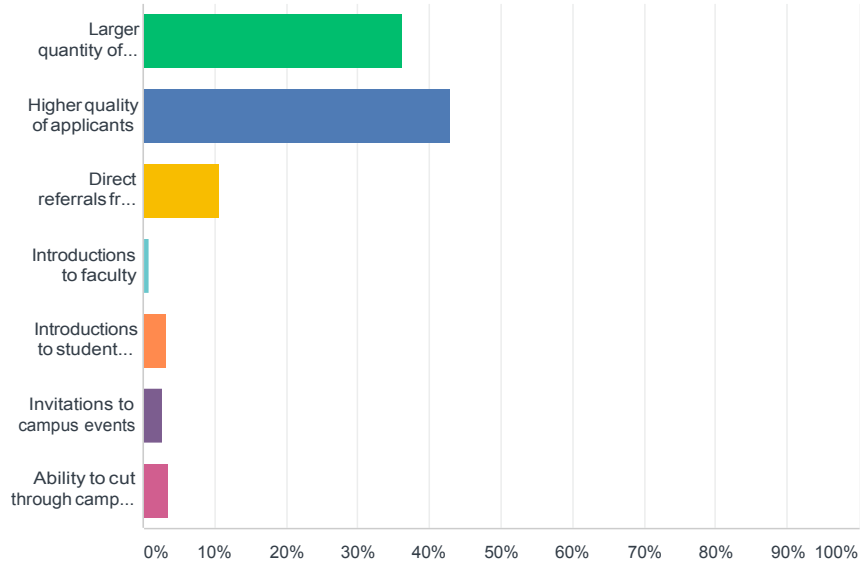


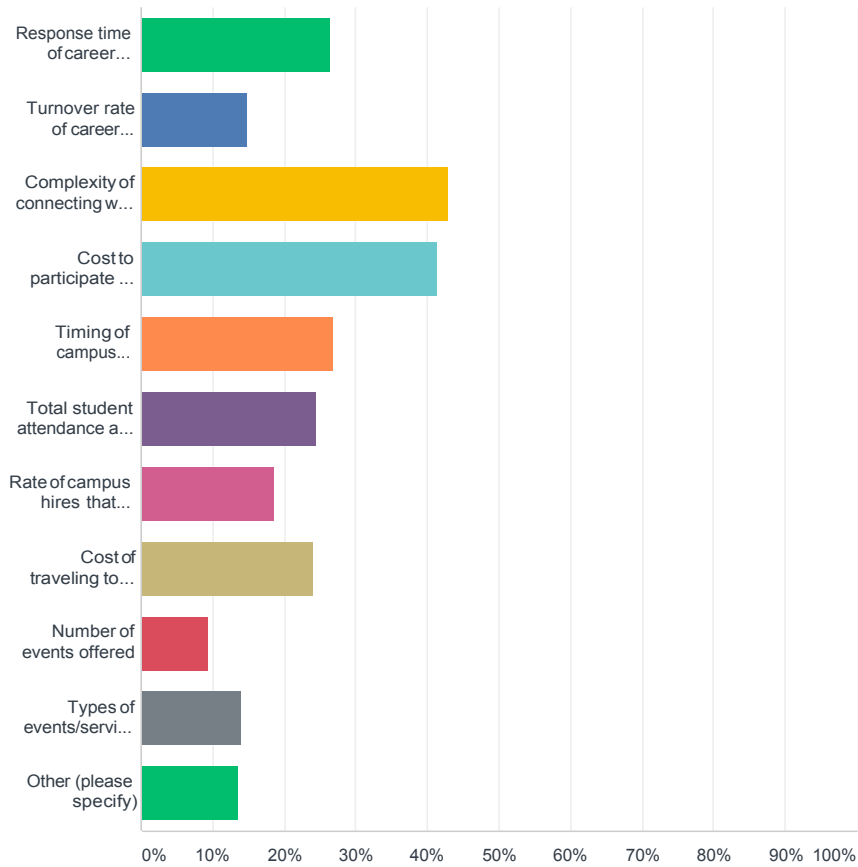| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Larger quantity of qualified applicants | 36.22% | 92 |
| Higher quality of applicants | 42.91% | 109 |
| Direct referrals from career services office staff | 10.63% | 27 |
| Introductions to faculty | 0.79% | 2 |
| Introductions to student organizations | 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

Gï / ï 4

# 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 | | |

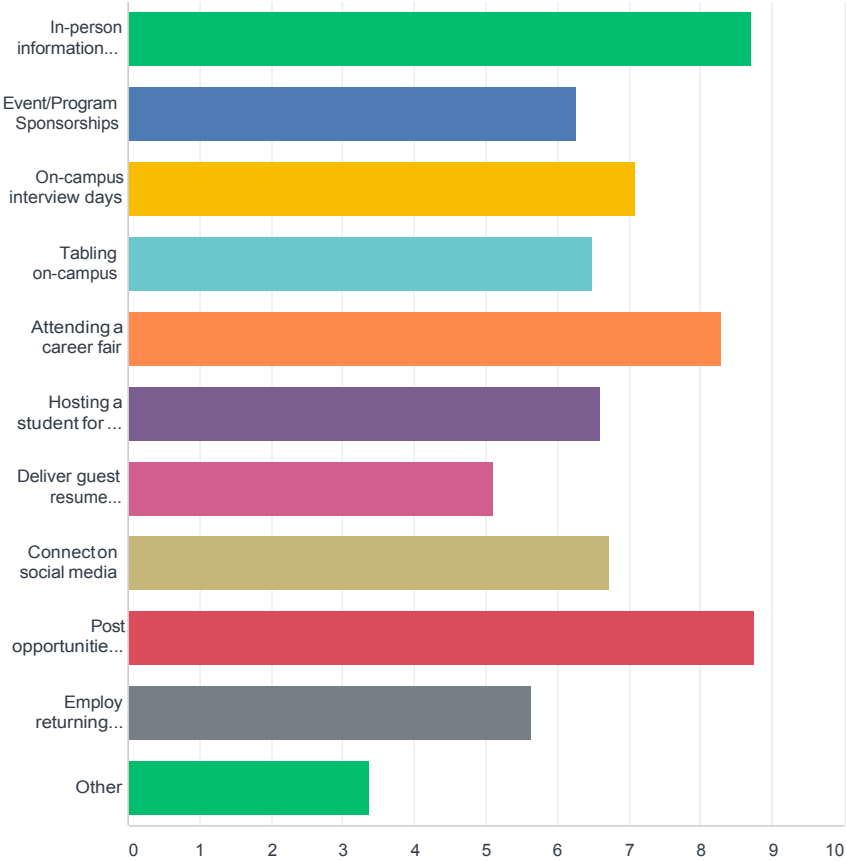| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| 1 | lack of direct referrals from professors or university talent office | 11/18/2018 2:17 PM |
| 2 | Variety of different bureaucratic systems | 11/11/2018 12:26 PM |
| 3 | We don't get personally invited and therefore don't feel like a partner. | 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 |

| 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



| Category | Value |
|----------|-------|
| In-person information... | 8.7 |
| Event/Program Sponsorships | 6.3 |
| On-campus interview days | 7.1 |
| Tabling on-campus | 6.5 |
| Attending a career fair | 8.3 |
| Hosting a student for ... | 6.6 |
| Deliver guest resume... | 5.1 |
| Connect on social media | 6.7 |
| Post opportunitie... | 8.7 |
| Employ returning... | 5.6 |
| Other | 3.3 |

## 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 |

| 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 |

| 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 |

| 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 |

| 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 |

| 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
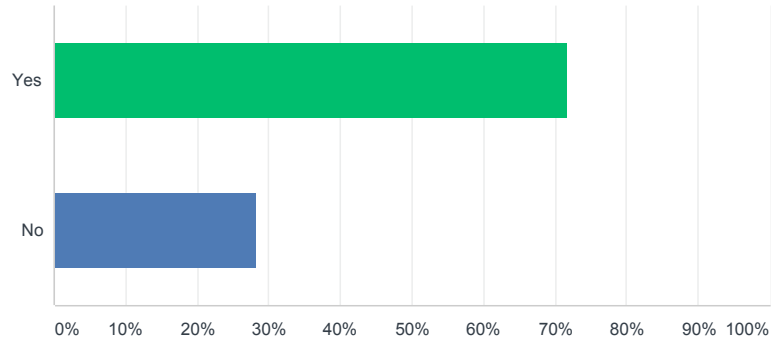


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes | 71.83% | 181 |
| No | 28.17% | 71 |
| TOTAL | | 252 |

| # | 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 |

| 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 |

| 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 |

| 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 |

| 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 |

| 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 |

| 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 |

| 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 appros 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 |

| 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 typiclaly | 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 |

| 207 | Five ti seven weeks. More then 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 Progra,m | 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 |

| 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 f9ormal evaluation form; it is usefal and allows for extended comments. | 10/31/2018 1:00 PM |
| 37 | If they participate in the daily rutines, 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 hte internship | 10/31/2018 12:05 PM |

| 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 lear/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, minimial errors, cooperation with others, abitility 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 |

| 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 |

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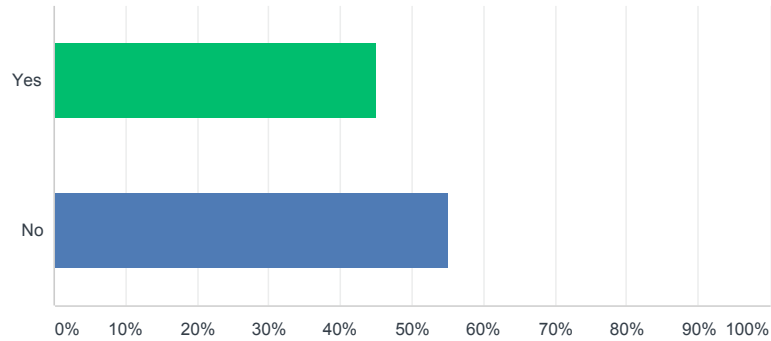
| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes | 44.96% | 107 |
| No | 55.04% | 131 |
| TOTAL | | 238 |

## 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 |

| 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, Simplicity, etc. | 10/25/2018 8:33 AM |
| 76 | Unknown - probably about $150-200 | 10/25/2018 8:17 AM |

| 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 |

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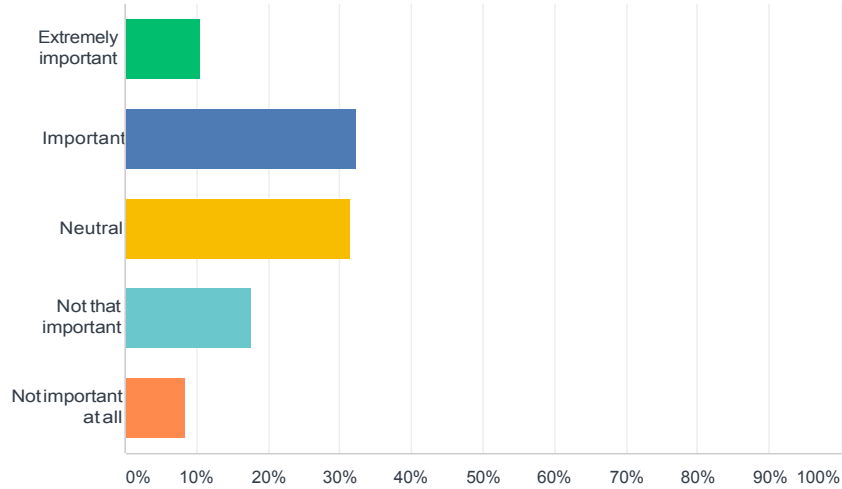
| ANSWER CHOICES | RESPONSES | |
| --- | --- | --- |
| Extremely important | 10.46% | 25 |
| Important | 32.22% | 77 |
| Neutral | 31.38% | 75 |
| Not that important | 17.57% | 42 |
| Not important at all | 8.37% | 20 |
| TOTAL | | 239 |

## 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 |

| 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 |

| 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 |

| 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 |

| 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 int he 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
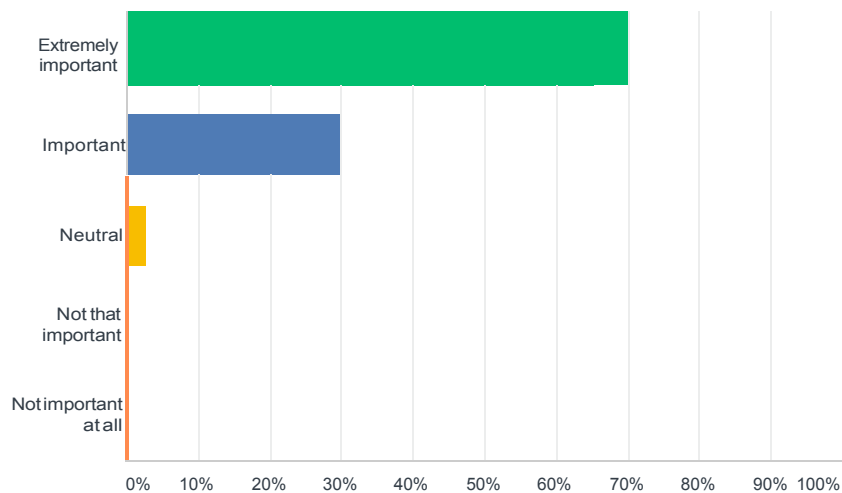


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Extremely important | 65.40% | 155 |
| Important | 30.80% | 73 |
| Neutral | 2.95% | 7 |
| Not that important | 0.42% | 1 |
| Not important at all | 0.42% | 1 |
| TOTAL | | 237 |

## 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 |

| 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 it 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 |

| 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 |

| 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 |

| 142 | phone calls/virtual onsites | 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 int he 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 |

| 186 | training | 10/16/2018 2:56 PM |
|-----|----------|--------------------|

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

Answered: 242    Skipped: 242
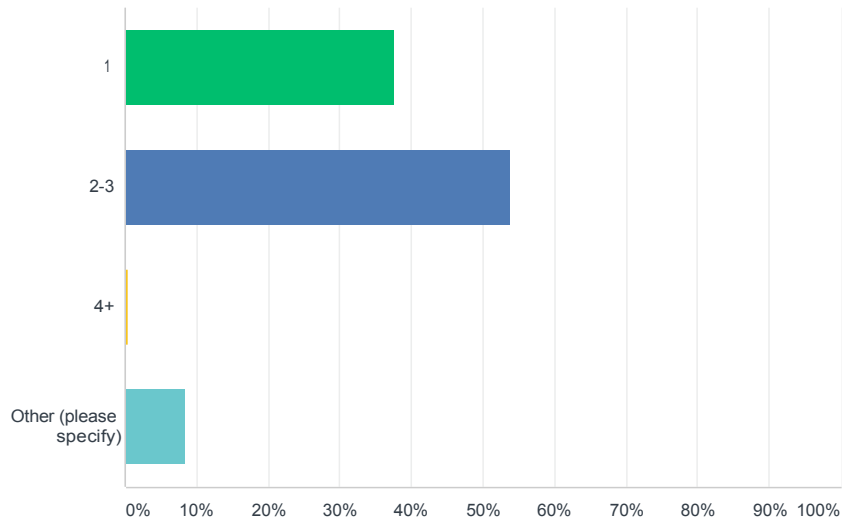


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------|
| 1 | 37.60% | 91 |
| 2-3 | 53.72% | 130 |
| 4+ | 0.41% | 1 |
| Other (please specify) | 8.26% | 20 |
| TOTAL | | 242 |

| # | 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
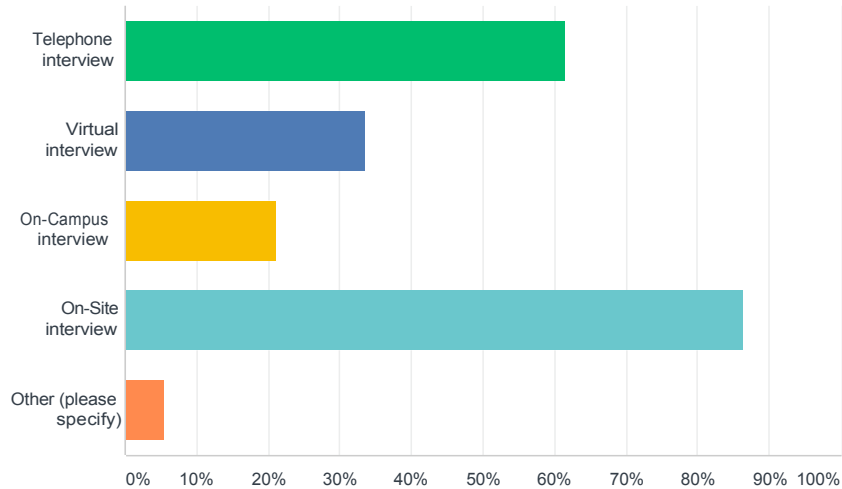


| ANSWER CHOICES | RESPONSES | |
| --- | --- | --- |
| Telephone interview | 61.57% | 149 |
| Virtual interview | 33.47% | 81 |
| On-Campus interview | 21.07% | 51 |
| On-Site interview | 86.36% | 209 |
| Other (please specify) | 5.37% | 13 |
| Total Respondents: 242 | | |

| # | 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
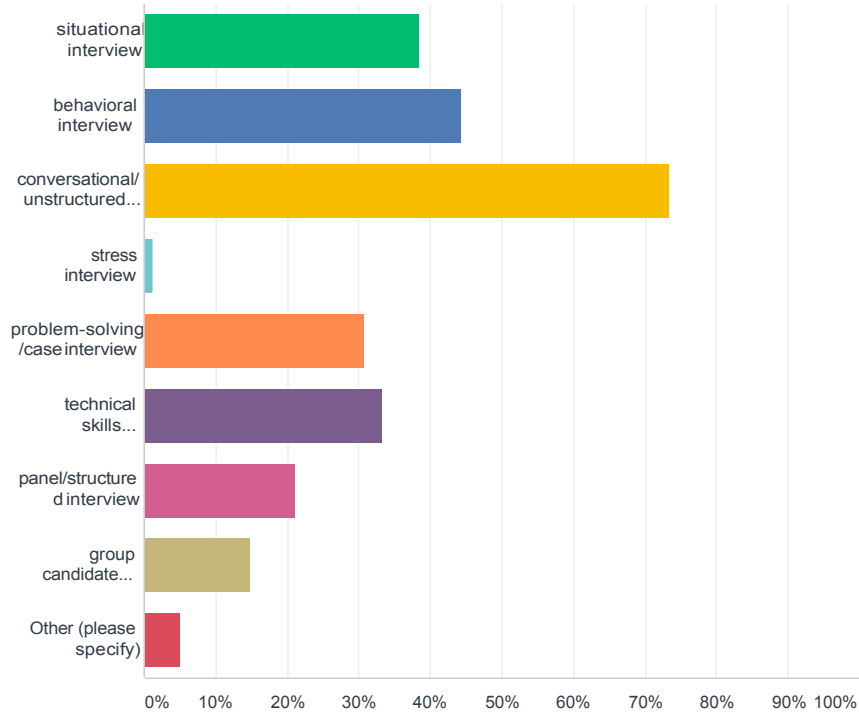


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| situational interview | 38.40% | 91 |
| behavioral interview | 44.30% | 105 |
| conversational/unstructured interview | 73.42% | 174 |
| stress interview | 1.27% | 3 |
| problem-solving/case interview | 30.80% | 73 |
| technical skills interview | 33.33% | 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
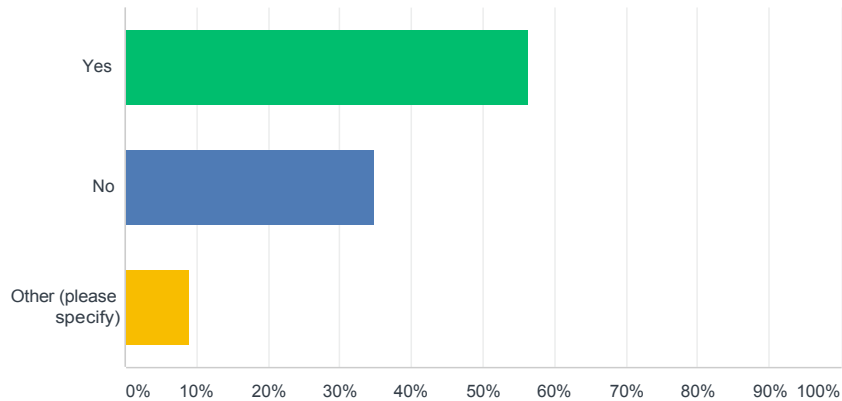


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes | 56.28% | 130 |
| No | 34.63% | 80 |
| Other (please specify) | 9.09% | 21 |
| TOTAL | | 231 |

| # | 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 harrassment 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
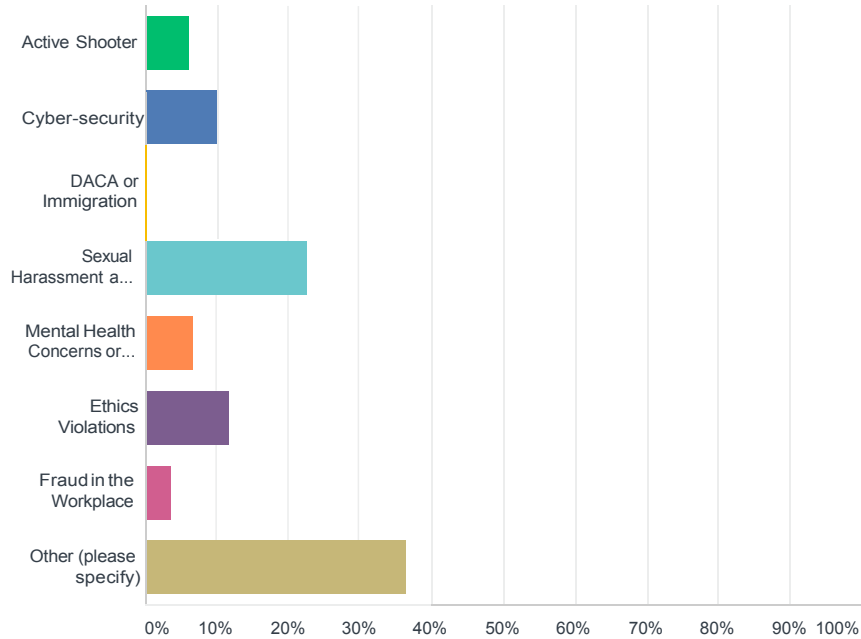


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Active Shooter | 6.33% | 10 |
| Cyber-security | 10.13% | 16 |
| DACA or Immigration | 1.27% | 2 |
| Sexual Harassment and Assault | 22.78% | 36 |
| Mental Health Concerns or Hygiene (i.e. stress management) | 6.96% | 11 |
| Ethics Violations | 12.03%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

| # | 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 |

| 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 mutliple 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 hygene | 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 |

# 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 |

| 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 |

| 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 | NYSDOT 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 |

| 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 ther 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
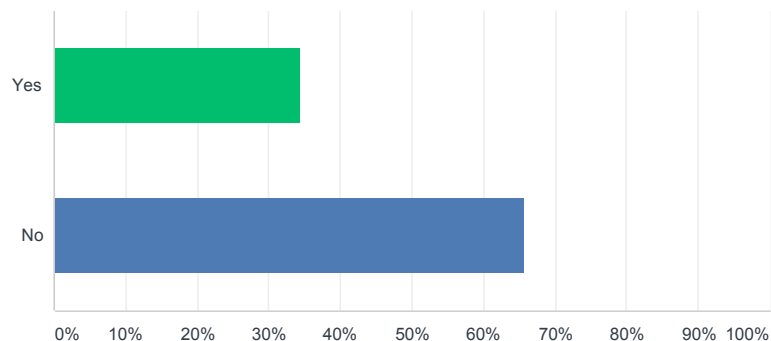
| | | | |
|---|---|---|---|
| Yes | | 34.21% | 78 |
| No | | 65.79% | 150 |
| TOTAL | | | 228 |

| # | 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 |

| 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 no 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 | Out 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 bandwith 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 to 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. | |

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