

Press release: Friday 13 July 2018

Internships increase and over half lead to top graduate job offers, reports Institute of Student Employers

- Employers hired 6% more interns in 2018
- 94% of employers encourage interns to return as employees
- 57% of interns offered jobs on graduate schemes
- 87% of interns who are offered jobs accept

New research shows how internships are essential to employment with businesses hiring more interns, increasing their salaries, investing in quality programmes and working harder to bring them back as employees.

[Institute of Student Employers](#) (ISE) Internship Report surveyed 107 employers who invested at least £13 million to recruit 7,532 paid interns this year. Internship opportunities were available in all UK regions with 52% of vacancies outside of London.

While median salaries rose by 1% to £350 per week, a quarter of employers pay at least £408 per week and 21% of employers pay their interns a salary equivalent to £21,500 (median starting salary for all UK graduates according to the Higher Education Statistics Agency).

As well as increasing the volume of internships, employers are broadening their offer. Employers have historically offered opportunities to penultimate year students on fixed summer programmes. This year 62% did not restrict their internships to penultimate year students and 30% of employers hired first year students as interns, up from 22% in 2017.

Internships provide a viable route to a graduate job with 74% of employers making a job offer straight away after the internship has finished and one in ten offering a financial incentive.

Seventy per cent of employers said that interns out-perform graduates in some way with 35% stating that interns perform better on the job and 18% said that former interns stay longer.

Stephen Isherwood, Chief Executive of the ISE said: “The market for interns is getting more competitive, so employers are investing more than ever before. The reason for this is simple: interns make better hires. Former interns are more likely to accept job offers, stay longer and often outperform their peers.

“This highlights the importance of internships to employability. Students need to be aware that competition for programmes has intensified, but there are more paid opportunities out there. There are lots of ways that students can engage with employers from social media to on campus, but they will need to be prepared for the selection process, which is thorough and can involve assessment centres, psychometric tests and video interviews.”

Ends

Media enquiries, preview copy of the report and interviews:

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Notes to editors

ISE Internship Survey 2018

This is the ISE's first stand-alone survey exploring paid internships. A link to the survey was sent to 312 ISE employer members and 107 valid responses were received in May 2018. Responding organisations invested at least £13 million to recruit 7,532 paid interns in 2018, collectively representing companies with more than 1.8 million staff.

Institute of Student Employers

The Institute of Student Employers (ISE), [formerly the Association of Graduate Recruiters \(AGR\)](#), is an independent, not-for-profit member organisation that was established in 1968.

As the UK's leading independent voice for student employers, the ISE's vision is that the success of every business is maximised by full access to student talent.

The ISE achieves this by bringing together employers, the education sector and supplier partners, providing leadership and support in all aspects of student recruitment and development.

ISE activities include:

- Promoting excellence and innovation in the resourcing, assessment and development of emerging talent including school leavers, apprentices and graduates
- Providing expert information and insight to ISE member organisations, creating engaged communities for professional networking and sharing of best practice
- Delivering comprehensive research on a range of issues affecting graduate, intern and apprenticeship recruitment and development, including current and future trends and benchmarking data
- Investing in the professional development of members to enhance their skills and knowledge, maximising their career opportunities within the profession
- Influencing key policy areas affecting student employment and the education sector
- Building a strong professional organisation with the right structure and team capabilities to deliver the services and support members require to fulfil their objectives

For further information:

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