

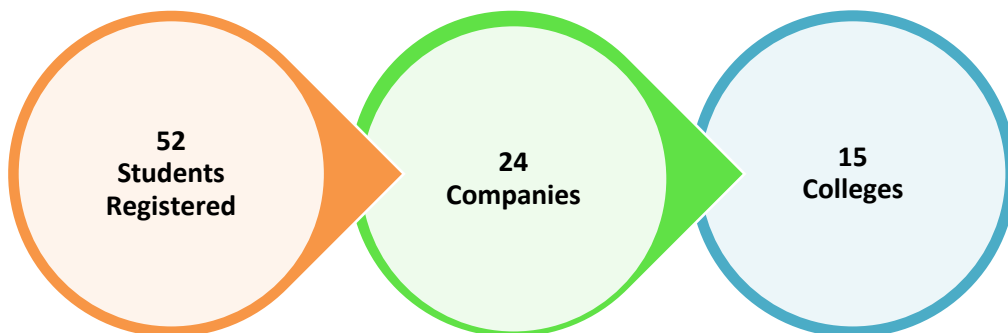
Internship Reimbursement Program Update October 2018

For the 2018 Internship Reimbursement Program, employers were reimbursed up to \$1,500 for hiring an intern at a minimum of \$10/hr. Internships are limited to those in the high growth target industries of Manufacturing, Healthcare, Transportation, Distribution & Logistics, Construction, Financial Services and IT. Organizations are limited to three reimbursements per calendar year.



Average starting wages for hired interns is currently \$13.58, or \$28,241.45. The trend is to keep interns on part-time while they are still in school because of the tight labor market. This drives down average wage compared to prior years when the data reflected starting full-time wages of graduates. Current full-time average starting wage is \$15.03 or \$31,256 per year.

So far, we have had a total of 52 interns registered in 2018. Given we did not have additional grant funding for this fiscal year, we did not advertise or promote the program, but rather built off of the established relationships we have in the community. Also, now that many companies have learned how to develop a program and see its value, they have added internship dollars to their own budgets. As with last year, some organizations specifically said that they wanted to reserve the incentive funds for those companies who need encouragement. Core metrics to date include:

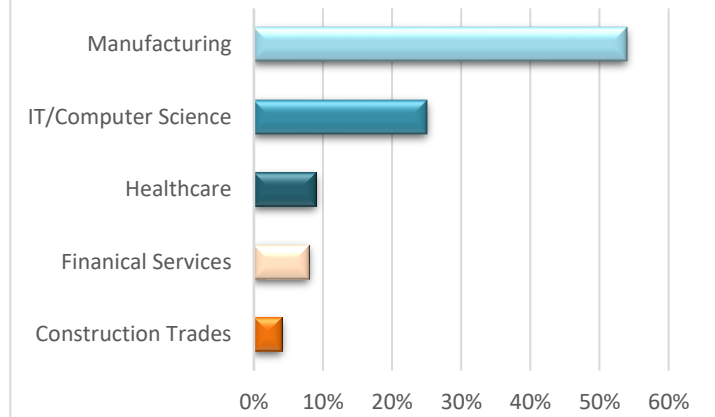


CareerEdge

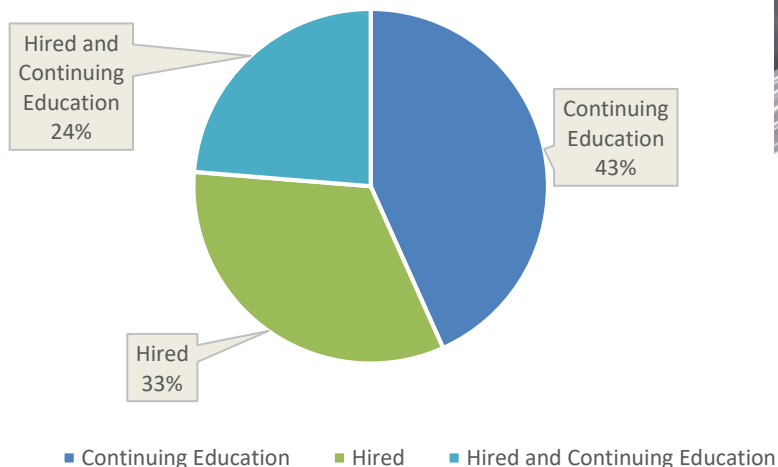
Funders Collaborative

A total of 24 companies are currently registered in the 2018 reimbursement program, representing five different sectors, with Manufacturing having the highest industry participation, partially due to the inclusion of an internship embedded in Suncoast Technical College's *Precision Machining* program. Students come from 15 different colleges, with USF, SCF, STC and MTC being the most common. The reimbursement program is also promoted through the UF Innovation Station partnership. Five of the students began interning straight out of high school through our pilot program with Sun Hydraulics, so they have no college designation as of yet.

Internships by Industry



Student Placement



Sample Employer Feedback:

What value did the internship program bring to your organization?

- *This funding program is crucial to our organization. It allows us to allocate funds appropriately in making sure that our intern experience is unique, immersive, and challenging.*
- *In a recent survey, 75% of companies said they use internships to recruit entry-level talent. (We) follow this industry trend.*
- *As we have been in business for less than 4 years, cash flow is important and any assistance we receive from outside the organization greatly helps with this.*
- *We are a company with a highly technical product and limited revenue as we gain market acceptance. Being able to fund an intern with a wage that allows them to focus on our tasks is greatly appreciated.*
- *This program has allowed us to attract local individuals to manufacturing to gain experience and start building a bench for knowledge transfer.*
- *Interns bring a young, fresh perspective to an environment that can be bogged down by client-focused projects and their technical expertise helps us integrate the latest technologies and social media connections into the organization.*



Sample Student Suggestions on How to Improve the Internship:

