



Intern Productivity Study Capsule

www.InternshipInstitute.org

The Internship Institute completed a 5-year study on “live” internship programs which demonstrates that a single, qualified manager can gain 225 full 8-hour workdays of productivity in a calendar year by effectively utilizing college interns.

The results overwhelmingly refute any misconception that having an internship program involves too much time and work for too little in return. The study involved The Internship Institute’s first-hand experience managing internship programs through 14 full semester cycles. The study validates the value internship programs can yield by shifting the paradigm of time and productivity management.

Employers can benefit greatly if they simply reallocate managers’ time to supervise college interns and have students accomplish project work instead of completing those tasks themselves. Converting student talent and skills into productivity not only enables supervisors to achieve more than they could on their own, it also improves the quality of time for managers to focus on higher level tasks.

The study also established guidelines for effective internship program management, including qualifying that intern supervisors should possess at least two years of project and personnel management experience. Each supervisor should oversee no more than four student interns and/or manage no more than 60 hours per week of student project work.

NOTE: These figures naturally vary according to individual ability among supervisors and student interns as well as the dynamics of specific work projects and the sophistication of the overall program.

CONCLUSIVE METRICS

Average Number of Interns	4 students per semester
Average Number of Hours/week	15 hours
Gross Productivity/week	60 hours
Average Number of Full Work Weeks/semester	12 weeks
Number of Internship Programs	3 semesters/year
Gross Productivity/year	2,160 hours
Average Number of Supervision Hours/week*	10 hours
Number of Supervision Hours/year	360 hours
Annual Net Productivity Yield**	1,800 hours
Baseline: Full 8-Hour Work Day	Productivity Gain: 225 Work Days

* Supervision hours per week during each academic term actually ranged from 4 to 7 hours. The application of 10 hours per week accounts for total program management time, which factors that for pre-program student recruitment, project planning, and administration.

** The annual net productivity yield does not factor the additional variable productivity that an intern project manager will gain as a natural outcome of having more time to achieve higher level tasks and being more productive themselves.