

The business case for hosting interns

Junior Achievement of San Diego County and San Diego Regional EDC surveyed local employers who hosted high school and/or post-secondary summer interns to understand what drives businesses to engage in work-based learning opportunities and their impacts on business outcomes. Survey questions focused on team productivity, workplace morale, leadership development, and long-term talent pipeline strategies. The findings highlight **strong organizational benefits for intern hosts** such as **increased community engagement**, with host companies expressing **growing interest in expanding internship opportunities**.

The greatest organizational impacts

62%

reported increased **collaboration across team**

65%

reported increase in **new perspectives & ideas**

74%

reported increased **leadership or coaching skills**

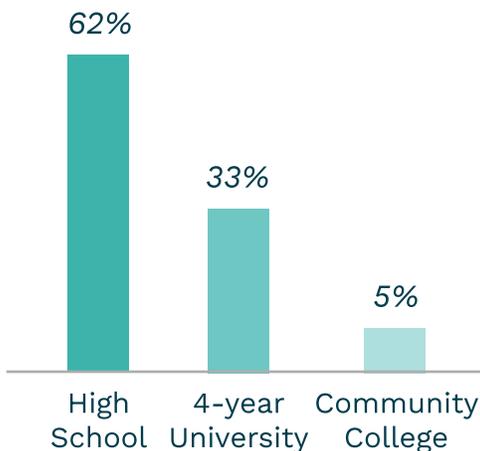
39%

reported increased **creative problem-solving approaches**

59%

reported increased interest in **long-term talent pipeline development**

Intern demographics and retention



Intern enrollment

Post-secondary intern retention

25%
Did not wish to retain



50%
Retained their interns by either extending time or hiring full-time

25%
Wished to retain, but lacked the budget

Improvements to organizational culture & morale

52%

reported increase in **morale & motivation**

74%

reported higher overall **enthusiasm & energy**

67%

said the greatest benefit of the program was **community connection & impact**

92%

viewed the program as **a way to expand or diversify their recruitment pipeline**

Outlook on internship programs

72%

reported feeling **more connected to San Diego's community**

89%

reported participating to **“support student development & make a positive community impact”**

100%

plan to **maintain or increase participation** in future internship programs

Hear from hosts

“Give the interns a sense of ownership over a project & **they will achieve amazing things.**”

“The students prompted us to think about how we can **significantly revamp & improve the program** next year”

“The internship experience **added good value to our team**, & we appreciated the additional help & support we received from the intern.”

“Hosting interns highlighted **emerging workforce trends.**”

Interested in hosting? Contact us:

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