# Quick Poll on
# Internship Programmes

## 01 BACKGROUND

*Data Collection Period: 27 Nov – 6 Dec 2023*

*Participating Companies: 116*

## 02 KEY FINDINGS

- **Nearly 80%** of employers offered internship programmes lasting over 1 month.

- **Top 5 duties / tasks** which are usually assigned to interns:

  | | |
  |---|---|
  | 1. Data input and / or analysis | **73%** |
  | 2. Ad hoc tasks assigned by various business units | **69%** |
  | 3. Administrative tasks (photocopy, filing etc.) | **58%** |
  | 3. Take part in projects specifically designed for interns | **58%** |
  | 5. Support company events | **46%** |

- **Top 3 reasons**\* for **not** offering any internship programme:

  | | |
  |---|---|
  | 1. Lack of resources to manage internship programme / interns | **64%** |
  | 2. Budget constraints | **46%** |
  | 3. Difficulty integrating interns into existing teams | **21%** |
  | 3. Lack of channels to recruit interns | **21%** |

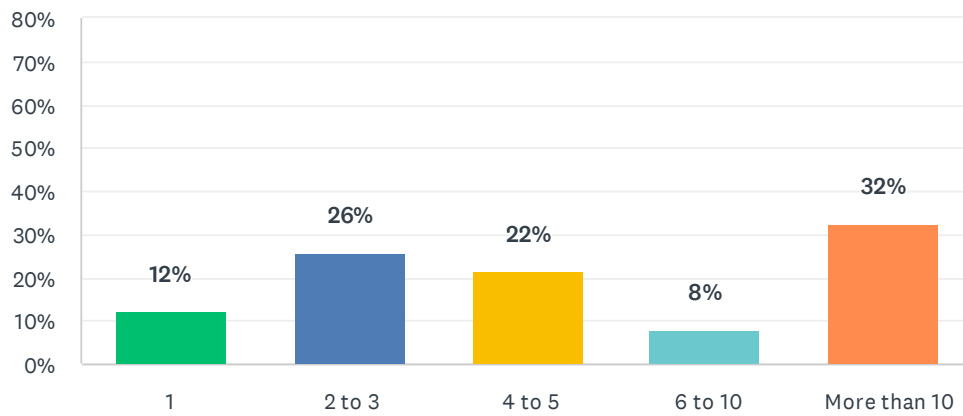  \*  *Companies that not offered internship programmes in the past 12 months*

# Q1 Did your organisation offer any internship programme in the past 12 months?

Answered: 116     Skipped: 0



No 28% (32)

Yes 72% (84)
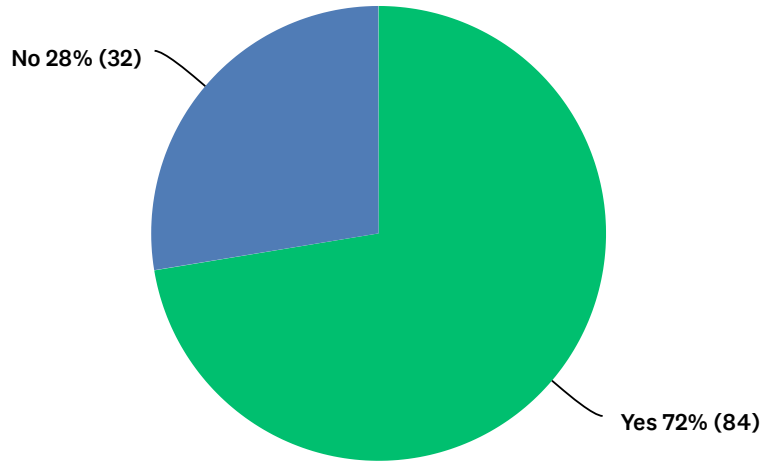
# Q2 How many interns does your organisation typically recruit at one time?

Answered: 74    Skipped: 42



| ANSWER CHOICES | RESPONSES | |
| --- | --- | --- |
| 1 | 12% | 9 |
| 2 to 3 | 26% | 19 |
| 4 to 5 | 22% | 16 |
| 6 to 10 | 8% | 6 |
| More than 10 | 32% | 24 |
| TOTAL | | 74 |

# Q3 What is the typical duration of internship programme at your organisation?

Answered: 74    Skipped: 42
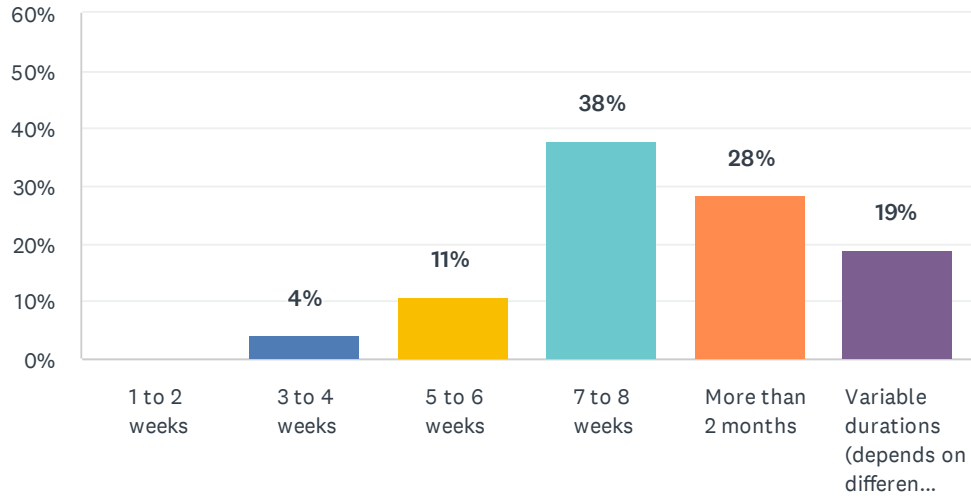
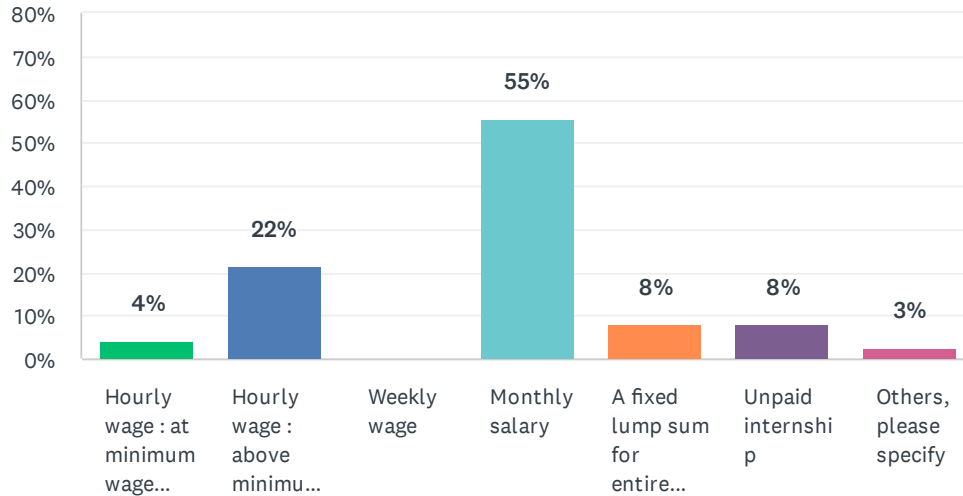# Q4 What is the compensation method that your organisation offered to interns?

Answered: 74    Skipped: 42



| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Hourly wage : at minimum wage level | 4% | 3 |
| Hourly wage : above minimum wage level | 22% | 16 |
| Weekly wage | 0% | 0 |
| Monthly salary | 55% | 41 |
| A fixed lump sum for entire internship period | 8% | 6 |
| Unpaid internship | 8% | 6 |
| Others, please specify | 3% | 2 |
| TOTAL | | 74 |

# Q5 Which of the following statement best describes the structure of the internship programme adopted by your organisation?

Answered: 72     Skipped: 44

 Not sure 7% (5)

Unstructured programme / Varies according to work requirements dur... 33% (24)

Fully structured programme 24% (17)

Semi-structured programme 36% (26)
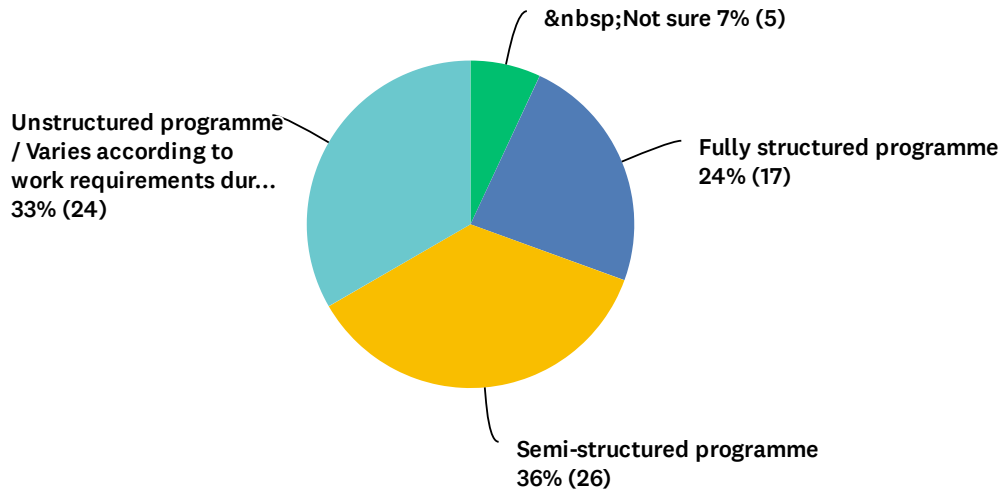
| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Not sure | 7% | 5 |
| Fully structured programme | 24% | 17 |
| Semi-structured programme | 36% | 26 |
| Unstructured programme / Varies according to work requirements during internship period | 33% | 24 |
| TOTAL | | 72 |

# Q6 Which of the following duties / tasks are usually assigned to interns? Please select all that apply.

Answered: 71    Skipped: 45
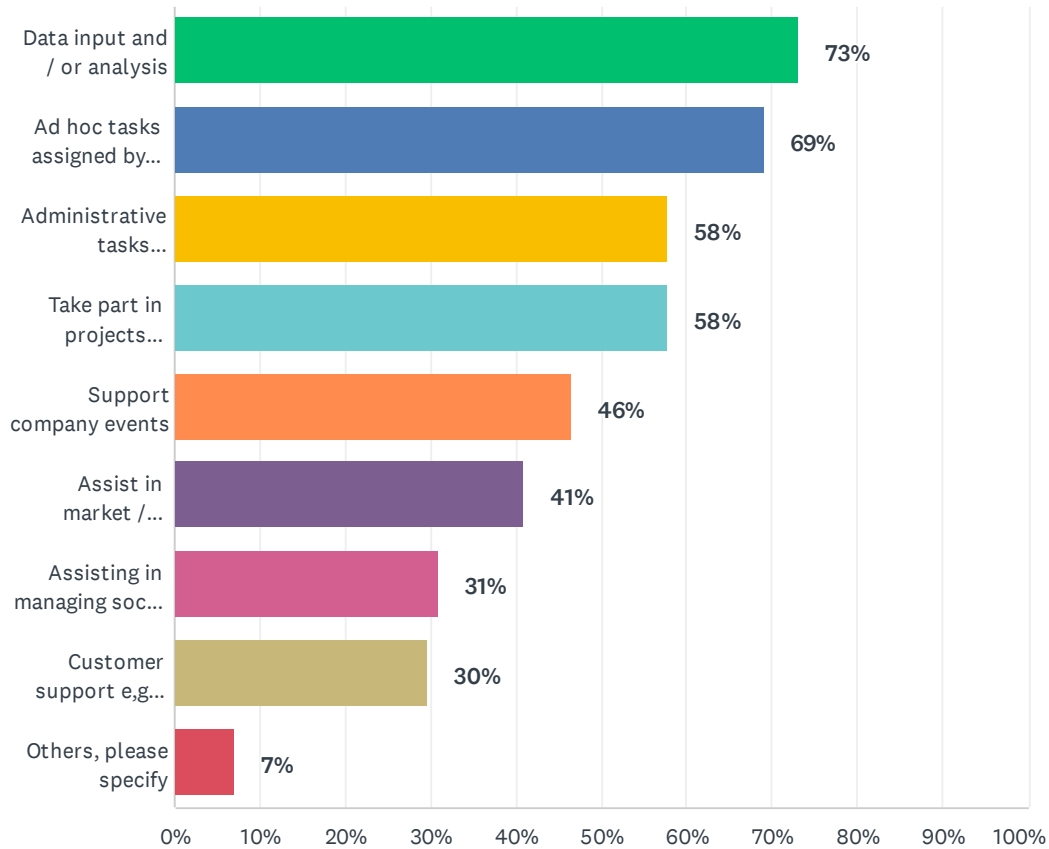


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Data input and / or analysis | 73% | 52 |
| Ad hoc tasks assigned by various business units | 69% | 49 |
| Administrative tasks (photocopy, filing etc.) | 58% | 41 |
| Take part in projects specifically designed for interns | 58% | 41 |
| Support company events | 46% | 33 |
| Assist in market / customer research | 41% | 29 |
| Assisting in managing social media / content creation | 31% | 22 |
| Customer support e,g handling general calls / enquiries | 30% | 21 |
| Others, please specify | 7% | 5 |
| Total Respondents: 71 | | |

# Q7 Does your organisation typically hire some of the interns as full-time employees after their internship?
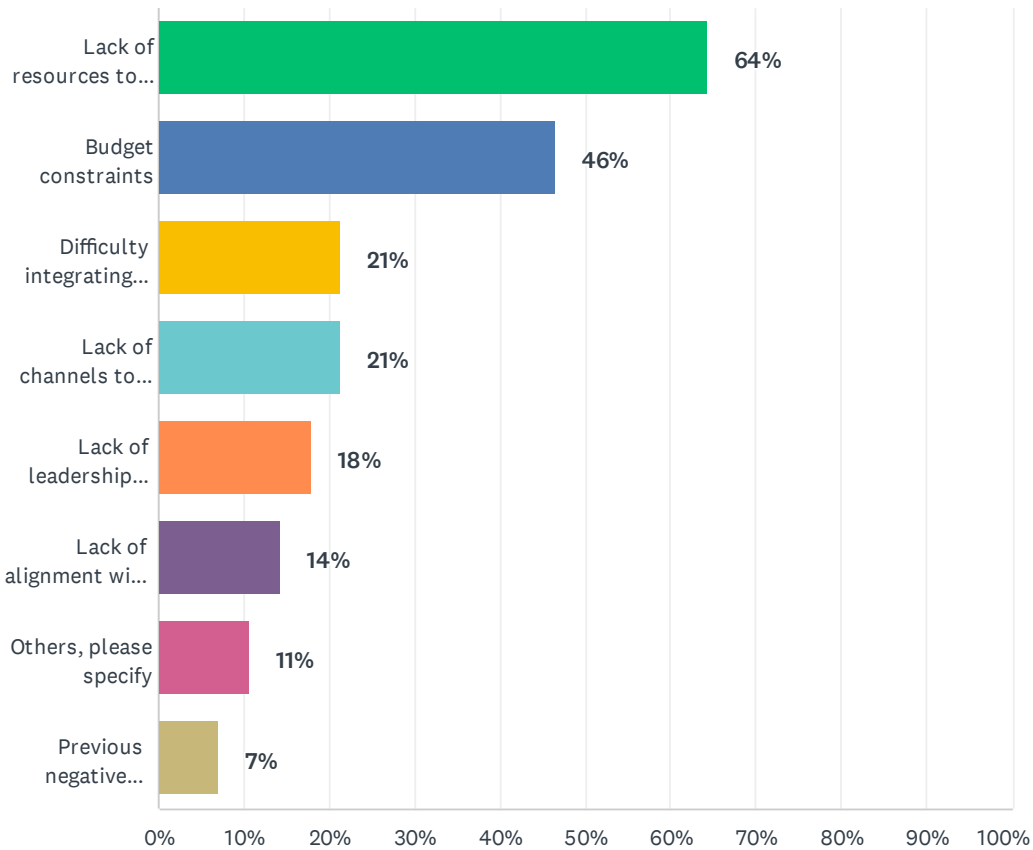
Answered: 72    Skipped: 44
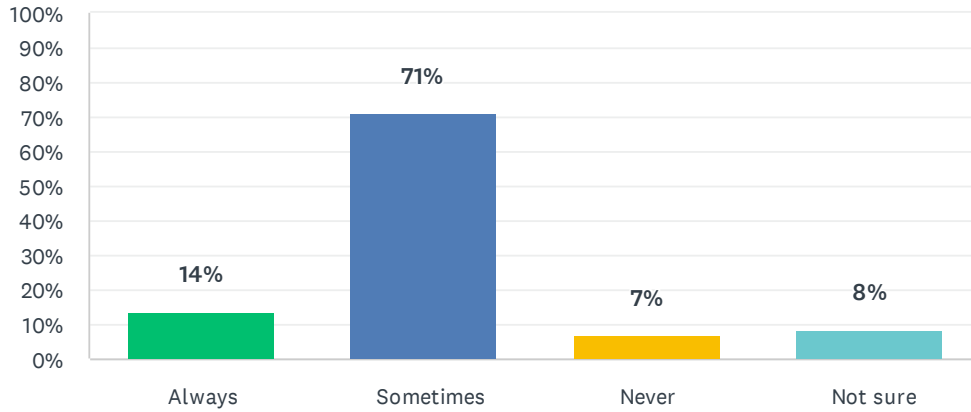


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Always | 14% | 10 |
| Sometimes | 71% | 51 |
| Never | 7% | 5 |
| Not sure | 8% | 6 |
| TOTAL | | 72 |

# Q8 Why did your organisation not offer any internship programme in the past 12 months ? Please select at most 3 answers.

Answered: 28    Skipped: 88



| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Lack of resources to manage internship programme / interns | 64% | 18 |
| Budget constraints | 46% | 13 |
| Difficulty integrating interns into existing teams | 21% | 6 |
| Lack of channels to recruit interns | 21% | 6 |
| Lack of leadership buy-in | 18% | 5 |
| Lack of alignment with company culture | 14% | 4 |
| Others, please specify | 11% | 3 |
| Previous negative experiences with internship programmes | 7% | 2 |
| Total Respondents: 28 | | |

# Q9 What type of resources / support can the HKIHRM offer to your organisation on implementing internship programme ? Please select all that apply.

Answered: 86    Skipped: 30
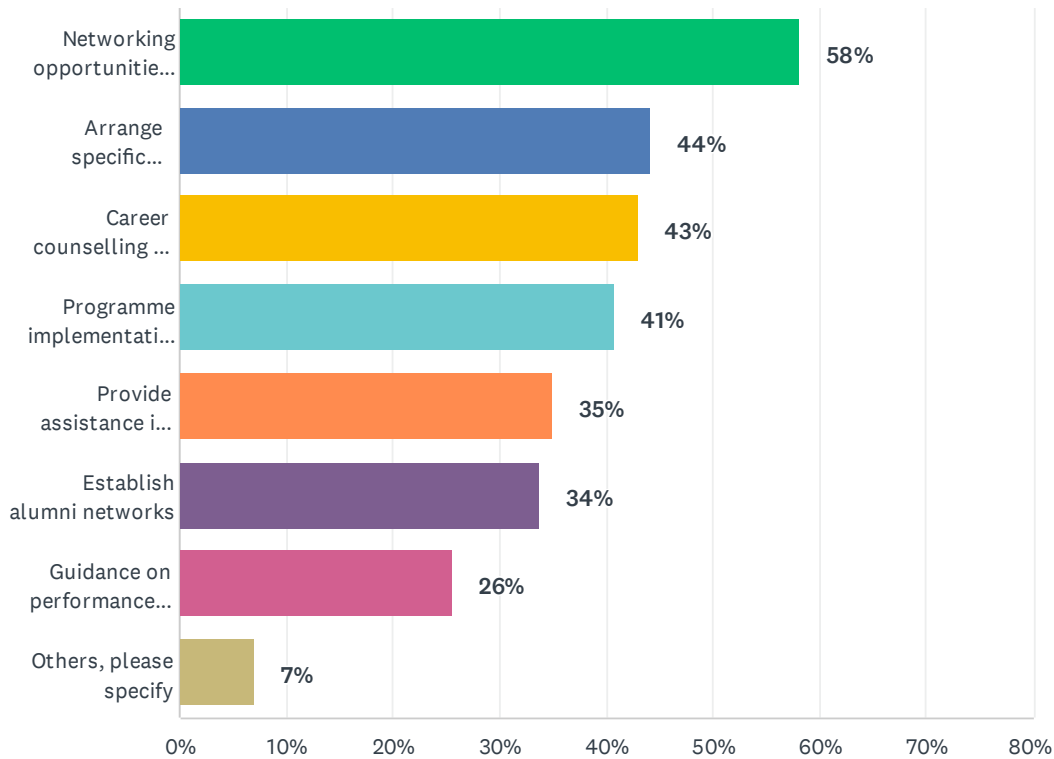


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Networking opportunities with academic institutions | 58% | 50 |
| Arrange specific industry site-visits for interns | 44% | 38 |
| Career counselling and guidance for interns | 43% | 37 |
| Programme implementation support / guidance / training | 41% | 35 |
| Provide assistance in design of internship programme | 35% | 30 |
| Establish alumni networks | 34% | 29 |
| Guidance on performance evaluation of interns | 26% | 22 |
| Others, please specify | 7% | 6 |
| Total Respondents: 86 | | |

# Q10 What is the main business sector of your organisation ?

Answered: 89    Skipped: 27
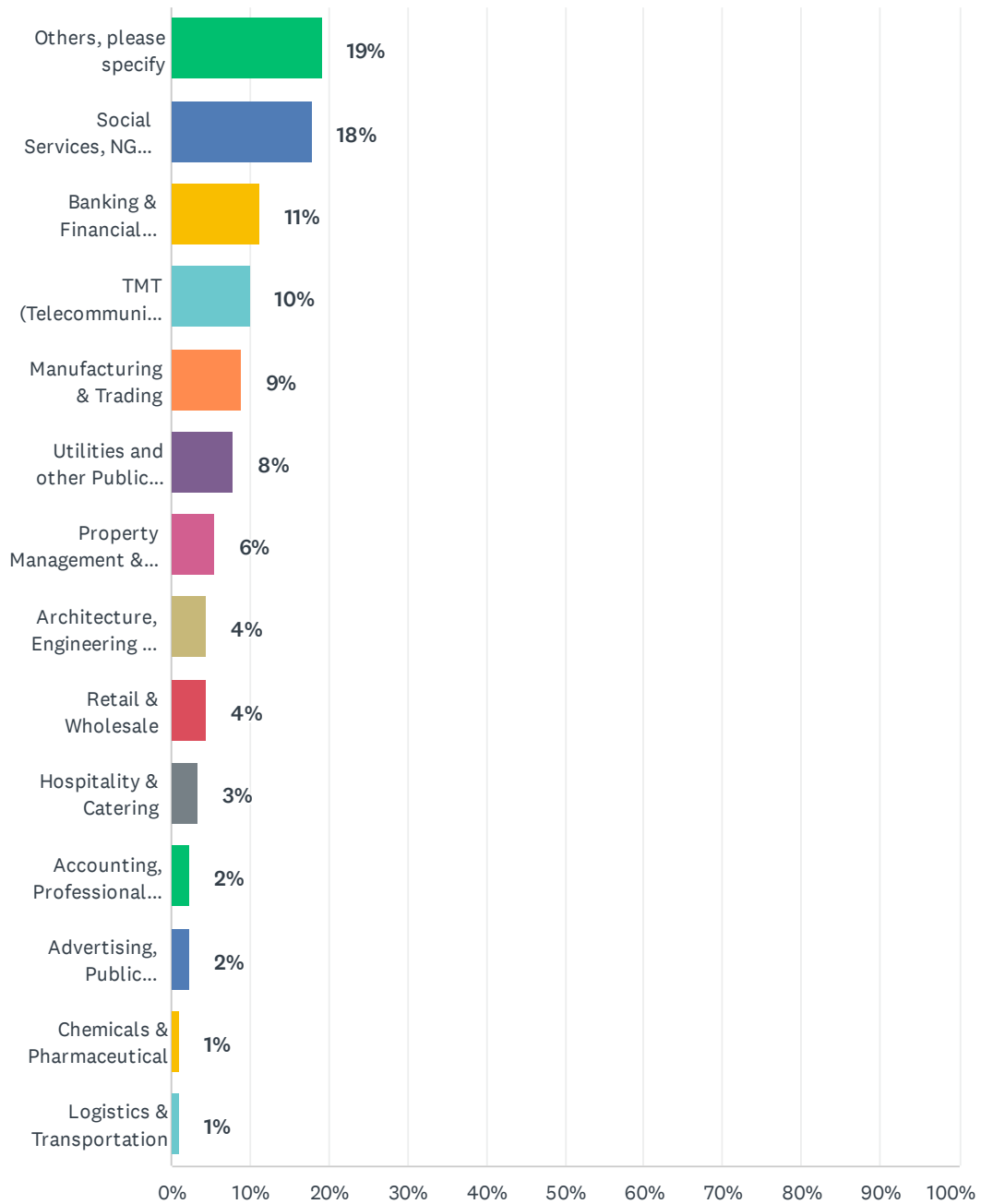
| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Others, please specify | 19% | 17 |
| Social Services, NGOs, Non-profit organisations / Charities, Education | 18% | 16 |
| Banking & Financial Services (including Asset Management, Insurance) | 11% | 10 |
| TMT (Telecommunication, Multi-Media & Technology) | 10% | 9 |
| Manufacturing & Trading | 9% | 8 |
| Utilities and other Public / Statutory Bodies | 8% | 7 |
| Property Management & Real Estate Development | 6% | 5 |
| Architecture, Engineering & Construction | 4% | 4 |
| Retail & Wholesale | 4% | 4 |
| Hospitality & Catering | 3% | 3 |
| Accounting, Professional Services | 2% | 2 |
| Advertising, Public Relations & Marketing | 2% | 2 |
| Chemicals & Pharmaceutical | 1% | 1 |
| Logistics & Transportation | 1% | 1 |
| TOTAL | | 89 |

# Q11 What is the size of your organisation?

Answered: 88    Skipped: 28

1000 or above 34% (30)

Less than 100 31% (27)
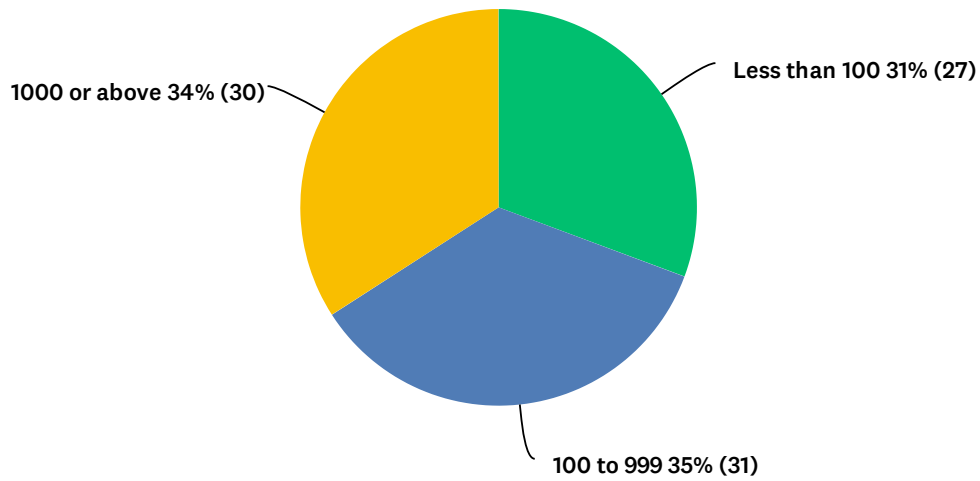
100 to 999 35% (31)

| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Less than 100 | 31% | 27 |
| 100 to 999 | 35% | 31 |
| 1000 or above | 34% | 30 |
| TOTAL | | 88 |