

Many corporations rely on their internship programs to find and develop new, young talent for future business opportunities. With the onset of COVID-19, companies have had to work quickly to find new, innovative ways to handle internships in 2020.

While some organizations have decided to go virtual with their onboarding, others are running their entire internship program virtually. Other internship programs have been cancelled altogether while some will occur as they always have. What does this mean not only for the corporations but also for young talent trying to land a future position at a major corporation?

Cartus surveyed more than 50 organizations to better understand this year's internship landscape.

INNOVATION

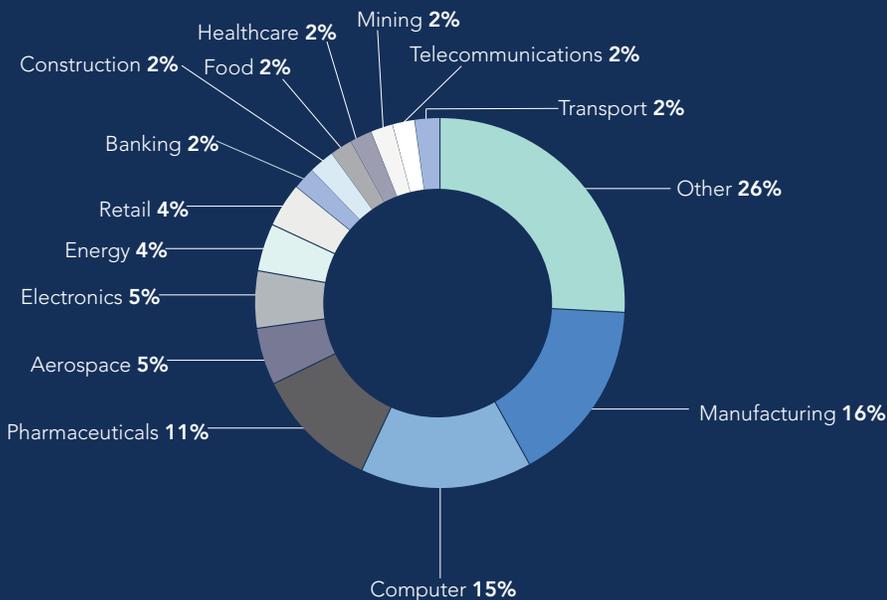
Case Study Competition

Having cancelled its internship program for 2020, one corporation is considering a case study competition (with selected students on multiple teams at key universities) that can be conducted without the interns having to be based at a company facility. Winners of the case study competition at each school may receive a cash reward for their effort and consideration for employment upon graduation.

Virtual May be the Way to Go

Another organization is developing a playbook for their leaders, "Managing a Virtual Intern" with tips and suggestions to assist them with onboarding, training, and helping the intern network in a virtual environment. They are also replacing their in-person networking and social activities with virtual options: virtual team buildings, Google Meet Ups, and Zoom chats.

RESPONDENTS BY INDUSTRY SECTOR



THE NUMBERS

68%
of respondents have 1-250 interns each year.

32%
of respondents have 251-400+ interns each year.

2020 PROGRAM IMPACT



30%

of respondents decided to go virtual with their 2020 program.



27%

of respondents said internships were cancelled.



16%

of respondents said there was no impact to their internship program.



PROGRAM SUPPORT

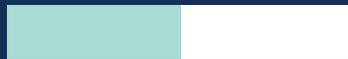
66%

of respondents pay interns a salary.



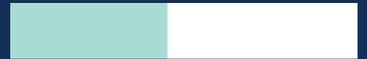
50%

of respondents pay interns lump sum.



44%

of respondents typically pay for housing.



SUMMARY

As organizations use internships to develop their future talent and interns use the opportunity to showcase what they can do, the question remains, how successful will virtual programs be in evaluating talent? And what will be the career impact to talent whose internships were cancelled in 2020?

Cartus is committed to supporting you in navigating these challenging times and developing innovative solutions. If you have any questions, or if you would like further information, please reach out to your Cartus representative or email us at cartussolutions@cartus.com.

Visit the Cartus COVID-19 Content Hub at www.cartus.com/coronavirus for additional information and resources to help you navigate the current global mobility landscape.