

INTERNSHIPS AND RELOCATION:

ENSURING A BRIGHT FUTURE

Internships are a vital part of many organizations' talent acquisition strategies. They ensure that companies can attract the next generation of talent and plan for the future effectively.

According to a 2018 survey conducted by the National Association of Colleges and Employers (NACE), a majority of employers offer at least some relocation assistance to interns. The amount of assistance can vary widely, from simple lump-sum payments to cover travel costs to bundled packages of services that include housing, transportation, and other services.



50%

Percentage of organizations that
reimburse for housing costs

\$2,321

Average lump-sum cost per
intern for housing

\$1,477

Average lump-sum cost per
intern for travel

TIPS FOR INTERN RELOCATION PROGRAMS

Internships are a competitive differentiator for organizations, and you need to have a clear relocation plan that sets your internship apart. Here are a few tips to get started.



PRE-PLANNING

- **Advance Reservations** — Start reserving corporate housing as far in advance as possible, even if you only have a few interns. It's not unusual to submit requests in November or December for intern programs that start the following summer, especially in high-density cities.
- **Start Dates** — Decide on a few select start dates for your interns — don't randomly stagger them. When a group of interns all start on the same day, it's more cost-effective and easier to arrange orientation, roommate matching, and transportation.
- **Roommate Policies** — Determine your corporate policies in advance for singles, gender-inclusive housing, and roommate sharing. Some companies require four interns to share an apartment, for example, while others allow individual units.



LEVERAGE YOUR RMC

- **Stipend or Subsidies** — Your Relocation Management Company (RMC) can help you determine the best way to maximize dollars, whether you provide fully furnished temporary housing or stipends for interns to secure their own housing.
- **Welcome Parties** — To get your intern program off to a great start, work with your RMC to arrange welcome parties at the corporate housing venues. Consider providing branded company swag, like coffee mugs, notebooks, and T-shirts, to get your interns excited and engaged right from the start.



ADD VALUE

- **Neighborhood Tours** — Although intern programs are typically managed with a lower budget, consider offering a pre-orientation group bus tour to help interns quickly get acclimated to their new city and neighborhoods.
- **En Route Allowances** — For an employee-centric program, consider providing a small upfront allowance to help interns with incidentals while traveling, groceries, or other expenses that come up before their first paycheck.
- **No Surprises** — Consider offering a one-time housekeeping service mid-term, so any issues can be identified well in advance of move-out, eliminating the potential for extra charges.

ENHANCING THE INTERNSHIP EXPERIENCE

Relocation and housing can be an important part of an internship program, and it can have a tremendous impact on an intern's willingness to join a company. Providing services that thoughtfully guide the intern through what is likely one of their first work experiences can have a long-term return.

Contact NuCompass today to learn how we help organizations like yours plan an internship relocation program.

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