



India-Based Internship Programs

A Companion to Weichert's
2023 Interns & Mobility Research





As a companion piece to our 2023 Interns & Mobility Research, we are proud to provide extensive data on how mobility supports internships throughout India.

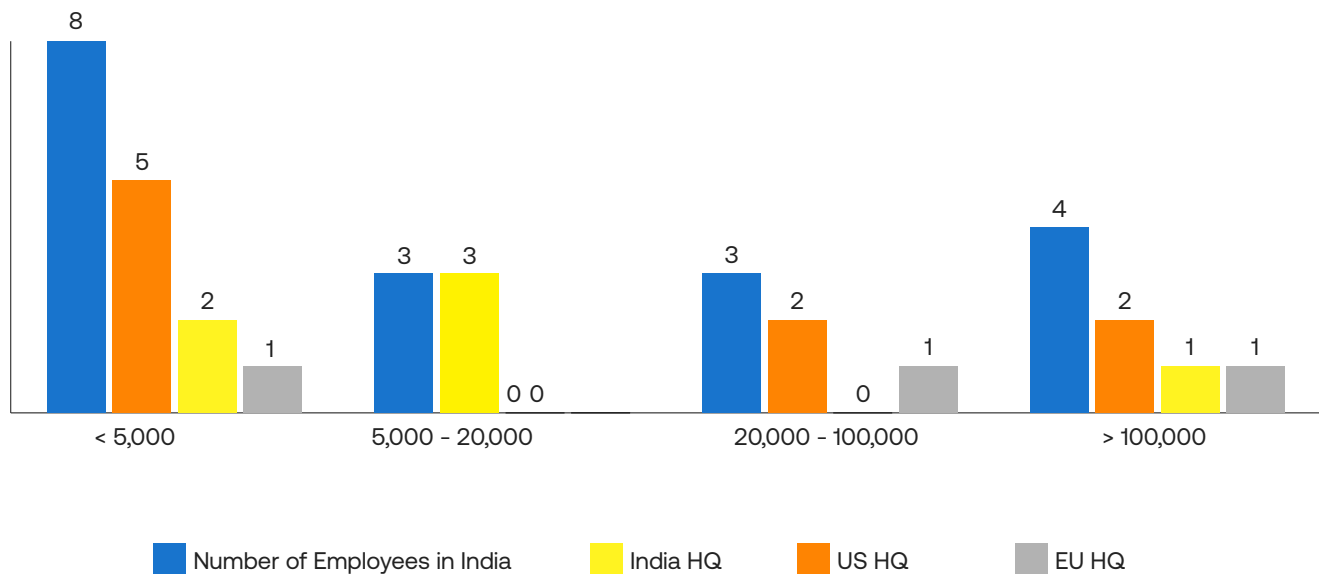
This information is culled from recent industry surveys, our Advisory Service research library and information from clients with activity throughout the Asia Pacific.

WEICHERT INDIA INTERN & GRAD PROGRAM REVIEW

In March/April 2023, Weichert spoke with 18 companies that have a significant presence in India to gather research and insight into their intern and/or grad programs. These companies represent the following industry sectors:

- IT / IT Consulting (10)
- BPO (1)
- Industrial Technology (1)
- Food & Beverage (2)
- Pharma (1)
- Financial Services (1)
- Digital Automation (1)
- Diversified Conglomerate (1)

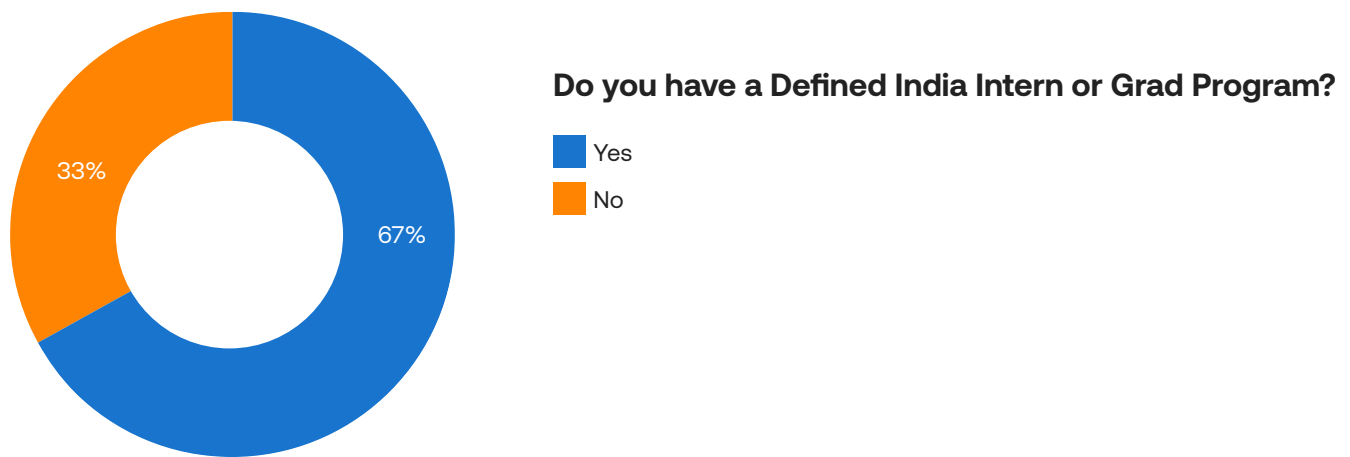
Twelve are US headquartered, three are India headquartered and three are EU headquartered.



“Many companies I am aware of with any structured domestic India program simply offer interns or grads a Lump Sum of around INR 100,000 (approx. US\$ 1,220) which equates to around INR 70,000 after tax (c. US\$ 850) ... Relocation benefits are an important talent attraction tool and they need to be used as such. They are a one-time cost, but they are worth it” - **Veteran HR Leader in India**

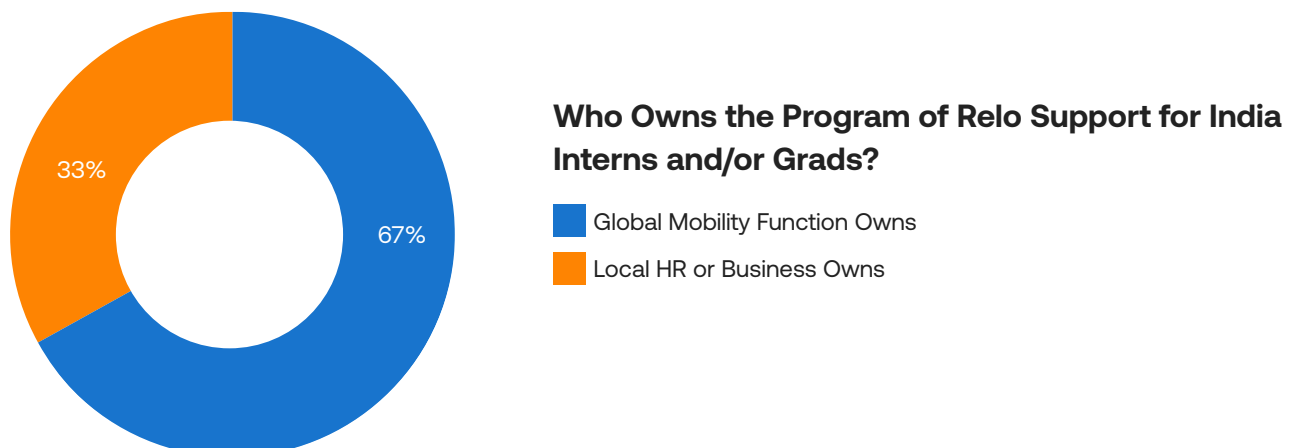
COMPANIES WITH A DEFINED PROGRAM OF RELOCATION SUPPORT FOR INDIA INTERNS/GRADS

- 67% of companies have a defined intern or grad program in India
 - One of these has a defined grad program only
 - The others have defined programs for interns only or for both interns and grads
- 33% of companies have no defined intern or grad program in India
 - Three are US headquartered, each with roughly 3,000 employees in India
 - Three are EU-headquartered, two with 30,000+ employees in India



OWNERSHIP OF DEFINED PROGRAMS OF SUPPORT FOR INDIA INTERNS/GRADS

- The defined program of support for India interns or grads is owned by the corporate mobility function in 67% of instances
- Of these companies, 8 are US headquartered and 2 are India headquartered
- The companies whose defined program of relocation support for India interns or grads are owned locally in India, are all US headquartered and have between 2,000 – 20,000 employees in India



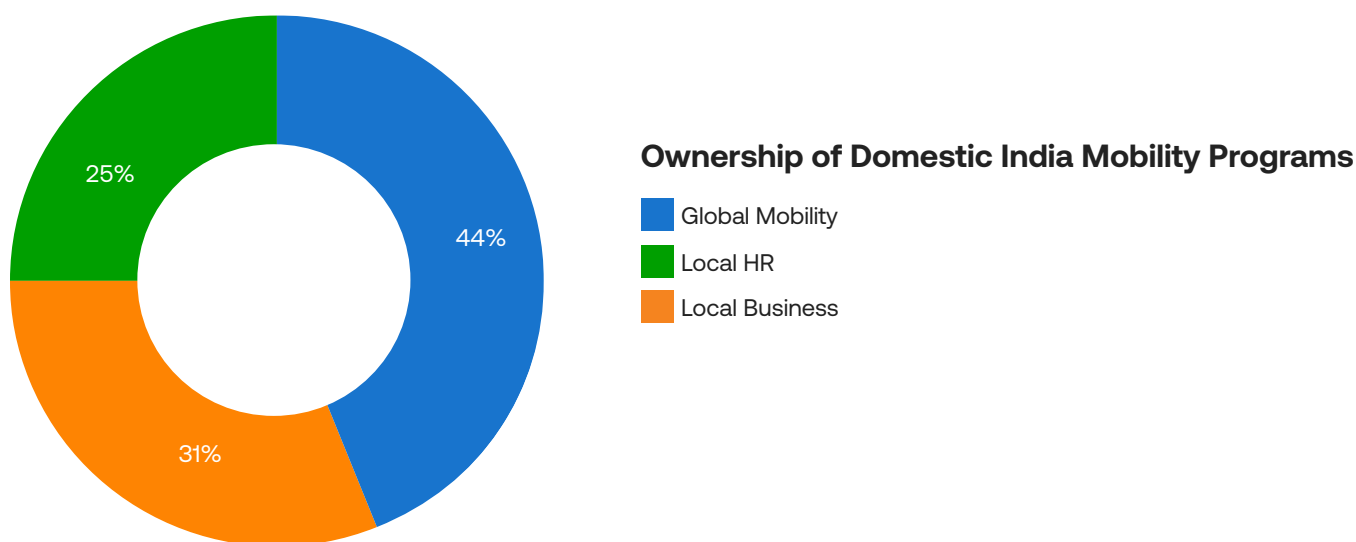
WHO OWNS INTERN PROGRAMS?

Weichert's study is aligned with other industry research that validates the majority of our findings. A recent industry report published in June, 2022, surveyed 16 companies in India on a number of mobility topics, including their relocation provisions for interns.

The report found that domestic India mobility programs were owned by the global mobility function for 44% of respondents, with the remaining 56% split between local HR and local business. In this study, less than 50% of companies indicate that Global Mobility is responsible for ("owns") India mobility programs.

Highlights from this study specific to interns included:

- 27% of companies do not provide any relocation for interns, and only hire local interns
- Interns could be hired for a short duration (2 weeks to 6 months) — while they are continuing their university (degree) education, or for longer, mostly where their formal university studies are completed
- Relocation-related services most typically offered to Interns are airfare and temporary housing:
 - 55% of companies provide a one-way flight along with a 7-14 day stay in a hotel
- Lump sums are provided to interns by over 70% of participating companies. The amount provided varies, falling to around INR 50,000
 - Interns pay for this either out of their own pockets or out of any allowance provided by the company. Generally, they stay as "Paying Guests". This housing cost ranges from INR 5,000 to INR 15,000 per month
- At least one large technology organization provides hotel/service apartment accommodation for the full duration of internship, along with transportation and food
- A large telecommunications company only provides flights



Source Benivo, June 2022 Study

DETAILED SAMPLE OF WEICHERT BENCHMARK

Industry Sector	Global HQ	Program Summary	KEY PROVISIONS FOR INTERNS				
			Lump Sum	Travel	Temp Living	Per Diem	Other
IT 1	US	Robust domestic India policy covers all move types: FTEs, grads and interns. Q1 2023 77% of those moving under this policy were interns. Policy shortly to be reviewed for competitiveness and fit-for-purpose.	Y	Y	Y	Y	
IT 2	US	For domestic 1-way relocations, company provides a complete cash-out option where employees self service their moves. The amount is based on the distance and accompanying family size. The company takes the below into consideration: <ul style="list-style-type: none"> ■ Enroute Travel ■ HHG & Auto Shipments ■ Temporary Housing & Transportation ■ Pet Shipment ■ House Search and settling-in Service For interns, company provides 40% of the amount paid to regular employees.	Y	Y	Y	N	
IT 3	US	Domestic mobility program of support for both graduates and interns, although the intern population supported is far smaller since interns are typically drawn from the university in the same location as the office they intern at. Internships typically run for 3-6 months. The program provisions include: <ul style="list-style-type: none"> ■ Travel ■ Accommodation ■ Lump Sum Allowance 	Y	Y	Y	N	
IT 4	US	Graduates and Emerging Talent – They are hired as full-time employees and are provided with a very standard relocation package which includes: A. Paid on actuals on submission of bills: <ul style="list-style-type: none"> ■ Movement of Goods – up to Rs.45,000 ■ Food – up to Rs7,500 (500 x 15 days) B. Booked and paid for by the company: <ul style="list-style-type: none"> ■ One-way Airfare and 14 nights Hotel Accommodation Apprentice Program – APAC-wide – in this program individual with no work experience (or minimal work experience in few countries), holding a 10+2 with Vocational certification or 3-year Diploma or 4-year Engineering degree (graduated within the last 3 years) is trained (classroom & on-the-job) for a period of 6-24 months as per the terms and conditions in compliance with the Apprentices Law and government requirement in the specified country. <ul style="list-style-type: none"> ■ The Apprentices undergo 6-12 months of structured training on exposure to a corporate work environment ■ Normally, no relocation provided to apprentices but may be provided when they are converted to FTE 	N	N	N	N	
IT 5	India	Company is currently completing design of intern and grad support program which will most likely include: travel to company location; accommodation, transport, meals for first two weeks; rental car on the first two weekends to aid interns/ grads finding their longer term accommodation; parents who wish to accompany intern/grad placed in the company program will also be fully covered by the same travel, accommodation, transport and meals provisions. Targeting the applicability of the intern and grad programs to both local and foreign talent.	N	Y	Y	Y	Car hire; dependents including parents considered
IT 6	US	Travel and temporary living only supported.	Y	Y	Y	N	Online location and accommodation resources
IT 7	US	Provides cash lump sum support only, as well as access to location/accommodation resources.	Y	N	N	N	Online location and accommodation resources

“Our India domestic numbers are surging right now and we are reviewing our program as well –as of February 2023, we have already surpassed full year overall volume from pre-pandemic... and the projections are strong ...” - **US headquartered IT services company with 77% of those moved domestically within India in Q1-2023 being interns**

DETAILED SAMPLE OF WEICHERT BENCHMARK

Industry Sector	Global HQ	Program Summary	KEY PROVISIONS FOR INTERNS				
			Lump Sum	Travel	Temp Living	Per Diem	Other
Industrial Technology	US	<p>1. An intern traveling from outside the company work location which is more than 100kms and the home base and study location is not the same as the work location, then a One Time Payment (OTP) of INR 85,000 will be processed to cover all the relocation-related expenses like travel, accommodation, food, laundry, etc. This amount has been grossed up considering any applicable tax deduction.</p> <p>2. For any interns whose home location is same as their work location, a One Time Payment (OTP) of 15000/- will be processed to cover the travel expenses. The initial booking for travel and accommodation shall be borne by the intern. The Hiring Manager and the business shall help interns in the booking process wherever applicable and possible.</p>	Y	N	N	N	
Food & Beverage	US	For both summer interns and grads company covers economy travel and temp accommodation for up to 2 weeks.	N	Y	Y	N	
Conglomerate	India	Distinct and separately branded CSR and Educational arms of a leading India-headquartered conglomerate has been developing an international intern and graduate program inbound into India to attract global talent into the country. About 30-40 interns and grads have already been identified. The company is in the final stages of defining the support to be provided. Support will certainly include immigration and inbound travel. Accommodation is likely to be provided in company-owned properties. The possibility of allowances or per diems being offered is still under review, with clarity expected by mid-May.	TBC	Y	Y	TBC	
BPO	India	Flights only provided	N	Y	N	N	

Let's make <work> happen.

weichertworkforcemobility.com