

A man in a black suit and a woman in a grey blazer are looking at a tablet together. The man is on the left, holding the tablet, and the woman is on the right, looking at it. They are both smiling and appear to be in a professional setting.

Interns in Internal Audit

~ Envision the Possible



Leadership Panel

Carley Furguson, CPA

Vice President - Internal Audit
Mohawk Industries, Inc.

Bill Stahl, CIA, MBA

Director, Global Internal Audit –
Americas



Sharon Holness

Sr. Director of Enterprise Risk and
Finance & Accounting, SOX, and
Shared Service Audits at UPS

**Brad Schafer,
Ph.D., CIA**

Associate Professor of Accounting
at Kennesaw State University

The Intern Panel

Alice Handweker
Vel Handwerker

Staff Auditor – Rausch Advisory Services



Danielle Waters

Global F&A SOX Assurance Manager
at UPS



Mike Harrington,
CDPSE, CRISC

President & CEO of Rausch
Advisory Services

The Moderator

Key Statistics

According to the 2025 Internship statistics report by Gitnux



- **80% of employers** believe internship programs deliver the best ROI for talent acquisition.
- **77% of employers** see internships as a cost-effective recruitment method.
- **68% of supervisors** say interns contribute meaningfully to their teams.
- Interns reduce recruiting costs significantly by filling entry-level roles internally
- **60%** of internship positions are paid
- The average hourly pay for interns in the U.S. is **\$20.07**
- **65%** of interns report gaining new skills during their internship
- **55%** of college students complete internships to explore career options
- **45%** of internships lead to a full-time job offer
- **40%** of internship programs are offered through university partnerships
- **83%** of hiring managers believe internships are effective for assessing candidates
- The average duration of an internship is **10 weeks**

Internal Audit Pipeline



The internal audit profession is **aging**: early-career auditors (under 39) declined by 17% from 2015–2021.



80% of hiring managers still seek accounting graduates, but demand for **data analytics and tech skills** is rising (43% prefer IT backgrounds).



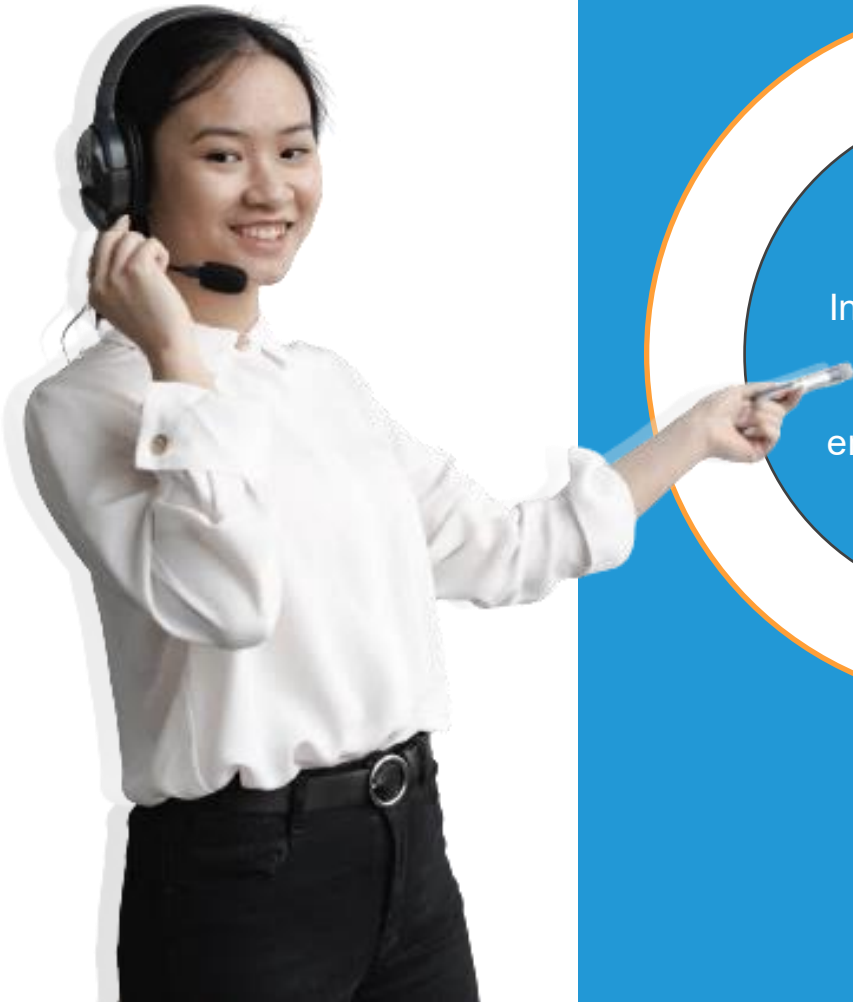
Universities offering dedicated internal audit programs: **56 worldwide**, with 12 Centers of Excellence.

Reference: Building the Talent Pipeline – IIA.org



Intern Statistics

According to the 2025 Internship statistics report by Gitnux



70%

Internships increase the likelihood of securing full-time employment by 70%

\$15,000

Interns who convert to full-time roles earn \$15K more annually than peers without internships

66.4%

Average conversion rate of interns to full-time hires in structured programs

The **Coles College of Business** at Kennesaw State University emphasizes experiential learning through internships and co-ops as a critical component of career readiness. These programs allow students to translate classroom theory into real-world skills, gain professional experience, and build networks with top employers in the Atlanta area. Internships are typically one semester, while co-ops often span multiple semesters for deeper engagement.



Internal Audit
Academic Alliance

Kennesaw State University is recognized as one of only a handful of Internal Audit Education Partnership (IAEP) Centers of Excellence worldwide by the Institute of Internal Auditors



KENNESAW STATE
UNIVERSITY
COLES COLLEGE OF BUSINESS

Students from Coles College intern at leading companies such as **UPS, Coca-Cola, Home Depot, Delta Airlines, Ernst & Young, KPMG, IBM, Porsche, and Wells Fargo**. The college partners with the **Department of Career Planning and Development** to provide dedicated internship advisors, career fairs, and job placement resources. Internships often count as **business elective credits** and can lead directly to full-time employment opportunities after graduation.



Questions