

# FIRSTHAND

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## 100 Best Internships

Firsthand surveyed thousands of current and former interns about their internship programs. Firsthand's 100 Best Internships reflect the highest-rated internship programs across the survey pool. The 2022 rankings are based on the results of the 2021 Internship Survey conducted in the summer of 2021.

[Survey Methodology](#)



1 - 10    11 - 20    21 - 30    31 - 40    41 - 50    51 - 60    61 - 70    71 - 80    81 - 90    91 - 100

### #75



#### Radio Flyer Internship Program

Radio Flyer interns are given a dynamic work environment that is designed to help students thrive in their career endeavors and support both professional and personal growth. Interns are hired across all departments, including product...

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SCORE 8.716

2021 Ranking #58



## Radio Flyer Internship Program

6515 West Grand Ave  
Chicago, IL 60707

Phone number: 773-637-7100  
Visit Website: <https://www.radioflyer.com>

### Overview



#### Introduction

The iconic Little Red Wagon company known as Radio Flyer launched over 100 years ago, and today features tricycles, scooters, and other ride-ons—including a kid-size model Tesla and an adult line of eBikes and eScooters. Past interns say that Radio Flyer provided a "hands-on internship experience with a collaborative, innovative, and inspiring team" doing "meaningful and valuable work" all the while having fun. In short: "Fun is part of the job."

## Internship Program Stats

✓ How To Apply <a href="#">+</a>	✓ Number Of Interns Varies	✓ Featured Rankings <b>Best Retail &amp; Consumer Products Internships...</b> <a href="#">+</a>
✓ Timing <b>Summer...</b> <a href="#">+</a>	✓ Hours Full-time	✓ Min GPA 3.00 - 3.49
✓ Duration <b>6 to 12 weeks</b>	✓ Compensation Paid	✓ Academic Level <b>College Sophomores...</b> <a href="#">+</a>
✓ International Students Eligible <b>No</b>	✓ Major Depts/Functions <b>Accounting...</b> <a href="#">+</a>	✓ Locations <b>Chicago, IL</b>
✓ Application Deadline Rolling basis	✓ Internship Contact <b>Kamren Coutee</b> <b>Talent Acquisition Leader</b> <a href="https://blog.radioflyer.com/content/inte...">https://blog.radioflyer.com/content/inte...</a> <a href="#">+</a>	

### About the Program

Radio Flyer interns are given a dynamic work environment that is designed to help students thrive in their career endeavors and support both professional and personal growth. Interns are hired across all departments, including product development (mechanical engineering, electrical engineering, and industrial design), quality assurance, supply chain, human resources, finance, marketing, and sales. Interns are encouraged to bring fresh ideas and insights that will help to drive the business. Radio Flyer's internships offer:

- Real work and a real impact
- Innovative office culture
- Mentorship and team support
- Meaningful and challenging projects
- Competitive compensation
- Friendly and creative work environment
- Intern socials and networking events
- Clear, meaningful goals

Radio Flyer is looking for people who live its values and who support its vision and mission. Their values are:

- FUNatical Customer Service
- Live with Integrity
- Yes I Can
- Excellence in Everything
- Responsible for Success

### About the Company

Radio Flyer, a 104-year-old American toy company best known for its popular red toy wagon, is based in Chicago, Illinois. Its CEO, Robert Pasin, is the grandson of the founder Antonio Pasin, and there are approximately 80 employees known as "Flyers." The company has been recognized as a top workplace by Fortune, the Wall Street Journal, and Crain's. In 2021, Radio Flyer expanded into transportation offerings for adults with a line of electric bikes and scooters.



### 2022 Vault Rankings

**#5** Best Retail & Consumer Products Internships

**#6** Best Internships for Quality of Life

**#11** Best Internships for Engineering

[View All Rankings](#)

## Intern Reviews

QUALITY OF LIFE   VIRTUAL EXPERIENCE   DIVERSITY & INCLUSION   LIKES   DISLIKES   ADVICE TO INTERNS

- "The company culture here is unlike any other I have seen. Everyone here is so passionate about Radio Flyer and loves seeing people succeed as well as the company. Questions are welcome and so is team collaboration to complete tasks and projects. The company is very diligent with training and tries getting me involved in as much as possible, without overwhelming me. They also care a lot about professional/personal development and there are classes throughout that are there to learn."
- "Radio Flyer is an incredibly supportive and fun place to work. From the beginning, my manager set very clear expectations and has supported me on meeting those. I am required to work 40 hours, and no more time is expected of me. There is also a half-day Friday option available for all Flyers, including interns, and folks are very open to time off as needed for out of work events."
- "The culture at Radio Flyer plays an integral role in the company. Even from a remote internship, the company's culture was very strong and clear which made me want to accept a full-time offer. The added benefit of summer hours also helped guide me through my internship."
- "Radio Flyer truly believes and lives its mission, vision, and values. That is directly reflected in my quality of life while working here. The employees care about the people, the products, and the journey."

QUALITY OF LIFE VIRTUAL EXPERIENCE **DIVERSITY & INCLUSION** LIKES DISLIKES ADVICE TO INTERNS

- "There were socials, daily communication with my boss and team."
- "I really felt supported even from a distance and like I gained a ton out of the internship. However, I felt more connected to my team than the other interns but I think that helped in the long run."

QUALITY OF LIFE VIRTUAL EXPERIENCE **DIVERSITY & INCLUSION** LIKES DISLIKES ADVICE TO INTERNS

- "While there overall stat for men and women is equal, it is skewed tremendously. Nearly the entire HR, sales, and marketing departments are female, and the engineering departments are nearly all male. They do not have very many people with color or any disabled people. They are being very proactive about changing this though!"
- "Almost the entire finance team I work with is composed of women. Half of the team are also members of an underrepresented racial and ethnic group. We have open discussions about DE&I often and in everyday conversations."
- "The intern group is not super racially diverse. This is an area that they have acknowledged, and are working to improve."
- "There is always room to improve and become more inclusive to everyone. Radio Flyer has classes/work sessions to discuss DE&I and ensure that each person is upholding the company values when it comes to being inclusive for everyone."

QUALITY OF LIFE VIRTUAL EXPERIENCE DIVERSITY & INCLUSION **LIKES** DISLIKES ADVICE TO INTERNS

- "It was great to get to know all full-time employees and internships on a personal level and have the opportunity to work with any of them. Radio Flyer encourages communication, collaboration, and dedication through company classes and workshops related to communication styles, getting to know the CWO, and respecting and encouraging diversity and inclusion."
- "The best aspects of the internship were that I got to wear so many different hats in the role. Even as an intern, I worked on a variety of different projects and I got to see them in real time and the effects they had on the company. I was doing real design work with professionals and still felt supported and valued as an equal rather than a new intern."
- "I am so impressed how strong the vision mission and values are. A culture of integrity and respect is emphasized in all things and company events. I feel that I was able to form a solid vision of the kind of business person I would like to be. I appreciated the ability to see a variety of different financial/accounting processes. The finance team welcomed me as a member of the team and I felt I was doing productive work that was satisfying."
- "Radio Flyer has the most beautiful and fun office I've ever seen. I get to do lots of real engineering jobs, my design is being prototyped and will be manufactured and sold in actual supermarkets and websites, which makes me feel meaningful working as an intern in RF."

QUALITY OF LIFE VIRTUAL EXPERIENCE DIVERSITY & INCLUSION LIKES **DISLIKES** ADVICE TO INTERNS

- "I wish I had more opportunities to shadow other employees in their own department and understand their day-to-day tasks."
- "I didn't find all my projects to be the most exciting, but I also feel that this was an important lesson to learn about industry careers: how to balance a range of varying projects and make sure everything, not just the 'fun' projects, gets finished at a high quality."
- "Remote/in-person interaction is very challenging at the intern level especially between intern and manager."
- "Crunched for time, lots of goals for end of internship. Intern event planning was a bit to concentrated in the scheduling."

QUALITY OF LIFE VIRTUAL EXPERIENCE DIVERSITY & INCLUSION LIKES DISLIKES **ADVICE TO INTERNS**

- "Be open to learning all about the company! Radio Flyer gives you training that every full time employee receives. They treat you like a full-time employee even though you're an intern."
- "I would recommend they take full advantage of the opportunity to learn and absorb as much as they possibly can. It was a period of extreme growth and learning and I was able to apply what I learned not only back at school but also to my professional life."
- "Don't be afraid to ask questions. Everyone here is so happy to help and very willing to answer anything. Also, don't be afraid to get to know everyone in the company, even beyond your own department because other people will remember your name and care that you're here."
- "Look for feedback, bring your excitement to your projects, and enjoy the fact that you get to work on toys!"

## Why Intern Here

**WORK. GROW. PLAY.** 100 YEARS OF INNOVATION MEET OUR PEOPLE

Work, Grow, and Play are the 3 main objectives of Radio Flyer's best-in-class intern program. Radio Flyer has created an environment to maximize your educational experience through meaningful work that balances both professional and personal development.



## WORK

At Radio Flyer, we work hard to give you a dynamic internship experience that is designed to help you thrive in your career endeavors. We are looking for interns with fresh ideas and insight that will help drive our business. If you want to work for a company that challenges you and rewards your contributions, Radio Flyer is the employer for you. Beyond the classic red wagon, we have dramatically expanded our product line and continue to be recognized for our innovation. Each new product reflects our company's longstanding commitment to quality, safety, and service.

We are building something special at Radio Flyer, and would like to invite you to join us in this adventure. Radio Flyer provides a progressive work environment and an intern program designed to meet your needs. Join our team and find out what it means to work for a company with a rich heritage and an incredible future.

We offer internship opportunities in Mechanical Engineering, Electrical Engineering, Industrial Design, Quality Assurance Engineering, Sustainability, Marketing, Communications, Graphic Design, Design Research, Finance/Accounting, Human Resources, Sales, Customer Service, and Supply Chain Management.

## GROW

We believe that every intern's growth fuels our growth. We have formal and informal programs that support a learning culture. We are committed to helping you build yourself to advance your personal and professional journeys from good to GREAT.

**Wagon U Professional Development:** This series of classes is a key part of our onboarding to our intern program. We intentionally focus our core courses on connecting interns with our brand and our culture. We teach courses that provide a deeper understanding of our business. Interns enjoy an inspiring learning environment and have opportunities to ask questions directly to our senior leadership team, who serve as the primary faculty.

Coursework examples: Breakfast with the Chief Wagon Officer and Effective Communication DISC course

**Career Development & Training:** All Interns have a personal development goal and professional development goals that they create with their managers. These goals give interns the opportunity to drive their own career development and experiences here at Radio Flyer.

**Leadership Development:** We have a great leadership development opportunities for new and experienced leaders. We combine internal classes with subject matter experts to provide meaningful class experiences. In addition, we provide offsite opportunities with best-in-class leadership development programs.

"If there's one thing I can say about Radio Flyer's proud heritage, it's that we have always kept learning and changing. We would not be where we are today if it weren't for our desire to keep discovering what's next and our willingness to try new things, learn from our mistakes, and keep helping each other become better at everything we do.

"Through Wagon U, we show our commitment to being a learning organization by providing learning opportunities for all Flyers. We leverage our strengths and focus on continuous improvement in order to drive innovation and help us achieve our vision."

- Robert Pasin, CWO

## PLAY

With 100 years of bringing smiles to kids of all ages, we help create warm memories that last a lifetime. We have multiple events that focus on Flyer's getting to know each other better, learning more about our heritage and our exciting future. our values, and having fun. We do this as a tribute to the our heritage and our exciting future.

Additionally, our Wellness Committee supports and encourages healthy lifestyles by providing Flyers with nutritional guidance and motivation. They support healthy minds and bodies by encouraging physical activity, such as on-site yoga and circuit training. Some programs they offer onsite include a summer fitness team challenge and opportunities to get out of the office to eat healthy food with fellow Flyers.

We also have a committee dedicated to sustainability efforts. The Eco Flyers work to minimize the impact that we have on the environment, both at work and home. Our goal is to identify opportunities to help each Flyer reduce his or her carbon footprint, to minimize waste, and share new ways to educate our team on how to be more sustainable. Our office has rain cisterns we use to water our Little Green Garden, and our office space is LEED Platinum Certified!

Making an impact in our community and giving back to positively enrich the lives of children in need is part of our identity at Radio Flyer. Members of our Smile Squad organize various volunteer opportunities (called "Smile Days") and donation drives in which Flyers can participate. All full-time Flyers receive two days of paid time off to volunteer each year. Additionally, through our partnership with KaBOOM, Flyers and Interns spend one day each summer building a playground in a community of need.

Finally, our Warm Memories Committee and Vision Mission & Values Committee are both dedicated to making Flyers feel great and keep our culture alive in each Flyer.

WORK. GROW. PLAY. **100 YEARS OF INNOVATION** MEET OUR PEOPLE

### 100 Years of Innovation

Say "Radio Flyer" and people launch into their most treasured childhood memories. You probably have a favorite little red wagon memory of your own. Now, it's time to launch your own career with one of the toy industry's most respected names and one of the world's most loved children's brands, Radio Flyer!

Radio Flyer was born with the creation of a simple but durable wagon in 1917. Ever since, Radio Flyer has been designing products of beauty, quality and inspiration for kids of all ages. Today, Radio Flyer continues to be an icon of quality, reliability, innovation and fun.

A career at Radio Flyer offers a chance to be a part of the world's most loved children's brand. Radio Flyer Interns achieve personal and professional success by working hard, working smart and having fun together. Interns are hired across all **departments**, including product development (mechanical engineering, electrical engineering, and industrial design), quality assurance, supply chain, human resources, finance, marketing, graphic design, and sales.

#### Award Winning Products

Radio Flyer provides innovative products to our customers. We achieve this by working together to discover creative solutions to design and engineering challenges. Our collaborative environment helps to generate new ideas. Our ability to ideate and innovate has lead to award winning products.

#### Our Innovative Workspace

Awarded on of Chicago's Coolest Offices by Crain's, our workspace is LEED Platinum Certified and boast plenty of natural light along with other environmentally sustainable features. Our EcoFlyers worked with our Wellness Committee to start a Little Green Garden in our backyard!

Our office offers work spaces with innovative focus, such as our state-of-the-art prototype shop equipped with cutting edge technology.

#### "I AM PROUD"

Flyers are proud to be a part of a special brand that positively impacts children around the world. Our award winning innovation and meaningful work will leave you wanting to brag about where you work.

#### "I LOVE MY JOB"

Our innovations spark imaginations all over the world...it is easy to love what you do at Radio Flyer. You can be a catalyst for success in a world-class company. Through our selection process, we strive to find a match between what students love to do and the work we have available. At Radio Flyer, a good idea is much more than just an idea; it's our opportunity to motivate kids to get out and be active - to exercise, play, and use their imaginations. This is the heart and the power of what we do.

#### "MY PERSONAL GROWTH MATTERS"

At Radio Flyer, you know that your contributions and skills are seen, heard and appreciated. Our people drive our success. We invite interns to grow with us... we support personal and professional development through personal development plans, 360° feedback, on and offsite training, and individual coaching. Join Radio Flyer and come grow with us!

#### "WE HAVE SO MUCH FUN TOGETHER"

At Radio Flyer, we offer people more than a job. We offer a tight-knit community where every job is important and every Flyer has a voice. Mutual respect and appreciation is a Radio Flyer tradition we intend to preserve because it fosters an atmosphere that encourages new and different ideas. When you join Radio Flyer, you join the family!

## Getting Hired Here

- "Communication throughout the process was very good. I was never confused on next steps and never questioned how interviews went for me, as there was routinely a recap call from HR. I completed the entire interview process in under two weeks. I had the chance to speak with many individuals on the PD team as well as the VP of Product Development."
- "The interview process was very good, though it was longer than many other companies. Their standards are good, and all of the interns mesh well together, and it makes the program a very enjoyable experience."
- "Interviews were not difficult. The company communicated clearly and promptly with me throughout the whole application and interview process."
- "I appreciated having the opportunity to interview with many different people at the company at different levels. It showed me early on the kind of opportunities I would have and how easily accessible the entire company staff is."

- "Tell me about a project that you have done in the past."
- "What is your experience with XYZ? What are your greatest strengths and weaknesses?"
- "Why are you interested in Radio Flyer? What do you know about Radio Flyer? What are your career goals? Top 3 strengths? Resume review. On a scale of 1-10 what would a prior employer rate you? How could you improve that rating?"
- "If your previous manager could describe you in three words what are they and why?"

- "Compensation is competitive for my position, and I additionally received a housing relocation stipend. There are also numerous amenities open to interns."
- "I am paid decently as an intern, however, it is definitely not as generous as many other places for mechanical engineers."
- "\$20 an hour for my internship, very competitive and includes summer hours."

- "The company accepts about a third of their interns as employees and although I am not graduating so I'm not eligible for a full time position, they offered me a position for next summer and the option to work remotely over the school year."
- "Many of the full-time employees started as interns. Hard to tell whether there are many job openings currently."