

# **LEAKY SCHOOL TO CAREER PIPELINES: STUDENT PERSPECTIVES**

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# COLLEGE-TO-CAREER: THE ROLE OF INTERNSHIPS

Why is this  
a problem?

What's the  
experience?

Why a post-  
graduation  
internship?

Does it lead  
to a job?

Why do we  
care?

# INTERNSHIP AS CAREER PATHWAY?





# 60 INTERVIEWS

RECENT GRADUATES  
UNIVERSITY OF MARYLAND

# JUNE-AUGUST 2019

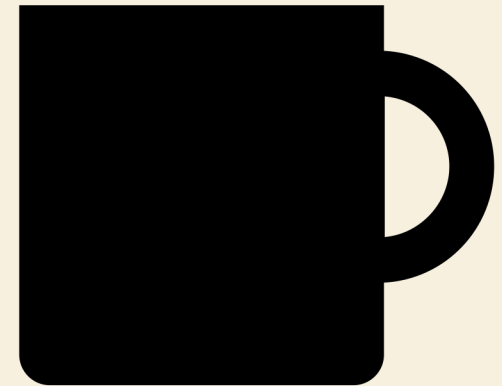
**62%**

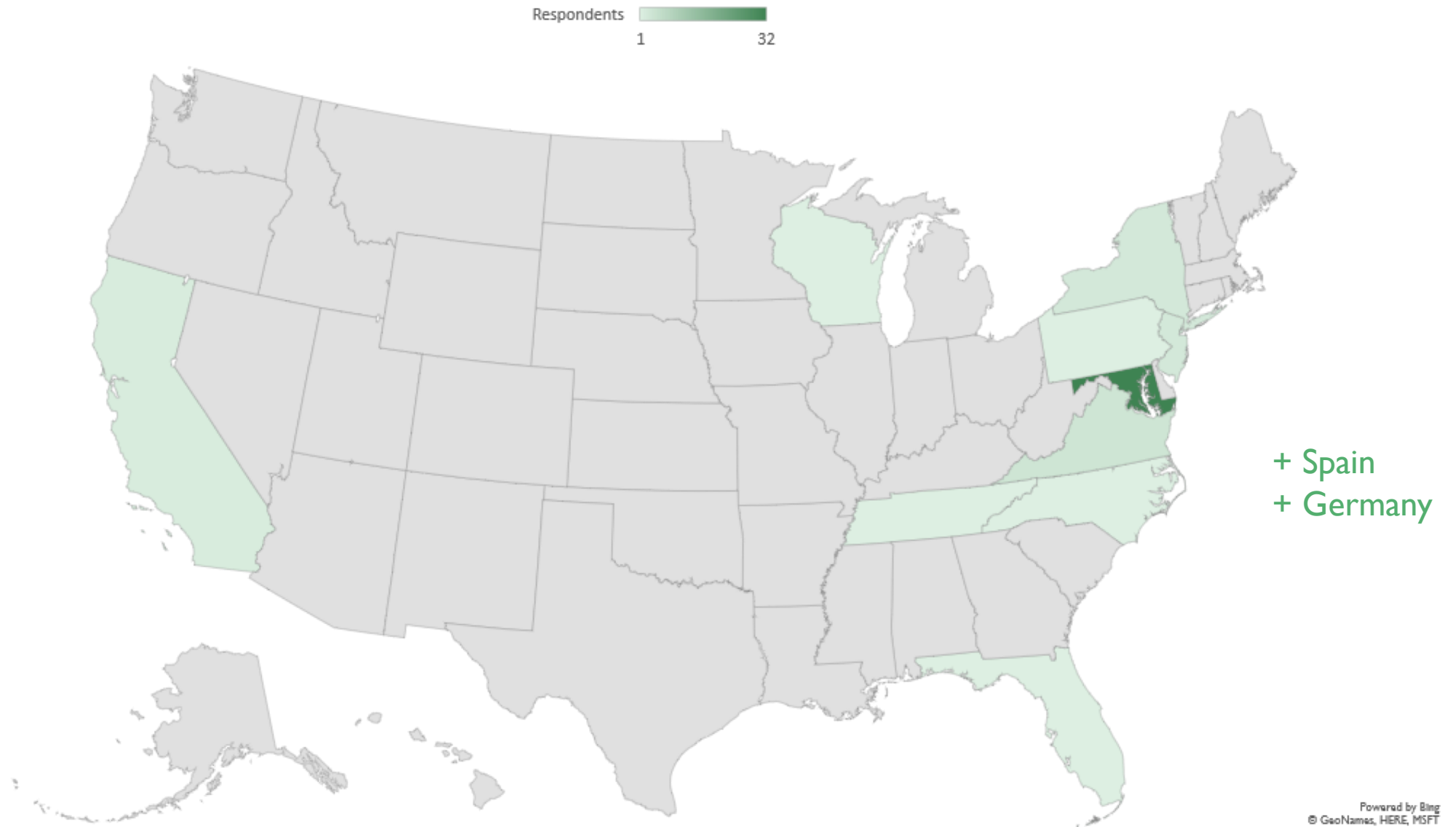


**90 minutes**



**38%**





# CURRENT RESIDENCE

# 60 UNIVERSITY OF MARYLAND GRADUATES

58% women

42% men



- 50% in 2016
- 48% in 2017
- 2% in 2018

# COLLEGE MAJOR

**45%** Behavioral &  
Social Sciences

- Criminology & Criminal Justice: 18%
- Government & Politics: 17%
- Sociology: 7%
- Anthropology: 3%

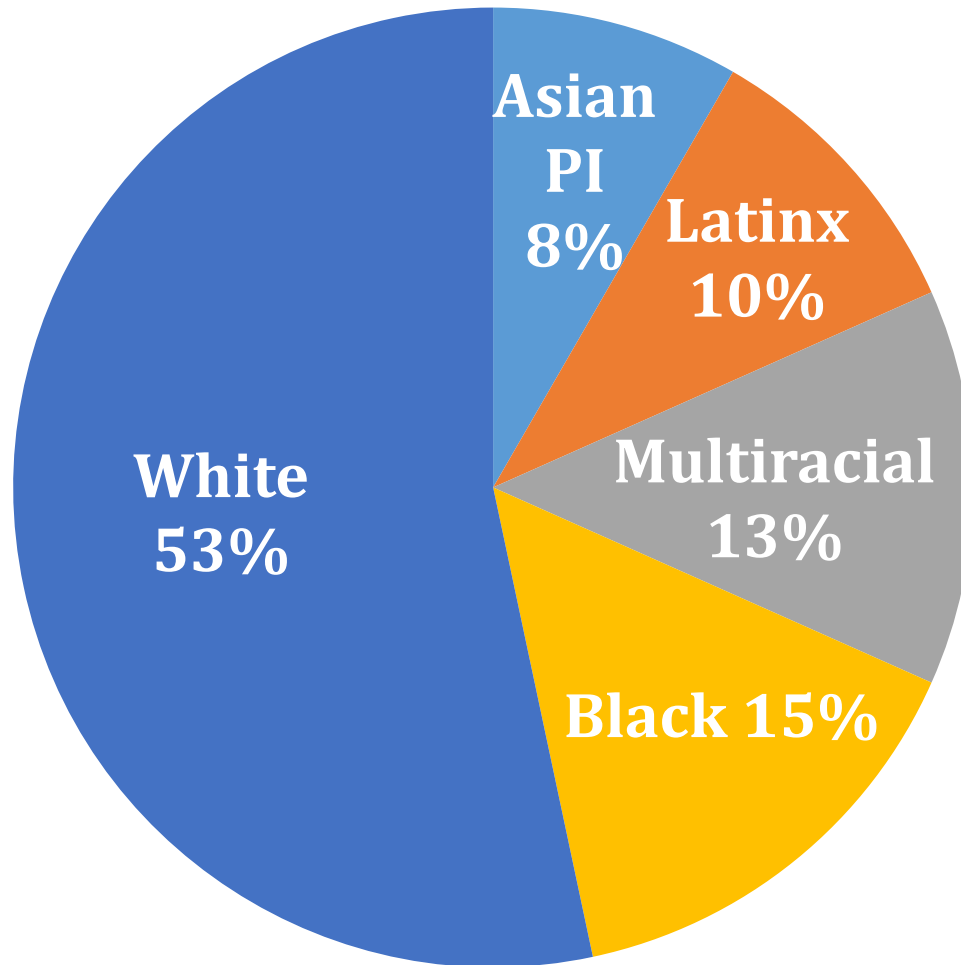
**28%** Arts &  
Humanities

- Communication: 12%
- History: 10%
- English: 6%

**27%** Engineering &  
Computer Science

- Materials Science & Engineering: 8%
- Mechanical Engineering: 7%
- Computer Science: 7%
- Bioengineering: 5%





# RACE

**Hello**  
my name is

**INTERN**

**78%**  
**COMPLETED**  
**COLLEGE**  
**INTERNSHIPS**

# WATCHING TED TALKS...

*That internship [Grants & Fellowships intern at an Association] was pretty good but my supervisor didn't set expectations or deadlines that well. So she gave me a lot of tasks and I was like, "Oh man, I got to do everything as soon as possible." **So I finished everything in a week and she was like, "Oh, that was supposed to last you the whole summer. Let's find other things for you to do."** And like they didn't really have-- we had to like sort of pull a little bit to figure out what I was going to do for the rest of the summer. So I watched a lot of TED talks [laughs] and they gave me time off to like go to talks around the city, which was really nice too cause I was able to explore interests.*

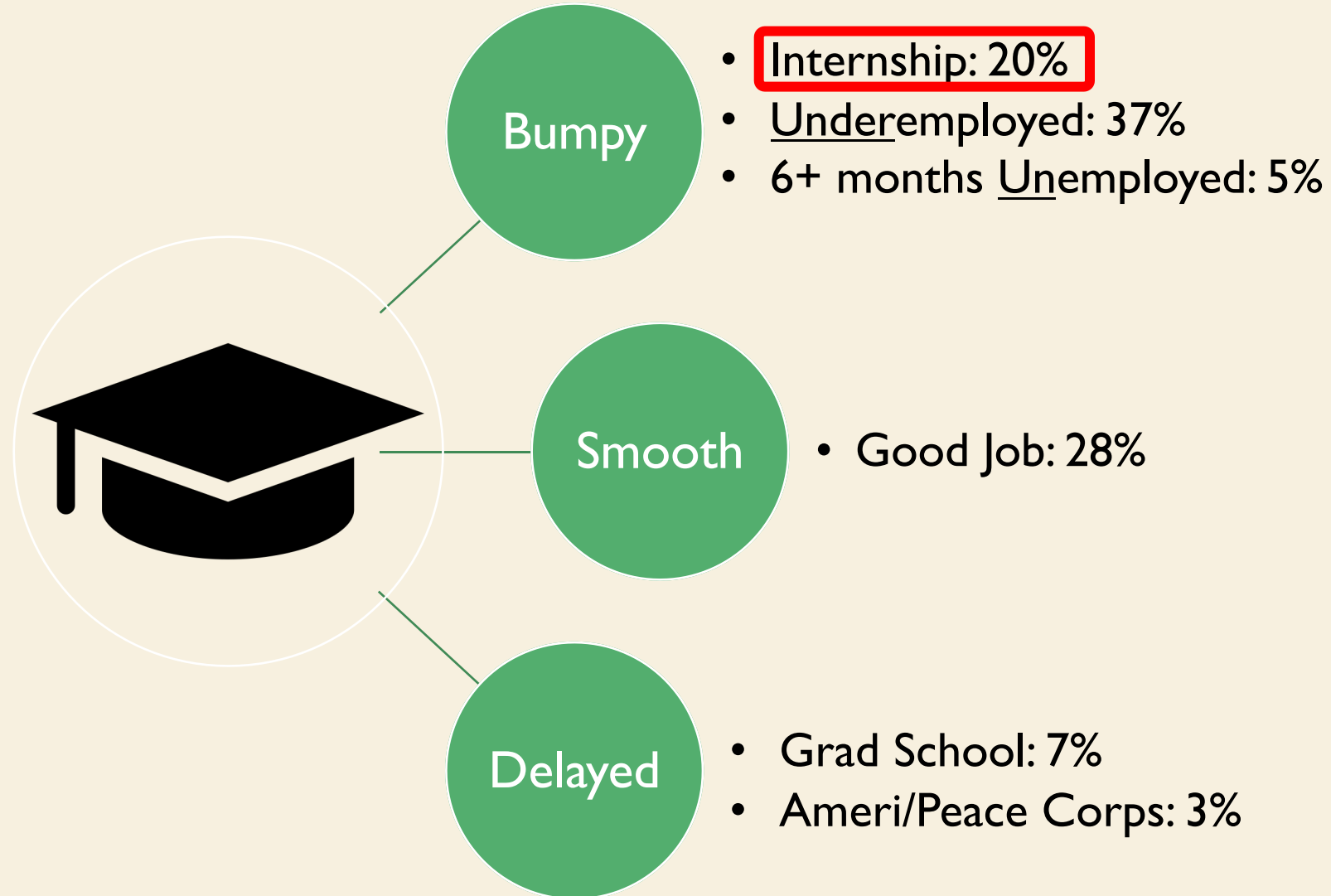
- Olivia, Government & Politics, 2017

# ... OR NANCY PELOSI

*It was frustrating that [the internships] weren't paid. I don't think I would take them if I was paying for school on my own. But they definitely have talked about, especially the Pelosi internship. Pretty much every interview -- I think I did that in spring 2014 -- and it still comes up and it's still on my resume. And we're trying to invite--to get Nancy Pelosi to come to one of our meetings later this year. And I was still like emailing one of the people who I'd met when I was there.*

- Jason, History, 2016

# FIRST POST-GRADUATION EXPERIENCE



# WHY SEEK A POST-GRADUATION INTERNSHIP?

Graduate Early

Industry Norms

Plan B

# EARLY GRADUATION

*I was graduating early but I kept it very low key just because I had like a year-long lease and I didn't really want to miss out on that second half of my senior year, so I knew that I wanted to stay in the area and I didn't want to start a full-time job right away. I also knew that I wanted to travel before I started a full-time job and I was set on going to Thailand, but I wasn't going to go to Thailand by myself, so I kind of had to stall and wait until one of my best friends would graduate in May for her and I to go together. So I actually just applied to a bunch of internships in the area that would keep me around for the next couple of months.*

- Erica, Communication, 2016

# INDUSTRY NORMS

*I was friends with a lot of science majors and engineering majors. And they, like, all were getting job offers and like signing deals in like January ... And it was very stressful because that was not how it works in journalism. So I was applying for internships and fellowships essentially that fall through probably January, February, March. And there's a lot of opportunities and really interesting ones, but they are very competitive. And so I was really looking to get a foot in the door somewhere that I thought would be a good experience, and then see what happened from there. **I was not expecting to get a full time job offer necessarily right away. I felt like it was really common - if not actually the norm - for journalism major is to get an internship or fellowship, something short term, to kind of get some experience and then try and get a full time job.***

- Brooke, Government & Politics / Journalism, 2016



# PATHWAY TO A “GOOD” JOB

What made you decide to apply for an internship that summer?

*Well, I knew I needed to do something and I was applying basically for – well, okay, so I thought maybe if I did the internship and did a good job that they would want to hire me, you know, because that's what everybody talks about. You know, do an internship; get hired somewhere if they like you. Although, I guess that's more for finance and stuff like that. But, I did apply while I was there for several actual jobs that opened up and I tried talking to the Director about them, but that didn't go very well.*

- Lindsey, History / Classics, 2016

# FOOT IN THE DOOR

*I was looking at restaurant jobs, maybe do that while applying [for full-time jobs in my field] and then finally I had – this is in August – two or three interviews which just, I had to settle for internships. I couldn't find a job so I said, “You know what, **I guess we'll go back to internships. I got to get my foot in the door somewhere.**”*

- Hector, Communication, 2017

# UNCERTAIN STEPPING STONE

How did you decide not to accept those [summer internship offers]?

*It was like, I have a degree. I shouldn't really accept an unpaid internship. And part of that was really pressure from my friends who had said you know, **if you have a degree you really shouldn't accept even an [paid] internship.** They literally discouraged me from even interning post graduation.*

-Makenzie, Government & Politics / Economics, 2017

# AN UNPAID INTERNSHIP IS EXPENSIVE

*Zoe: After college, they helped me along the way just because... I wouldn't have been able to afford my [PR Firm] internship - you know, and that's what got me here. So it's a lot of like those stepping stones along the way.*

*Brittany: So they were helping cover living expenses or things like that?*

*Zoe: Yeah, it was really just like, my Dad gave me his credit card and I was allowed to use it for like groceries and I think they paid for all of my rent, like the \$750 a month. Yeah, and I just like used the credit card for food.*

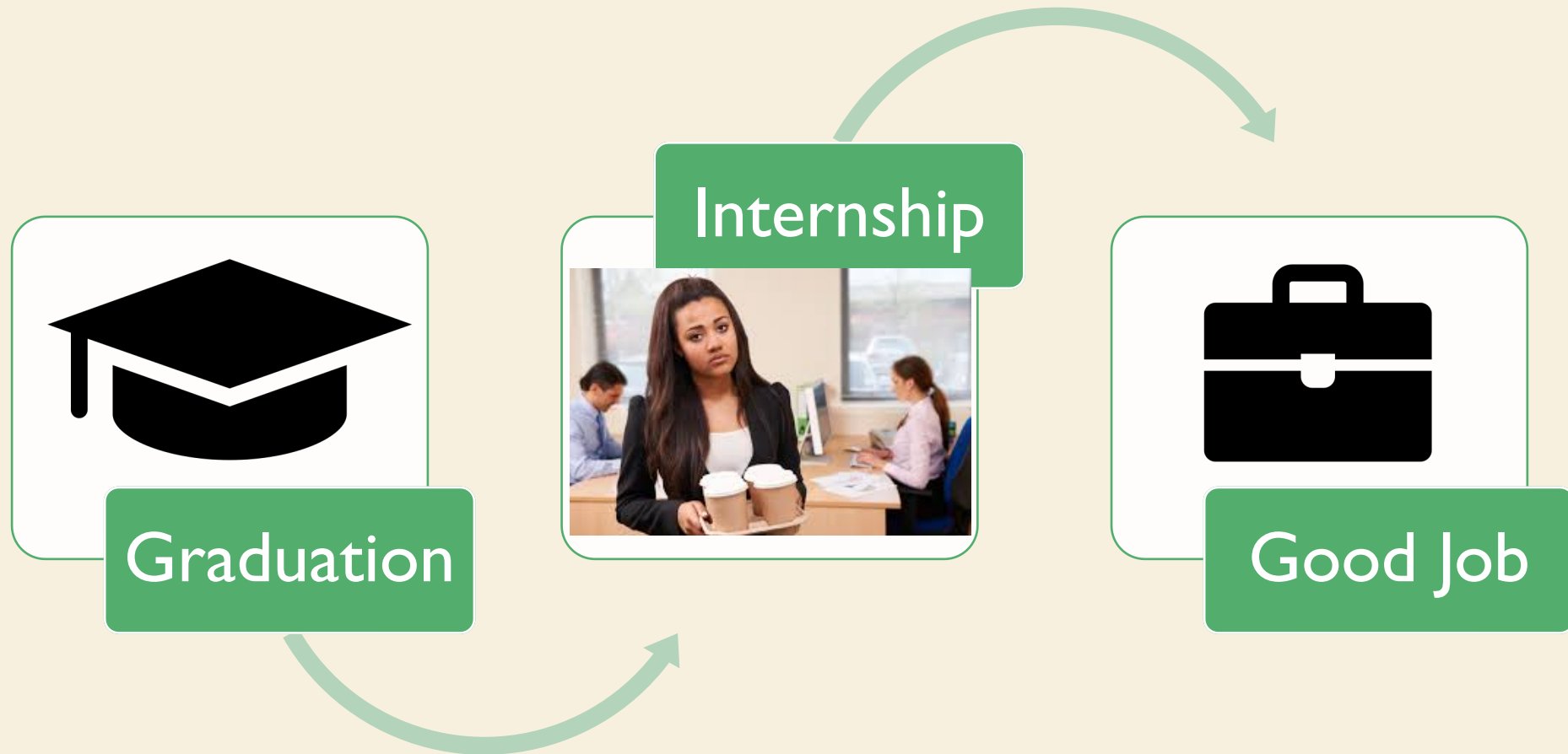
*(English, 2016)*

# FEASIBLE IF SUBSIDIZED BY PARENTS

*Before I got my job, I got desperate to a point where I was applying for unpaid internships with like a college degree and being like, “oh if I take like three months to do this, maybe this will turn out to be something better.” Luckily I didn't do that. Like I think if I felt more financially comfortable and could be like, “Hey Mom and Dad, like is it cool if I just kind of do this right now for a little bit and it should pay off later?” But I didn't feel comfortable being like, I'm going to do that. Cause there was kind of like, you guys have supported me through my whole life and especially like those four years I did go to school. For me to keep asking is like, I felt a little bit selfish to do that.*

- Elena, Government & Politics, 2016

# INTERNSHIPS WILL NOT SAVE US



# WHY DO WE CARE?



# LINGERING QUESTIONS



How do we encourage and facilitate quality internship experiences?



What would it look like to reduce inequality in who participates in internships?



What are the roles of employers, students, and universities?



# THANK YOU!

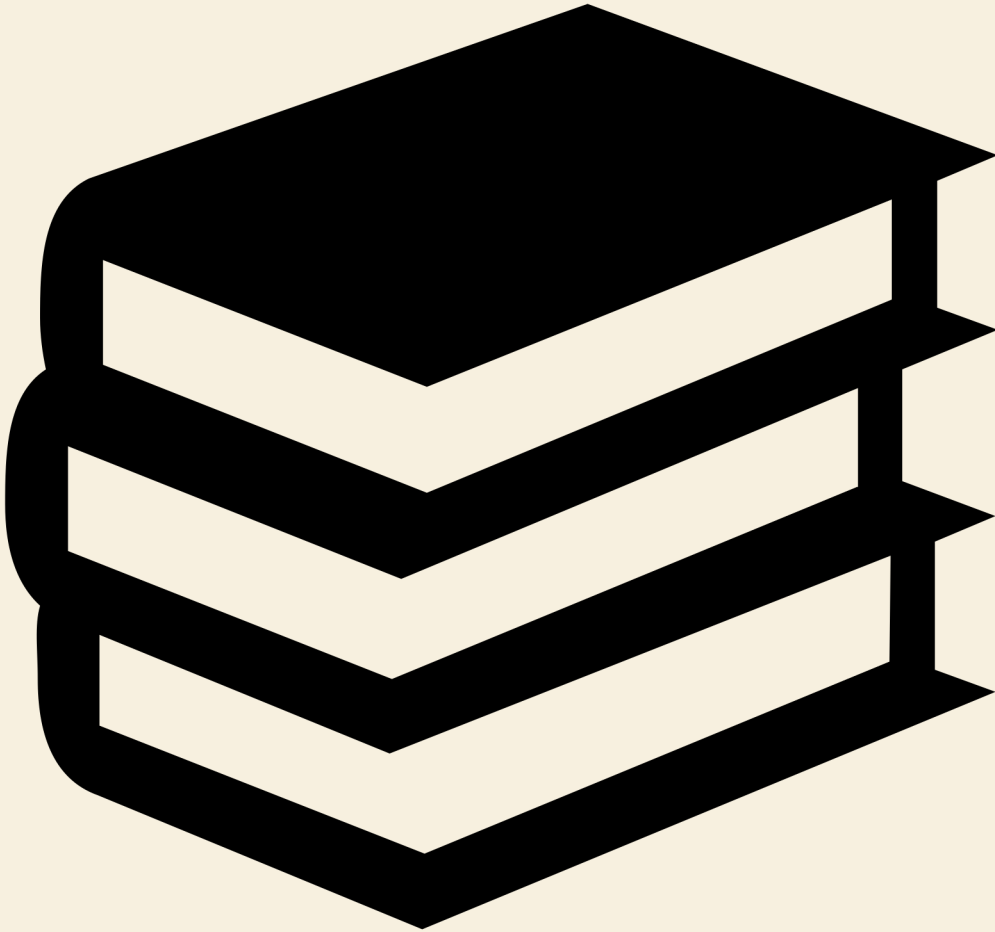
**Brittany N. Dernberger**  
**University of Maryland**

**@bdernberger**  
**bdernber@terpmail.umd.edu**

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# **INTERVIEW RESPONDENTS**

**DEMOGRAPHICS**



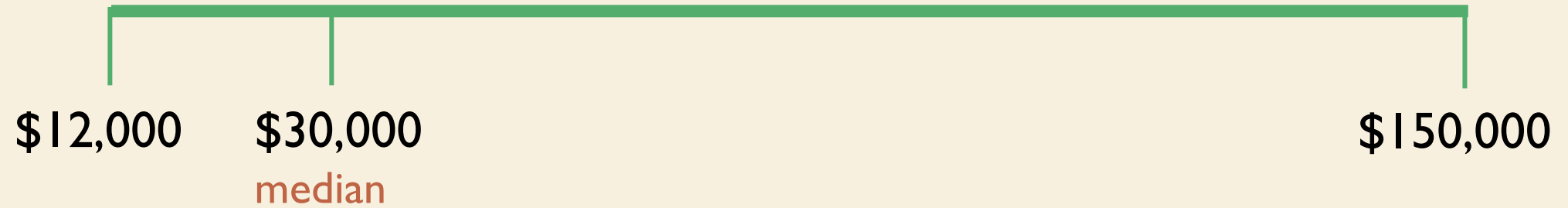
# EDUCATION

20% first  
generation

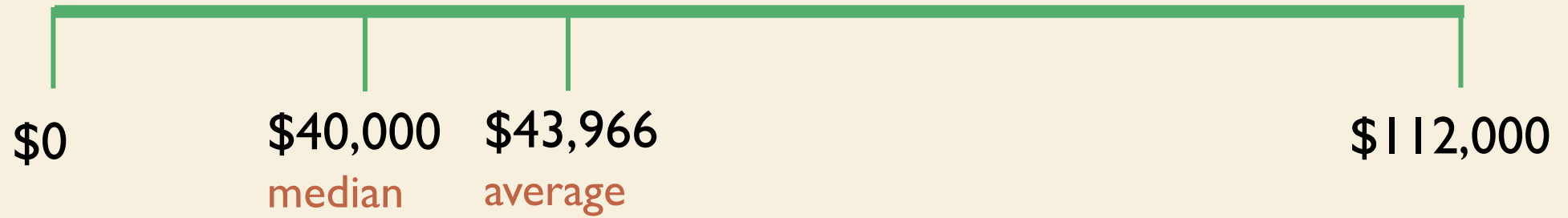
32% transfer  
students

10% graduate  
degrees at time of  
interview

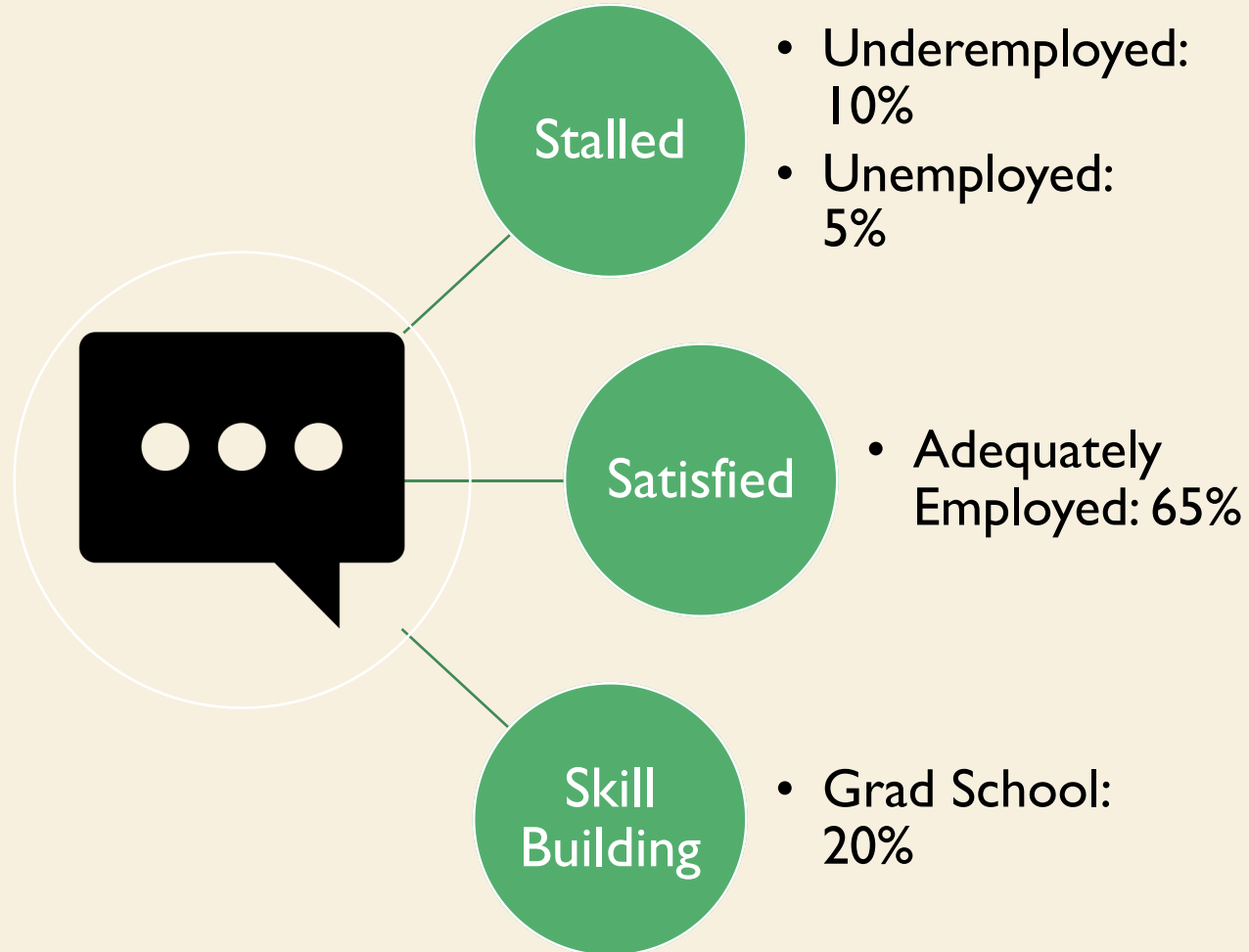
# 38% HAVE STUDENT LOANS




# CURRENT INCOME



# TIME OF INTERVIEW



A decorative graphic on the left side of the slide consisting of three parallel, wavy vertical lines. The outermost line is a light cream color, the middle line is a vibrant green, and the innermost line is a slightly darker green. These lines flow from the top left towards the bottom left, creating a sense of movement.

# **SAMPLE SELECTION**

# HOW DID I CHOOSE MAJORS?

## Theoretical Contribution

- Range of education-occupation match
- Petsch study

## University of Maryland Context

- Analysis of UMD First Destination data to see major-level outcomes (IRB approval)
- 5 pre-interviews with Career Center staff embedded within colleges [April & May 2019]

## Pragmatic

- Majors within colleges



# **ELIGIBILITY: GRADUATED COLLEGE BEFORE AGE 26**

- 2016 graduates, born 1990+
- 2017 graduates, born 1991+

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# **CAMPUS CONTEXT**

**2016 AND 2017 GRADUATES**

# 2012 AND 2013 COHORTS

	<u>2016 Graduates</u>	<u>2017 Graduates</u>
<i>First Semester</i>	<i>Fall 2012</i>	<i>Fall 2013</i>
Undergraduate Enrollment	26,538	26,658
In-state	76%	77%
Full-Time Enrollment	92%	92%
Admission Rate for New Freshmen	47%	47%
Average SAT	1300	1310
Average High School GPA	4.07	4.11
Tuition + Living On Campus		
In-state	\$23,103	\$23,733
Out-of-state	\$41,482	\$42,919

# UMD CAMPUS IN 2012 AND 2013

	<u>2016 Graduates</u>	<u>2017 Graduates</u>
<i>First Semester</i>	<i>Fall 2012</i>	<i>Fall 2013</i>
Gender	47% women, 53% men	47% women, 53% men
Race/Ethnicity		
White	55%	53%
Black	12%	13%
Asian	15%	15%
Hispanic	8%	9%
Multiracial	3%	4%
International	3%	3%

# WHO GRADUATES?

	<u>2016 Graduates</u>	<u>2017 Graduates</u>
<i>First Semester</i>	<i>Fall 2012</i>	<i>Fall 2013</i>
4 Year Graduation Rate	70%	70%
5 Year Graduation Rate	84%	85%
6 Year Graduation Rate	86%	N/A as of Jan 2019

# UMD STUDENT LOAN DEBT

33% receive federal loans

\$19,500 median federal student loan debt

Typical payment: \$207/month

79% have made at least a \$1 payment on the principal balance within 3 years of graduating

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# RECRUITMENT

INVITATION TO COMPLETE SCREENING SURVEY

# RECRUITMENT: COLLEGE ALUMNI DIRECTORS

## Arts & Humanities

Thursday, June 6  
1:00 pm

966 people

2 weeks: 418 (43%)  
open, 121 (29%)  
clicks

## Engineering

Friday, June 7  
2:00 pm

1,098 people

2 weeks: 494 (46%)  
open, 80 (17%)  
clicks

## Behavioral & Social Sciences

Thursday, June 20  
12:30 pm

~ 2,000 people

No open/clicks  
data available

## Computer & Natural Sciences

Thursday, July 23  
10:00 am

1,355 people

2 weeks: 551 (41%)  
open, 105 (20%)  
clicks





## COLLEGE OF ARTS & HUMANITIES

Greetings,

I'm a PhD Candidate in Sociology at University of Maryland. I'm inviting you to participate in a research project about recent UMD graduates' employment and lives since graduation.

You've been selected because you graduated from UMD in 2016 or 2017 and majored in one of the disciplines included in this study. I'm inviting you to fill out a short survey about your work experiences since graduation. It should take about 5 minutes to fill out and you are under no obligation to do so.

If you are eligible to participate in the interview portion of the study, you may be contacted and invited to participate in interview about your experiences since graduation. Interviews will be conducted in person if

you live in the D.C./Maryland/Virginia (DMV) area, or via phone if you don't currently live in the DMV area. Interviews are expected to last between 60 and 90 minutes. If chosen for participation in the interview, you will receive \$30 for completing the interview session.

You do not have to participate in this study. Your study participation is voluntary. You may refuse to participate or withdraw from the study at any time without penalty. I want to assure you that should you decide to participate, your information will be kept strictly confidential.

I understand that everyone has busy lives and that it might be hard to fit this into your schedule. I hope you'll consider participating, because I truly can't understand what your experience since graduation has been like unless I talk to you. It's really important to know your unique experience.

Please don't hesitate to contact me with questions or concerns at [bdernber@terpamil.umd.edu](mailto:bdernber@terpamil.umd.edu) or . 616.886.6608. Thanks for considering!

Sincerely,

**Brittany Dernberger**

*Principal Investigator, Department of Sociology*

*University of Maryland*

[bdernber@terpamil.umd.edu](mailto:bdernber@terpamil.umd.edu)

## University of Maryland Class of 2016

Public group

About

Discussion

Chats

Members

Events

Videos

Photos

Files

Search this group



Shortcuts

Words With Friends

Write Post | Add Photo/video | Live video | more



Write something...



Photo/Video



Watch Party



Tag Friends



Kelly Beavan uploaded a file.

Just now

**ATTENTION FELLOW UMD GRADUATES!!!**

My colleague Brittany Dernberger, a PhD Candidate in the sociology department, invites you to participate in a research project about recent UMD grads' work and life experiences since graduation. You'll participate in a 60-90 minute interview in person if you live in the DMV area, or via phone if you don't currently live in the area. ***And if chosen for participation in the interview, you will receive \$30 as compensation.***

If at all interested, all you have to do is complete this short survey (Survey Link: <https://bit.ly/2Z7lqy1>) about your work experiences since graduation to determine your eligibility for the interview.

We understand that everyone has busy lives and that it might be hard to fit this into your schedule, but we really hope you'll consider participating. It's really important for the research that we learn about your unique experiences since graduation!!

Your study participation is completely voluntary and should you decide to participate, your information will be kept strictly confidential.

Please contact Brittany Dernberger with any questions or concerns at [bdernber@terpamail.umd.edu](mailto:bdernber@terpamail.umd.edu) or (616) 886-6608. Thanks for considering!

## RECRUITMENT: INFORMAL & SOCIAL MEDIA

E-mails to Career Center  
Directors to forward as  
appropriate (6/4/19)

Informal social media posts  
(6/4/19)

# Recruiting Interview Participants!

## *Terps' Work Life After Graduation*

*Did you graduate from University of Maryland, College Park in 2016 or 2017?*

**Next Step**: Take the short screening questionnaire

<https://bit.ly/2Z7lqy1>

Compensation: **Interview participants will receive \$30**

Questions? Contact Brittany Dernberger at  
bdernber@terpmail.umd.edu