

THE INTERNSHIP DIVIDE



VANDERBILT
UNIVERSITY

Alexandre Frenette

Department of Sociology

Curb Center for Art, Enterprise, and Public Policy

Vanderbilt University

October 24, 2019



The Curb Center
FOR ART, ENTERPRISE & PUBLIC POLICY





INTERN CHALLENGES



HOST CHALLENGES




AMBIGUOUS ROLE

 Penguin Random HAUNTED Ho...   




@penguinrandom

A real penguin “interned” at our book distribution center! Thanks to [@MarylandZoo](#) for letting us borrow one of their animal ambassadors.




We recently had a very special intern at our book distribution center.

6:05 AM - 19 Sep 2019

 Penguin Random HAUNTED Ho...   

@penguinrandom

A real penguin “interned” at our book distribution center! Thanks to [@MarylandZoo](#) for letting us borrow one of their animal ambassadors.



6:05 AM - 19 Sep 2019

IMPERFECT ALIGNMENT

(1) Why Interns Intern

- Line on resume (credential)
- Way to learn about world of work (education)
- Chance to experience meaningful involvement in industry (fandom)
- Potential job (job seeker)

(2) Why Companies Host Interns

- **Inexpensive labor**
- Influx of youth, information, and ideas
- Training ground and pipeline for job candidates

(3) Why Colleges Have Internship Programs

- Improve learning outcomes
- Help students get jobs
- Maintain alumni relations
- Marketing school to prospective students

CHALLENGES TO INTERN LEARNING/SUCCESS

(1) Lack of Supervision

- Built-in tension in roles
- **Employees:** reticent to train interns
- **Interns:** complain about a lack of supervision

(2) Need to Be Proactive

- Finding tactful balance between active/passive
- **Passive:** *“It’s easy to just do an internship sometimes and really not [learn].”*
- Active without seeming entitled

(3) Spatial and Symbolic Isolation

- Low status
 - E.g., interns sitting in the hallway.

OVERVIEW OF PRESENTATION: PAID VS. UNPAID

- Among arts and design majors, **who undertakes internships?**
(Major, race/ethnicity, gender identity, socioeconomic status)
- **Career outcomes for interns compared to non-interns (and paid/unpaid)**
 - Getting a job
 - Job satisfaction
 - Working in the arts

METHODS: SNAAP DATA

- Historical comparisons across cohorts (over 81,902 arts and design graduates from 118 institutions)
- 8,853 recent undergraduate arts alumni (graduated between 2013 and 2017)
- 12,940 arts alumni who took internship module (mostly in 2017 wave)
- Preliminary findings for 2020 SNAAP report (The Internship Divide, Revisited)



METHODS: SNAAP DATA

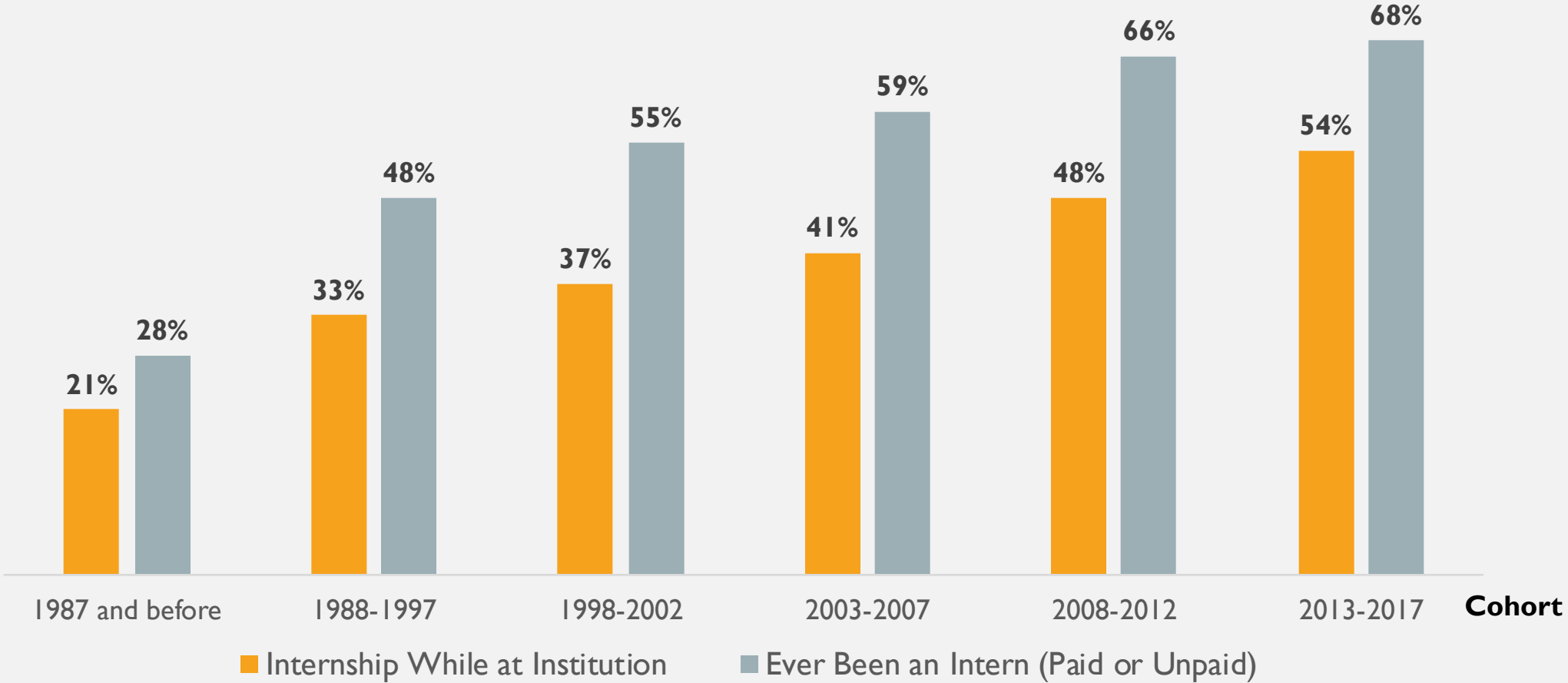
- Did you do the following while at [institution]:
 - Internship (yes/no)
- Are you now or have you ever been a(n):
 - Paid intern (yes/no)
 - Unpaid intern (yes/no)



STRATEGIC
NATIONAL ARTS ALUMNI
PROJECT

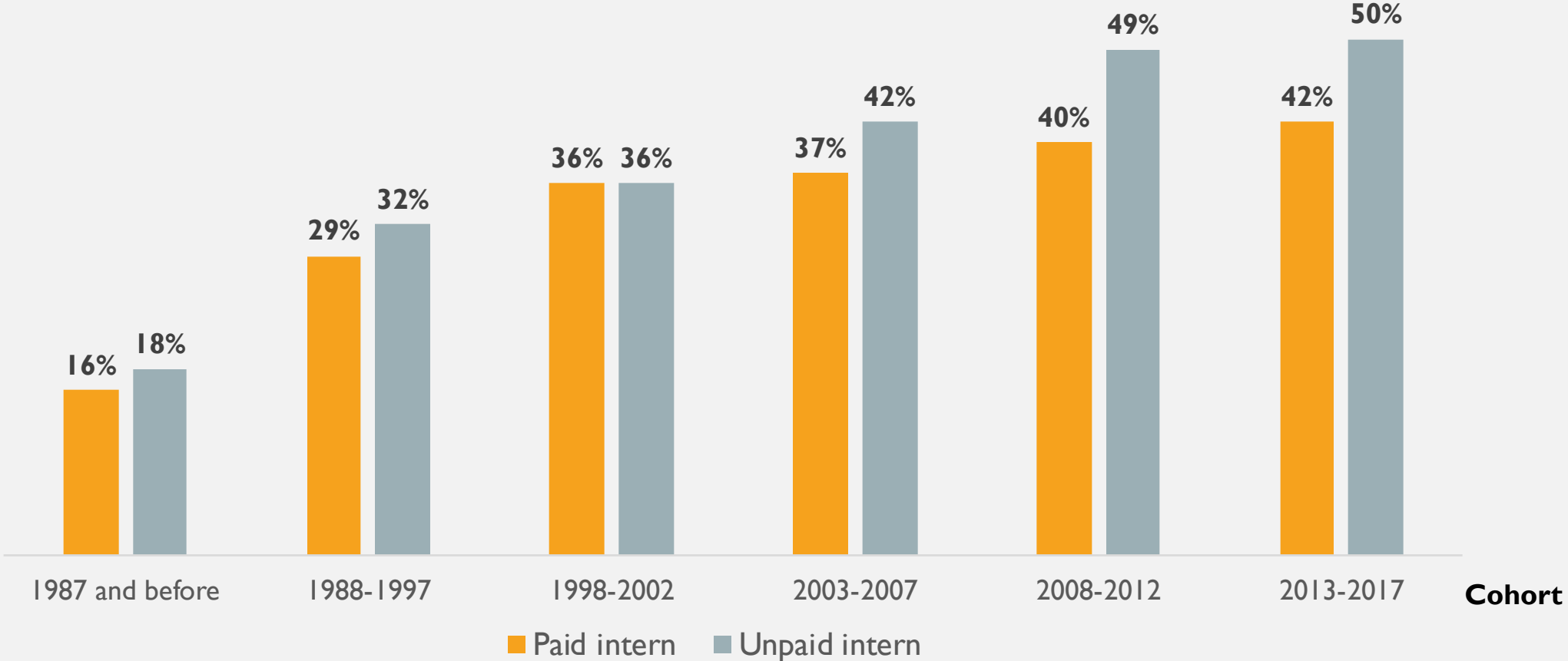
**% OF UNDERGRADUATE ALUMNI WHO INDICATED
THEY DID **AT LEAST ONE** INTERNSHIP**

Source: SNAAP, 2017



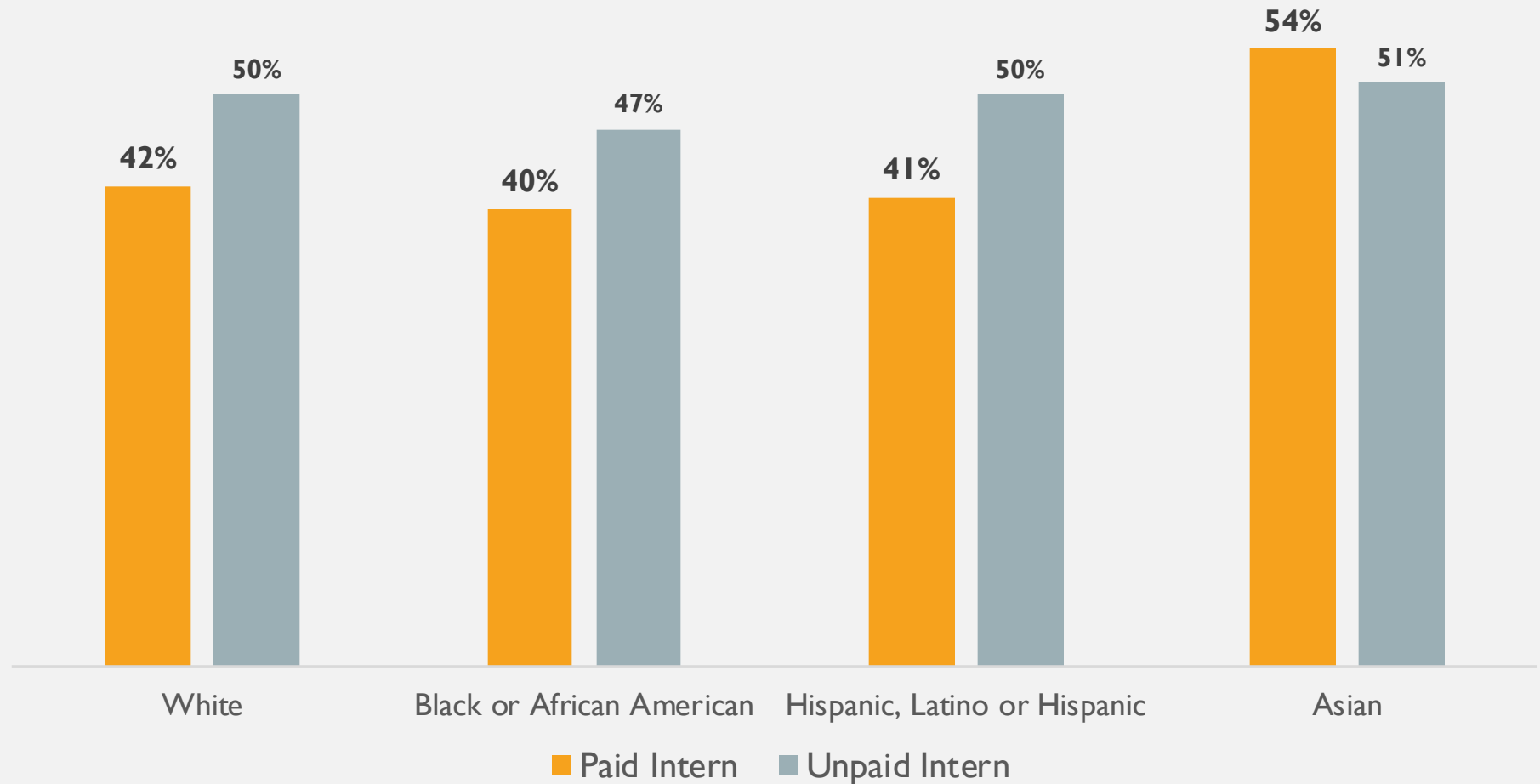
**% OF UNDERGRADUATE ALUMNI WHO INDICATED
THEY DID PAID / UNPAID INTERNSHIP**

Source: SNAAP, 2017



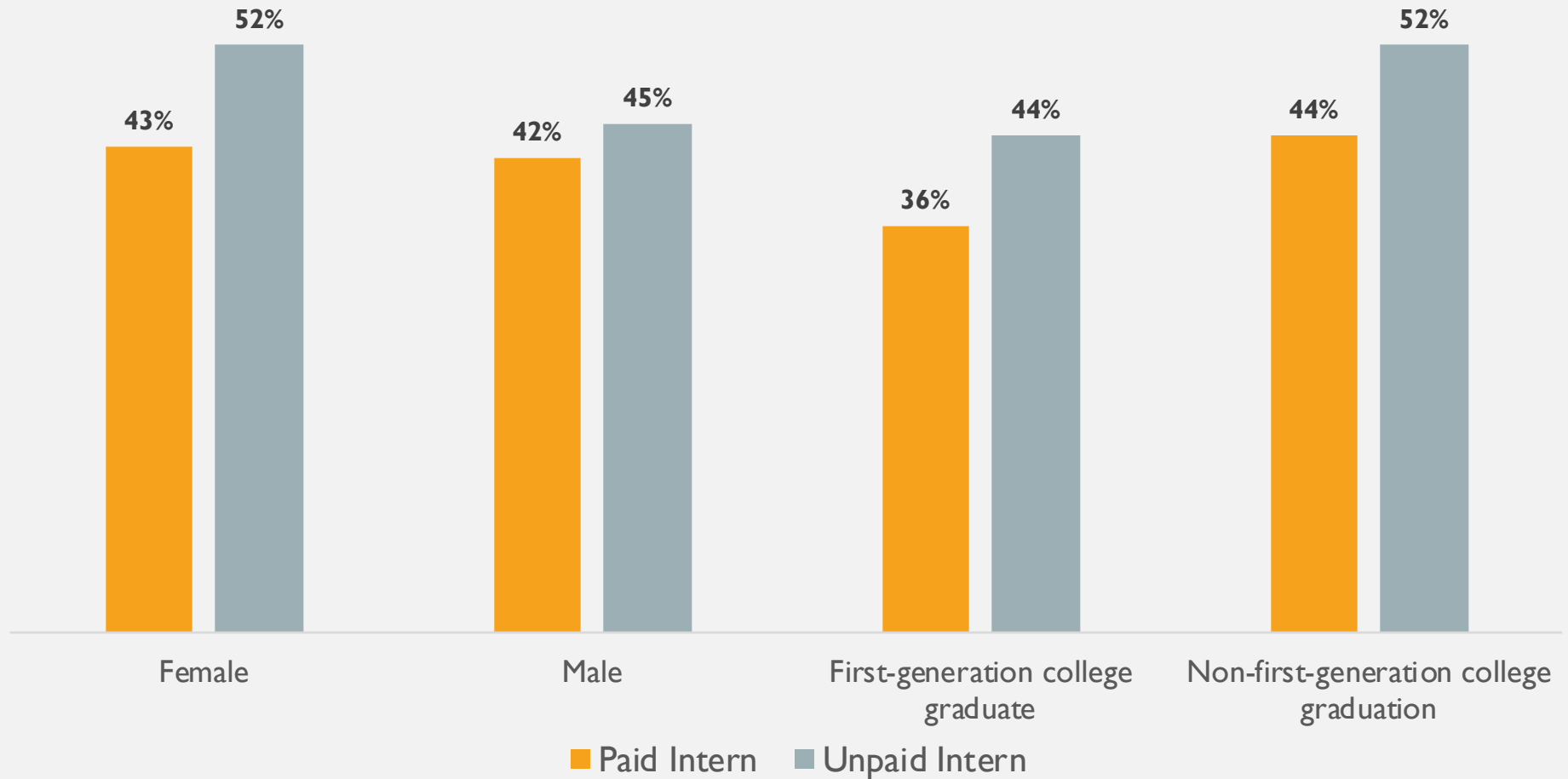
% OF RECENT UNDERGRADUATE ALUMNI WHO INDICATED THEY DID PAID / UNPAID INTERNSHIP, BY RACE/ETHNICITY

Source: SNAAP, 2017
(2013-17 cohort only)



**Race/
Ethnicity**

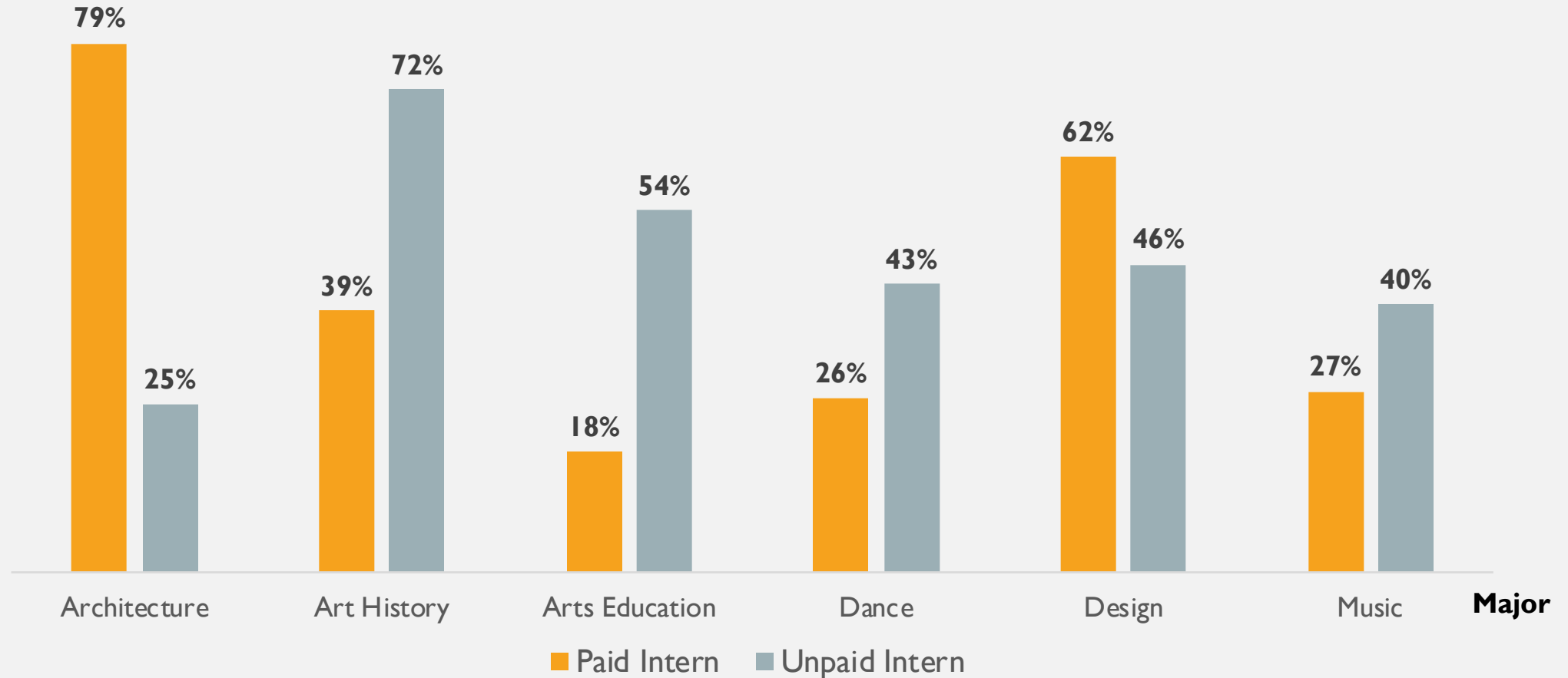
% OF RECENT UNDERGRADUATE ALUMNI WHO INDICATED THEY DID PAID / UNPAID INTERNSHIP, BY GENDER AND SOCIOECONOMIC STATUS



Source: SNAAP, 2017
(2013-17 cohort only)

**Gender
and SES**

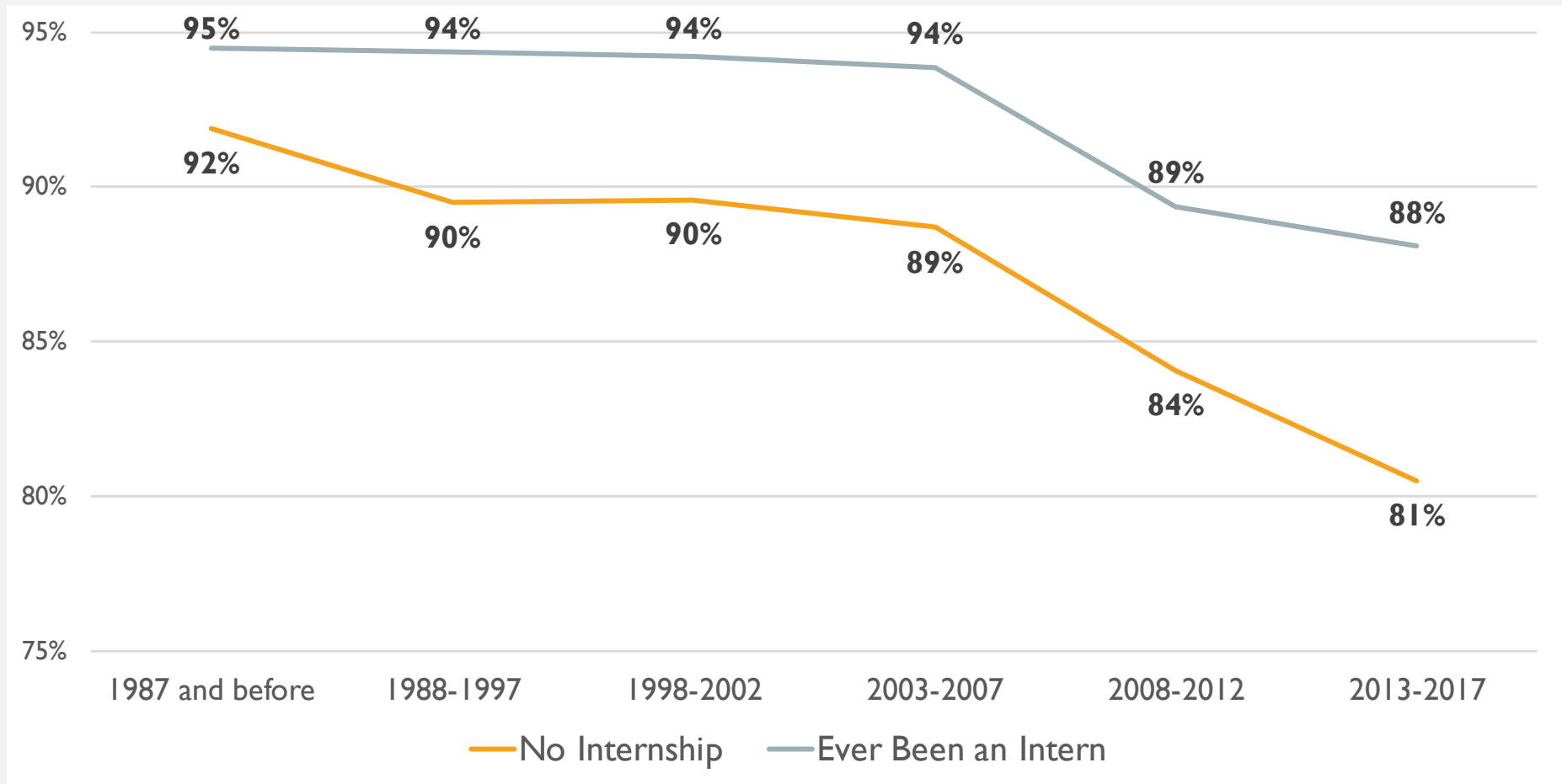
% OF RECENT UNDERGRADUATE ALUMNI WHO INDICATED THEY DID PAID / UNPAID INTERNSHIP, BY MAJOR



Source: SNAAP, 2017
(2013-17 cohort only)

OUTCOME: % FOUND A JOB WITHIN ONE YEAR OF GRADUATION

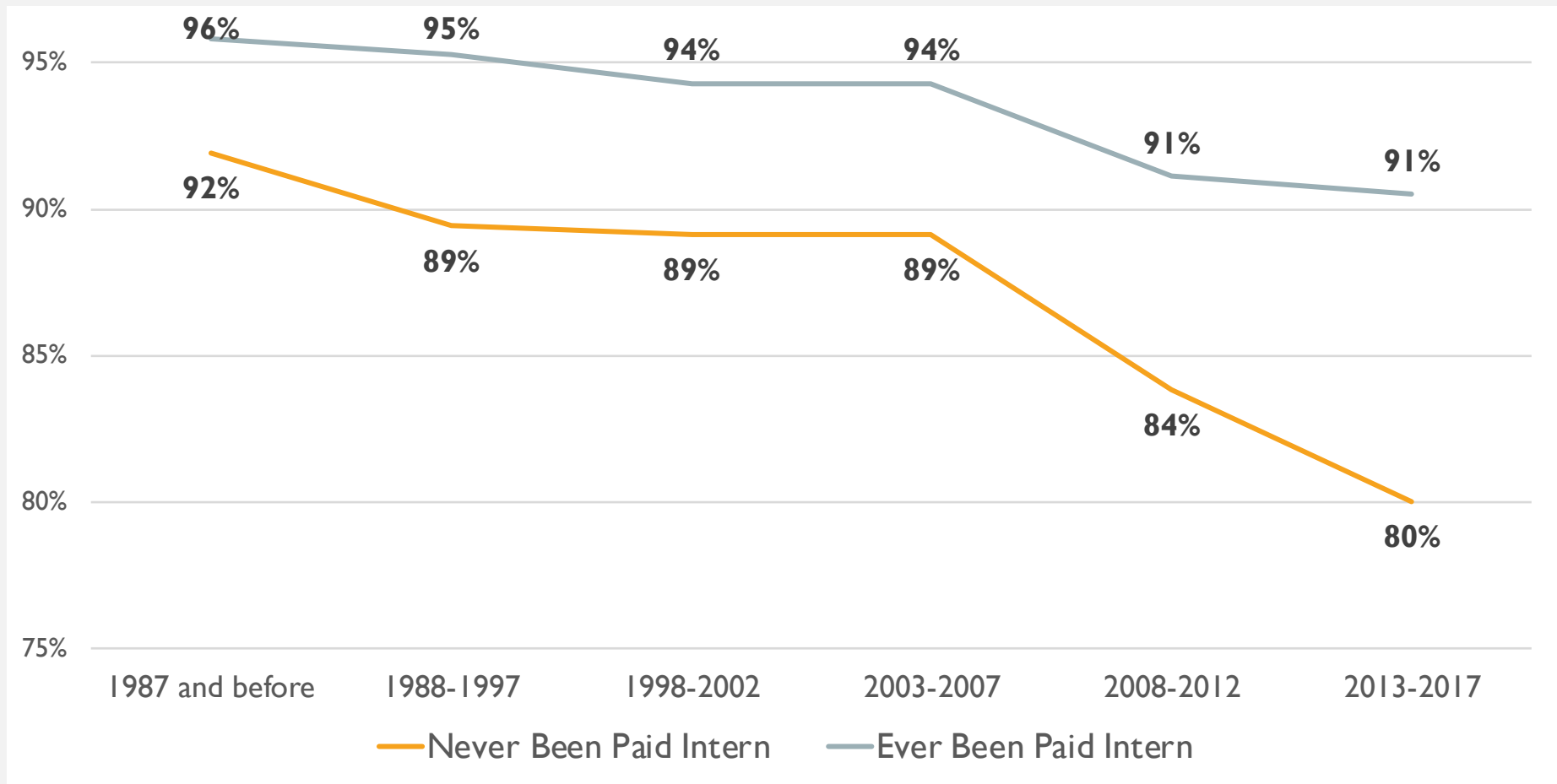
Source: SNAAP, 2017



Cohort

OUTCOME: % FOUND A JOB WITHIN ONE YEAR OF GRADUATION

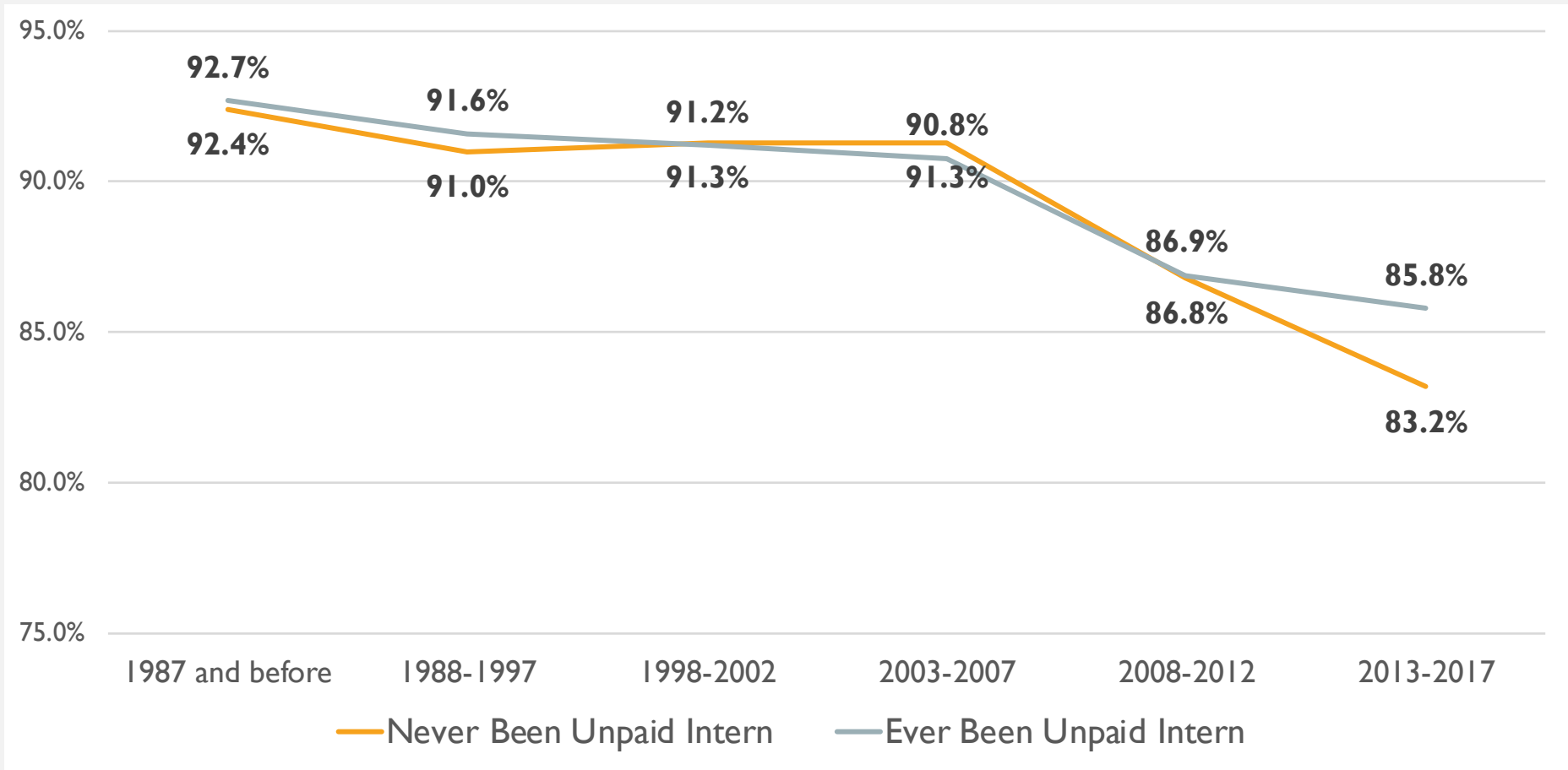
Source: SNAAP, 2017



Cohort

OUTCOME: % FOUND A JOB WITHIN ONE YEAR OF GRADUATION

Source: SNAAP, 2017



Cohort

OUTCOME: JOB SATISFACTION

Aspects of job satisfaction	Interned	Did not intern	Percent difference
Opportunity for career advancement	66%	56%	10%
Opportunity to be creative	68%	58%	10%
Job security	76%	67%	9%
Overall job satisfaction	78%	69%	9%
Income	59%	51%	8%
Work that reflects my personality, interests & values	70%	62%	8%
Balance between work and non-work life	68%	63%	5%

Source: SNAAP, 2017
(2013-17 cohort only)

OUTCOME: JOB SATISFACTION

Source: SNAAP, 2017
(2013-17 cohort only)

Aspects of job satisfaction	Ever been paid intern	Never been paid intern	Percent difference
Opportunity for career advancement	69%	55%	14%
Income	63%	50%	13%
Job security	76%	68%	8%
Opportunity to be creative	70%	58%	12%
Overall job satisfaction	79%	69%	10%
Work that reflects my personality, interests, and values	72%	63%	9%
Balance between work and non-work life	70%	63%	8%

OUTCOME: JOB SATISFACTION

Source: SNAAP, 2017
(2013-17 cohort only)

Aspects of job satisfaction	Ever been unpaid intern	Never been unpaid intern	Percent difference
Opportunity for career advancement	68%	67%	1%
Income	55%	56%	1%
Job security	72%	71%	1%
Opportunity to be creative	62%	60%	2%
Overall job satisfaction	75%	72%	3%
Work that reflects my personality, interests, and values	68%	64%	4%
Balance between work and non-work life	65%	66%	1%

OUTCOME: WORKING IN THE ARTS

Getting a job:

- Paid interns are **56%** more likely to find a job within a year (vs. never intern)
- Unpaid interns are **24% less likely** to find a job within a year (vs. never intern)

Perceived relevance of **first job** to training:

- Paid interns are **120%** more likely to report that their first job is relevant to their arts training (vs. never intern)
- Unpaid interns are **22%** more likely to report that their first job is relevant to their arts training (vs. never intern)
- Doing both (paid + intern): **92%** increase in likelihood first job is relevant to their arts training (vs. never intern)

OUTCOME: WORKING IN THE ARTS

Perceived relevance of **first job** to training:

- In general: likelihood first job is perceived as relevant to training is 21% lower for women compared to men, but:
 - **+58%** for women who did unpaid internships (vs. men who never interned)
 - **+135%** for women who did paid *and* unpaid internships (vs. men who never interned)

Perceived relevance of **current job** to training:

- **+264%** if first job was related to training
- **+24%** Doing paid + unpaid internships
- **+15%** non-first-generation college graduate

Architecture and Design graduates: more positive outcomes on nearly all measures (vs. fine arts, performing arts, media arts, etc.).

OUTCOME: POTENTIAL MECHANISMS

- Paid interns are **42%** more likely to report close **mentoring** by staff (vs. unpaid interns)
- Paid interns are **71%** more likely to report that their work as interns involved **creative input or judgement** (vs. unpaid interns)
 - **-23%** for women vs. men
- Recent cohorts: increasingly likely to find internships through personal networks (+23% per year)

OUTCOME: POTENTIAL MECHANISMS

- Primary support during internship: family
 - **+141%** likelihood among non-first-generation college graduates
 - **-61%** for Black or African American alumni (vs. White)
 - **-35%** for Hispanic, Latino, or Spanish origin (vs. White)
- 2008-2017 subsample (*preliminary results*):
 - **+134%** likelihood that your internship is paid
 - **-26%** likelihood women's internship was paid
 - Among never interned: first-gen alumni **+49%** more likely to say because could not afford to do internship

CONCLUSION AND IMPLICATIONS

- Paid internships: great career outcomes (vs. unpaid or no internship)
- Other than getting first job: unpaid internships pay off slightly
- Patterns of inequality (gender, socioeconomic status, and race/ethnicity)
- Inequality as moving target: culture of interning

THANK YOU!

alexandre.frenette@vanderbilt.edu

Alexandre Frenette

Department of Sociology

Curb Center for Art, Enterprise, and Public Policy

Vanderbilt University

October 24, 2019



VANDERBILT
UNIVERSITY



The Curb Center
FOR ART, ENTERPRISE & PUBLIC POLICY