THE INTERNSHIP DIVIDE

Alexandre Frenette
Department of Sociology
Curb Center for Art, Enterprise, and Public Policy
Vanderbilt University
October 24, 2019
INTERN CHALLENGES
HOST CHALLENGES
AMBIGUOUS ROLE

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

<table>
<thead>
<tr>
<th>(1) Lack of Supervision</th>
<th>(2) Need to Be Proactive</th>
<th>(3) Spatial and Symbolic Isolation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Built-in tension in roles</td>
<td>• Finding tactful balance between active/passive</td>
<td>• Low status</td>
</tr>
<tr>
<td>• <strong>Employees</strong>: reticent to train interns</td>
<td>• <strong>Passive</strong>: “It’s easy to just do an internship sometimes and really not [learn].”</td>
<td>• E.g., interns sitting in the hallway.</td>
</tr>
<tr>
<td>• <strong>Interns</strong>: complain about a lack of supervision</td>
<td>• Active without seeming entitled</td>
<td></td>
</tr>
</tbody>
</table>
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)
% of undergraduate alumni who indicated they did **at least one** internship

Source: SNAAP, 2017
<table>
<thead>
<tr>
<th>Cohort</th>
<th>Paid intern</th>
<th>Unpaid intern</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987 and before</td>
<td>16%</td>
<td>18%</td>
</tr>
<tr>
<td>1988-1997</td>
<td>29%</td>
<td>32%</td>
</tr>
<tr>
<td>1998-2002</td>
<td>36%</td>
<td>36%</td>
</tr>
<tr>
<td>2003-2007</td>
<td>37%</td>
<td>42%</td>
</tr>
<tr>
<td>2008-2012</td>
<td>40%</td>
<td>49%</td>
</tr>
<tr>
<td>2013-2017</td>
<td>42%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Source: SNAAP, 2017
% of recent undergraduate alumni who indicated they did paid / unpaid internship, by race/ethnicity

Source: SNAAP, 2017 (2013-17 cohort only)
% of recent undergraduate alumni who indicated they did paid / unpaid internship, by gender and socioeconomic status

Source: SNAAP, 2017 (2013-17 cohort only)
% 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
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Source: SNAAP, 2017
## OUTCOME: JOB SATISFACTION

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

Source: SNAAP, 2017 (2013-17 cohort only)
## OUTCOME: JOB SATISFACTION

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

Source: SNAAP, 2017 (2013-17 cohort only)
### OUTCOME: JOB SATISFACTION

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

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

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October 24, 2019