THE INTERNSHIP DIVIDES:
HISTORICAL PATTERNS AND GROWING INEQUALITIES
IN THE TRANSITION FROM ARTS SCHOOL TO CAREER

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BACKGROUND: CHANGES IN EDUCATION AND WORK

• Rise of “precarious work” since 1970s
• Emergence of “internships for all” model
• More competitive labor market (39% of millennials aged 25-37 attained at least a BA, compared to 29% of GenXers, 25% of Boomers, and 15% of the silent generation) (Bialik and Fry 2019)
• Among arts and design majors, **who undertakes internships?**

• **Career outcomes for interns compared to non-interns (and paid/unpaid)**
  • Getting a job
  • Job satisfaction
OVERVIEW OF PRESENTATION: EMERGING INEQUALITIES

- Do paid vs. unpaid internships lead to jobs? (Why/why not?)
- Finding/securing internships
- Why not intern?
- Means of support
METHODS: SNAAP DATA

• Historical comparisons across cohorts (63,456 undergraduate alumni from 182 postsecondary institutions)
• 5,942 undergraduate arts alumni who completed the internship module (mostly in 2017 wave)
• Findings from 2021 SNAAP report and revisited findings from 2015 SNAAP report (The Internship Divide)
SPECIAL REPORT

The Internship Divide:
The Promise and Challenges of Internships in the Arts

Alexandre Frenette

with Amber D. Dumford, Angie L. Miller, and Steven J. Tepper
THE RISE OF INTERNSHIPS

Note: Displaying adjusted proportions (predictive margins) and 90% CIs from multilevel logistic regression controlling for sociodemographic background, graduation cohort, major field of study, and postsecondary institution (n = 63,456 undergraduate arts alumni from 182 postsecondary institutions)
THE RISE OF INTERNSHIPS

Note: Displaying adjusted proportions (predictive margins) and 90% CIs from multilevel logistic regression controlling for sociodemographic background, graduation cohort, major field of study, and postsecondary institution (n = 63,456 undergraduate arts alumni from 182 postsecondary institutions)
ARTS INTERNSHIP PARTICIPATION, BY MAJOR FIELD OF STUDY

Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression controlling for sociodemographic background, graduation cohort, and postsecondary institution (n = 5,942 undergraduate arts alumni)

<table>
<thead>
<tr>
<th>Major Field of Study</th>
<th>Paid</th>
<th>Unpaid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture</td>
<td>51%</td>
<td>22%</td>
</tr>
<tr>
<td>Design</td>
<td>37%</td>
<td>29%</td>
</tr>
<tr>
<td>Art educ./admin.</td>
<td>12%</td>
<td>43%</td>
</tr>
<tr>
<td>Media arts</td>
<td>18%</td>
<td>34%</td>
</tr>
<tr>
<td>Fine arts</td>
<td>12%</td>
<td>22%</td>
</tr>
<tr>
<td>Dance/theater</td>
<td>12%</td>
<td>21%</td>
</tr>
<tr>
<td>Music</td>
<td>9%</td>
<td>19%</td>
</tr>
</tbody>
</table>

Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression controlling for sociodemographic background, graduation cohort, and postsecondary institution (n = 5,942 undergraduate arts alumni)
ARTS INTERNSHIP PARTICIPATION, BY FIRST-GENERATION STATUS

Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression controlling for sociodemographic background, graduation cohort, major field of study, and postsecondary institution (n = 5,942 undergraduate arts alumni)
OUTCOME: % FOUND A JOB WITHIN FOUR MONTHS OF GRADUATION

Note: Displaying adjusted proportions (predictive margins) and 90% CIs from multinominal logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 5,333 undergraduate arts alumni who sought employment immediately upon graduation)
Note: Displaying adjusted proportions (predictive margins) from logistic regression models controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 5,472 undergraduate arts alumni who were employed at the time of the survey)
GROWING DIVIDES: Historical and Emerging Inequalities in Arts Internships

Alexandre Frenette
with Gillian Guattieri and Megan Robinson
DID YOUR INTERNSHIP DIRECTLY LEAD TO A FUTURE JOB?

Note: Displaying adjusted proportions (predictive margins) from logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)
HOW CLOSELY DO YOU FEEL YOU WERE MENTORED BY STAFF DURING THE INTERNSHIP?

- Paid:
  - Not at all: 19%
  - Somewhat closely: 36%
  - Very closely: 45%

- Unpaid:
  - Not at all: 23%
  - Somewhat closely: 38%
  - Very closely: 39%

Note: Displaying adjusted proportions (predictive margins) from ordered logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)
TO WHAT EXTENT DID YOUR INTERNERSHIP INCLUDE ACTIVITIES INVOLVING CREATIVE INPUT OR JUDGMENT?

- Not at all
- Very little
- Somewhat
- Very much

Note: Displaying adjusted proportions (predictive margins) from ordered logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)
How did you find out about the internship?

Note: Displaying adjusted proportions (predictive margins) from logistic regression models controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)
HOW DID YOU FIND OUT ABOUT THE INTERNSHIP?

Note: Displaying adjusted proportions (predictive margins) and 90% CIs from logistic regression models controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college).
WHAT IS THE MAIN REASON YOU DID NOT COMPLETE AN INTERNSHIP(S)?

- Unaware of opportunities for an internship
- Internship not offered or not available in my field
- No time because of required courses
- Could not afford to do an internship
- No interest in an internship

Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 3,514 undergraduate arts alumni who did not complete an internship during college)
WHAT WAS YOUR PRIMARY MEANS OF FINANCIAL SUPPORT WHILE YOU WERE AN INTERN?

Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression models controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)
CONCLUSION AND IMPLICATIONS

• Paid internships: great career outcomes (vs. unpaid or no internship)
• Growing importance of personal resources in finding internships
• Challenges for first-generation students
  • Next steps (part 1): continuing analyses of combined 2011-13 and 2015-17 SNAAP waves
  • Next steps (part 2): 40+ interviews with higher education professionals to deepen and update our understanding of intern economy
THANK YOU!

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