

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)

OVERVIEW OF PRESENTATION: PAID VS. UNPAID

- 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)



STRATEGIC
NATIONAL ARTS ALUMNI
PROJECT



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SPECIAL REPORT

The Internship Divide:

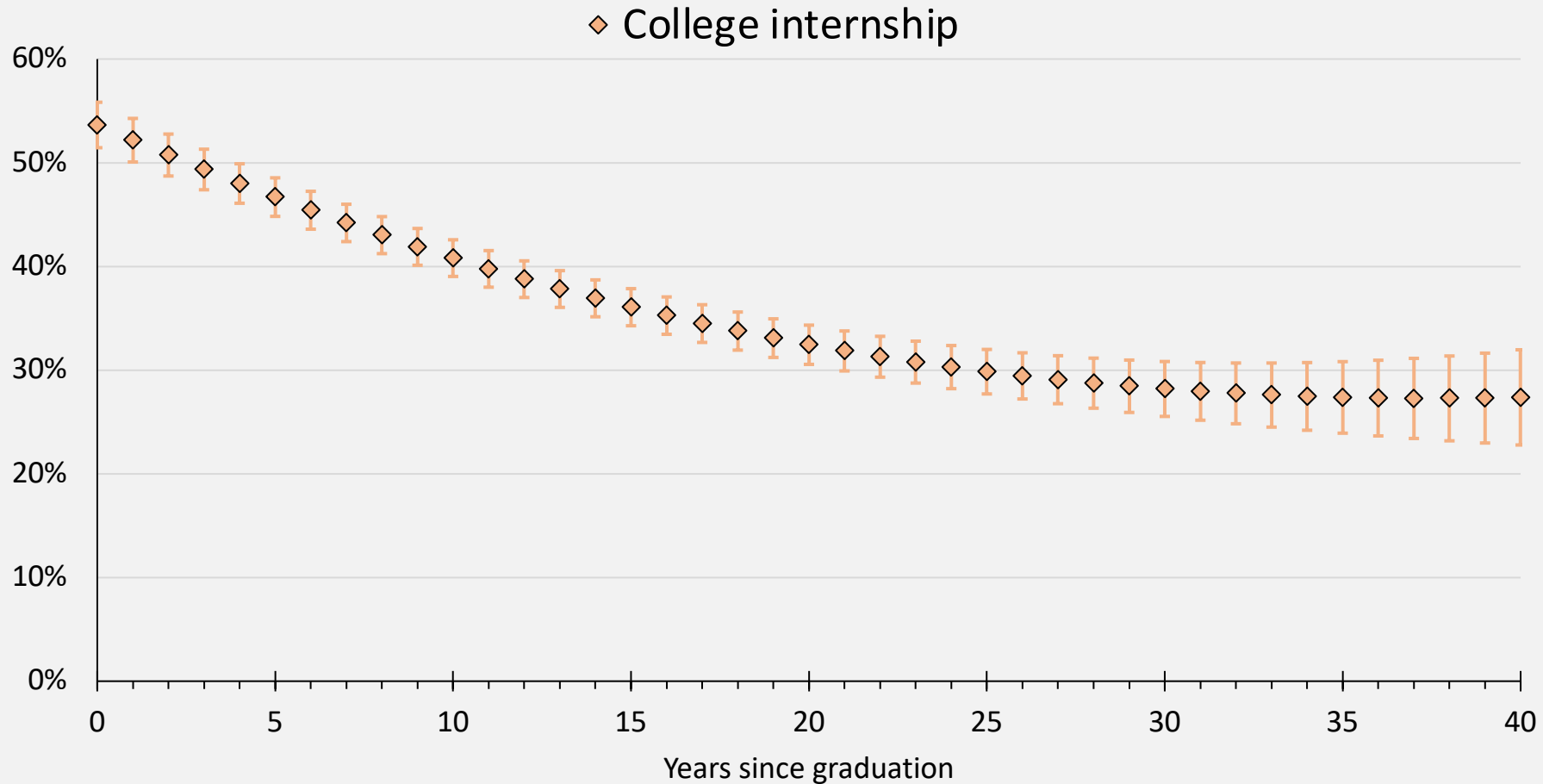
The Promise and Challenges of
Internships in the Arts

Alexandre Frenette

with

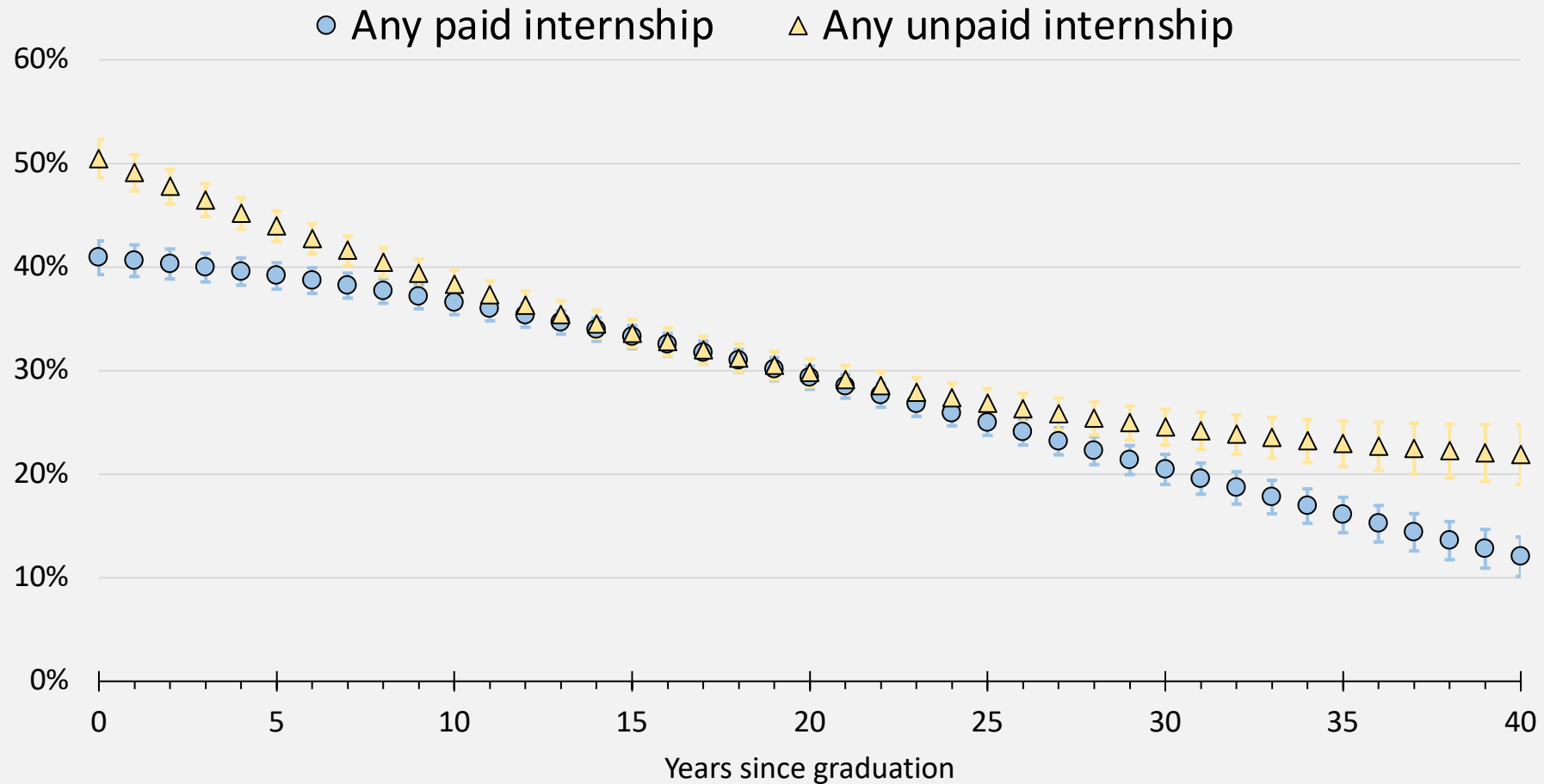
Amber D. Dumford, Angie L. Miller, and Steven J. Tepper

THE RISE OF INTERNSHIPS



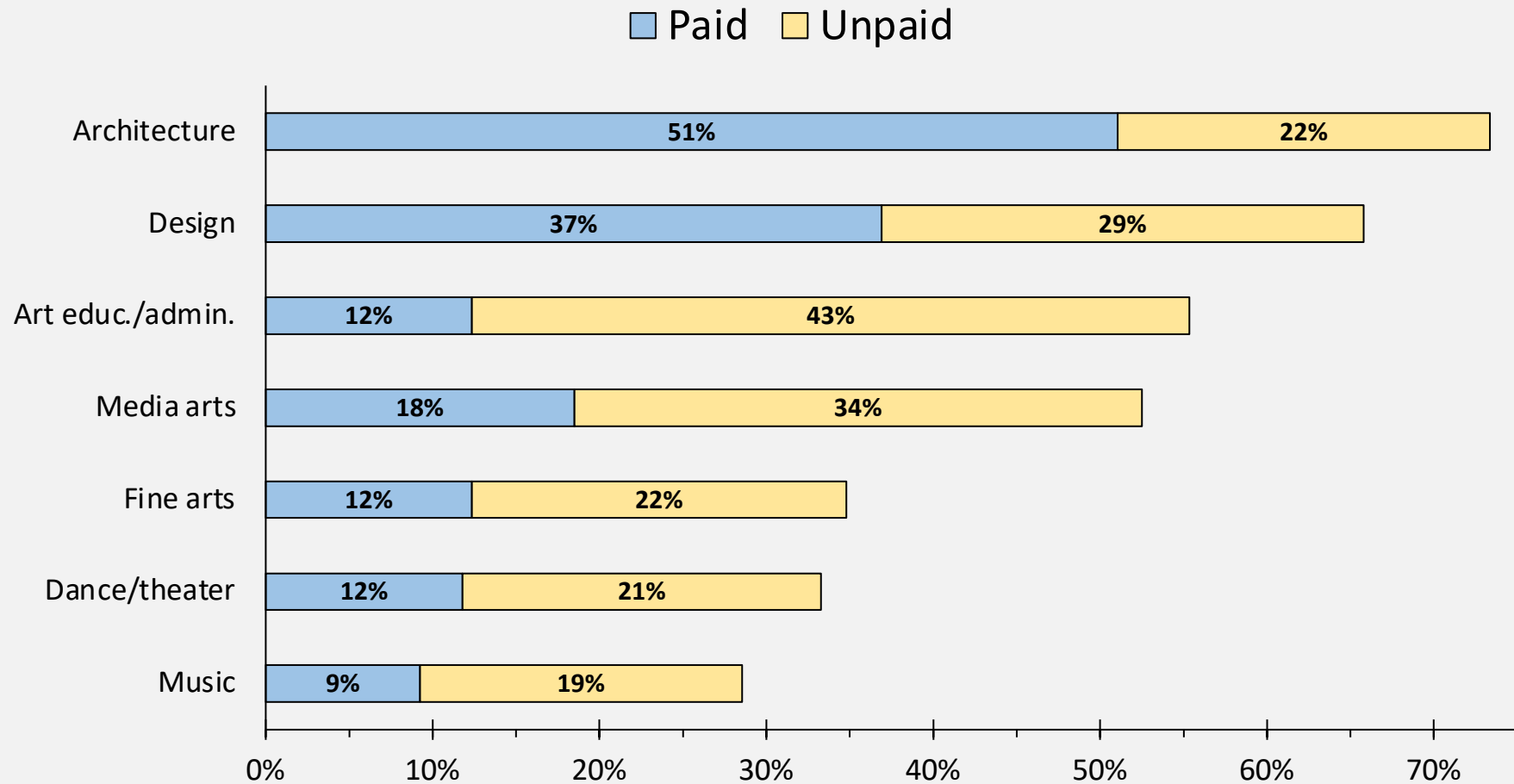
Note: Displaying adjusted proportions (predictive margins) and 90% CIs from multilevel logistic regression controlling for sociodemographic background, graduation cohort, major field of study, and postsecondary institution (n = 63,456 undergraduate arts alumni from 182 postsecondary institutions)

THE RISE OF INTERNSHIPS



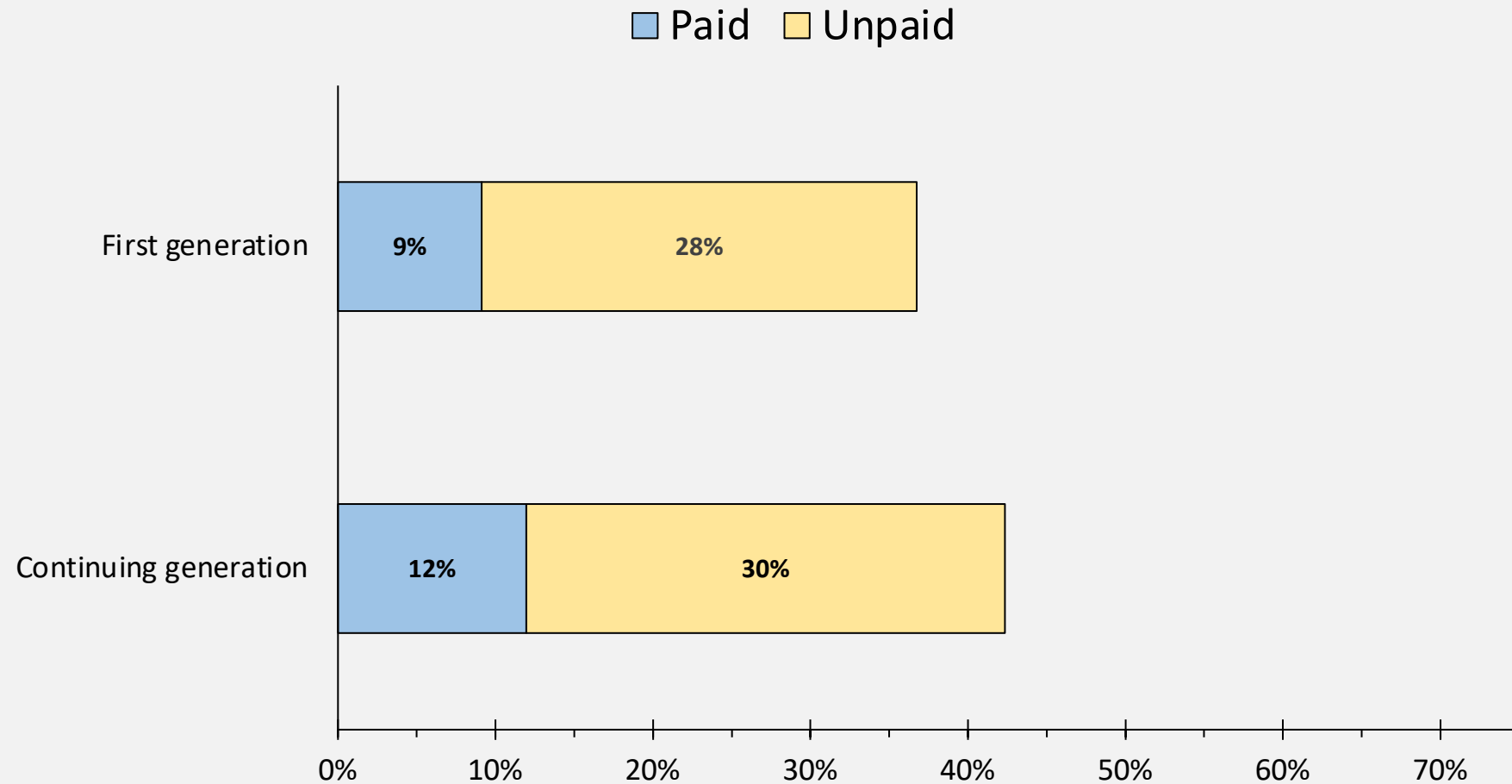
Note: Displaying adjusted proportions (predictive margins) and 90% CIs from multilevel logistic regression controlling for sociodemographic background, graduation cohort, major field of study, and postsecondary institution (n = 63,456 undergraduate arts alumni from 182 postsecondary institutions)

ARTS INTERNSHIP PARTICIPATION, BY MAJOR FIELD OF STUDY



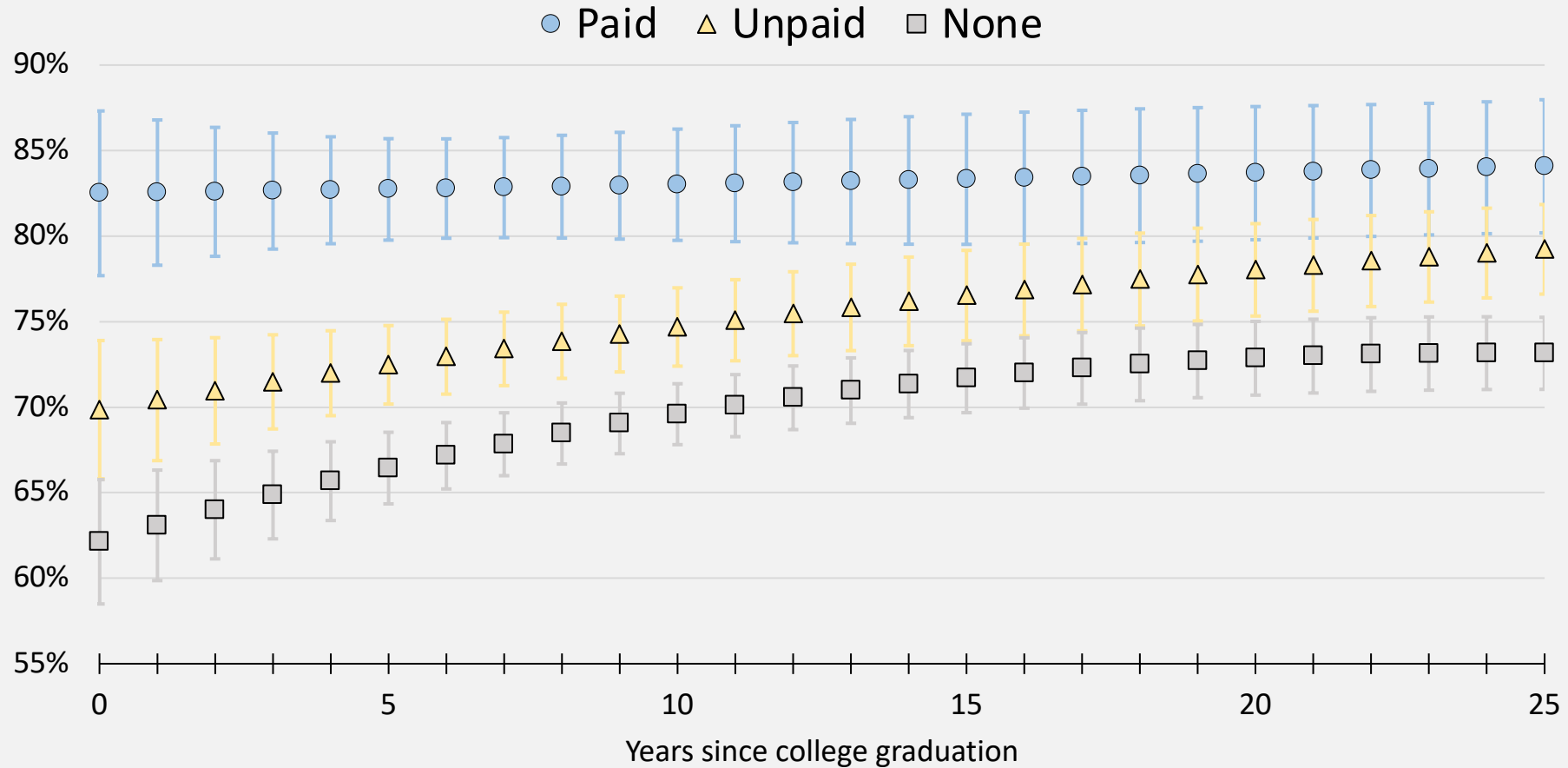
Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression controlling for sociodemographic background, graduation cohort, and postsecondary institution (n = 5,942 undergraduate arts alumni)

ARTS INTERNSHIP PARTICIPATION, BY FIRST-GENERATION STATUS



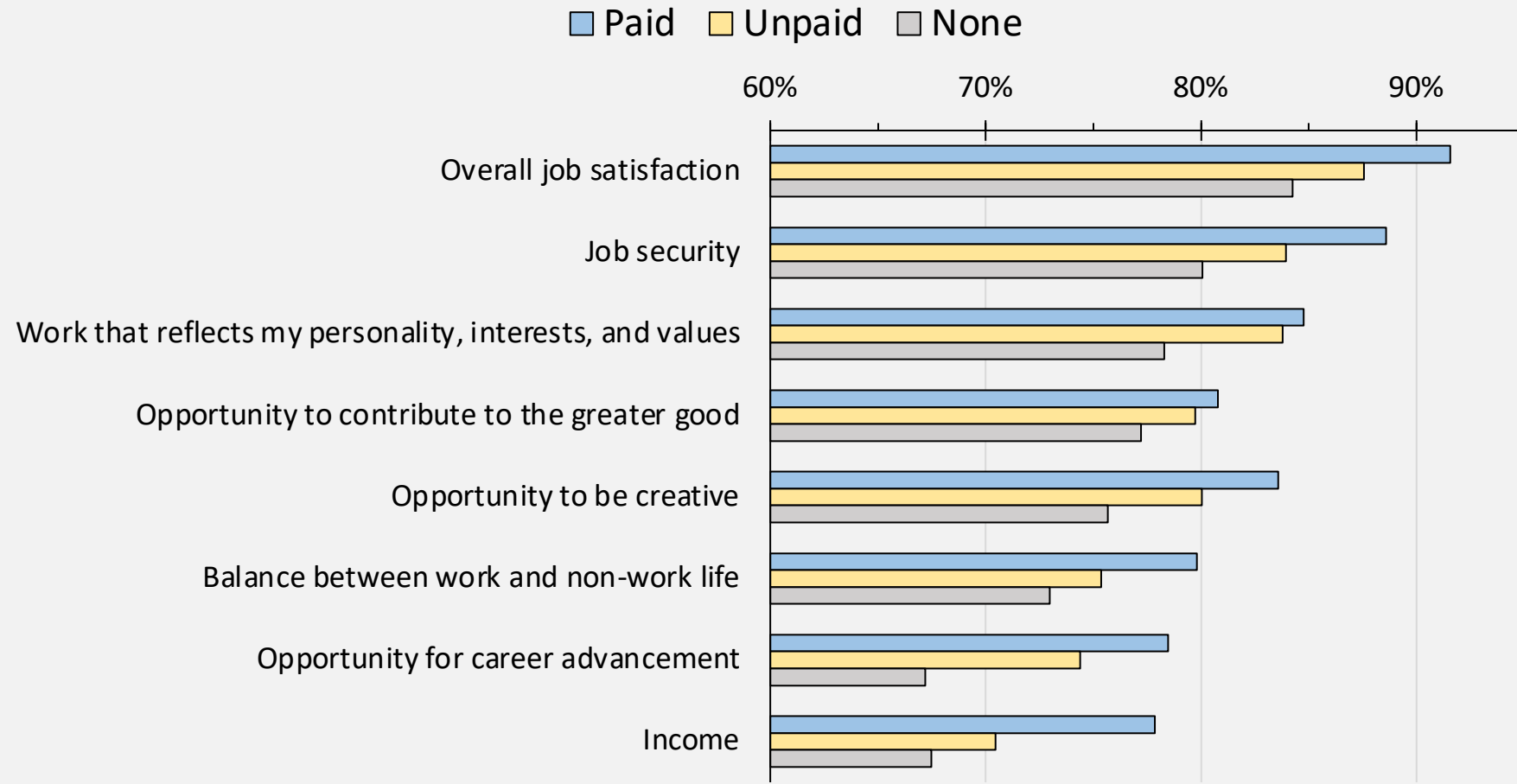
Note: Displaying adjusted proportions (predictive margins) from multinomial logistic regression controlling for sociodemographic background, graduation cohort, major field of study, and postsecondary institution (n = 5,942 undergraduate arts alumni)

OUTCOME: % FOUND A JOB WITHIN FOUR MONTHS OF GRADUATION



Note: Displaying adjusted proportions (predictive margins) and 90% CIs from multinomial 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)

OUTCOME: CURRENT JOB SATISFACTION



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)



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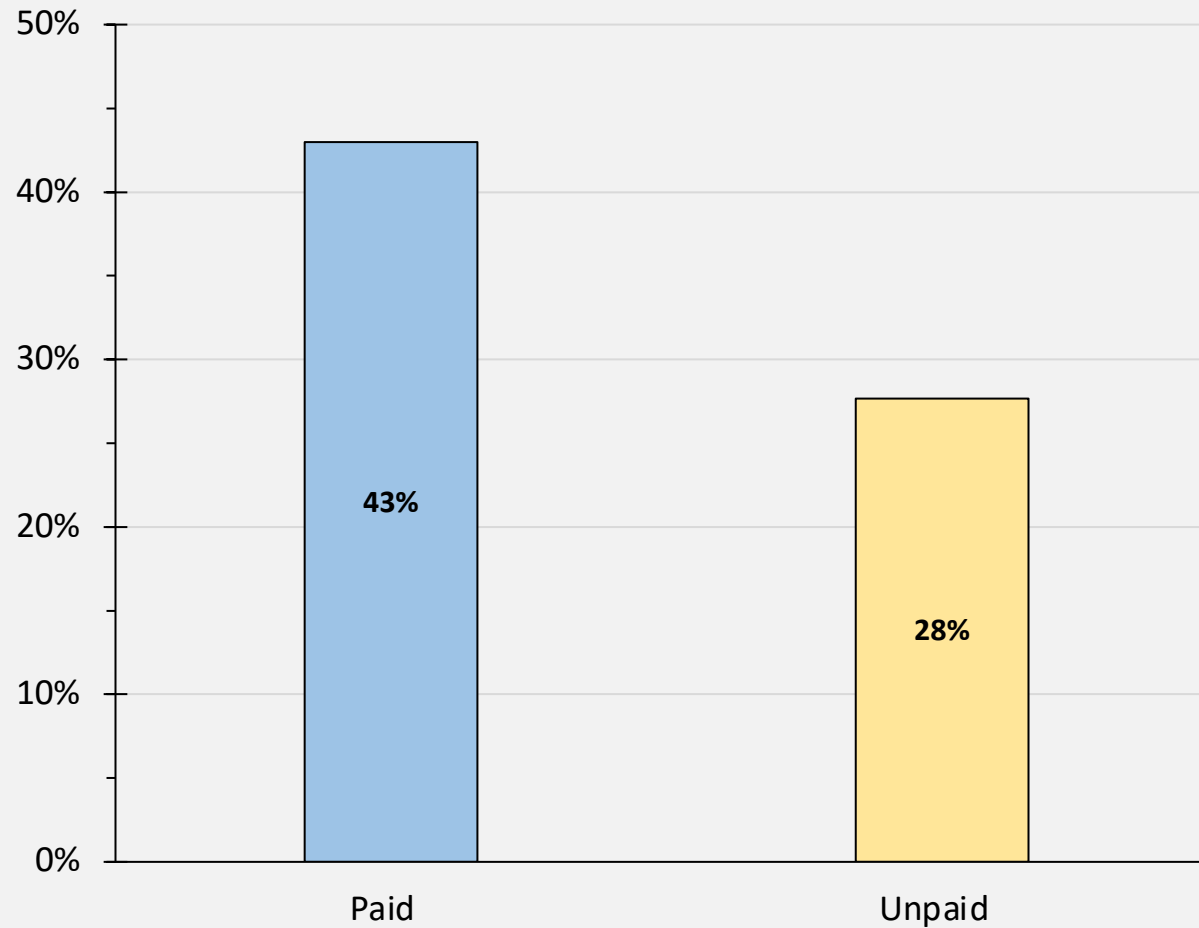
SNAAP SPECIAL REPORT
SPRING 2021

GROWING DIVIDES:
**Historical and Emerging Inequalities
in Arts Internships**

Alexandre Frenette

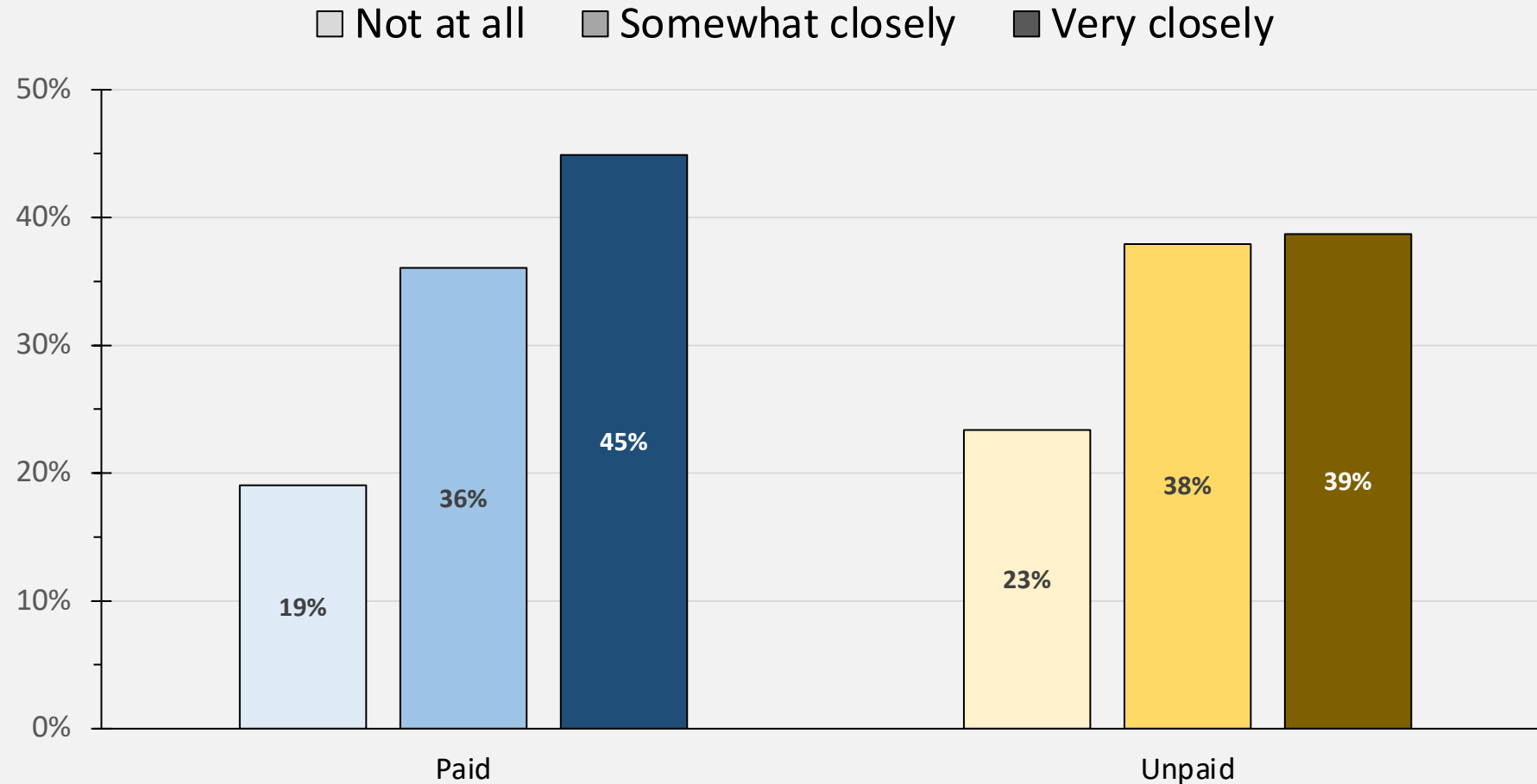
with Gillian Gualtieri and Megan Robinson

DID YOUR INTERNSHIP DIRECTLY LEAD TO A FUTURE JOB?



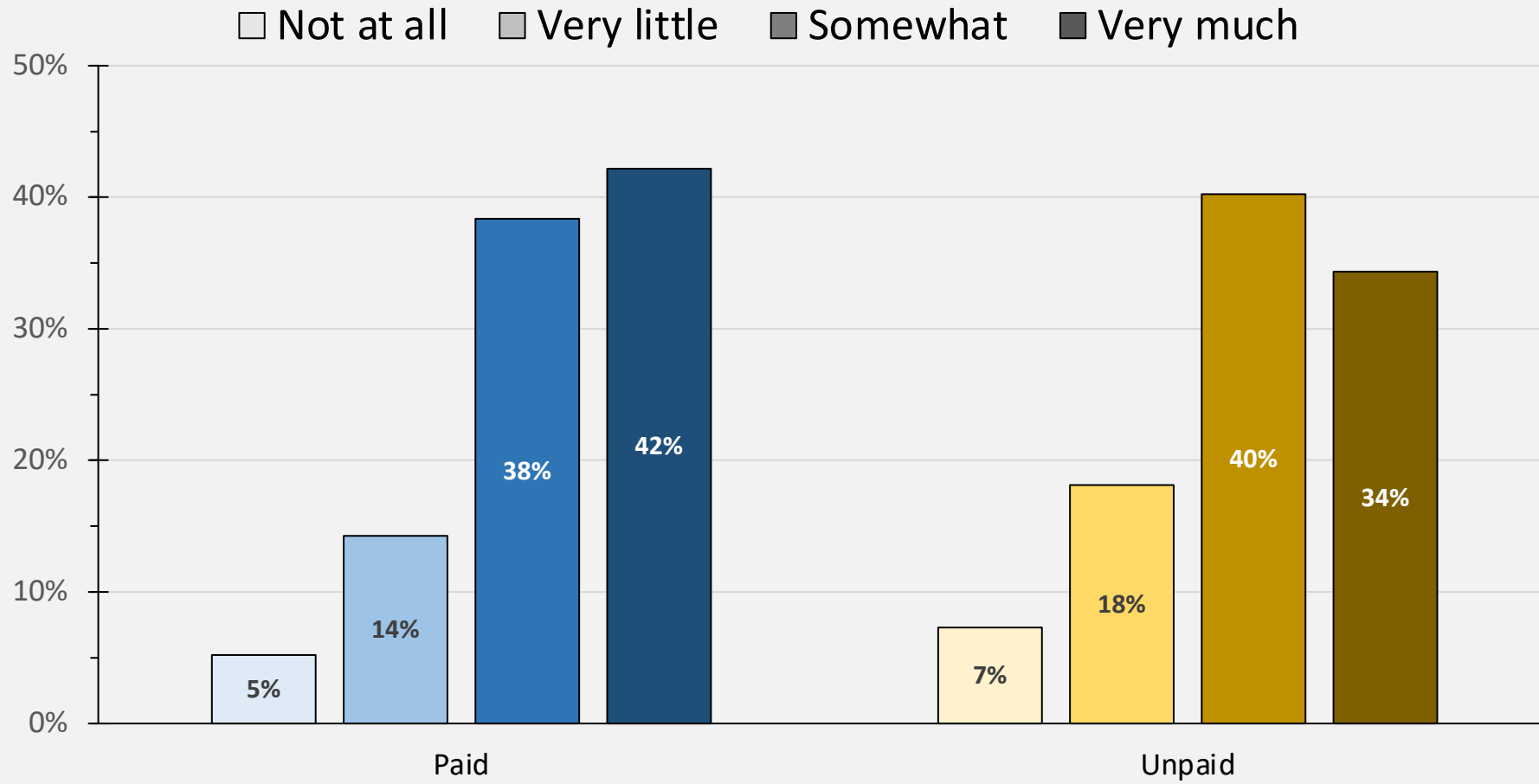
Note: Displaying adjusted proportions (predictive margins) from logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)

HOW CLOSELY DO YOU FEEL YOU WERE MENTORED BY STAFF DURING THE INTERNSHIP?



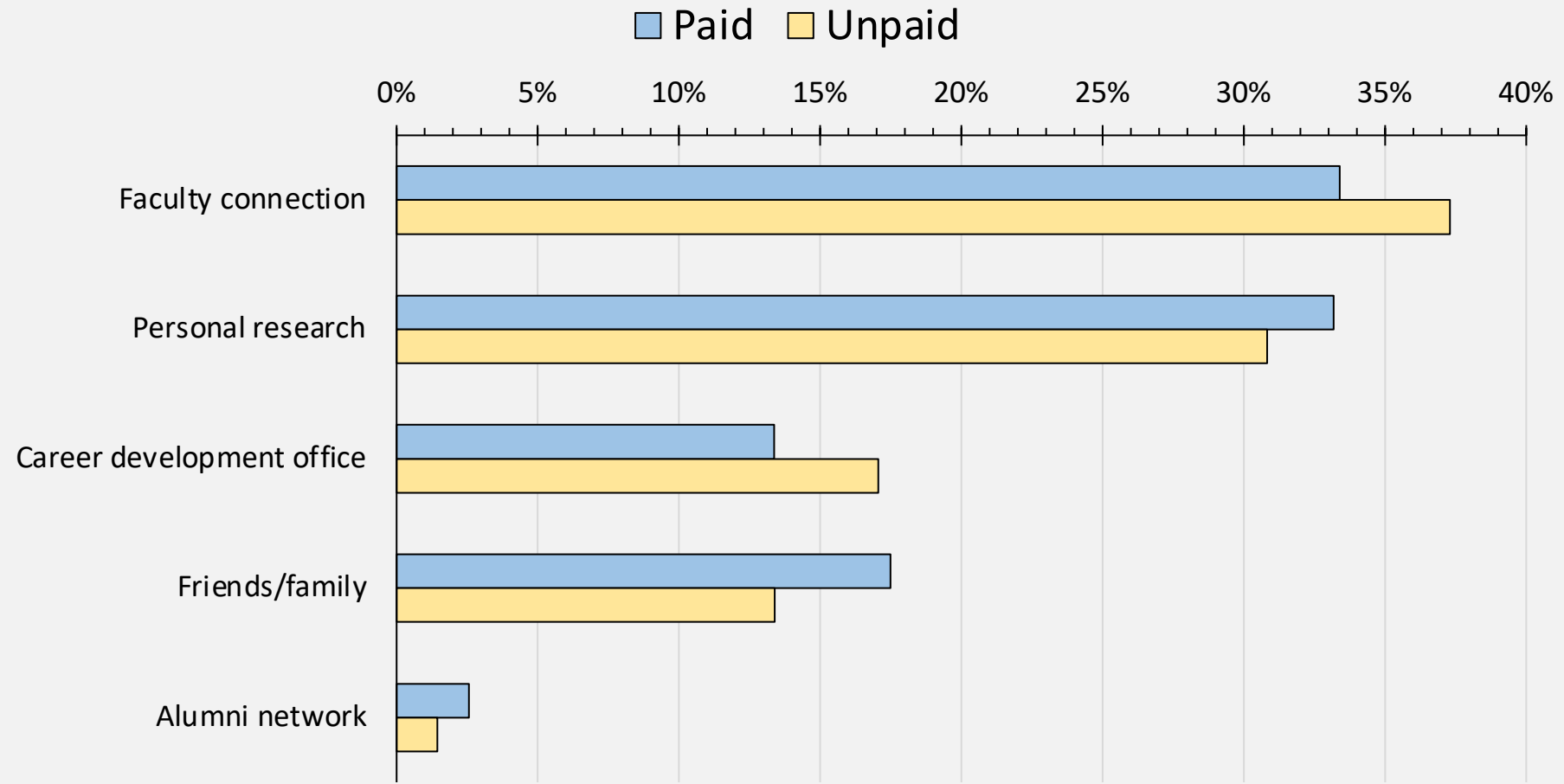
Note: Displaying adjusted proportions (predictive margins) from ordered logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)

TO WHAT EXTENT DID YOUR INTERNSHIP INCLUDE ACTIVITIES INVOLVING CREATIVE INPUT OR JUDGMENT?



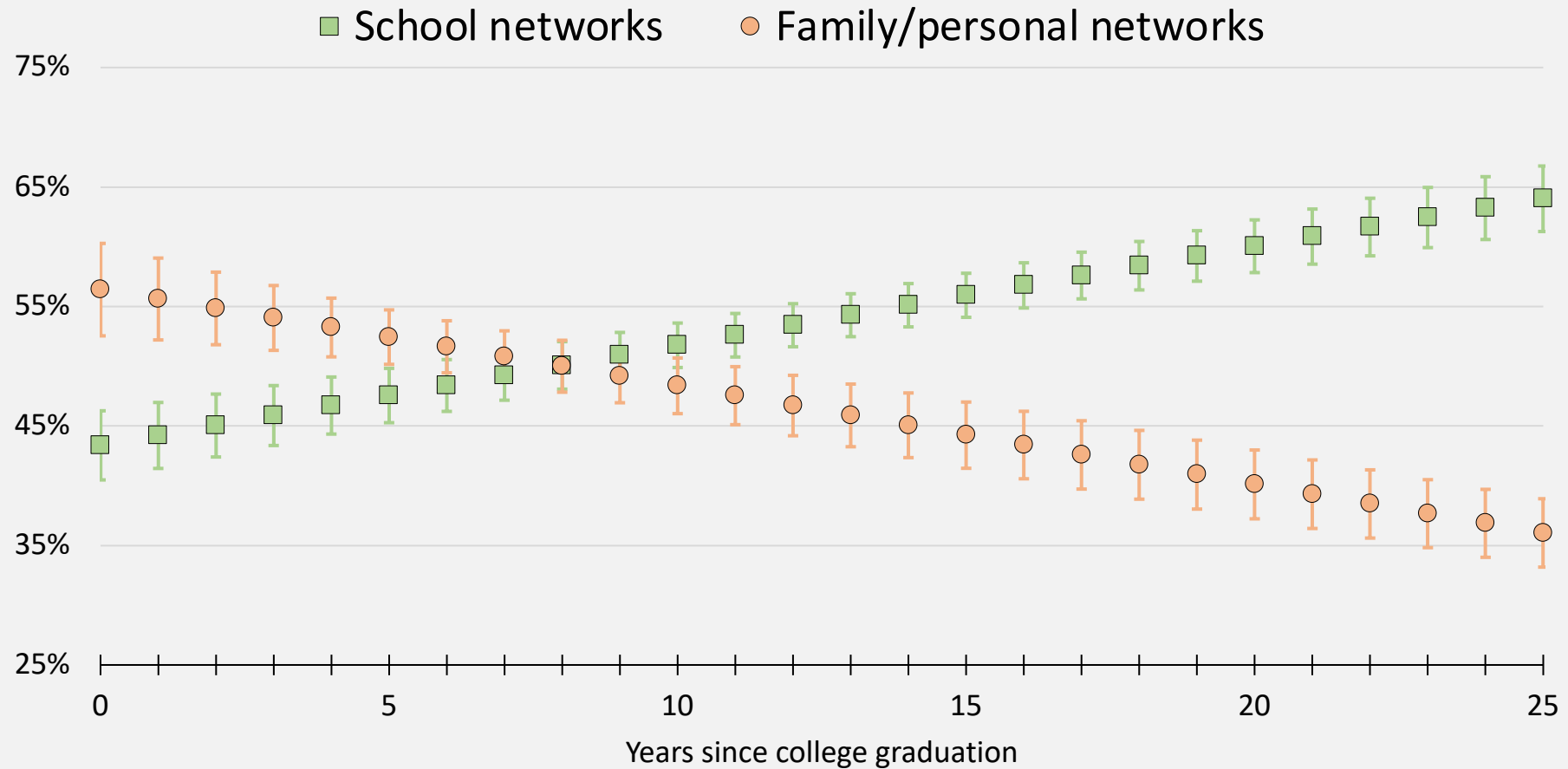
Note: Displaying adjusted proportions (predictive margins) from ordered logistic regression controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)

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?



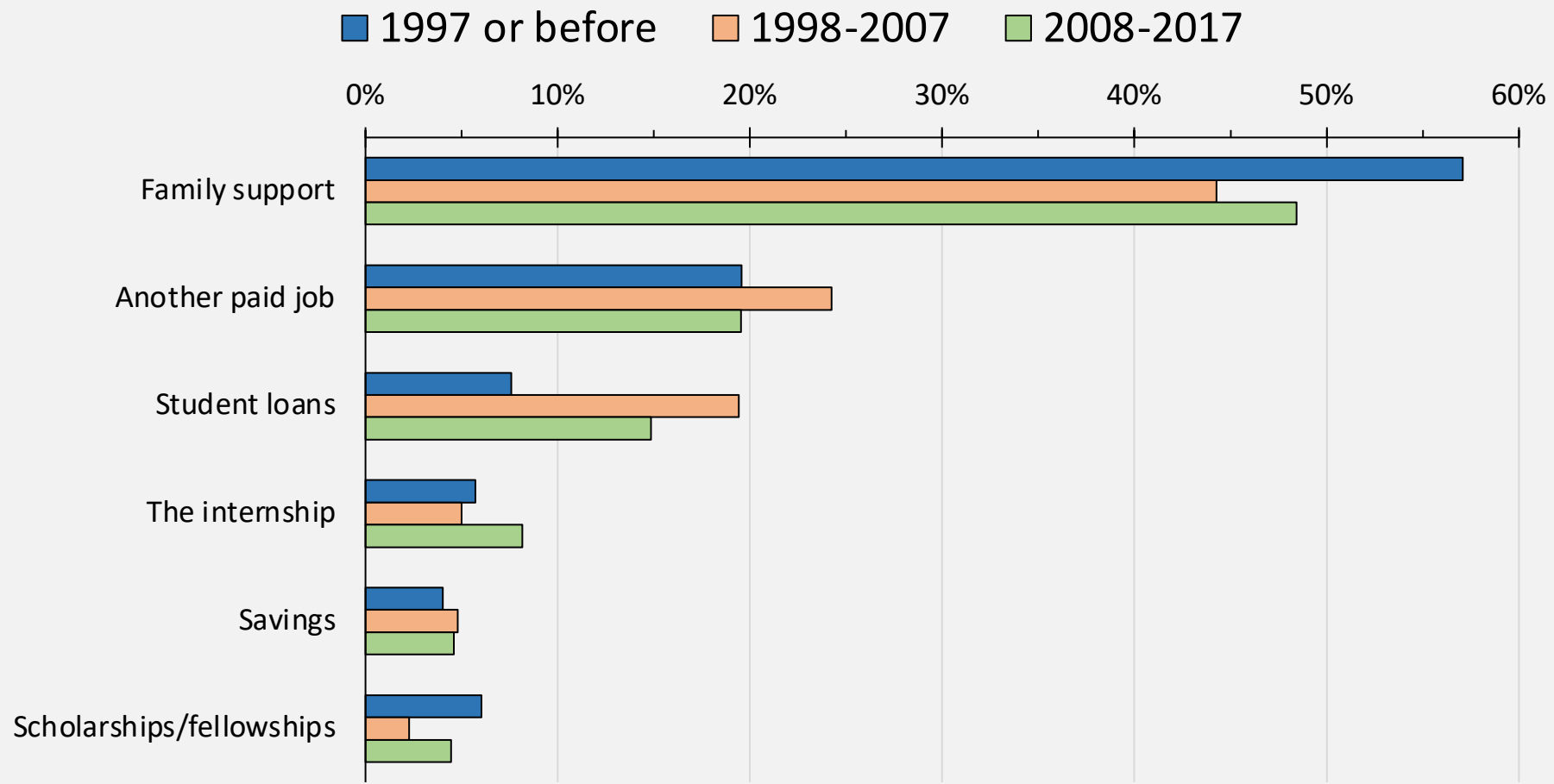
Note: Displaying adjusted proportions (predictive margins) and 90% CIs from logistic regression models controlling for sociodemographic background, major field of study, graduation cohort, and postsecondary institution (n = 2,238 undergraduate arts alumni who completed an internship during college)

WHAT IS THE MAIN REASON YOU *DID NOT* COMPLETE AN INTERNSHIP(S)?



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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