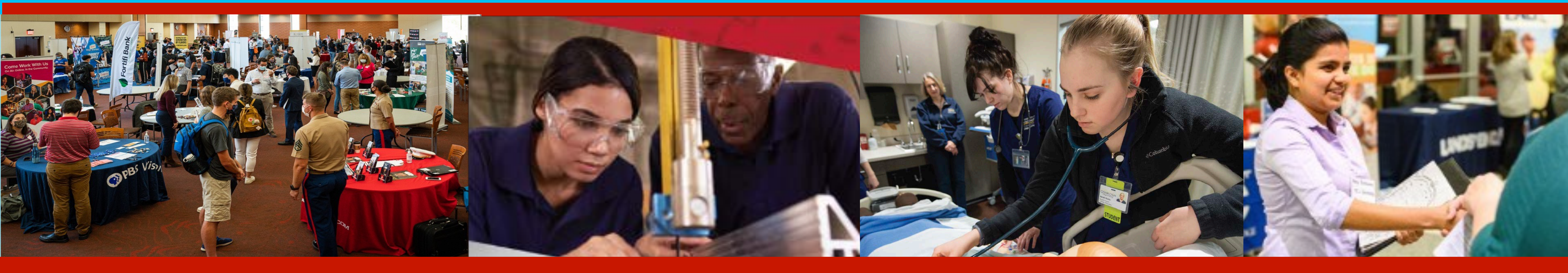


A CENTER FOR RESEARCH ON COLLEGE-WORKFORCE TRANSITIONS (CCWT) SYMPOSIA

# Exploring unpaid internships

## Issues of access, equity, and learning

THURSDAY APRIL 7, 2022 11:00AM-4:00PM CST





## UNPAID INTERNSHIP SYMPOSIUM

# WELCOME!

- Outline of the event/logistics
- Motivations for symposium
  - Outline of WBL/WIL
  - Access/equity
  - Systems perspective on reform
- Goals for the day
  - Learning, sharing, planning



1.

## THREE 50-MIN PANELS

RESEARCH    \$\$ STRATEGIES    CAMPUS INITIATIVES

2.

## ONE 1-HOUR BREAKOUT

LIGHTNING ROUND OF MORE CAMPUS INITIATIVES

3.

## ONE 1-HOUR WORKING SESSION

CROWD-SOURCING THE CREATION OF A “CAMPUS-BASED ACTION PLAN”  
FOR EQUITY- AND LEARNING-FOCUSED DESIGN OF INTERNSHIP PROGRAMS

4.

## MODERATED Q&A - POST IN Q&A

CAN ALSO POST IN CHAT FUNCTION FOR CHATTING

5.

## CREATING SUMMARY/ACTION GUIDE

EMAIL TO ALL REGISTRANTS & POSTED ON CCWT WEBSITE  
SLIDES, REPORTS & EVENT RECORDING ALSO AVAILABLE

# THANK YOU PROGRAM COMMITTEE & CO-SPONSORS

**Patrick Green** (Loyola University Chicago, Center for Engaged Learning, Teaching & Scholarship)

**Greg Weight** (NYU Wasserman Center for Career Development)

**Jessica Klyn de Novelo** (Central College, Career Development & Civic Engagement)

**Char Myers** (University of Minnesota, College of Liberal Arts Career Services)

**Adrienne McNally** (NY Institute of Technology, Intl & Experiential Education)

**Don DeMaria** (University of Georgia, Washington Semester Program)

**Lakeisha Mathews** (The University of Baltimore Career Center)

**Stephen Meno** (Suffolk University, Career Center)

**Christine Wolf** (UW-Milwaukee, College of Letters & Science Global Studies)

**Rachel Lipson** and **Ali Epstein** (Harvard Project on Workforce)




# WHAT IS THE CENTER FOR RESEARCH ON COLLEGE-WORKFORCE TRANSITIONS (CCWT)?

The mission of CCWT is to conduct and support **applied research, critical policy analysis**, and **create venues** for public dialogue on **student experiences** with the transition from college to the workforce in order to inform policies, programs, and practices that promote academic and career success for **all** learners.




# CCWT PUBLICATIONS & RESOURCES ON INTERNSHIPS

SEPTEMBER 2017




**CCWT**  
CENTER FOR RESEARCH ON  
College-Workforce Transitions  
**RESEARCH BRIEF #2**  
MATTHEW T. HORA,  
MATTHEW WOLFGAM AND  
SAMANTHA THOMPSON

**What do we know about the impact of internships on student outcomes?**  
Results from a preliminary review of the scholarly and practitioner literatures


 Wisconsin Center for Education Research  
UNIVERSITY OF WISCONSIN-MADISON

MAY 2020




**CCWT**  
CENTER FOR RESEARCH ON  
College-Workforce Transitions  
**RESEARCH BRIEF #10**  
MATTHEW T. HORA, BRIAN VIVONA, ZI CHEN,  
JIAHONG ZHANG, MINDI THOMPSON,  
AND RACHELLE BROWN

**What do we know about online internships?**  
A review of the academic and practitioner literatures


 Wisconsin Center for Education Research  
UNIVERSITY OF WISCONSIN-MADISON

JULY 2020




**CCWT**  
CENTER FOR RESEARCH ON  
College-Workforce Transitions  
**RESEARCH BRIEF #11**  
MATTHEW T. HORA, MATTHEW WOLFGAM,  
RACHELLE BROWN, JARED COLSTON, JIAHONG  
ZHANG, ZHIDONG CHEN, ZI CHEN<sup>1</sup>

**The Internship Scorecard:**  
A new framework for evaluating college internships on the basis of purpose, quality and equitable access


 Wisconsin Center for Education Research  
SCHOOL OF EDUCATION  
UNIVERSITY OF WISCONSIN-MADISON

NOVEMBER 2020

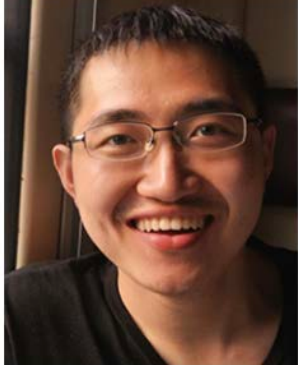


**CCWT**  
CENTER FOR RESEARCH ON  
College-Workforce Transitions  
**RESEARCH BRIEF #13**  
MATTHEW T. HORA, JACQUELINE FORBES,  
DESHAWN PRESTON

**What do we know about internships at HBCUs?**  
A review of the literature and agenda for future research

 Wisconsin Center for Education Research  
SCHOOL OF EDUCATION  
UNIVERSITY OF WISCONSIN-MADISON

[WWW.CCWT.WCERUW.ORG](http://WWW.CCWT.WCERUW.ORG)









# WHY ARE YOU PARTICIPATING IN THE SYMPOSIUM TODAY?

WHAT ARE THE COMPELLING ARGUMENTS  
FOR EMPLOYERS TO PAY THEIR INTERNS?  
WE NEED TO MOVE THE NEEDLE ON THIS.

MANY OF MY STUDENTS COMPLETE UNPAID  
INTERNSHIPS, IF THERE ARE INNOVATIVE WAYS  
TO REDUCE THE NUMBER, I'M INTERESTED.

I BELIEVE IT IS LONG PAST DUE THAT  
INTERNS BE PAID FOR THEIR WORK AS  
IT IS AN EQUITY AND JUSTICE ISSUE.



# WHY DID WE ORGANIZE THIS EVENT?

1.

## GROWING ADVOCACY FOR INTERNSHIPS/WORK-BASED LEARNING

14% MORE CALLBACKS

6% HIGHER WAGES

3.4% HIGHER GRADES

CONSIDERED A HIGH-IMPACT PRACTICE (HIP)

2.

## BUT, WBL IS NOT EASY! A “LEGITIMATE INTERNSHIP” HAS:

CLEAR LEARNING PLAN

TRAINED MENTORS

HIGHLIGHTS TRANSFERABLE SKILLS

ADEQUATE RESOURCES & FEEDBACK

HAS CAREFULLY SCAFFOLDED TASKS

3.

## LONG-STANDING PROBLEMS W/SUPPLY, ACCESSIBILITY, LEGALITY

NOT ENOUGH POSITIONS

ACCESS LIMITED B/C TRANSPORTATION, TIME, HOUSING, \$\$

LABOR EXPLOITATION/UNPAID WORK

HITTING THE “PAUSE” BUTTON ON HIPs/INTERNSHIPS UNTIL WE KNOW MORE AND ADDRESS ACCESS ISSUE



## WHAT DO WE KNOW ABOUT INTERNSHIPS?

# RESEARCH ON INTERNSHIP PARTICIPATION

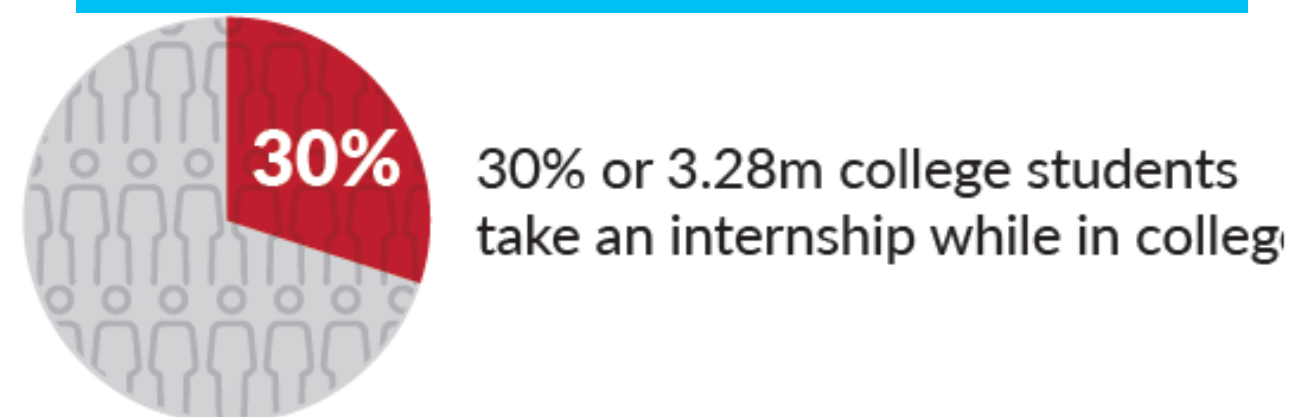
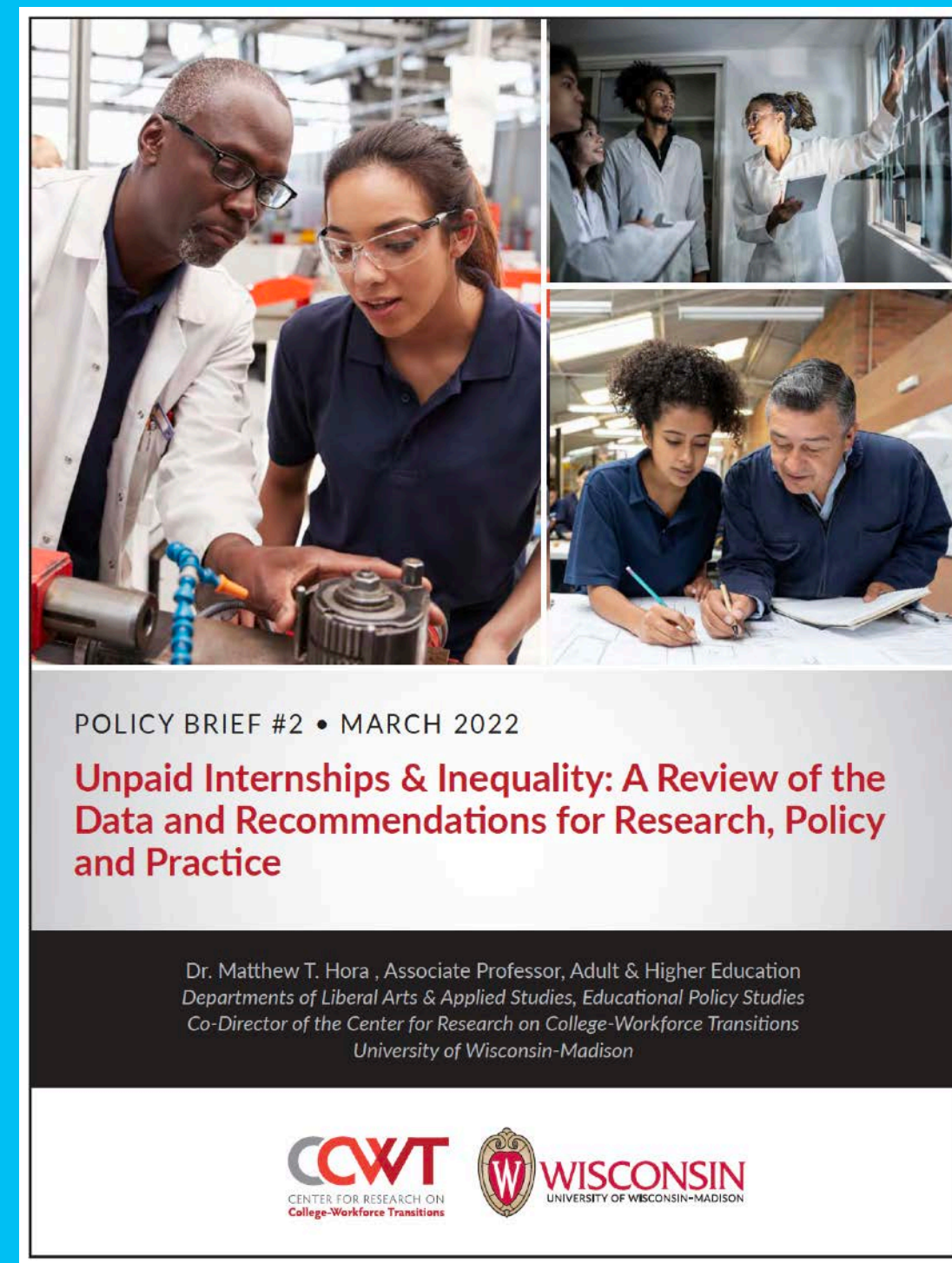
- How many college students take an internship?
- How many do not? Why not?
- How many internships are unpaid?
- Does pay impact the outcomes of an internship?

NACE STUDENT SURVEY

NAT'L SURVEY OF STUDENT ENGAGEMENT

DOE BACCALAUREATE & BEYOND 16/17

CCWT NAT'L SURVEY OF COLLEGE INTERNSHIPS



The percentage of unpaid internships ranges from 30.8% to 58.1%

# ARGUMENTS FOR UNPAID INTERNSHIPS

**STUDENTS ARE PAID IN EXPERIENCE**

**THE BENEFITS OUTWEIGH THE COSTS**

**SOME EMPLOYERS (ESP NON-PROFITS) DON'T HAVE THE BUDGET & STUDENTS NEED THE EXPERIENCE/CONTACTS**

**MAY NOT BE ABOUT BANNING UNPAID INTERNSHIPS, BUT FUNDING THEM ALL**



# OK - SO HOW TO ADDRESS THE SITUATION?

## 1. RECOGNIZE THAT \$\$ IS BUT ONE ASPECT OF A LARGER PROGRAM DESIGN CHALLENGE

**A COMMITMENT TO EQUITY- AND LEARNING-FOCUSED INTERNSHIP PROGRAM DESIGN  
WILL INCLUDE A FOCUS ON: PAY, ADEQUATE SUPERVISION & TASKS, LEARNING PLANS**

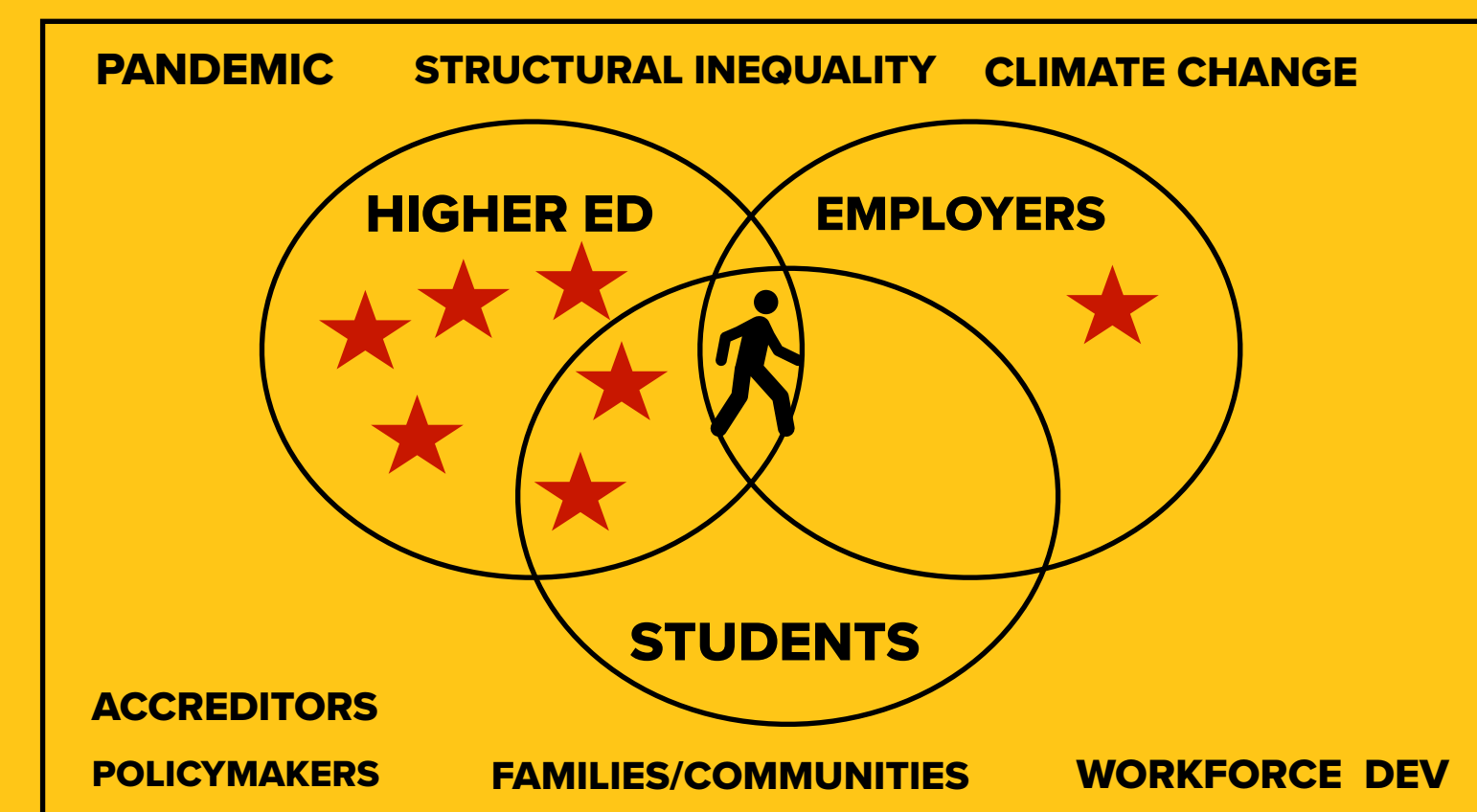
**BUT PAY IS AN IMMEDIATE PROBLEM THAT HAS TO BE ADDRESSED NOW!**

## 2. ACKNOWLEDGE THAT IN SOME CASES WIL MAY BE THE SOLUTION

**PROBLEM-BASED LEARNING IN THE CLASSROOM**

**SERVICE LEARNING**

## 3. APPROACH THE PROBLEM FROM A SYSTEMS-ORIENTED & LOCAL PERSPECTIVE





# GOALS FOR TODAY'S EVENT

**CONVENE EXPERTS FROM DIFFERENT PARTS OF THE INTERNSHIP ECOSYSTEM TO LEARN ABOUT DATA, PRACTICE, AND POLICY INITIATIVES RELATED TO INTERNSHIP COMPENSATION**

**TO SHARE IDEAS, LEARN FROM ONE ANOTHER, AND STRENGTHEN LOCAL/REGIONAL/NATIONAL EFFORTS TO FUND ALL INTERNSHIPS**

**TO GENERATE IDEAS FOR A NATIONAL GUIDE/ACTION PLAN FOR CAMPUS-BASED INITIATIVES**

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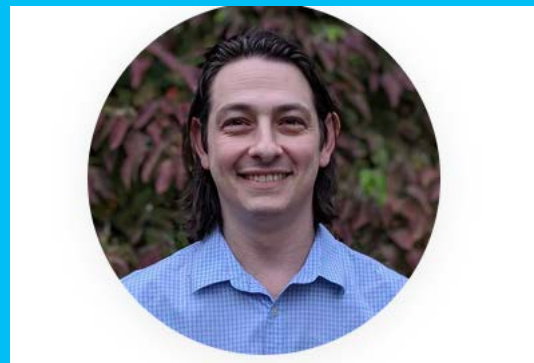
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# PANEL #1: New research on unpaid internships

**11:15 am - 12:10pm CST**

**10 MIN PRESENTATIONS, GROUP Q&A AT END**

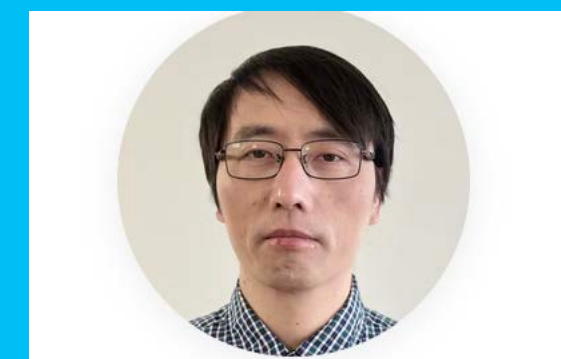
**MODERATOR: MATTHEW HORA (CCWT, UW-MADISON)**



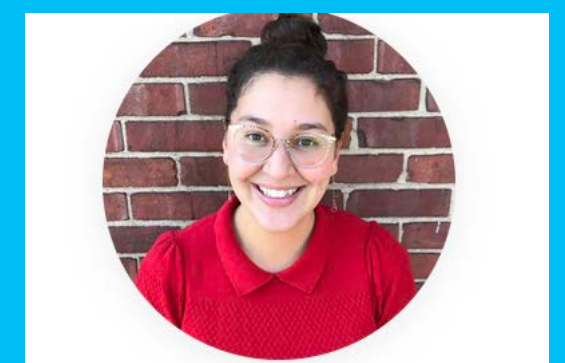
**JOSHUA KAHN**



**JAMES JONES**



**HONGWEI YU**



**RACHEL LIPSON &  
NIDIA BAÑUELOS**





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# PANEL #2: Fundraising to subsidize unpaid internships

## 12:15pm - 1:15pm CST

10 MIN PRESENTATIONS, GROUP Q&A AT END

MODERATOR: MATTHEW HORA (CCWT, UW-MADISON)



ANNIE WEINSCHENK



JESSICA KLYN DE NOVELO



EMILY PETTINATO



CARLOS MARK VERA





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# PANEL #3: Campus based strategies for change

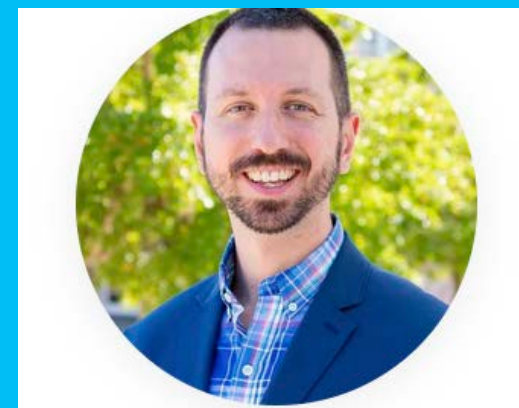
**1:15 - 2:10pm CST**

**10 MIN PRESENTATIONS, GROUP Q&A AT END**

**MODERATOR: CHAR MYERS (UNIV OF MN)**



**KATHLEEN RAUSE**



**DWAYNE PETERSON**



**LANA FARLEY**



**GREGORY MCELVEEN**





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# Breakout: Lightning round on more strategies for funding and supporting internships

## 2:15 pm - 3:15pm CST

5 MIN PRESENTATIONS, GROUP Q&A AT END

MODERATORS: PATRICK GREEN (LOYOLA UNIV CHICAGO), STEPHEN MENO (SUFFOLK COLLEGE), DON DE MARIA (UNIV OF GA)

KATE DURST

KAYTEE JOHNS  
KRISTIN SCHRADER

MEGAN HOLLIS

ANDREW  
MILLER

SARAH  
ROSENTHAL

BENJAMIN W. TRAGER,  
LAURIE MARKS





**A CENTER FOR RESEARCH ON COLLEGE-WORKFORCE TRANSITIONS (CCWT) SYMPOSIA**

# **Working Session**

**3:15pm-4:00pm CST**

**MODERATORS: LAKEISHA MATHEWS (UNIV OF BALTIMORE), GREG WEIGHT (NYU)**



# THANK YOU!

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<http://ccwt.wceruw.org/>

