SYMPOSIUM ON UNPAID INTERNSHIPS: FUNDING AND SUPPORTING UNPAID INTERNSHIPS

PATRICK M. GREEN, EXECUTIVE DIRECTOR
CENTER FOR ENGAGED LEARNING, TEACHING, & SCHOLARSHIP
LOYOLA UNIVERSITY CHICAGO

Exploring unpaid internships: Issues of access, equity, and learning
April 7, 2022

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CELTS
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LIGHTENING SESSION PRESENTERS

- Ben Trager and Laurie Marks, University of Wisconsin-Milwaukee
- Kaytee Johns and Kristin Schrader, Nevada State College/Parker Dewey
- Megan Hollis, Virginia Commonwealth University
- Kate Durso, University of Cincinnati
- Sarah Rosenthal, New York University
- Andrew Miller, Loyola University Chicago

Engage with the presenters by utilizing the chat function to ask questions

Co-moderators will be reviewing and sharing questions

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Student Success & Talent Pipeline Initiative

CENTER for COMMUNITY-BASED LEARNING, LEADERSHIP, & RESEARCH at the University of Wisconsin-Milwaukee

UNIVERSITY of WISCONSIN UWMILWAUKEE

Division of Diversity, Equity, and Inclusion

The Office of Strategic Partnerships

STATE OF WISCONSIN DWD Department of Workforce Development

MMAC METROPOLITAN MILWAUKEE ASSOCIATION OF COMMERCE

UNIVERSITY of WISCONSIN UWMILWAUKEE

Internship Context

UW-Milwaukee (UWM) is positioned as an anchor institution in the region, engaging with its responsibility to prepare students to enter the workforce in the metropolitan area and the state.

Institutional

Large urban public university classified as community engaged and R1, with an access mission.

Students

The undergraduate student body is the most diverse in the UW System. Approximately 33% of students identify as a race or ethnicity other than white, 33% of students are Pell Grant eligible, and 36% are first generation.

Leveraging Existing Resources

FWS Internship

On Campus Learning

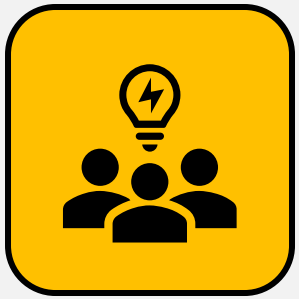
Intra-Institutional Collaboration

Authentic Partnerships

Sustainability and Looking Forward

Employer partners to fund positions once grant funding terminates

Rely on FWS and experiment to fund under resourced partners



Full integration of FWS and SSTPI programs

Understand any remaining barriers to internship access

Contact Information

Ben Trager
bwtrager@uwm.edu

Laurie Marks
lmarks@uwm.edu

UNIVERSITY of WISCONSIN
UWMILWAUKEE

NEVADA STATE COLLEGE

Be bold. Be great. Be State.

Nevada State College & Parker Dewey

Creative Collaboration for Internship Funding Access

Presented by:

Kaytee Johns, Interim Director of Career Services at NSC (former Internship Manager)

Kristin Schrader, Director of Partnerships at Parker Dewey

NSC Stats & Figures

- 7,000+ students
  - 32% first-gen
  - 35% Pell-eligible
  - 73% female
  - 80% non-white
  - 60% PT or less
- Only 4-year public state college in Nevada
- In 2020 named second fastest growing college in the country
- TD.US partner institution; 100+ undocumented students
- 3 Schools; Education, Nursing, Liberal Arts & Sciences

Internships at NSC

- Internship Program refers to for-credit internship courses in LAS
  - Internship program first offered in 2016/2017
  - Average yearly growth anywhere from 10% to 20%
- Despite growth of program, paid internship rate is stagnant; only 1-3% of NSC interns are paid each year
  - Possible factors include:
    - COVID
    - Competition with other university students in Las Vegas metro area
    - Disparities in paid opportunities among disciplines
    - Lack of awareness surrounding paid internship opportunities
    - Large population of undocumented students (with and without DACA); many are not aware of possibility of being paid for internships, often assume they can only do unpaid

Scorpion Intern Funding Program

- **Context:** For FY 22 Career Services at NSC was awarded funds for career development programs/initiatives; Decided on an unpaid internship funding program
- **Goals for program:** help remove barriers to internship participation, increase opportunities for income generation while gaining direct, hands-on experience, and support our equity-focused mission by opening this funding up to as many student groups as possible
- **Budget:** $30,000, decided on cohort of 20 students for pilot year, each student receiving $1,500 for minimum of 120 hours of work at internship (approx. $12.50 per hour, NV min wage is $9.75)
- **Eligibility:**
  - *Students:* Degree-seeking, 2.50</= GPA, have SSN or ITIN, enrolled in 6</= credits
  - *Internship:* Site is an NSC approved organization, site is a non-profit, government agency or small start-up unable to pay interns, internship provides at least 120 hours of experience, internship follows NACE's internship guidelines

Why Parker Dewey?

- Explored many options; paying students directly from NSC or as a scholarship
- Many issues with both, not only for access to funds for certain student groups but also complicated processes to navigate with limited time
- **Ultimately, we decided on utilizing Parker Dewey as payment method**
  - Small fee (10%) to handle ALL payment processes; getting student information for payment, setting up payment disbursement, tax reporting documents, etc.
  - PD pays individuals as independent contractors (1099), meaning they don't need a SSN to be paid, only need an ITIN which students can get if they don't have DACA to make legal income
  - We could set our own eligibility requirements to make it open to more students (as opposed to an institutional scholarship)
  - Allows funds to go to students directly so that they can use the money how they see fit
  - Didn't affect financial aid or on-campus employment status

PARKER DEWEY

CONNECT WITH US

Kaytee Johns

Interim Director of Career Services, Nevada State
Kaytee.johns@nsc.edu
https://www.linkedin.com/in/kaytee-johns/

Kristin Schrader

Director of Partnerships, Parker Dewey
kristin@parkerdewey.com
https://www.linkedin.com/in/kristinschrader/

VCU Internship Funding Program

Megan Hollis
Associate Director, Health Sciences Career Advising
VCU Career Services

VCU Career Services
Strategic Enrollment Management and Student Success

VCU Information

- 4 year, Public, Research 1 university
- Located in Richmond, VA
- ~ 30,000 students
- Of VCU's undergraduate student population
  - 32% are an underrepresented minority
  - 32% are Pell-eligible
  - 29% of the freshman class in Fall 2021 are first-generation college students

Program Overview

- Purpose - to provide students with the opportunity to participate in internships that may not have been possible without additional funding
- In our pilot year
- Open to all undergraduate students in good standing
- Selected proposals may be funded up to $5,000
- Funds cannot be used for tuition or program fees
- Funds can be used for transportation, lodging, child care, supplies, professional attire, lost wages, or other applicable costs

VCU

Timeline

- Fall 2019-Summer 2020
  - Benchmark, source funding options
- Fall 2020-Summer 2021
  - Get support for funding and fundraising
  - Write out logistics
  - Develop proposal for new staff line
- Fall 2021-Spring 2022
  - Enlist campus partners to assist in application review
  - Launch application and review process

VCU

Strategies

- Benchmarking
- Campus-wide support
- Funds disbursed through Office of Procurement Services
- Pilot year restrictions
- Starter vs long-term funding
- Tie in with VCU REAL

GET PAID FOR NONPROFIT WORK

SERVICE LEARNING CO-OP

University of CINCINNATI

EXPERIENCE-BASED LEARNING AND CAREER EDUCATION

POWER OF NEXT™

Co-op 2.0

UC is a public research university with an enrollment of more than 46,000 students and is ranked No. 4 (No. 2 among public universities) in the nation for co-ops and internships by U.S. News & World Report.

UC invented cooperative education in 1906. Now, we are pioneering a new paradigm for learning and working.

University of CINCINNATI

EXPERIENCE-BASED LEARNING AND CAREER EDUCATION

FUNDING SOURCES

Positions are funded by the university at no cost to the nonprofit organization.

Funding sources: DOL grant, Federal Work Study + President's office discretionary funding, and private donors.

COLLECTIVE IMPACT

Since the spring of 2020, close to 400 unique students have participated in the S-L Co-op program, which accounts for over 120 unique employers from the not-for-profit sector who have hired one or more of our students

Kate Durso
Service-Learning Co-op Program Manager

Kate.durso@uc.edu

NYU

Changemaker Fellowship

New York University Wasserman Center for Career Development

PRESENTED BY SARAH ROSENTHAL
MANAGER OF EXPERIENTIAL LEARNING PROGRAMS

HISTORY OF THE FELLOWSHIP

The NYU Changemaker Fellowship was created in 2020 to identify and support the career and leadership development of undergraduate students pursuing summer internships in social impact and inequality. In its first year, 4 students participated in the program receiving up to $5,000 and participating in summer-long programming.

The 2022 Fellowship class will have 25-35 students, including a new cohort program open to undergraduate and graduate students with an interest in Cape Verde or other African nations.

PROGRAM ELEMENTS

Orientation

- Get to know other fellows and learn where they are interning
- Discuss career-readiness skills and SMART goals
- Learn how to network with colleagues and connect with career coach

Coaching

- *Individual Coaching:* Meet 1-on-1 with career coach to answer questions such as networking within the organization and articulating transferable skills on a resume
- *Group Coaching:* Meet with a cohort of 4-5 fellows and career coach to build community, share successes and challenges, and review additional resources

Retreat

- Reflect on internship experience including SMART goals, networking, and skill development
- Learn from NYU alumni working in social impact

BEST PRACTICES

University-wide Support

Collaboration with staff from the Wasserman Center for Career Development, Leadership Initiative, and Cross-Cutting Initiative on Inequality.

Fundraising by Student Affairs senior leadership and University Development & Alumni Relations leadership.

Marketing

Social media and direct email campaigns to academic departments, student affairs offices, and student groups.

Continuous Improvement

Expanded summer curriculum to create consistent experience across cohorts including action items and next steps.

Collect feedback and identify ways to grow and scale in-person and remote programming, particularly around building community and fellowship.

NYU

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I KNOW I WOULDN’T HAVE BEEN ABLE TO PURSUE MY INTERNSHIP WITHOUT FINANCIAL SUPPORT GIVEN TO ME THROUGH THE FELLOWSHIP.

NYU

Questions?

Sarah Rosenthal
Manager of Experiential Learning Programs
sarah.rosenthal@nyu.edu

NYU

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FUNDING UNPAID INTERNSHIPS AT LOYOLA UNIVERSITY CHICAGO

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amiller11@luc.edu

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FOUR TAKEAWAYS

- Leverage strategic priorities
- Be a squeaky wheel
- Utilize support from different constituencies
- Tell your success stories

LOYOLA'S CONTEXT

- Receiving credit for an internship requires an academic internship course
- Academic internship courses live in most academic departments and are centrally supported by CELTS as part of a larger high-impact learning center approach
- 70-75% of academic interns are unpaid
- 1000 unpaid academic interns last year

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FOUR TAKEAWAYS

- Leverage strategic priorities
  - Social Justice Internship
    - 13 students, $4000
- Be a squeaky wheel
  - Mellon Foundation Scholarship for Unpaid Academic Interns
    - 30 students, $1500
- Utilize support from different constituencies
  - ASPIRE Scholarship
    - 20 Students, $1500
- Tell your success stories

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QUESTIONS?

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- amiller11@luc.edu

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