Finding and Funding Internships

2019 Advising Conference
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Brainstorm: What are the reasons students do not complete internships?
Internships are Important

Employers reported what they look for on a resume from recent graduates and rated completing an internship as the highest!

National Association of Colleges and Employers, December 2018

<table>
<thead>
<tr>
<th>Attribute</th>
<th>2019 Average Influence Rating*</th>
<th>2018 Average Influence Rating*</th>
<th>2017 Average Influence Rating*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has completed an internship with your organization</td>
<td>4.6</td>
<td>4.6</td>
<td>N/A</td>
</tr>
<tr>
<td>Has internship experience in your industry</td>
<td>4.5</td>
<td>4.4</td>
<td>N/A</td>
</tr>
<tr>
<td>Major</td>
<td>4.0</td>
<td>3.8</td>
<td>4.0</td>
</tr>
<tr>
<td>Has held leadership position</td>
<td>3.8</td>
<td>3.7</td>
<td>3.9</td>
</tr>
<tr>
<td>Has general work experience</td>
<td>3.7</td>
<td>3.7</td>
<td>N/A</td>
</tr>
<tr>
<td>Has been involved in extracurricular activities (clubs, sports, student government, etc.)</td>
<td>3.5</td>
<td>3.3</td>
<td>3.6</td>
</tr>
<tr>
<td>Has no work experience</td>
<td>3.4</td>
<td>3.4</td>
<td>N/A</td>
</tr>
<tr>
<td>High GPA (3.0 or above)</td>
<td>3.3</td>
<td>3.4</td>
<td>3.6</td>
</tr>
<tr>
<td>School attended</td>
<td>2.7</td>
<td>2.8</td>
<td>2.9</td>
</tr>
<tr>
<td>Has done volunteer work</td>
<td>2.6</td>
<td>2.7</td>
<td>2.6</td>
</tr>
<tr>
<td>Is fluent in a foreign language</td>
<td>2.1</td>
<td>2.2</td>
<td>2.1</td>
</tr>
<tr>
<td>Other</td>
<td>2.1</td>
<td>2.2</td>
<td>N/A</td>
</tr>
<tr>
<td>Has studied abroad</td>
<td>2.0</td>
<td>2.2</td>
<td>2.0</td>
</tr>
</tbody>
</table>

*5-point scale, where 1=No influence at all, 2=Not much influence, 3=Somewhat of an influence, 4=Very much influence, and 5=Extreme influence.
High Impact Practice: Internships

- “Over 1/3 of the total staff and 2/3 of the entry level staff were interns with us.”
  - An International Music Publishing Agency

- “We see our internship program as the culmination or capstone of a student’s experiences. They need to have previous political or policy experience to be competitive.”
  - Washington, DC Think Tank

91%

65%

Job Outlook 2018, National Association of Colleges and Employers
On Average, UT students who held internships earned $6,590 more in their first full time job following graduation than students with no internship experience. - Center for Career Development First Destination Survey, Class of 2018
Top 3 Career Outcomes by Completion Status of Internship/Co-Op/Field Placement

- **Job**: 59.2% (Completed) 43.4% (Not Completed)
- **Graduate School**: 20.9% (Completed) 20.3% (Not Completed)
- **Still Seeking Employment**: 8.3% (Completed) 20.6% (Not Completed)
Barriers to Interning

- Access and Lack of Social Capital
- Funding in certain industries
- High level of involvement in other college activities
- Other types of employment offer more compensation
- Misunderstanding of value/focus on academics
- Family commitments and obligations
Barriers to Interning

The Good News

- The tides are (slowly) turning

Association of Art Museum Directors Passes Resolution Urging Art Museums to Provide Paid Internships
New York, NY — June 20, 2019

In pricey Geneva, UN interns use May 1 demo to demand pay
By Simon Bradley

PAY OUR INTERNS
A movement by WayUp
Finding Internships: Handshake

https://career.utk.edu/handshake/
Finding Internships: Vault

- Guides for the “best” internships for diversity, career development, work/life balance, and more
- Explore database of internships by industry
- Read intern reviews of the experience
- Find on Featured Resource sidebar on career.utk.edu
Finding Internships: Parker Dewey

- Micro-internships
  - Mostly virtual
  - Between 10-40 hours of work
  - All paid opportunities
  - Easy to create a profile
  - Opportunities change rapidly
  - Find on Featured Resource bar on career.utk.edu
Finding Internships: Networking

The Hidden Job Market

- 80% of jobs that are filled before they are posted
- Employers begin with an internal/informal search
- Most effective way to get yourself into the hiring process is building your network

How Companies Find You

- Job Boards/LinkedIn
  - Company Website
  - Friends
  - Parent/Relatives
  - Networking
- Referrals
- Job Boards
- Corporate Sites
- Recruiter Sourced
- Other

Employers

Students
Finding Internships: Create Your Own

- Define what it is you want to do and the skills you bring
- Identify organizations to approach and locate contacts at those organizations
- Find out what these organizations need
- Develop proposal to fill needs
- Hint: Can find out much of this information through Informational Interviews
- Hint: More successful at smaller organizations with less structured intern programs
Finding Internships: Center for Career Development Events
Funding Internships: Impact Intern Grant

- Scholarship for undergraduate students completing unpaid or low stipend internships.
- Currently accepting applications for fall and spring internships on a rolling basis.
- Summer application will open in February.

Funding Internships: Non-Profit Work Study Intern Program

- Students who qualify for Work Study can use funds off-campus to intern at local non-profits.
- Job X, the Work Study database has some of these opportunities listed.
- Students who do not see what they want should contact Mary Beth Woodward at mbwoodward@utk.edu, as some of the internships in Handshake would qualify.

https://career.utk.edu/students/gain-experience/non-profit-work-study-intern-program/
Funding Internships: Congressional Internship Program

- Intern with Tennessee legislatures in Washington, D.C.
- Opportunities in Fall, Spring, and Summer
Funding Internships: External Sources

- Many scholarships and grants are industry specific or based on diversity.
- Extensive list of opportunities coming soon to career.utk.edu
Resources and Further Reading

- https://payyourinterns.com/
- https://paytheinterns.com/