

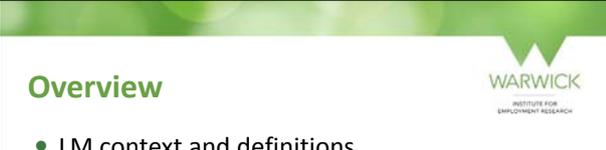


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The employability outcomes of work placements, paid and unpaid graduate internships

Wil Hunt

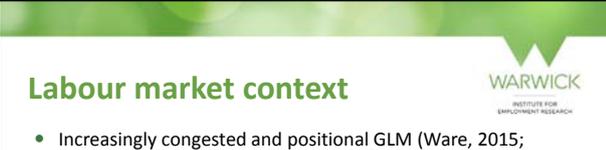
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Overview

- LM context and definitions
- The conventional wisdom
- Methodology
- Paid and unpaid internships
- Employability outcomes
- Participation and domicile
- Conclusions/implications

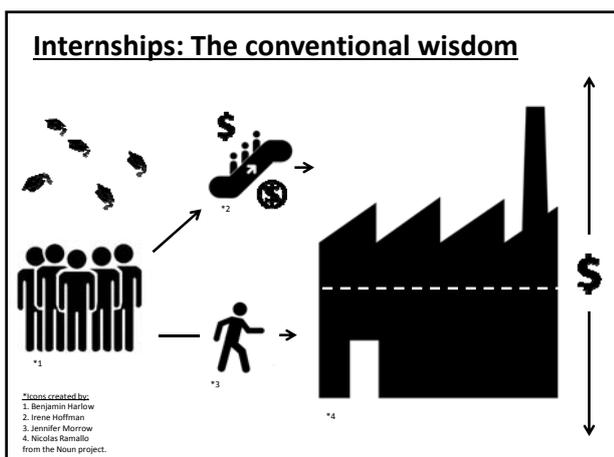
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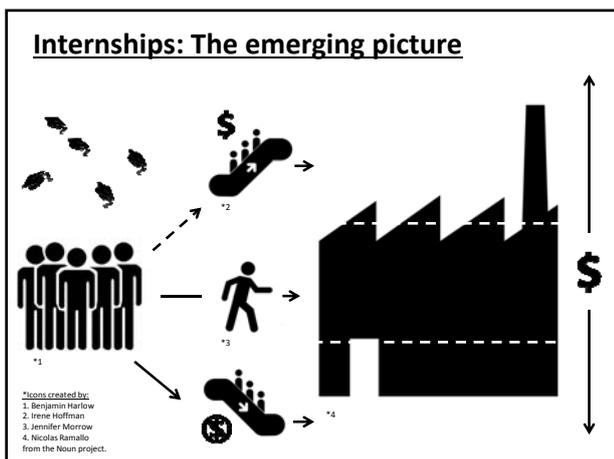


Labour market context

- Increasingly congested and positional GLM (Ware, 2015; Brown, 2013; Tholen and Brown, 2018)
- Shift in responsibility for development and navigating transitions from employers to individuals (Thompson, 2013; Smith, 2010)
- Degree is no longer enough (Tomlinson, 2008)
- Placements, ECAs and internships one strategy to improve chances in the GLM (Bathmaker et al., 2013; Smith, 2010)
- Good reasons for distinguishing graduate internships from placements and voluntary work
 - 'Voluntary' work: career vs. altruistic reasons
 - Financial and practical implications
 - Outcomes: 'Work placements' Vs. 'Graduate internships' (e.g. Pollard et al., 2015; Purcell et al., 2012; Holford, 2017; Hunt, 2016)

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Methodology	
Destinations of Leavers from Higher Education (DLHE) <ul style="list-style-type: none"> - Statutory survey of graduates at 6 months (representative) - UK and EU graduates from all subject areas - 2011/12 graduating cohort - First cohort to capture 'Internships' - Employment situation at 6 months - Job details, broad motivations, how accessed - Main activity only - And only early snapshot 	'Creative Graduates Careers Survey' (CGCS) <ul style="list-style-type: none"> - Sample survey of graduates, 12 HEIs, completed online - Subjects with high participation in internships (inc. unpaid) - More info on early experiences - 2-6 years after graduation - Time for careers to have moved on (can look at outcomes) - Reflections on experiences/usefulness - Broadly representative of CAD and MCD graduates (N=615)

Paid and unpaid internships



DLHE 6m – Small but significant part of the graduate labour market (7,675; 2.5% in work; 50-58% unpaid)

CGCS 2-6 years – 25% of CAD + MCD had done an internship (46% more than one; 66% had at least 1 unpaid)

Differences between paid and unpaid internships:

	Paid	Unpaid
DLHE – Access - Motivations	Formal, Qual req 'Fitted plans'	Informal, Qual adv 'Gain experience'
CGCS - Better for developing	Very useful (skills, Net, Car)	Useful (rated lowest)

Employability implications



CGCS – CAD + MCD grads (2-6 years), Logistic and OLS regression, test effect of internship experience controlling for other factors (* sig; - non-sig):

- **Placements** – help get graduate level jobs
- **Paid** – help get grad level and creative jobs (main), and raise earnings
- **Unpaid** – no help in getting grad/creative jobs, lead to lower pay

	HEI	Grades	Location	Wrk Exp	Sex	SEC	Age	Cohort	Unp	Paid
Grad jobs	*	*	*	*	*	-	-	-	-	*
Creative jobs	*	*	*	-	-	*	-	-	-	*
Pay	-	*	*	-	-	-	*	*	*(-ve)	*

- Unpaid work at 6 months poorer outcomes at 3.5 years (Holford, 2017)
- Unpaid work before graduation improved employability, after graduation had a negative effect on graduate outcomes (Purcell et al, 2012)
- Employers using work placements to recruit earlier (Pollard et al, 2015)

Internships and domicile



- EU domiciled more likely to do internships, particularly paid ones
- Partly because internships are more likely to be paid in EU, and partly due to grades/HEI

Domicile	6m (DLHE)	2-6 yrs (CGCS)	Placements
UK	2.2% (40% paid)	25% (50% paid)	36%
EU	7.1% (54% paid)	28% (63% paid)	39%

- EU grads were more likely to have graduate or creative jobs 2-6 years after graduation
- BUT more research would be needed to understand if this was due to internships or other factors

Conclusions/implications



- Not all work experiences are ‘invaluable’ for employability:
 - Work placements and paid internships improve employability
 - Unpaid internships of little help in the graduate LM
- Why is this?
 - Hierarchy of opportunities (paid interns more valued)
 - Mark unpaid interns as less valued (scarring)
 - Placements operating as early recruitment method
- Should we be promoting unpaid internships?
- Is there any justification for not bringing within NMW?

Further information



Hunt, W. & Scott, P. (2018). Paid and unpaid graduate internships: prevalence, quality and motivations at six months after graduation. *Studies in Higher Education*, [online] <https://doi.org/10.1080/03075079.2018.1541450>

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Wil Hunt
w.hunt@warwick.ac.uk
www.warwick.ac.uk/ier



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