

September 2026

2025 Arts Internship Program



Final Report

Los Angeles County
ARTS & CULTURE

“We live in such a difficult time for artists and trying to pursue your goals can almost seem impossible. But the fact that this program is here to provide constant help and guidance for emerging artists gives me hope for the future of the arts.”

—An intern at a film organization

Background and Program Overview

“This internship gave me hands-on experience with real systems and meaningful projects while showing me how technology and data can support access, education, and impact in the arts.”

—An intern at a music organization

The Los Angeles County Arts Internship Program (AIP) administered by the Department of Arts & Culture (Arts & Culture) supports and strengthens the cultural sector of LA County by expanding access to high quality paid opportunities for college students of all backgrounds to gain experience, understanding, and transferable skills relevant to careers in the arts, the creative economy, and engagement in civic life.

Established in 2000 as a companion to the Getty Foundation’s Marrow Undergraduate Internship Program, which funds 10-week, full-time internships in visual arts organizations and museums for college students, AIP allows students to develop a deeper understanding of the work involved in nonprofit arts administration across a variety of complementary nonprofit arts organizations, artistic disciplines, and creative fields. Interns learn about the role of the arts in communities, expand their networks, and develop skills they can apply in their future careers.

AIP provides grants to nonprofit performing, presenting, film, media, literary, and

INTERESTING FINAL STATISTICS

99%

of students in the program would recommend it to a friend

94%

of interns felt that the program structure worked well for them

92%

of interns felt adequately supported during the internship

On a scale from 1 – 5, with 1 being “poor” and 5 being “excellent”:

94%

of interns rated their relationship with their supervisor as a **4 or better**

91%

of interns rated their overall experience at their organization as a **4 or better**

2025 INTERN DEMOGRAPHICS

BY RACE/ETHNICITY:



Below is a detailed demographic breakdown for interns reporting two or more races or ethnicities.

More than one race or ethnicity (n=55): Count

- American Indian/Alaska Native/Indigenous/First Nations: 4
- Asian or Asian American: 21
- Black or African American: 8
- Latina/Latino/Latinx/Latine: 29
- Middle Eastern or North African: 2
- Native Hawaiian or Pacific Islander: 3
- White: 33

municipal arts organizations to hire students to engage in specific projects over the course of a 400-hour internship that takes place from June to March. In 2020, social service and social justice organizations with dedicated arts programming that are grantees of Arts & Culture’s Community Impact Arts Grant (CIAG) program also became eligible to apply, further expanding the available opportunities for interns. AIP facilitates educational, peer learning, and networking opportunities for the interns to get a broader view of the arts ecosystem outside of the context of the day-to-day work within their organizations. It also provides supervisor orientation for host organizations to integrate a lens of diversity, equity, inclusion, and support for diverse students. These are hallmarks of the AIP program that demonstrate both longevity and responsiveness to the evolving needs and aspirations of the arts field.

The Los Angeles County Board of Supervisors’ investment in AIP began with a commitment to fund approximately 120 positions, on par with the Getty’s program. In its most recent 2025 cycle, the County invested over \$1.6 million dollars in AIP to support 228 paid student intern positions.

INTERN SPOTLIGHT:
Victoria Marchetti



INTERNSHIP TITLE:
Marketing and Development Intern

INTERNSHIP HOST ORGANIZATION:
Heidi Duckler Dance

HIRED BY:
Geffen Academy at UCLA

HIRED AS:
Communications Assistant

“Beyond the practical experience, which I was eager to gain, this internship gave me lasting memories. Whether installing the exhibition with fellow interns, gathering testimonies, recording amazing dancing artists or collaborating with a passionate team, I am grateful to have spent my summer surrounded by creativity. The LA County Arts Internship Program allowed me to pursue my passion and learn about the arts in Los Angeles, which supported me in finding future employment in the arts and nonprofit sphere.”

This investment in arts grant funding and creative career pathways pays dividends. Today, many AIP intern alumni remain in the field and have gone on to supervise other interns, lead successful careers in arts and culture, and become leaders of nonprofit arts organizations. In 2017, Los Angeles County's Cultural Equity and Inclusion Initiative (CEII) highlighted the need to more intentionally support students of diverse backgrounds to be able to take advantage of internship opportunities. The CEII community college expansion not only increased the total number of student positions in the program overall, it also spurred more deliberate outreach, relationship building between AIP and community colleges, and positions for community college students. In addition, a deeper equity lens has been championed across all of Arts & Culture's programs by the Arts Commission and Department leadership, staff, and key partners.

In 2020, AIP responded to the COVID-19 pandemic by shifting various program components to better reflect the changing needs of both organizations and students in the County. These changes included shifting the program timeline from a ten-week summer

program to a nine-month program, providing more flexibility in schedules by reducing the minimum number of hours an intern can work from 40 to 15 hours per week, as well as allowing remote work flexibility and providing virtual educational components. Due to overwhelmingly positive feedback year after year, these changes have been sustained to better accommodate a wider diversity of college students with varying needs, resulting in greater accessibility and inclusion.

The success and relevance of the program is reflected in continued demand from both arts organizations and college students seeking internships, high positive feedback from participants, and Board of Supervisors' championing the program's growth. Despite reductions during the Great Recession, AIP expanded over time, and initial pandemic budget cuts were restored by the Board. In 2025 Arts & Culture awarded over \$1.6 million dollars to support 228 paid internships at 171 organizations. Of those, 226 positions at 169 organizations were successfully launched. An estimated 6,095 applications were received for these positions and over 1,500 interviews conducted before final hiring decisions were made by host organizations.

INTERN SPOTLIGHT: Jasmine Kwok



INTERNSHIP TITLE:
Media Intern

INTERNSHIP HOST ORGANIZATION:
Alliance for
California
Traditional Arts

HIRED BY:
Oak Tree
Comics

HIRED AS:
Experiential
Story
Development
Intern

"I got to write my own blog post about a jingle dress maker who's writing her own children's book! As someone passionate about children's literature, this was such a great opportunity to explore that interest while learning more about how ACTA programs are uplifting traditional artists."

Program Outreach

Each year, AIP staff conduct Info Sessions at various institutions of higher education, with the goal of increasing awareness of the program, especially among community college students. These Info Sessions were comprised of an overview of the program as well as Q&A with AIP staff. These presentations engaged nearly 300 prospective intern students and allowed Arts & Culture to demonstrate the Countywide scope of the program, encourage students from community colleges to apply, as well as provide insight and advice for the application process.

With increased program visibility thanks, in part, to our presence on college campuses, AIP staff are now often invited to present or table at additional community events where appropriate. For the 2025 cycle, staff participated in additional events such as the *Center Theatre Group: Getting Started Symposium* hosted at East Los Angeles College, the *Cal State Los Angeles Opportunity Fair for Arts, Media and Entertainment*, the *Compton College Career Fair*, and the *Keeping the Arts Equitable* panel at Center Theatre Group’s annual *Going Pro Career Fair*, among others. These events allowed AIP staff to reach nearly 600 additional students.

Since the community college expansion to the program, the number of participating community college students has continued to rise. In 2017, seven students from community colleges participated in the program, comprising just over 5% of the total pool of interns. In 2025, after increased outreach strategies

and guidelines more supportive of the diverse lived experience of community college students, 39 community college students participated in the program, an increase to over 17% of the total pool of interns. This high growth, combined with increasing interest from schools and community partners in learning more about the program, is a true embodiment of the goals set forth by the Cultural Equity and Inclusion Initiative.

2025 College Info Sessions

SCHOOL	BOS	APPROX. # OF STUDENTS ATTENDED
Cal State Los Angeles*	1	~28
East Los Angeles College	1	~70
West Los Angeles College*	2	~17
Compton College x2	2	~11
Santa Monica College*	3	~25
Long Beach City College	4	~10
Cal State Northridge*	5	~10
College of the Canyons*	5	~23
Pierce College	5	~25
Pasadena City College	5	~40
Antelope Valley College*	5	~9
TOTAL		~292

*info session conducted virtually

Program Highlights

“Each year we gain new insights from hosting an intern, and the program continues to grow stronger as a result. With each cycle, we refine our supervision structure and expand the learning opportunities available.”

—A supervisor at a theater organization

Supervisor Orientation

For 2025, Arts & Culture once again held a two-part virtual Supervisor Orientation, in partnership with The Getty Foundation. Each program held its own orientation on “Day One” to better maximize covering all aspects of the program requirements and brought both Getty and County AIP program supervisors together for “Day Two”.

Day One of Supervisor Orientation for AIP supervisors focused on the mechanics of the program; reviewing supervisor responsibilities, intern approval, required surveys and other technical pieces. Staff reviewed the Supervisor Handbook; a tool designed to better support supervisors in grant compliance and by extension, ensure their interns complete the program as intended. The handbook provides guidance for supervisors in areas like program timeline, intern recruitment, grant reporting, and tips for a successful internship, as well as a “what should I do if” section highlighting common issues and areas of confusion with their solutions.

Day Two of Supervisor Orientation engaged consultants to provide focused professional development on themes of workplace inclusion identified as areas of need from

supervisors in both programs: in gender diversity and disability inclusion. New supervisors were required to attend at least one session but could choose to attend both:

Session 1: Gender Diversity for Intern Supervisors with Badly Licked Bear

Session 2: All the Ways We Work with Keely Cat-Wells

The themes of these sessions were culled directly from supervisor feedback about topics they would find most valuable. In demographic survey questions, interns self-identifying as gender diverse represented 8% of the total intern pool, with an additional 64% of interns identifying as female and 20% identifying as male. Equipping host supervisors with the knowledge and skills to support both interns and their organizations overall continues to be a top priority for the program. Additionally, as Arts & Culture looks toward the 2028 Olympic and Paralympic Games, providing professional development opportunities to expand the capacity of the arts sector to support disability access and inclusion is a goal. Keely’s session encouraged our grantee organizations to think about the accessibility

of their internships for prospective interns with disabilities and engage with new processes that can make them more inclusive for all. All supervisors were deeply engaged in each session and took advantage of being able to network with colleagues in The Getty's program.

Educational Components – Peer Groups

To produce the Peer Group Program, AIP staff engaged 10 arts and culture professionals as peer group leaders who were tasked with planning and executing the events with the interns. Staff worked closely with Peer Group Leaders and ensured a blend of in-person and virtual events to accommodate the widest access for student attendees. Peer Group Leaders were a mix of new and returning individuals. Below is a list of the 2025 Peer Group Leaders as well as the events they hosted. Events marked with an asterisk were held in-person:

Uncover Your Creative Career Roadmap

Larry Laboe, Executive Director
NewFilmmakers Los Angeles

Teaching as a Creative Act: Curriculum Design for Artists*

Tahnee Freda, Executive Director
LA Music and Art School

Marketing 101 for the Performing Arts: Brand, Voice and the Role of AI

Manuel Prieto, Executive Director
Boston Court Pasadena

Environmentally-themed Songwriting Experience

Taran Schindler, Executive Director
Grand Vision Foundation

Connection + Concert

Jennifer Fukutomi-Jones, Arts and Culture Administrator
City of Glendale

Get Your Content Onstage and Into Festivals

Elisa Bocanegra, Founder and Executive Director
Hero Theatre

How to Get Work, When You've Made No Work

Sorina Vaziri, Executive Director
Teapot Gardens

Inspiring Spaces, Inspiring Careers

Erika Newman, Theatre Business Manager
The Wilshire Ebell Theatre

The Road to the Wallis: How Did I Get Here?

Debra Pasquerette, Director of Creative Aging Programs
Wallis Annenberg Center for the Performing Arts

Choreographer's Circle: An Insight Into the Journey and Life of a Choreographer

Felicia Vann, Executive Director
Precision Dance Company



Interns attend a peer group event with Teapot Gardens.



Interns attend a peer group event at the Wilshire Ebell Theatre.



Interns attend a peer group event with NewFilmMakers Los Angeles.

Art Summit

After a successful return last cycle, we once again engaged long-time partner Community Arts Resources (CARS) in the planning of our annual Art Summit event. CARS' long history with the program continues to make them a tremendous asset in our planning as we work to refine this event to meet the current moment.

We identified three goals for this year's Art Summit event:

1. **Provide interns with a space to network, build connections and share their internship experience with one another while in the program**
2. **Increase interns' awareness of the arts ecosystem of the region and provide opportunities for them to both experience and create art**
3. **Ground the day in the cultural and artistic fabric of one of LA County's many amazing communities**

The event was held on Saturday, September 13, 2025 in Long Beach highlighting local arts, artists and organizations, public art venues and eateries. Interns began the day at our host venue, Studio One Eleven, a socially conscious design firm, where they were greeted by Marketing and Special Projects Director, Sinead Finnerty-Pyne. Interns then moved into an opening icebreaker activity facilitated by Mark N' Sparks, which encouraged interns to think about their relationship to LA while networking, moving around the space and getting to know one another.

After concluding the icebreaker, interns were able to participate in one of the following discussion groups of their choosing:

Arts & Accessibility: led by grantee Able ARTS Work, interns learned about the intersection of Art and Accessibility and the work of the organization in supporting artists with disabilities. Discussions focused on how Able ARTS Work connects with the community through their gallery and Accessible Arts Workshops.

Arts in the Civic Realm: led by grantee Arts Council for Long Beach, interns learned how ArtsLB is a dynamic bridge between local artists and the civic realm, investing in the city's vibrancy through grants, public art initiatives, and

**10 COLLEGES
WITH HIGHEST
PARTICIPATION**
from high to low:

University of Southern California
University of California, Los Angeles
Cal State University Long Beach
Cal State University Northridge
Occidental College
Santa Monica College
Cal Poly Pomona
Loyola Marymount University
College of the Canyons
Pasadena City College
Cal State University Fullerton



Interns attend the 2025 Art Summit event. Photos by Yoko Morimoto.

creative placemaking. From funding the restoration of murals and organizing citywide public art projects, arts learning to arts advocacy, ArtsLB empowers artists and residents alike to shape, celebrate, and enrich their community.

Cambodian Arts & Community in Long Beach: led by grantee United Cambodian Community, in partnership with Khmer Arts, interns learned about the deep ties between Long Beach and the Cambodian diaspora, and expanded their knowledge about Cambodian arts, culture and imagery.

Lunch took place at Altar Society, which occupies a historic masonic temple in the heart of downtown Long Beach. The program included networking and remarks from Arts & Culture representatives including Executive Director Kristin Sakoda, Arts Commission Vice President Rogerio Carvalheiro and Director of Grants and Professional Development Anji Gaspar-Milanovic.

After lunch, interns had the opportunity to participate in one of the following arts experiences of their choosing:

Zine Making Workshop presented by Able ARTS Work: interns created their own DIY booklets to share a story, art, poems and other creative ideas.

Cambodian Dance Performance and Workshop presented by Modern Aspara: interns were treated to a traditional Cambodian dance performance and were invited to learn and perform alongside the instructors.

Walking Tour of the Downtown Long Beach Design District presented by Studio One Eleven and ArtsLB: interns experienced



Photo by Yoko Morimoto.

creative anchors in the downtown area while also appreciating public artworks.

To wrap up the day, all interns returned to Studio One Eleven for a closing celebration, aimed at congratulating them on their internships and providing plenty of networking time. Interns ended the day with dessert and musical stylings of DJ Jasper, an up-and-coming young DJ also from Long Beach.

The 2025 Art Summit successfully built off the lessons learned from its return the year prior and was a high point in the program for both staff and interns alike. Intern energy was high throughout the event, and many interns remarked that they were experiencing the city of Long Beach for the first time. In surveys, one intern remarked: "I left feeling fulfilled and grateful to have been part of the 25th Annual AIP Summit. This opportunity provided me with a greater perspective on the future in the arts, while also reaffirming my passion and drive for the field."

Looking Ahead

The 2026 LA County Arts Internship Program cycle is underway, with interns participating in the program starting work on June 1, 2026. As a result of county budget impacts, the Arts Internship Program allocation was reduced for the 2026 program, resulting in a reduction to 128 funded internships and updates to the program guidelines. As always, the program

will continue to provide exciting and meaningful paid opportunities in arts and culture for college students across Los Angeles County, supporting needs of both grantee host organizations and interns in the coming cycle. The application for the 2027 program cycle will open in September 2026.

Learn more: lacountyarts.org/internships



2025 Art Summit event in Long Beach.

Schools Attended by Interns in the 2025 AIP Cycle

American Jewish University	El Camino College	San Francisco State University
Art Center College of Design	Emerson College (LA Campus)	Santa Monica College
Azusa Pacific University	Emory College	Sarah Lawrence College
Bard College	Fullerton College	Scripps College
Cal Poly Humboldt	Glendale Community College	Spelman College
Cal Poly Pomona	Gonzaga University	Stanford University
Cal State University Chico	Howard University	The Master's University
Cal State University Dominguez Hills	LA City College	Tufts University
Cal State University Fullerton	LA Mission College	University of California, Berkeley
Cal State University Long Beach	LA Valley College	University of California, Davis
Cal State University Los Angeles	Long Beach City College	University of California, Irvine
Cal State University Northridge	Loyola Marymount University	University of California, Los Angeles
California College of ASU, fka Columbia College	Moorpark College	University of California, Riverside
California Institute of the Arts	Northwestern University	University of California, San Diego
Cerritos College	Occidental College	University of California, Santa Cruz
Chapman University	Oklahoma City University	University of La Verne
Citrus College	Pasadena City College	University of Southern California
Claremont McKenna College	Pepperdine University	Western Governors University
College of the Canyons	Pierce College	Westmont College
Columbia University	Pitzer College	Woodbury University
East LA College	Pomona College	
Eastman School of Music	Reichman University	

2025 AIP Grantee Host Organizations

11:11 A Creative Collective	City of Glendale	Future Roots Inc. DBA Dublab
826LA	City of Santa Clarita	Get Lit - Words Ignite Inc.
A Noise Within	Community Coalition for Substance Abuse Prevention and Treatment	Glendale Arts
A Place Called Home	Community Partners FBO LA Commons	Grand Performances
About...Productions	Conundrum Theatre Company, Inc.	Grand Vision Foundation
Academy Foundation	Cornerstone Theater Company, Inc.	Great Leap, Inc.
Acme Performance Group	Create CA	Greenway Arts Alliance
Alliance for California Traditional Arts	Crow Comedy Inc	Hatchery Arts
Alzheimer's Greater Los Angeles	Culture Shock Los Angeles Dance Troupe	Heart of Los Angeles Youth, Inc.
Angeles Chorale	Dance and Dialogue	Heidi Duckler Dance
Angels Gate Cultural Center	Diavolo Dance Theatre	Helix Collective
Arts and Services for Disabled, Inc.	East-West Players, Inc.	Hernandez Mariachi Heritage Society
Arts Bridging the Gap	Ebony Repertory Theatre, Inc.	Hero Theatre Inc.
Arts for LA	Elemental Music	Independent Shakespeare Co., Inc.
Association of California Symphony Orchestras	Encore Theatre Group	Inland Valley Repertory Theatre Inc.
Beyond Baroque Foundation	Esperanza Community Housing Corporation	Inner-City Arts
Bixby Knolls Community Foundation	ETM-LA, Inc.	International City Theatre
Blue13 Dance Company	Everybody Dance LA	International Documentary
Body Traffic	Filipino American Symphony Orchestra	International Eye Los Angeles
Boyle Heights Arts Conservatory	Film Independent Inc.	Invertigo Dance Theatre
Boys & Girls Club of West San Gabriel Valley and Eastside	Film2Future Inc.	Jabberwocky Theatre Company
California Dance Institute	Florincanto Dance Theatre	Japanese American Cultural & Community Center
California Lawyers for the Arts	Friends of Levitt Pavilion - City of Angels	Jazz Hands for Autism
Canyon Theatre Guild	Friends of McGroarty Cultural Arts Center	JC Culture Foundation
CBG Arts		Jewish Women's Theatre
Center Theatre Group of Los Angeles		Junior High Incorporated
		Justice by Uniting in Creative Energy

Justice For My Sister	Neighborhood Music School Association	The Association for the Advancement of Filipino American Arts and Culture
KCRW Foundation, Inc.	NewFilmmakers Los Angeles	The Blank Theatre
Koreatown Youth and Community Center, Inc.	Nova Community Arts	The dA Center for the Arts
L.A. GOAL	Odyssey Theatre Foundation	The Dance Resource Center of Greater Los Angeles
LA River Public Art Project	ONE Archives Foundation	The Ebell of Los Angeles
Latino Theater Company	Other Side of the Hill Prod., Inc.	The Garry Marshall Theatre
Lineage Performing Arts Center	Outside In Theatre	The H.E.Art Project dba artworxLA
Long Beach Community Players, Inc.	P.S. ARTS	The Harmony Project
Long Beach Opera	Pacific Opera Project Incorporated	The Madison Project
Los Angeles Chamber Orchestra Society, Inc.	Pacific Resident Theatre Ensemble	The Music Circle
Los Angeles Children's Chorus	Pasadena Conservatory of Music	The Outwards Archive, Inc.
Los Angeles Jewish Symphony	Pasadena Playhouse State Theatre of California, Inc.	The Robey Theatre Company
Los Angeles Master Chorale Association	Pasadena Symphony Association	The Woodland Hills Community Theatre
Los Angeles Music and Art School	Performing Arts Center of Los Angeles County DBA The Music Center	The Writers Guild Foundation
Los Angeles Performance Practice	Plaza de la Raza	Theatre at Boston Court
Los Angeles Philharmonic Association	Pony Box Dance Theatre	Theatre Of Hearts Inc
Los Angeles Review of Books	Precision Dance Company	Tia Chucha's Centro Cultural
Los Angeles United Methodist Museum of Social Justice	Project Pit	Tonality
Los Angeles United Methodist Urban Foundation	Public Corporation for the Arts for the City of Long Beach DBA Arts Council for Long Beach	Transformation Arts
Los Angeles Women's Theatre Festival	Red Hen Press, Inc.	United Cambodian Community
LTSC Community Development Corporation	Rogue Artists Ensemble	Unusual Suspects Theatre Co.
MashUp Contemporary Dance Company	San Fernando Valley Master Chorale	Venice Arts
Mission Opera	Santa Clarita Shakespeare Festival	Visual Communications Media
Muae Publishing, Inc.	Santa Clarita Symphony Orchestra	Vox Femina Los Angeles
MUSE/IQUE	Santa Monica Youth Orchestra	Wallis Annenberg Center for the Performing Arts
Musical Theatre West	Shakespeare by the Sea	Will Geer's Theatricum Botanicum
National Association of Latino Independent Producers	Sierra Madre Playhouse	Women In Film
National Day Laborer Organizing Network	SOL-LA Music Academy Inc.	Women's Voices Now
	Southern California Public Radio	WORDTheatre
	Sports Theatre Arts Recreation Inc.	Young Musicians Foundation
	Teapot Gardens	Young Storytellers
	The Anti-Recidivism Coalition	

“We had an intern this year who was perfectly matched for our organization. Her interests as a music business student perfectly aligned with the areas where we were best suited to bring our intern into our operations.”

—A supervisor at a music organization

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www.lacountyarts.org/collegeinternships