“I feel deeply grateful to everyone at LACAC who makes this program possible. There are so few opportunities for paid internships in arts fields, and I would not have had this incredibly valuable learning experience if the program didn’t offer paid full-time hours. The program went beyond my expectations; I was able to learn about a field and make connections in it while actually doing daily work that felt significant and challenging. I came into the internship feeling the need to choose between my interest in advocacy and social justice, and my love of arts and cultural experience. I am leaving with a deep conviction that the arts are necessary to advancing equity and justice, and that I have the beginnings of an understanding of how to do that.” – a 2017 program intern summarizing her internship experience at an arts service organization

“We are so grateful each year for the opportunity this program provides for both our intern and the organization. [Our] summer season could not function as effectively without it. While the extra set of hands (and funding) is critical, it is being part of this larger countywide program that serves our mission and makes us better and stronger with our connections to other arts organizations and networks.” – a 2017 supervisor at a presenting organization

PROGRAM OVERVIEW
The Los Angeles County Arts Internship program supports nonprofit arts organizations with grants to hire undergraduate students, provides meaningful on-the-job training and experiences and develops future arts leaders. In addition to receiving ten weeks of paid work experience at their organizations, interns participated in group learning opportunities during the 2017 Arts Summit in Santa Monica, and meetings with their regional Peer Groups which ranged from areas including downtown Los Angeles, Long Beach/San Pedro, Hollywood, Glendale/Atwater Village, and East LA. The 2017 program continued a nearly two-decade partnership with The Getty Foundation, which supports multicultural internships to museums and visual arts organizations and provides funding for the educational components of the County’s program. Combined, the Getty and County programs continue to provide the largest paid arts internship program in the United States, employing more than 250 undergraduate interns in arts organizations across LA County this past summer. To date, more than 2,000 young people have been through the County’s program alone.
The Arts Internship Program furthers the County’s goals for education and workforce readiness by:

- Introducing a new generation to the arts and cultural ecology of Los Angeles
- Bolstering nonprofit arts organizations with additional energy and labor that enhance their ability to deliver cultural services to County residents;
- Deepening the pool of volunteers, staff, advocates and leaders needed to strengthen the cultural sector of Los Angeles County; and
- Exemplifying a long-term, successful public-private partnership between the Getty Foundation and the Arts Commission.

2017 PROGRAM PARTICIPANTS
The 2017 Arts Internship Program provided 132 college students internships at 118 performing, presenting, municipal and literary arts organizations. All interns completed the program, working at their organizations for ten consecutive weeks.

Outreach
Once available internship positions were posted on its website at the end of March 2017, the Arts Commission notified all local career development offices and departments such as music, theater, and dance at colleges and universities, including community colleges. Staff also sent out a press release; notified all arts deputies, commissioners, and municipal arts agencies; and advertised the program regularly via LA Culture Net and the Commission’s website and social media. Staff collaborated with the Department of Children and Family Services (DCFS) to share information about the program with emancipated foster youth, participating in a College Summit in downtown Los Angeles hosted by the LA County Probation Department on February 23, 2017. Furthermore, the list of internship positions was shared with agencies working with foster and emancipated youth two weeks before it was available to the general public. One former foster youth reported participating in the program in 2017.
Intern Demographic Information

Gender

- 73% Female
- 25% Male
- 1.5% Other

Ethnicity
The 2017 Arts Internship cohort was more diverse than the LA County workforce as a whole when examined using Census definitions:

<table>
<thead>
<tr>
<th>US Census Category</th>
<th>LA County Arts Workforce</th>
<th>2017 Arts Interns¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>60%</td>
<td>51%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>14%</td>
<td>22%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>10%</td>
<td>17%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4%</td>
<td>11%</td>
</tr>
<tr>
<td>Mixed Ethnicity</td>
<td>4%²</td>
<td>13%</td>
</tr>
<tr>
<td>Native American</td>
<td>&gt;1%</td>
<td>1.5%</td>
</tr>
<tr>
<td>Other</td>
<td>&gt;1%</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

In addition to identifying census categories, interns were also able to describe their ethnic and cultural identity in their own words. A word cloud of common responses is below:

¹ Some individuals declined to respond and some chose more than one category, so numbers do not add to up to 100%.
² Listed as “More than one race or ethnicity” in Data Arts Survey
College Class Standing in Fall 2017 and Recent Graduates

- Sophomores 17%
- Juniors 24%
- Seniors 41%
- Recent (May-September 2017) graduate 17%

Colleges

67% of students reported enrollment in LA County colleges, including UCLA (12%), USC (10%), Loyola Marymount (8%) and Cal State Long Beach (6%). Five percent reported being currently enrolled in a community college such as Pasadena City College, Glendale Community College, or LA City College, while an additional 13% reported already having transferred from a community college to a four year institution.

The 2017 program remained extremely competitive. Participating organizations reported receiving more than 3,000 resumes, an average of 22 per position.

PROGRAM EVALUATION

The Arts Commission used an online survey to gather feedback from interns and supervisors. Interns completed a pre-program survey that captured baseline data on their readiness and expectations for the program. The post-program survey provides sense of their overall experience and changes in attitudes over time. All interns completed the pre and post-program reports. Each supervisor was also required to submit a survey at the end of the program.

Overall Experience

Overall, students reported their experiences as interns were quite positive. On a scale of 1 to 5, with 5 being “excellent,” more than 70% of students reported their time at their organization was a “5” and an additional 15% ranked it a 4. Over 99% said that based on their experience, they would recommend the program to a friend.

“This was the best experience I could've hoped for. My supervisors focused on my education before they focused on what I could do for them, which made me much more invested in the work I was doing. LACAC is an incredible opportunity that I will recommend to friend because of the emphasis on educating and nurturing young professionals that are interested in an art administration career. I am so lucky to have found this opportunity and I hope more of my peers will take advantage of an exciting time in the Los Angeles arts community.” – 2017 development intern at a theater company
**Workforce Readiness**

For a full three-quarters (75%) of respondents, the Arts Internship Program marked their first time working a paid full time job, though 70% also reported some prior paid or volunteer work with an arts organization.

Interns were asked to respond to several statements before and after the program. The results suggest the program did not significantly change interns’ attitudes about their readiness to enter the job market, but for some, the program made them realize a career in the arts may not be for them.

<table>
<thead>
<tr>
<th>“With my education and working experience at this stage of my life, I feel ready to competitively enter the job market.”</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Answer Choice</strong></td>
</tr>
<tr>
<td>Strongly Disagree</td>
</tr>
<tr>
<td>Disagree</td>
</tr>
<tr>
<td>Neutral</td>
</tr>
<tr>
<td>Somewhat Agree</td>
</tr>
<tr>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>“On a scale of 1-5, how likely are you to pursue a career in the arts?”</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Answer Choice</strong></td>
</tr>
<tr>
<td>1 (not at all likely)</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5 (very likely)</td>
</tr>
</tbody>
</table>

“It was so valuable to understand what day-to-day in an office is like and to learn firsthand from people in the arts what their daily frustrations are, and why they do what they do. I’m really glad I was with the organization I was because everyone was so willing to talk with me about projects they were working on, their life, etc.” – marketing intern at a local municipal arts agency

“From this internship, I learned a lot of life skills. Networking, working full time, and stepping out of my comfort zone are things that I will continue to have to do throughout college and in the work force, so I was very happy to be able to gain more experience doing these things through my internship.” - fund development intern at a small theater company

Intern supervisors, meanwhile, were unfettered in their belief that their interns were ready to succeed in the job market. More than 95% either agreed or strongly agreed that their intern met the learning objectives set out at the beginning of the program. When asked, “Based on your experience this
summer, do you feel your intern has the necessary skills and experience to qualify for an entry level job in arts production or nonprofit arts administration?” more than 95% replied yes.

“I have been involved with this program for over a decade. Some years an intern arrives at your door and just fits into the program, makes an impact, and also you can see their future either as an arts leader or someone who will make a contribution to our community. [The intern] was one of those and it just gives me hope. She also took a great deal out of the program and so I felt that it was mutually beneficial.” – 2017 intern supervisor at a media organization

“This [program] is simply an amazing addition to the arts scene in Los Angeles. Our festival has grown in the five years since we have participated in the program and I credit that with this program. Without it we could not have found the high quality collaborators we have found in our interns. It is a jewel in the county's crown.” – 2017 intern supervisor at a small theater company

Challenges
While expressing gratitude for the paid experience the program provided, interns openly expressed ongoing economic anxiety that may dampen their enthusiasm for pursuing the arts as a long-term career. One noted that even after being paid for ten weeks of work, “I still feel as though it may be difficult to make much money if I pursue a career in the arts. I want to be able to live comfortably, and I don’t want to be stressed about paying rent in the future, among other expenses.” Another wrote, “This summer demonstrated to me that it is possible [to make a living in this field], but it's difficult to get to a position where you're supported entirely by the arts, and I think that's a reality that has to be faced and understood before venturing into a career.” A third was even more direct. “For me personally, money is a potent trigger for anxiety and panic attacks. Although I love the arts, I wonder if the low pay will harm my mental state when I factor in the immediate bills I'm going to have regarding rent and student loans. While this internship was a blessing for the summer, I know I'll need to make more money per hour when I do enter a full-time position.”

Other Program Benefits
In addition to providing participants with practical, on-the-job training and helping them clarify their career goals, the Arts Internship program also helped to raise the profile of the arts in Los Angeles County among college students. While students reported being very active in the arts before going through the program (more than 55% reported attending more than 10 arts-related programs per year, and another 25% reported attending more than 6 per year), a significant number indicated that the program helped increase their awareness of the nonprofit arts ecology of the region.
“How aware are you of the local arts environment in LA County?”

<table>
<thead>
<tr>
<th>Answer Choice</th>
<th>Pre Program Selections</th>
<th>Post Program Selections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not aware</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Somewhat aware</td>
<td>44%</td>
<td>25%</td>
</tr>
<tr>
<td>Aware</td>
<td>36%</td>
<td>49%</td>
</tr>
<tr>
<td>Very aware</td>
<td>17%</td>
<td>26%</td>
</tr>
</tbody>
</table>

“This experience was extremely valuable because it created a very hands-on experience. I have learned more detailed skills, like Photoshop and email marketing, but also on a larger scale learned about how the arts field in LA works and how to connect with different members of the LA community through the arts.” – 2017 marking and production intern at a presenting organization

**Relationships with Internship Supervisors**

Central to the success of the program is the quality of the relationship between interns and supervisors. Supervisors are expected to serve as mentors and guides throughout the ten-week internship. A series of questions on the post-program survey examined the extent to which participants maintained positive working relationships. 94% of interns reported their supervisors shared the learning objectives of their internship with them, and more than 90% noted they met those objectives mostly or “completely.” On a scale of 1 to 5, with 1 being “poor” and 5 being “excellent,” 77% of interns rated the quality of their relationship with the supervisor a 5, and an additional 16% rated it a 4. Supervisors were similarly positive: more than 75% rated the quality of their relationship with their intern(s) a 5, and an additional 20% rated it a 4.

“My supervisors were always clear in what they expected of me and made sure to teach me if I did make mistakes. Compared to past job experiences that I’ve had, [the organization] made sure to always solve any issues and ensure that everybody is communicating well. Through my supervisors giving me feedback, like on how they’d like me to organize my daily email updates better, I learned more about myself and how I worked overall.” – program intern, media organization

“[My supervisor] was very clear about objectives and tasks that needed to be completed. She was open and available for any questions. I could always trust that she would provide constructive feedback on my work. She put a lot of effort into integrating me into the [organizational] environment--she organized two lunches for everyone in the education department. She created a warm welcoming environment. I felt comfortable asking her questions and working with her on projects.” – education intern at a theater organization

“Our intern was eager and willing to learn, completed tasks in a timely fashion, and she was always on time and her critical thinking and observational skills brought a fresh awareness to our organization. I’m sure she will create a successful future for herself. We are grateful that we had a part in assisting her on route to her future goals.” – 2017 supervisor at an arts education organization
“We had a great working relationship with [our intern]. He was reliable and hard-working, but also a seamless and contributing member of the team. We honestly learned just as much from him as he learned from us.” – 2017 supervisor from a musical theater organization

EDUCATIONAL COMPONENTS

In addition to working full time at their organizations, interns were required to participate in at least three learning opportunities: one full day Arts Summit, which took place this summer in Santa Monica, and at least two Peer Group events with other interns in their region.

Arts Summit
The 2017 Arts Summit took place in Santa Monica on Wednesday, June 28, and explored the broader arts ecology of Los Angeles. The day began at The Broad Stage, which currently employs three former LA County Arts interns, each of whom was on hand to greet interns. Following breakfast, interns heard welcoming remarks from Dwayne Gathers and Nancy Greenstein, Board Chairs of the Government and Community Engagement Committee at The Broad Stage; Rick Cole and Shannon Daut of the City of Santa Monica; Arts Commission President Pamela Bright-Moon, and LA County Supervisor Sheila Kuehl. Students were also oriented to the broader program by Arts Commission staff.

Following the welcome, interns chose two of four available workshops: “Creative Organizing - The Role of Art in Advancing Justice Movements,” presented by consultant Cristina Pacheco and The Empowerment Congress’ Trevor Davis; “City as Venue,” presented by Julia Meltzer of Clockshop and Aaron Paley of Community Arts Resources; “What Happens Next? Perspectives from Former LA County Arts Interns,” presented by program alums Marlon Fuentes, Camille Schenkkan, and Lilly Cabrera; and “Equity and Inclusion in the Arts: Creating a Policy for Shared Cultural Life,” presented by Leticia Buckley and Jessica Cusick. After the workshops, interns met their Peer Group leaders for lunch in Tongva Park and participated in an interactive dance with Contra-TIEMPO. They concluded the day with tours of Bergamot Station, 18th Street Art Center, Highways Performance Space, and City Garage Theater.

Overall, students found the day to be very valuable. More than 70% were either satisfied or highly satisfied with the available topics as well as the presenters. 85% reported appreciating the opportunity to experience the arts in and around Santa Monica, and 76% recommended that next year’s Summit includes similar offerings.
“I thought the performance at by Highways was spectacular. It was refreshing to see fresh, new and moving work in all corners of the city!” – marketing intern, theater organization

“I really enjoyed going to on-site to see different artist communities and organizations in the area! It was exciting to see the existing art and history surrounding the Los Angeles community.” – development intern, theater company

“I really enjoyed the lunch portion with Contra-TIEMPO, because it was a great way to show art as something that can be interactive on multiple levels, and as something that can build community.” – production intern, multidisciplinary organization

Despite enjoying the day, many interns expressed frustration with the getting to and from Santa Monica during peak traffic periods, especially given the length and intensity of the program. While the Arts Commission has historically rotated Arts Summit between supervisorial districts, the question of how to balance geography with convenience given the vast spread of the County – and given the fact that more and more interns do not have their own vehicles – is ongoing. With the program set to expand with an increase of more than 30% of interns, staff will consider whether keeping Arts Summit at a more central location while bringing in arts organizations from various parts of the County may be a more viable option than asking interns to travel long distances for a one-day event, bearing in mind we will be limited to venues that can accommodate approximately 200 people.

Peer Groups
Arts Internship Program Peer Groups provide a structure for interns to come together to learn from one another and connect with arts administrators and organizations in an associated geographic region. Funded by The Getty Foundation, Peer Group Leaders coordinated two required opportunities for interns during the ten week internship program. 2017 Peer Group Leaders were:

- Lisa DeSmidt, Arts Council of Long Beach
- Crystal Diaz, LA STAGE Alliance
- Brian Elerding, Lineage Dance
- Jessica Hanna, Bootleg Theater Company
Victoria Lanier, Education through Music, Los Angeles (ETM-LA)
Ilia Lopez, Cornerstone Theater Company
Natalie Marrero, Viver Brasil
Debra Pasquerette, The Wallis Annenberg Center for the Performing Arts
Selene Santiago, Latino Theater Company
Tamica Washington Miller, Lula Washington Dance Company
Alma Villegas, artworxLA

The types of meetings and opportunities that were organized varied in purpose and scope. Meetings took place at various locations throughout the County and generally lasted from 90 minutes to three hours. A sampling of offerings includes:

- A Metro public art tour and a walking tour of local murals
- A backstage tour and “speed dating” session at The Wallis Annenberg Center to learn about all aspects of a nonprofit
- A tour of Disney and Paramount Studios
- A mock grant panel review session held at the LA County Arts Commission
- A visit to the Underground Museum

More than 85% of interns found their Peer Group experiences to be beneficial or very beneficial. 80% felt their Peer Groups increased their understanding of arts careers and how to get a job, and more than 91% also felt events allowed them to meet and learn from additional people who had been working in the field. 88% felt that Peer Group events should continue to be mandatory for future interns.

“I really appreciated that [my Peer Group Leader] brought professionals who are working in the arts in to speak with us and answer questions. I also really appreciate the time he allowed us to speak with each other and get to know each other. There was really a wonderful sense of community among the interns in this group!” – education intern, theater organization

“I really enjoyed the panel discussions we had with a former intern during our first meeting then with creative professionals in our second meeting. These discussions were so eye-opening to me in my role as an intern, human, and person about to enter the workforce.” – marketing intern, arts service organization

“As an out of state student, I was able to explore aspects of LA that I had not explored before. In addition, [our Peer Group Leader] led interesting activities in DTLA that made me think creatively that I enjoyed. She also helped us make a variety of connections beyond our own organizations.” – production intern, small theater company
LOOKING AHEAD
Changes are afoot in the LA County Arts Internship Program! Thanks to the Cultural Equity and Inclusion Initiative, the LA County Board of Supervisors approved a motion in June 2017 expanding the number of funded internship positions from 132 to 178 and reserving a subset of those positions for community college students. As a result, all eligible organizations will be able to apply for one additional intern in summer 2018. They will also be asked to identify whether they are willing to recruit and host at least one community college student. Applications are currently open and are due October 25.

Arts Commission staff will expand its recruitment efforts in community colleges in winter and spring 2018, and will hold additional training for supervisors. As always, the Arts Commission will ensure that the final internship pool is balanced across factors including geography, communities served, organizational size, and cultural tradition(s) represented.