

Enriching Lives



LOS ANGELES COUNTY ARTS COMMISSION
2008 ARTS INTERNSHIP PROGRAM
FINAL REPORT, OCTOBER 2008

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PROGRAM IMPACT

It was so nice to see people passionate about what they do. I'm now not going to take such a stoic view of my life and try to dream big. It was really inspirational.

- Assistant to Donor Relations Intern, Theatre

I can sincerely say that our intern far exceeded my expectations. She is an outstanding young lady who can work well with others or independently... She is disciplined, dependable, thorough, receptive, hardworking, and creative. Although with us for a short period of time, she has been a tremendous asset to our organization. As a matter of fact, following the completion of her internship, we hired her for three more weeks to complete some projects.

- Supervisor, Director of Education, Performing Arts Center

PROGRAM OVERVIEW

The purpose of the Los Angeles County Arts Internship Program is to develop future arts leaders to serve in staff positions, as board members, and volunteers in nonprofit arts organizations that provide cultural services to Los Angeles County residents. In addition to the 10-week paid internship duties at their organizations, interns participated in four structured educational days: Intern Day at the Getty Villa, a program orientation; a field trip with a Discussion Leader who provides secondary mentoring throughout the summer; the Arts Congress; and a regional Art Bus Tour.

The program is presented in collaboration with the Getty Foundation, which supports internships to museums and visual arts organizations, and also provides the funding for the educational components of the County's program. Combined, the Getty and County programs create the largest arts internship program in the United States, employing more than 260 undergraduate interns in arts organizations across LA County during the summer of 2008 alone.

In its ninth year during summer 2008, the Los Angeles County Arts Internship Program provided 124 paid ten-week summer internships for undergraduate college students at 87 performing and literary arts nonprofits and municipal arts agencies. In addition, two participating organizations each hired and paid for an additional intern on their own and requested that their additional intern take part in the educational components.

125 of 126 interns completed the entire 10-week internship program. One intern from LA Stage Alliance completed 4 out of the 10 weeks before deciding to accept an acting job that conflicted with his work hours and program responsibilities.

Staff conducted pre- and during- program site visits to 18 organizations that were either new to the program or returning after an absence of more than two years and to one dance organization that maintains a home office.

The inclusion of a home office was piloted this year as home offices were previously prohibited from participating. Staff found that many of the county’s dance organizations are run out of home offices. By piloting the inclusion a home office this year, we were able to explore a new avenue to support the dance community.

The pre-program site visits revealed that these organizations were equipped with adequate working space and equipment for their summer intern. The during-program site visits were an effective way for staff to see the intern and supervisor-intern relationship in action. The home office visits showed that the organization provided a comfortable and distinct working space that more than met the requirements of the program.

The Arts Internship Program contributes to the County’s targeted outcomes for Children and Families in support of education and workforce readiness.

EVALUATION METHOD

Each year a series of feedback instruments and site visits help to monitor and evaluate the Internship Program. Once again, SurveyMonkey, a web-based survey tool, was utilized to gather feedback from interns and supervisors. A pre-program survey was used to gather baseline data on the intern’s readiness and expectations for the program and then the post-program survey was used to measure the impact of the internship experience. 120 of 126 interns completed the pre-program survey and all interns completed the final program evaluation. Supervisors are required to complete only a post-program survey. 122 out of 125 supervisors completed the post-program survey as of mid-September, 2008.

WORKFORCE READINESS

The most valuable information that the intern learned/gained from this program is that running a small non-profit dance company is a lot of hard work, long hours and many days ending with work still to be done... She learned tenacity and persistence. She learned how to multi-task, improved her computer skills, specifically in excel, gained some videographer skills, and learned how to follow explicit directions in grant application processing. She learned how to research information, how to coordinate schedules, prepare itineraries, and keep all the balls in the air.

- Supervisor, Managing Director, Dance Organization

The pre-survey asked several questions about the interns’ prior work experience.

Question	Yes	No
1. Prior to accepting this internship, had you ever worked a full-time (40 hours per week) paid job before?	48%	52%
2. Prior to accepting this internship, had you ever worked in an arts organization before?	62%	38%
3. Prior to accepting this internship, had you ever considered a career in arts administration before?	88%	12%

The program provided the first full-time paid work opportunity for 52% of the interns. Of the 48% who had worked a full-time paid job previous to this year, 9% were returning to the program as second and third year interns.

The response to Question #2 findings were consistent with 2007's in that almost two-thirds of the students had already worked in an arts organization before. [Note: no definition of "arts organization" is provided in the survey, so interpretation of the question could be broad.]

Also, the response to Question #3 was also consistent with that of 2007's participants in which a very high number of interns had considered a career in arts administration prior to this internship. As word of mouth and the reputation of the program continues to build, more arts students may be looking for opportunities where they can translate their creative passion into solid careers.

Question:		
At this moment in my life, with my education and work experience, I feel equipped to competitively enter the job market.		
Responses	Pre	Post
Strongly Agree	44%	39%
Somewhat Agree	47%	39%
Somewhat Disagree	6%	19%
Strongly Disagree	3%	3%

This internship experience appears to provide interns with a greater knowledge of what it takes to work a full time schedule in the arts field. As we see from the table above, when the interns were asked if they are prepared to enter the job market at this point of their development, the difference from the pre-program survey to the final evaluation was a combined 13% decrease in interns who both "Strongly Agree" and "Somewhat Agree." However, the data below illustrates that supervisors believe this internship experience has in fact prepared the interns for entry-level work.

Supervisors	Yes	No
Based upon your intern's experience at your organization this summer, do you feel your intern has the necessary skills and experience to qualify for an entry-level job in arts administration or production?	96%	4%

EDUCATIONAL COMPONENTS

I really got a lot of information about all aspects from the different events: with the field trip with my Discussion Leader, I found out some ways to get the community to work with you. With the Arts Congress, I learned about the business associated with the arts. And with the Art Bus Tour of Long Beach I saw how even in a small place, there is a diversity that might be hidden. I believe that all the events strengthened my resolve to pursue a career in the arts.

- Marketing Intern, Performing Arts Center

The four structured educational events that take place throughout the summer are a hallmark of the Internship Program that significantly advances it beyond a “typical” internship experience.

Intern Day – June 18, 2008 (Getty Villa)

I really enjoyed being with all of the interns (Getty too!) at the Intern Day, it really made me aware of how much art there is in LA.

- Program Coordinator Intern, Arts Council

The summer began with a day at the Getty Villa designed to welcome and orient both County and Getty interns. Interns also met with their assigned discussion groups. Ten to twelve interns were matched to a Discussion Leader based on the interns’ interest and the Discussion Leaders’ background. The discussion groups provide secondary mentoring throughout the summer from a Discussion Leader who is typically an educator, artist, or community arts professional. Within their discussion groups, interns are encouraged to network with other interns and are provided time at each educational event to discuss their ongoing experiences throughout the summer.

On a scale of 1-5 (with 5 being the highest), the interns that rated the Intern Day at the Getty gave it an average of 4.06. Intern Day is the only educational event of the summer during which interns from both the County and Getty programs meet together.

Discussion Leader Field Trips June – June 30 – July 11, 2008 (Various Locations)

I thought the field trip with my discussion leader was the most helpful, educational, and exciting field trip. She did an excellent job of coordinating the day's events, with Q & A's with staff from Center Theater Group, Music Center, Grand Performances, and REDCAT. The day familiarized me to the different musical and performing venues in Los Angeles as well as brought together many of the different departments from each venue to answer our questions relating to our internships. I loved the quality of our conversations, the speakers were forthright and knowledgeable and very helpful with guiding our questions and putting the day in to context.

- Marketing and Communications Intern, Community Arts Organization

This year’s experienced roster of Discussion Leaders included:

- Jennifer Babcock, *LA Opera*
- Tarabu Betsera-Kirkland, *Inside Out Community Arts*
- Dolores Chavez, *Common Ground and Company of Angels*
- C. Raul Espinoza, *Center Theatre Group*
- Leigh Ann Hahn, *Grand Performances*
- Jeremy Jacobs, *Sunset Gower Studios and Ledges and Bones Dance Project*
- Leslie Johnson, *Center Theatre Group*
- Marcus Kuland-Nazario, *Community Arts Resources*
- Karen Mack, *LA Commons*
- Marisela Norte, *MOCA*
- Leilani Chan and Ova Saopeng, *TeAda Productions*
- Greg Reiner, *The Actors’ Gang*

The field trips are designed and led by each Discussion Leader for his/her discussion group. This year, interns embarked on day long trips at various locations throughout the County including a walking tour of Hollywood, Sony Studios tour in Culver City, a public art works tour

around Union Station, a play in Boyle Heights, art installation and music concert in MacArthur Park, a West African dance and drum class in Leimert Park, a tour of the historic theatres on Broadway and a docent led tour of art galleries and Chinese gardens in Pasadena.

Discussion Leader field trips were the highest rated event of the summer at 4.28. Interns appreciated the more intimate setting of the field trips during which they could more easily access the expertise of their Discussion Leader.

Arts Congress – July 22, 2008 (New LATC)

Arts Congress was the most helpful in terms of my future career goals because it showed me that there are many jobs within the arts community. Also talking with employed artists gave me the motivation to pursue an arts career.

- Production Coordinator Intern, Presenting Arts Organization

The Arts Congress is designed to provide useful information and resources for the intern's future career goals while connecting them with real-life experience and professionals in the field. In keeping with last year's format, the Arts Congress was structured to allow interns more intimate interactions with artists and arts administrators. This year there was also a structured interactive arts activity led by Discussion Leader teams.

The morning program began with a history of The New LATC and a performance by Culture Clash.

All interns attended sessions on the following:

- **Business of Being an Artist** (facilitated by Center for Cultural Innovation)
- **Arts Advocacy** (facilitated by Arts for LA)
- **Making Art Happen** (panel with three diverse arts administrators)

In the afternoon, interns selected one of several activities led by the Discussion Leaders; topics ranged from marketing strategies to guerilla street theater to writing poetry. This interactive section concluded with informal presentations based on the interns' work in the sessions.

The interns rated the Arts Congress event 3.39 (on a scale from 1-5).

Art Bus Tour – July 30, 2008 (Long Beach)

Art Bus Tour of Long Beach was far more than I expected. It not only made me realize that Long Beach was full of fantastic arts and artists, but it also made me realize that the arts is one of the most important components a society should have and develop.

- Asian Pacific Islander Arts Outreach Intern, Theatre Foundation

Interns met at REDCAT in downtown LA where they were provided with a brief overview of REDCAT and the day's activities. The first stop in Long Beach was the Long Beach Convention and Entertainment Center, where the interns and their Discussion Leaders were given a tour of the facilities, including two theaters. Students were treated to a private performance by two singers from the Long Beach Opera along with an introduction from Long Beach Opera's Executive Director, Andreas Mitisek.

The second stop was at the Museum of Latin American Art (MOLAA), where the interns were broken into small groups. The intern groups rotated to tour the museum's collection.

After lunch, everyone hopped back on the bus for a tour of Long Beach with volunteer guides from the Long Beach Historical Society. Then the interns were back on their feet at the Bixby Bandshell with a special performance by Cava, a local Afro-Latin band.

The last two stops were the Mark Twain Library and Homeland Cultural Center. At the Library, the interns enjoyed a traditional Cambodian dance performance by Khmer Arts Academy. At the Homeland Cultural Center, the interns were introduced to Krump, an urban street dance form that began in South Central Los Angeles and is characterized by free, expressive, and highly energetic movement.

For many interns, this was their first time visiting the majority of the venues or seeing the accompanying performances. The interns rated the day a 4.18, a close second to the Discussion Leader Field Trips.

Overall, this year's ratings of the educational components averaged a 4.12 on a scale of 1-5.

SUPERVISOR RELATIONSHIP

She was very supportive, she gave me constructive criticism without making me feel bad or think I wasn't doing a good job. She always applauded me at the end of the day saying "good job" or "good work today." It may seem small but that meant a lot especially toward the end when it got really stressful. She also gave me a lot of freedom to learn from my own experiences instead of holding my hand the whole way.

- Project Coordinator Intern, Arts Council

Central to the success of the intern's experience is the mentoring and education provided by the intern's supervisor. An intern will not have an overall positive experience through the program unless the relationship with the supervisor is a strong one. A series of questions on the post-program survey examined the impact of this relationship.

Question	Yes	No
Did your supervisor assist you in identifying learning objectives for your internship?	94%	6%
Do you feel that your supervisor was adequately prepared to supervise an intern?	93%	7%

It appears that both interns and supervisors consistently felt they had good communication with each other. As shown below, 90% of the interns reported good or excellent communication with their supervisors, and 92% of supervisors reported good or excellent communication with their interns. It is also encouraging to see that almost all supervisors take their role very seriously in discussing learning objectives with the interns.

Question	Response	
Intern: Please rate the quality of communication you feel you had with your supervisor.	Poor/Fair 10%	Good/Excellent 90%
Supervisor: Please rate the quality of communication you feel you had with your intern.	Poor/Fair 7%	Good/Excellent 93%

CONCLUSION

Keep doing the work! The program is providing a much needed service to arts organizations and raising the bar for the field of arts administration.

- Supervisor, Executive Director, Arts Advocacy Organization

The Los Angeles County Arts Internship Program continues to provide numerous benefits.

- Develops the future workforce by providing on the job training and development for undergraduate college students through paid summer work experience that can be utilized in future job settings;
- Provides nonprofit arts organizations with an infusion of energy and labor that will enhance their ability to deliver cultural services to County residents;
- Exemplifies a nine-year successful public-private partnership between the Getty Foundation and the Los Angeles County Arts Commission;
- Widens and deepens the pool of volunteers, staff, advocates and leaders necessary to continue the challenging work within the cultural sector of Los Angeles County; and
- Introduces a new generation to the arts and cultural ecology of Los Angeles.

98% of interns indicated they would recommend the program to a friend on the post-program survey.