

Enriching Lives



LOS ANGELES COUNTY ARTS COMMISSION
2008-09 ARTS INTERNSHIP PROGRAM
FINAL REPORT, SEPTEMBER 2009

"I think this program does a wonderful job of addressing two needs of our County; providing real staff support and assistance for Los Angeles County arts organizations facing ever-increasing costs and decreased access to resources; and second, the opportunity to provide incredible mentoring opportunities and job training for young adults exploring their career options as they near graduation. In all of my years supervising County interns through this program, I have always been impressed with the talents, professionalism, and eagerness to learn and participate in the arts process on behalf of these young adults. The interns offer as much of a service to our organizations and the arts in Los Angeles County as they renew our spirit and energy - through their energy and participation. They remind us why we all chose to pursue a career in the arts, and to renew our energy and effort so that they too have arts organizations to work for - and to lead - when their time comes."

- Intern Supervisor, Music Organization

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 an all-day Arts Summit at Angels Gate Cultural Center in San Pedro and had several opportunities to meet with fellow interns through the creation of ten geographic Learning Communities.

The program is presented in collaboration with the Getty Foundation, which supports multicultural internships to museums and visual arts organizations and also provides 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 2009 alone.

PROGRAM CHANGES IN 2009

The County's Arts Internship Program operates in partnership with the Getty Multicultural Undergraduate Internship Program. In 2008, the Getty implemented budget cuts across all departments to reallocate resources to the museum for acquisitions. The Getty's Grant Program, which oversees the internship program, was cut 10% for grants and 20% for administration.

The following changes and enhancements were instituted in the 2009 program:

- The eligibility requirements for students were extended to include seniors who would complete their undergraduate degree by September 1, 2009.
- The formerly separate Intern Orientation Day and Arts Congress were combined into one daylong event entitled Arts Summit.
- Ten geographic Learning Communities were created to offer interns the opportunity to meet four times during the ten week program and convene at various internship sites for behind the scenes tours or discussions with staff.
- The Discussion Leader component of the program (included four meetings between Interns and Discussion Leaders at the Intern Orientation Day, Arts Congress, Art Bus Tour and Field Trip) was replaced by the Learning Communities component.
- The Art Bus Tour was eliminated.
- Due to these changes, one supervisor from each participating organization was required to attend the Supervisor Orientation which took place at The Getty Center on April 27, 2009.

In addition, following 2008's successful pilot year to permit one home office location for an internship, home offices were permitted in 2009 by the County following a successful pre-program and during-program site visit by Arts Commission staff. Organizations with home offices also provided a certificate of general liability insurance. In 2009 there were a total of six home offices.

2009 PROGRAM PARTICIPANTS

In its tenth year, the Los Angeles County Arts Internship Program provided 125 paid ten-week summer internships for undergraduate college students at 95 performing and literary arts nonprofit organizations and municipal arts agencies. In addition, one participating organization independently hired and paid for an additional intern and requested that their additional intern be included in the program's educational components.

One hundred and twenty interns completed the entire 10-week internship program. Interns working at the Levitt Pavilion - MacArthur Park and Lula Washington Dance Company were unable to continue their internships due to health issues. In both instances, alternate interns were hired to finish the remaining weeks of the internship. In addition, interns from the Young Musician's Foundation, Eagle Rock Center for the Arts, and Outfest ended their internships voluntarily from three to fifteen days ahead of schedule. In these instances, the three organizations returned unused grant funds to the Arts Commission.

EVALUATION METHOD

Each year a series of feedback instruments and site visits help to monitor and evaluate the Internship Program. Staff conducted pre-program and during-program site visits to 27 organizations that were either new to the program or returning after an absence of two or more years. All home offices were visited twice during the course of the program.

The pre-program site visits assured the 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 supervisor-intern relationship in action and discuss questions or issues regarding job duties, schedules, etc.

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 the post-program survey was used to measure the impact of the internship experience. All 127 interns (this includes the two interns hired midway through the summer) completed the pre-program survey and final program evaluation. Supervisors are required to complete only a post-program survey and all 125 supervisors did so.

WORKFORCE READINESS

“As a young student who just completed her first year of college, Yvonne's first job was this internship! She was so eager to learn and contributed so much over the course of the 10 week internship. With many valuable skills, but no work experience, the most valuable thing she gained through this program was the experience of being in a work environment, accomplishing goals with co-workers, and being held accountable for important tasks vital to the overall operation of the organization.”

-Intern Supervisor, Theatre

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

| Work Experience and Interest in an Arts Career | Yes | No |
|---|------------|------------|
| 1. Prior to accepting this internship, had you ever worked a full-time (40 hours per week) paid job before? | 50% | 50% |
| 2. Prior to accepting this internship, had you ever worked in an arts organization before? | 64% | 36% |
| 3. Prior to accepting this internship, had you ever considered a career in arts administration before? | 82% | 18% |

Of the 50% who had worked a full-time paid job previous to their internship, 6% were returning to the program as second and third year interns.

The response to Question #2 findings were consistent with intern responses from 2008 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 2008 participants in which 88% of interns had considered a career in arts administration prior to this internship.

| Perception of Workforce Preparedness Intern Responses | | |
|--|------------|-------------|
| 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 | 46% | 33% |
| Somewhat Agree | 48% | 52% |
| Somewhat Disagree | 4% | 10% |
| Strongly Disagree | 2% | 3% |

This internship experience provides interns with a greater knowledge of what it takes to work a full time schedule in the arts sector and the diverse opportunities available in the field. As seen in the table above, when the interns were asked if they are prepared to enter the job market before their internship began, 94% chose “Somewhat Agree” or “Strongly Agree.” At the end of the internship 85% of interns chose “Strongly Agree” or “Somewhat Agree, which reflects a 9% decrease. This could mean that the internship experience helped make them more aware of the skills needed to succeed at a full-time job than they originally thought.

However, the data below illustrates that supervisors believe this internship experience has in fact prepared the interns for entry-level work.

| Perception of Workforce Preparedness – Supervisor Responses | 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? | 93% | 7% |

EDUCATIONAL COMPONENTS

“A lot of students really yearn for information on how to launch a career, and listening to the stories of other people really helps put things in perspective for us and opens us to new ideas about how to approach our career.”

-Intern, Presenting Arts Organization

“The workshops helped immerse us in an aspect of an arts career and were very informative.”

- Intern, Theatre Organization

Arts Summit – June 24, 2008 Angels Gate Cultural Center

On June 24, 123 interns participated in the Arts Summit at Angels Gate Cultural Center. The Arts Summit served as both an orientation to the program and a career day that focused on developing a career in the arts.

Interns were welcomed by Supervisor Mark Ridley-Thomas. Gail Tierney from Supervisor Don Knabe’s office was also present. Marshall Astor, Director of Visual Arts at Angels Gate Cultural Center, provided a short history of the organization and the former military installation at which the organization is sited.

Interns attended two workshops of their choosing during the event:

- Arts Marketing 101;
- Production: Soup to Nuts;
- Fundraising vs. Development;
- Transformative Power of Arts Education;
- Write Out Loud: A Collaborative Process in Art & Community Building; or
- Changing Demographics & Cultural Empowerment.

In addition, interns met with peers working in a similar geographic region to plan events and meetings over the course of the summer through their Learning Communities. Two keynote speakers, Terence McFarland, Executive Director of LA Stage Alliance, and Renae Williams Niles, Director of Dance Presentations at the Music Center, spoke about crafting a career in the arts. Students also participated in an interactive demonstration of Krump dancing with members of Homeland Cultural Center in Long Beach.

Overall, 80% of the interns felt that the Arts Summit gave them an opportunity to explore different career options in the arts, while 86% of the interns reported they were able to network with professionals in the arts. In addition, 92% thought that the Arts Summit provided them with an opportunity to connect with interns from other organizations while 97% stated that they better understood the purpose of the Los Angeles County Arts Internship program and their participation in it.

Learning Community Convenings – June through August 2009 (Various Locations)

“The learning community and hub events are helpful and informative and are one of the things that make the LACAC Intern program so meaningful and special. Thank you very much for this resource!”

-Intern, Theatre

“I enjoyed our trip to the Huntington and the tours of Boston Court and Pasadena Playhouse (with free tickets to The Pain and the Itch). Since I am more interested in pursuing a career in theater management, the theater tours were very appealing to me, although I have always enjoyed art history. Both learning events were interesting historically and presented both artistic mediums in an interesting manner. The longer hub event at the two theater spaces also allowed me to really get to know the other interns better which was great.”

- Intern, Music Organization

The purpose of the Learning Community component of the Arts Internship Program was to 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. Each Learning Community met to discuss and generate ideas for meetings and events with interns over the course of the summer. Learning Communities organized at least four opportunities for interns during the ten-week internship program. This year’s Learning Community Organizers were

- Vanessa Mizzone, Actor’s Gang
- Rebecca Rivera, Arts & Services for Disabled
- Marie-Reine Velez, TeAda Productions
- Scott Guy, Academy for New Musical Theatre
- Camille Schenckan, Circle X Theatre Company
- Terry LeMoncheck, Pasadena Arts Council
- Sonia Marie De Leon, Santa Cecilia Opera and Orchestra Association
- Karen Mack, LA Commons
- Jennifer Babcock, LA Opera
- Leigh Ann Hahn, Grand Performances

The types of meetings and opportunities that were organized varied in purpose and scope. Several facility tours and meetings with key staff were organized and interns also went as a group to concerts and plays. Meetings took place at various locations throughout the County and generally lasted from 90 minutes to three hours. A sampling of Learning Community meetings follows:

- In Culver City, interns took a tour of The Actors' Gang, went to a free outdoor music concert and then returned to The Actors' Gang to watch a production of "Our Town".

- The Arts Council of Long Beach invited interns to participate in a public art tour in downtown Long Beach and the adjacent East Village Arts District.
- Interns toured SPARC Murals headquarters in Venice and then met with Leilani Chan, Founding Artistic Director of TeAda Productions and Kenneth Rudnicki, founding member of Guerrilla Gardening, for a discussion on entrepreneurial ventures such as starting your own nonprofit or do-it-yourself (DIY) project.
- Alisa Katz, Chief Deputy for the Third District, met with interns at The Academy for New Musical Theatre in North Hollywood to discuss how public policy issues are addressed.
- Hollywood Arts Council hosted an event featuring Susan Linn Ferris from Outfest, who gave a presentation on time management and personal goal-setting.
- Sasha Anawalt, director of the USC Arts Journalism Program at the Annenberg School, led a conversation about the current state of arts journalism and the media.
- Interns and supervisors were given a tour of the Alex Theatre in Glendale and had an opportunity to meet with key staff.
- Interns met with Aaron Paley of Community Arts Resources and with Lula and Erwin Washington of Lula Washington Dance Theatre to discuss their jobs and careers. Interns then toured Leimert Park with Karen Mack, Executive Director of LA Commons.
- Interns attended a tour of the Walt Disney Concert Hall led by LA Philharmonic staff member Kazue McGregor. The tour included several secured areas of the Walt Disney Concert Hall; interns walked on the stage, visited the musicians' studios and lounge as well as visited the music library.
- Interns took a private tour of the new Arts High School led by executive director Rex O. Patton.

In their evaluations, interns rated their Learning Communities and felt that they were most effective at providing interns with:

- Opportunities to meet and make connections with fellow interns
- A broadened understanding of arts careers
- Opportunities to network with arts professionals
- Exposure to different arts venues in Los Angeles

While the events were not mandatory, interns were encouraged to attend by program supervisors, as well as by Learning Community Organizers. Both interns and organizers felt that some events would have had better attendance had participation at one or two events been required.

SUPERVISOR-INTERN MENTORING AND WORK RELATIONSHIP

“My supervisors were interested in making sure that I got the most out of my internship. They were constantly asking me if there were specific projects I wanted to work on or specific areas of development I wanted to learn about. I had expected to do work that benefited the organization (which I did), but I did not expect my supervisors' level of concern for my personal

learning experience. I really appreciated this aspect of my internship-- my supervisors' willingness to answer all of my questions about development and career paths in general was extremely helpful and made me feel valued. "

-Development Intern, Music Organization

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 with quality communication. A series of questions on the post-program survey examined the impact of this relationship.

| Supervisor Support | 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? | 94% | 6% |

Both interns and supervisors consistently reported they had good communication with each other. As shown below, 97% of the interns reported good or excellent communication with their supervisors and 98% 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.

| Intern-Supervisor Communication | Response | |
|--|-----------------|-----------------------|
| Intern: Please rate the quality of communication you feel you had with your supervisor. | Poor/Fair 3% | Good/Excellent 97% |
| Supervisor: Please rate the quality of communication you feel you had with your intern. | Poor/Fair 2% | Good/Excellent 98% |

PROGRAM IMPACT

“Not only did I enhance my professional experiences, but I also grew as a person, recognizing how fortunate I am to live in Los Angeles and be surrounded by the diversity of this city in my daily life.”

- Intern, Multidisciplinary Arts Organization

“Overall, Elizabeth started off with very minimal experience in the workplace but surprisingly impressed us all with her positive and team player attitude, strong work ethic, thoroughness, openness to learn and determination to solve the challenges she faced. She was very resourceful, organized and knew how to keep up with deadlines. Eventually, we saw her as a trusted co-worker with the ability to take on and complete an assortment of tasks and projects.”

- Supervisor, Arts Service Organization

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

When asked if they would recommend the program to a friend, 97% of interns indicated they would do so on the post-program survey.

GOING FORWARD

The need for paid arts internship opportunities continues and has increased greatly in the past year. Over 3,900 resumes were received in 2009; up 82% from 2,100 received in 2008.

On September 22, 2009, the Internship Program, which was slated for elimination, received support from the Board of Supervisors through a motion initiated by Supervisor Ridley-Thomas and co-sponsored by Supervisor Knabe. The motion set forth restoring funding for the program, with the Chief Executive Office to identify a funding source if stimulus funds are not available. The Arts Commission has 45 days to work with the CEO's office to identify a protocol for using the TANF stimulus funds. Positions that cannot be filled through the TANF program, which is intended for low income families, will be funded through an alternative funding source identified by the CEO.

TANF is Los Angeles County's initiative to place 10,000 individuals into subsidized work positions through the Transitional Subsidized Employment (TSE) program through the Temporary Assistance for Needy Families (TANF) Emergency Contingency Funds (ECF). The Arts Commission is supporting this federally funded effort by sharing information with the nonprofit arts organizations that are eligible to become worksites for subsidized employees.

Even if fully backfilled by the CEO in 45 days as the motion requires, the program will only receive \$369,000, a 26% cut. Over the course of negotiations over the summer, it was agreed that up 14 internship positions would be eliminated which includes seven internships at municipalities as well as allowing organizations that previously were eligible to apply for three internships to apply for a maximum of two positions. The administrative stipend of \$500 for all organizations would be eliminated. In addition, a \$500 match would be required for organizations with budgets between \$1.5 - \$4 million and a \$1,000 match would be required for arts organizations with budgets over \$4 million.

ATTACHMENT ONE

ARTS INTERNSHIP PROGRAM ALUMNI EVENT

"It was comforting to know that my peers are also experiencing the same challenges that I face in my workplace. As a young, emerging professional, it is difficult at times to comply with the rigid hierarchy within a "structural" institution [something I learned today] and therefore I take comfort in knowing that my situation is not unique. The information we learned during the "Leading from Where You Stand" event will help me to cope with the daily challenges that I face by helping me to more effectively work together and communicate with my colleagues while determining more efficient ways to find solutions to various problems."

-Internship Program Alumnus

The first-ever Arts Internship Program alumni event, in partnership with the Getty Foundation's Multicultural Internship Program, occurred on May 4, 2009 at the Conference Center at Cathedral Plaza in downtown Los Angeles. The goals of this intern alumni event were to provide a career development opportunity for past Getty and County interns, further continuing to support the agencies' investment in the program as well as measure interest in possible future intern alumni events.

Leading from Where You Stand: An Interactive Workshop was facilitated by Claudine Brown, Program Director, Arts and Culture at The Nathan Cummings Foundation. There were 34 alumni from both the County's and Getty's Arts Internship Programs who attended the event; 96% felt that the information gained from the program would enable them to more effectively enhance their work, while 100% felt that this training would help them more effectively solve problems and resolve conflicts.

Alumni have expressed interest in future events and 76% indicated that they would serve on an advisory or planning committee for future alumni events. The topics of most interest to them are personal career management, leadership development, workshops about the response to the economic downturn and cultural equity (i.e. what changing demographics mean for our communities and the arts).

The Getty Foundation's program focus is to increase the multicultural demographic the workforce of museums and visual arts organizations and as a result would limit the participation of alumni to those currently working in nonprofit arts organizations, while the goal of the County 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, and would expand the participation of alumni to all events regardless of their current place of employment. If the County and Getty Foundation can continue to develop alumni programs that meet both the goals of the County and the Getty, alumni events could continue to be presented in partnership.