

Enriching Lives



LOS ANGELES COUNTY ARTS COMMISSION
2007 ARTS INTERNSHIP PROGRAM
FINAL REPORT, OCTOBER 2007

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PROGRAM IMPACT: Intern Perspective

For me personally, the program did a great job of setting up an environment where I was expecting to gain some invaluable experience...whether it was at the art events or at the internship. The level of support and encouragement was abundant as was the positive energy. I definitely felt that this summer I not only grew in my knowledge of my chosen profession, but also as a person. The Arts Commission succeeded in creating a nurturing environment that fostered arts appreciation and growth. Working with the my organization, and more specifically my supervisor, was a life changing event for me. I learned more this summer than I can even explain in one evaluation.

Intern, Arts Service Organization
Santa Monica

PROGRAM IMPACT: Organization Perspective

This was our seventh year participating in the internship program and I am continually surprised by the experience. Every summer I am given a new perspective on our company as well as the theatre community at large. The act of educating the intern, describing in great detail our mission and accomplishments and lessons learned always reinvigorates me and gives the staff a chance to step back and evaluate our work. I look forward to the opportunity each and every year to share not only about our company but to give insight in to the LA theatre community. I believe in the aim of the program and support it 100%. Thank you for the opportunity.

Supervisor, Theatre Organization
Hollywood

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 its eighth year during summer 2007, the Los Angeles County Arts Internship Program provided paid ten-week summer internships for 133 undergraduate college students at

90 performing and literary arts nonprofits and municipal arts agencies. In addition, interns participated in four structured educational days: Intern Day at the Getty Villa, a program orientation; a field trip with a Discussion Leader who provided secondary mentoring throughout the summer; an Arts Congress; and a regional ArtBus 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 component of the County's program. Combined, the Getty and County programs create the largest arts internship program in the United States and perhaps the world, employing 269 undergraduate interns in arts organizations across LA County during the summer of 2007 alone.

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. SurveyMonkey, a web-based survey tool, was utilized to gather feedback from interns and supervisors. Several new questions were introduced this year to gather more specific information on workforce readiness. In addition, a pre-program survey was used to gather baseline data on the intern's readiness and expectations for the program. 110 of 133 interns completed the pre-program survey and 130 of 133 interns completed the final program evaluation.

WORKFORCE READINESS: Organization Perspective

Our intern previously lacked work experience. However, she expressed a sincere commitment to the arts and a deep desire to gain experience and learn new skills in the arts. She learned a great deal about the inner-workings of a non-profit arts organization. She learned about how many different roles it takes to make our work possible. Most importantly perhaps, she learned that when she applies herself, there is no limit to what she can accomplish. We believe this experience has opened her eyes to range of possibilities that exist in a career in the arts.

Supervisor, Dance Organization
South Los Angeles

132 out of 133 interns who began the program completed their 10-week internship. The intern at the Compton Dance Theatre Foundation did not complete her internship due to feeling overextended with two additional jobs (on top of the full-time internship). Arts Commission staff had numerous conversations with both the executive director and the intern, leading to a mutual agreement to end the internship. As a result, the Compton Theatre Dance Foundation has returned the remaining balance of their Arts Internship Program grant.

WORKFORCE READINESS: Intern Perspective

[I learned] both writing commercially and for grant proposals. These are both invaluable in terms of being able to find a job in the non-profit field in the future, and it also makes me feel as if I did something useful for the arts community in Los Angeles, and not just stood around making copies and delivering messages.

Intern, Music Organization
Downtown Los Angeles

The majority of the interns responded to the pre-survey which asked several questions about their 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? | 50.9% n=54 | 49.1% n=52 |
| 2. Prior to accepting this internship, had you ever worked in an arts organization before? | 62.2% n=84 | 37.7% n=40 |
| 3. Prior to accepting this internship, had you ever considered a career in arts administration before? | 86.8% n=92 | 13.2% n=14 |

The program provided a first-time office work experience to 50% of the students, and for 49% of the students, this was the first opportunity they had working at a full-time paid job.

The response to question three was not surprising. Eighty-six percent of 2007 interns were interested in a career in arts administration prior to the internship as opposed to 69.9% of 2006 interns, an increase of close to 17%. As word of mouth and the reputation of the program continues to build, more arts students are looking for opportunities where they can translate their creative passion into solid careers.

A question asked on both the pre- and post-program survey was used to measure the student's sense of readiness to enter the job market:

| Please respond to your level of agreement with the following statement: At this moment in my life, with my education and work experience, I feel equipped to competitively enter the job market. | | | | |
|--|--------------|-------|-------|-------|
| | Pre | N | Post | N |
| Strongly Agree | 48.5% | 50 | 40.8% | 53 |
| Somewhat Agree | 47.6% | 49 | 46.9% | 61 |
| Disagree | 3.9% | 4 | 7.7% | 10 |
| Strongly Disagree | 0% | 0 | 4.6% | 6 |
| | | N=103 | | N=130 |

This appears to be a “reality check” response from students. The internship experience provided some students with a better sense of their abilities, while others reassessed their abilities and developed a greater understanding of what it takes to work in the

nonprofit arts sector as well as basic skills required for future employment, regardless of industry.

Perhaps the strongest indicator of workforce readiness can be found in responses to the following questions asked in the post-program survey for both interns and supervisors.

| | | |
|---|-----------------------|---------------|
| Interns | Yes | No |
| Based upon your internship experience this summer, did your internship help you clarify your academic and career goals? | 81.8% n=103 | 18.3% n=23 |
| 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? | 93.8% n=120 | 6.3% n=8 |

EDUCATIONAL COMPONENTS

This is the best internship program I've ever heard of or experienced and I feel so privileged that I have access to it! The opportunity to have a paid internship in the arts is extremely rare, but then to experience educational components alongside the invaluable hands on experience is almost too good to be true. I appreciate how the program focuses so much on creating a good experience for the intern. After holding multiple internships with various arts organizations, I can easily say that this has been my most rewarding internship experience. I'm tempted to draw out my college experience longer so that I can qualify for another summer with the program!

Intern, Local Arts Agency
Downtown Los Angeles

| Overall rating of Activities and Educational Components (1=poor, 5=excellent) | | | | |
|--|-------------|---------------|----------------------|---------------|
| 1 | 2 | 3 | 4 | 5 |
| 1.5% n=2 | 3.1% n=4 | 23.8% n=31 | 45.4% n=59 | 26.2% n=34 |

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 at the Getty

“Intern Day at the Getty was by far my favorite; it was exciting to meet the other interns, and the speeches at the beginning of the day were incredibly inspiring. It not only made me excited to be spending my summer working in arts administration, but it made be excited to be spending my summer working in arts administration IN Los Angeles.”

Intern, Music Organization
Downtown Los Angeles

The summer began with a day at the Getty Villa designed to welcome and orient both County and Getty interns. This year Laura Zucker; Jim Wood, CEO of the J. Paul Getty Trust; and Deborah Marrow, Director, Getty Foundation provided a general history of the program and its goals. They were followed by a keynote by Supervisor Zev Yaroslavsky, who spoke about the County's golden age of the arts and the importance of arts education. The morning program concluded with a performance by the acclaimed Latino theatre troupe, Culture Clash.

Interns also met with their assigned discussion groups. These groups of 10-12 interns receive secondary mentoring in meetings throughout the summer facilitated by 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 a place to discuss their ongoing experiences throughout the summer. On a scale of 1-5, with 5 being the highest, the interns rated Intern Day at the Getty a 4.09. Intern Day is the only educational event of the summer where interns from both the County and Getty programs meet together.

Discussion Leader Field Trips

My Field Trip with my Discussion leader was absolutely amazing. It was filled with rich culture, art, and music. It was a part of Los Angeles I had never experienced. We went from the South side, all the way to the West side, and everything in between. A day I will never forget!

Intern, Arts Service Organization
Downtown Los Angeles

The second education event of the summer is a field trip 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 downtown Los Angeles (Little Tokyo and the Grand Avenue Corridor), Hollywood, Leimert Park and Culver City. Many of these trips highlight traditional and contemporary developing arts and cultural scenes in areas of Los Angeles interns typically do not frequent. Field trips included live performances, ranging from a drum and dance workshop in the Crenshaw Corridor to taking a tour of performing arts facilities such as the Music Center and the Ricardo Montalban Theatre.

Discussion Leader field trips were the highest rated event of the summer at 4.38. Interns seem to appreciate the more intimate setting of the field trips during which they access the expertise of their Discussion Leader.

Arts Congress

The Arts Congress was great. Great location, performances, and educational components made it a winning day!

Intern, Arts Service Organization
Los Angeles

In keeping with last year's change in format, the Arts Congress was structured to allow interns more intimate interactions with artists, arts administrators, and Discussion Leaders. The morning program began with a history of the Ford Amphitheatre by Laura Zucker, followed by a keynote by acclaimed Los Angeles poet Wanda Coleman, and concluding with a performance by Hysterica Dance, in preparation of their 2007 performance at the Ford. Afterwards, interns were provided the opportunity to meet in smaller groups (similar to the popular Arts Tune-Up program format) and learn how to make the most of their internships, arts education, advocacy, the intricacies of managing an artist-run organization, or participate in a dance workshop led by Hysterica Dance. For the majority of the interns, this was their first time at the Ford Theatres. The day also provided an ideal opportunity to promote the new Target Dance Series and its student benefits (\$5 per ticket to dance events at the Ford).

Interns met with their Discussion Leader group to debrief about their internship experiences.

The interns rated the Arts Congress event 3.30.

ArtBus Tour

I am a Glendale resident and it was very rewarding to learn about the history of my home town and really explore its arts scene, which I knew very little about prior to the ArtBus Tour.

Intern, Music Organization
Downtown Los Angeles

This year the schedule was shifted to close the program with the day long ArtBus Tour. On this day, interns tour the art and cultural sites within a particular geographic area of Los Angeles County. This year, interns explored the arts and culture of Glendale. Interns met at the Alex Theatre where they were provided with a brief overview of the arts in Glendale, both by City of Glendale and Alex Theatre representatives. In the morning, interns visited A Noise Within for a tour of its theatre, briefing on arts education programs and a performance; an Armenian theater company, the Luna Playhouse, for a discussion about culturally specific theatre and two readings; and public art sites along Glendale's Brand Boulevard with tour guide Eve Rappaport, Community Services Supervisor for the City of Glendale.

Lunch was at the historic Casa de Abode where the Discussion Groups met for the final time during the summer. A vibrant dance performance by Contra Tiempo followed; many of the interns to joined in!

The afternoon included a tour of the Brand Art Studios and Music Library (a great resource unknown to many interns) and concluded back at the Alex Theatre, where interns heard from Barry McComb (Executive Director) and Elissa Glickman (Director of Development) about the programming of the Alex Theatre, their relationship with the

City of Glendale, and how their lives led them to a career in arts management. Their remarks were followed by a performance from the Gay Men’s Chorus of Los Angeles (a resident company of the Alex), including a small reception with a performance by the Sangeet School of World Music.

For many interns, this was their first time visiting the majority of the venues or seeing the participating performances. The interns rated the day a 3.30.

Overall, this year’s ratings of the educational components averaged a 3.92 on a scale of 1-5.

SUPERVISOR RELATIONSHIP

Meetings that my supervisor set up so that we could discuss the projects that I was working on, the skills I wanted to learn throughout this internship, and the goals I had set for myself at the beginning of this summer. My supervisor listened to my requests, included me in different meetings, and helped me set up informal interviews with individuals from other departments that I was interested in meeting.

Intern, Theatre Organization
Downtown Los Angeles

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? | | 96.2% n=125 | 3.9% n=5 | |
| Do you feel that your supervisor was adequately prepared to supervise an intern? | | 90.8% n=118 | 9.2% n=12 | |
| Please rate the quality of communication you feel you had with your supervisor (1=poor, 5=excellent) | | | | |
| 1 | 2 | 3 | 4 | 5 |
| 0.8% n=1 | 3.9% n=5 | 9.2% n=12 | 33.1% n=43 | 53.1% n=69 |

Encouraging in all this is that 86.2% of the interns had good or excellent communication with their supervisors.

CONCLUSION

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 an eight-year successful public-private partnership between the Getty Foundation and the Los Angeles County Arts Commission;
- Widens and deepens the pool of volunteers, staff 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.

| | |
|---|-------------|
| Percent of interns who would recommend the program to a friend | 100% |
|---|-------------|