Unpaid internships: National Level Data from the NACE 2021 Student Survey

Exploring unpaid internships: Issues of access, equity, and learning
CCWT at the University of Wisconsin
April 7th, 2022
Dr. Joshua Kahn, Assistant Director of Research and Public Policy
Paid Status by Employer Type

Data from NACE 20-21 Student Survey, conducted Spring 2021

- **For-profit**: 29.2% Unpaid, 70.8% Paid
- **Fed Gov’t**: 38.2% Unpaid, 61.8% Paid
- **State / Local Gov’t**: 66.9% Unpaid, 33.1% Paid
- **Non-profit**: 68.1% Unpaid, 31.9% Paid
FIGURE 5: DISPROPORTIONALITY BY GENDER

- **OVERREPRESENTED**
- **UNDERREPRESENTED**
- **GRAD SENIORS (N = 1,470)**
- **NOT AN INTERN (N = 555)**
- **UNPAID (N = 450)**
- **PAID (N = 516)**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Overrepresented</th>
<th>Underrepresented</th>
<th>Grad Seniors</th>
<th>Not an Intern</th>
<th>Unpaid</th>
<th>Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>30.0%</td>
<td></td>
<td>31.9%</td>
<td>16.4%</td>
<td>39.9%</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td></td>
<td>30.0%</td>
<td>68.8%</td>
<td>67.0%</td>
<td>81.8%</td>
<td>59.5%</td>
</tr>
<tr>
<td>Nonbinary</td>
<td>1.1%</td>
<td>1.1%</td>
<td>1.1%</td>
<td>1.1%</td>
<td>1.8%</td>
<td>0.6%</td>
</tr>
</tbody>
</table>
FIGURE 6: DISPROPORTIONALITY BY FIRST-GENERATION STATUS

- OVERREPRESENTED
- UNDERREPRESENTED
- GRAD SENIORS (N = 1,470)
- NOT AN INTERN (N = 555)
- UNPAID (N = 450)
- PAID (N = 516)

FIRST GENERATION:
- 26.7%
- 33.4%
- 25.6%
- 20.5%

NOT FIRST GENERATION:
- 73.3%
- 66.6%
- 74.4%
- 79.5%
 FIGURE 7: DISPROPORTIONALITY BY RACE/ETHNICITY

- **WHITE**
  - Overrepresented: 58.2%
  - Underrepresented: 67.9%
  - Not an intern: 73.9%
  - Paid: 72.9%

- **ASIAN-AMERICAN**
  - Grad seniors: 4.8%
  - Not an intern: 4.9%
  - Underrepresented: 2.0%
  - Paid: 7.0%

- **BLACK**
  - Underrepresented: 9.0%
  - Not an intern: 12.1%
  - Paid: 6.6%

- **HISPANIC OR LATINX**
  - Paid: 11.8%
  - Not an intern: 17.7%
  - Underrepresented: 10.2%
  - Paid: 7.0%
JOB OFFERS BY INTERNSHIP STATUS

1.12  
PAID INTERNS  

0.85  
UNPAID INTERNS  

0.64  
NO INTERNSHIP

Source: NACE 2021 Student Survey (Four-Year Schools). National Association of Colleges and Employers.