

Internships in London – Talk London survey results

Background

The Economy Committee scrutinises the work of the Mayor and investigates matters relating to economic development, wealth creation, social development, culture, sport and tourism in London. The Committee is currently exploring the internship situation in London and are seeking to understand more about:

- a) Scale: The numbers of young Londoners doing internships
- b) Quality: The quality of the internships, peoples motivations, experiences and the outcomes i.e. are they paid/ unpaid, why they chose internships over other things, the skills they have developed, if they have led on to employment etc.

The Research

Though Talk London we carried out an online survey targeting young adults aged 19-30 in London who are currently doing or have completed an internship. The aim of this survey is to gather information about the nature of the internships that are taking place in the city.

Results

- This report summarises the results from the Talk London internship survey.
- Interviewing was conducted through an online self-completion survey from 29th July to 31st Oct 2014 and 120 responses were received.
- Percentages are based on the number of respondents who answered each question (see base number).
- Where results do not sum to 100%, this may be due to multiple responses, computer rounding or the exclusion of don't knows/not stated.
- Please note that due to the sample size the data presented in these slides is indicative only and should be treated with caution.

Definition of internships for the survey

For the purposes of this survey an internship is one kind of employment taken up by an individual after they have completed their studies (school, college or university), but before they start their career. It lasts between one month and one year, and involves an agreement to work set hours and complete specific pieces of work that would otherwise be carried out by someone else. It does not include work experience, volunteering or apprenticeships, or internships that form part of a degree course or are done at the same time as studying. This definition was explained to respondents at the start of the survey.

Internships in London – Talk London survey results

Key findings

- Young people are applying for and doing more than one internship. 56% of respondents have applied for 1 to 5 internships and 31% have applied for 6 to 20. Over half (55%) have undertaken just one internship in London but 23% have done two and another 23% have done three or more internships. The average length of time respondents have worked as an intern is 7 months.
- The most popular sectors for undertaking internships are the charity or public sector (37%) and politics (21%).
- The majority of respondents (68%) were aged between 21 and 25 years when they started their internship.
- 57% of the internships lasted 3 months or less, 27% lasted 4 to 6 months, and 5% were a year or longer. The average internship length is 4.6 months. Two thirds (66%) of respondents were doing their internships as full time roles working 31 to 48 hours.
- The most popular way to find out about internships is through online searching for internship vacancies with 35% doing this. 27% saw an advert by the company and 20% found out about their internship through a personal contact.
- The main reasons for doing internships are to improve CV/job prospects by gaining experience (85%) and developing new skills (60%). Trying out work in the sector is also an important reason (45%). Just 16% said that earning money was a key reason for doing an internship.
- Satisfaction with the internships undertaken is high. The vast majority (80%) are satisfied with the contribution their role of intern made to the organisation and around three quarters are satisfied with the opportunities to develop relevant skills (77%) and the amount the organisation valued their role (74%)
- Just 32% of respondents were satisfied with the amount they were paid for their internship. 54% think interns should be paid the London Living wage but only 14% were actually paid this. 41% were paid just lunch and travel expenses and a further 16% were paid nothing at all.
- 39% said they didn't need to supplement the money they earned during the internship while 47% supplemented their earnings with personal savings and the same amount supplemented their earnings through money and support from families.
- Of those currently doing an internship 45% think it is likely to lead to a job in the same organisation and 80% think it will lead to a job in a different organisation. However in practice we see that for those who have completed their internship it has led to a job in the same organisation for just 28% and led to work in a different organisation for 38%.
- The vast majority agree that internships are a good way to develop skills for work (87%) and 85% think that doing the internship has improved their chances of getting a job. 65% would recommend doing an internship to a friend and 43% would consider doing another internship in the future.
- 55% of respondents had a degree and 27% a higher degree. The lowest level of qualification was 2 or more A levels/ 4 or more AS levels (13%).

Internships in London – Talk London survey results

1.	Are you currently doing an internship in London? (Base 120)	Number	%
	Yes - Currently doing an internship	46	38%
	No - I have done an internship in the last 12 months	25	21%
	No - I did an internship more than 12 months ago	49	41%

2.	How many internships have you applied for in London? (Base : 120)	Number	%
	None	2	2%
	1 to 5	67	56%
	6 to 10	13	11%
	11 to 20	24	20%
	21-50	10	8%
	More than 50	4	3%

Internships in London – Talk London survey results

3.	How many internships have you undertaken in London (including your current one if you are doing one) (Base: 120)	Number	%
	1	66	55%
	2	27	23%
	3	14	12%
	4	9	8%
	5	2	2%
	More than 5	2	2%
	Mean Average: 1.83		

Internships in London – Talk London survey results

4.	In total, approximately how many months have you worked as an intern? (Base 119)	Number	%
	1 month	17	14%
	2 months	17	14%
	3 months	18	15%
	4 months	11	9%
	5 months	5	4%
	6 months	10	8%
	7 months	3	3%
	8 months	2	2%
	9 months	9	8%
	10 months	3	3%
	11 months	3	3%
	12 months	7	6%
	More than 12 months	14	12%
	Mean Average: 6.99		

Internships in London – Talk London survey results

5.	Thinking about your current or most recent internship... Which industry sector does the organisation operate in? (Base 114)	Number	%
	Advertising, Marketing and PR	15	13%
	Banking, Finance and Insurance	3	3%
	Charity and public sector	42	37%
	Creative and arts	11	10%
	Fashion	3	3%
	Politics	24	21%
	Technology and digital	3	3%
	Retail and sales	1	1%
	Other (write in) 1. Media 2. Cargo 3. Tourism 4. Policy 5. Architecture 6. Journalism 7. Mental health services	12	11%

Internships in London – Talk London survey results

	8. Electronics 9. Media 10. Media 11. Education and Travel 12. Diplomacy		
--	--	--	--

Internships in London – Talk London survey results

6.	How old were you at the time your current/ most recent internship started (Base 114)	Number	%
	Younger than 18	1	1%
	18 - 20	22	19%
	21 - 25	78	68%
	26 - 30	13	11%
	Older than 30	0	0%

Internships in London – Talk London survey results

7.	How long did the internship last? (Base 113)	Number	%
	1 month	13	12%
	2 months	13	12%
	3 months	38	34%
	4 months	8	7%
	5 months	5	4%
	6 months	17	15%
	7 months	4	4%
	8 months	1	1%
	9 months	6	5%
	10 months	1	1%
	11 months	1	1%
	12 months	5	4%
	36 months	1	1%
	Mean average: 4.59		

Internships in London – Talk London survey results

8.	On average how many hours did you work as an intern per week? (Base 114)	Number	%
	15 hours or less (part time)	4	4%
	16 to 30 hours (part time)	33	29%
	31 to 48 hours (full time)	75	66%
	49 or more hours (full time)	2	2%

Internships in London – Talk London survey results

9.	How did you find out about your current / most recent internship? Please choose all that apply (Base: 110)	Number	%
	Online search for internship vacancies	38	35%
	Specialist internship website	9	8%
	Contacted the company/ organisation speculatively in the chance they would have an opportunity	12	11%
	Saw an advert by the company/ organisation advertising the opportunity.	30	27%
	Through university, college or school	20	18%
	Personal contacts	22	20%
	Other (please write in) 1. Twitter 2. Mayor’s Low Carbon Prize 3. Mayor’s low Carbon Prize 4. Hospitalisation 5. Through job site 6. W4mp, Guardian Jobs, Charity Jobs 7. Applied for job and offered internship when I was unsuccessful	7	6%

Internships in London – Talk London survey results

10.	What are/ were the main reasons for you doing your current/ most recent internship? Please choose the top two or three reasons (Base 110)	Number	%
	Improve cv/job prospects by developing new skills	66	60%
	Improve cv/ job prospects by gaining experience	94	85%
	Try out work in the sector	49	45%
	Try out the organisation	13	12%
	To earn the money	18	16%
	No other jobs available	13	12%
	Other (please state) <ol style="list-style-type: none"> 1. Making new contacts 2. In order to gain a junior role I have been told I need experience, experience comes at the cost of unpaid internships. 3. Develop skills to aid my business endeavours 4. For the cause 5. Medical research 6. University module 7. Interest in area 8. Compulsory part of degree programme 	8	7%

Internships in London – Talk London survey results

11. How satisfied are/were you with the following aspects of your current/ most recent internship?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
The contribution your role as intern made to the organisation (Base 110)	39	49	16	4	2
	35%	45%	15%	4%	2%
The amount the organisation valued your role as intern (Base 110)	37	44	16	7	6
	34%	40%	15%	6%	5%
The opportunities for you to develop relevant skills (Base 110)	34	51	13	10	2
	31%	46%	12%	9%	2%
The amount you were paid for your internship (Base 110)	16	19	23	21	31
	15%	17%	21%	19%	28%

Internships in London – Talk London survey results

12.	<p>Some Internships are paid and others are not. Internships may offer the interns a number of benefits including the opportunity to develop new skills and gain experience of the workplace. The benefits for the business/ organisation may include the chance to bring new talent into the workforce and trial staff before potentially offering permanent employment.</p> <p>Bearing in mind the possible benefits to both the interns and the business/organisations do you think interns should be paid....</p> <p>(Base 106)</p>	Number	%
	Nothing	2	2%
	Lunch and travel expenses	6	6%
	A small amount i.e. less than the National Minimum wage	3	3%
	The National Minimum Wage (£6.31 per hour/ £233 a week/ £933 per month/ £11,200 per year)	31	29%
	The London Living Wage (£8.80 per hour/ £325 per week/ £1302 per month/ £15,628 per year)	57	54%
	More than the London Living wage	7	7%

Internships in London – Talk London survey results

13.	How much are you/ were you paid? (Base 106)	Number	%
	Nothing	17	16%
	Lunch and travel expenses	43	41%
	A small amount i.e. less than the National Minimum wage	5	5%
	The National Minimum Wage (£6.31 per hour/ £233 a week/ £933 per month/ £11,200 per year)	19	18%
	The London Living Wage (£8.80 per hour/ £325 per week/ £1302 per month/ £15,628 per year)	15	14%
	More than the London Living wage	7	7%

Internships in London – Talk London survey results

14.	Do you/ did you have to supplement what you were paid while doing your internship? If yes please select all the ways that you supplemented your pay. (Base 106)	Number	%
	No	41	39%
	Yes - with personal savings	50	47%
	Yes - with earnings from another job	29	27%
	Yes - with money from a loan	12	11%
	Yes - with money/support from family	50	47%
	Yes - in other ways (please state) 1. Intern while studied 2. student loan 3. Student loan 4. Student loan 5. JSA	5	5%

Internships in London – Talk London survey results

15a. Has your most recent internship lead to a job... (All those who have completed an internship)	Yes	No
	...at the same organisation? (Base 64)	18 28%
...at a different organisation? (Base 64)	24 38%	40 63%

15b. How likely do you think it as that your current internship will lead to a job.... (All those currently doing an internship)	Very Likely	Likely	Neither likely nor unlikely	Unlikely	Very Unlikely
...at the same organisation? (Base 40)	3 8%	15 38%	14 35%	5 13%	3 8%
...at a different organisation? (Base 40)	7 18%	25 63%	7 18%	0 0%	1 3%

Internships in London – Talk London survey results

16. How much do you agree or disagree with the following statements?	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I would consider doing another internship now or in the future (Base 104)	9	36	10	27	22
	9%	35%	10%	26%	21%
Internships are a good way to develop skills for work (Base 104)	29	61	8	6	0
	28%	59%	8%	6%	0%
Doing the internship has improved my chances of getting a job (Base 104)	32	56	11	5	0
	31%	54%	11%	5%	0%
I would recommend an internship at my current/ most recent organisation to a friend (Base 104)	28	42	16	13	5
	27%	40%	15%	13%	5%
I would recommend internships in general to a friend (Base 104)	21	47	19	12	5
	20%	45%	18%	12%	5%

Internships in London – Talk London survey results

17.	What is your current highest level of qualification? Please choose one only (Base 105)	Number	%
	Fewer than 5 GCSEs	0	0%
	5 or more GCSEs Grades A*-C	0	0%
	1 A level, 2 to 3 AS levels	0	0%
	2 or more A levels, 4 or more AS levels	14	13%
	NVQ level 1, Foundation GNVQ, Basic/Essential Skills , Entry Level, Foundation Diploma	0	0%
	NVQ level 2, Intermediate GNVQ, School Certificate, Intermediate/Higher Diploma, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma	0	0%
	NVQ Level 3, Advanced GNVQ, Higher School Certificate, Progression/Advanced Diploma, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma	0	0%
	NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI)	0	0%
	Degree (for example BA, BSc)	58	55%
	Higher Degree (for example MA, PhD)	28	27%
	Professional qualifications (for example teaching, nursing, accountancy)	1	1%
	Apprenticeship	0	0%

Internships in London – Talk London survey results

	Other please write in 1. MA 2. Partially completed degree 3. Don't understand question 4. Msc	4	4%
--	---	---	----

Internships in London – Talk London survey results

18.	What is your current work status? (Base 109)	Number	%
	Working full-time (30+hours)	68	62%
	Student without part-time work	7	6%
	Working part-time (9-29 hours)	7	6%
	Unemployed	6	6%
	Student with some part-time work	12	11%
	Other	9	8%

19.	Gender (Base 109)	Number	%
	Female	68	62%
	Male	41	38%

Internships in London – Talk London survey results

20.	Age Group (Base 109)	Number	%
	18-24 years	66	61%
	25-34 years	39	36%
	34+ years	4	4%

Internships in London – Talk London survey results

21.	Ethnicity (Base 109)		Number	%
	White	British	80	73%
		Irish	1	1%
		Other White	9	8%
	Asian	Pakistani	1	1%
		Bangladeshi	2	2%
		Indian	1	1%
		Other Asian	4	4%
	Mixed	White and Black Caribbean	1	1%
		White and Asian	0	0%
		White and Black African	0	0%
		Other mixed	2	2%
	Black	Caribbean	2	2%
		African	2	2%

Internships in London – Talk London survey results

		Other Black	0	0%
	Other	Chinese	4	4%
		Other group	0	0%

22.	Tenure (Base 109)	Number	%
	Rented from private landlord	66	61%
	Being bought on a mortgage	7	6%
	Owned outright	4	4%
	Rented from local authority	1	1%
	Rented from housing association	7	6%
	Other	24	22%