



# **2011-2012 Master of Public Administration Internship Report**

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## 2011-2012 Internship Report

The Evans School believes it is crucial for students to connect their study of public policy and administration to the actual problems encountered in managing and operating organizations. Students in the Master of Public Administration (MPA) program who have less than 2 years of recent, relevant professional experience are required to complete 400-hours of graduate-level internship/professional experience by graduation. Students who complete the Peace Corps Master's International MPA program and students in the Executive MPA program are not required to complete an internship.

During the 2011-12 academic year (September 2011 to September 2012) Evans School students reported participating in 213 internships, an increase of three from the prior academic year.

### **Internships and professional experiences benefit students by providing:**

- Dynamic professional forums in which to apply the high-level analytical and managerial knowledge they acquire through the Evans School curriculum and academic experience.
- The relevant experience and professional contacts necessary to successfully launch a career in their interest area and obtain full-time permanent employment after graduation.

### **Internships benefit employers and the community as demonstrated by the following:**

- Interns are well prepared for their work, having taken relevant courses in policy analysis, management, and research; have a demonstrated commitment to public service; and bring enthusiasm and new ideas to organizations needing extra help.
- Participating employers were surveyed and 96% reported that they would gladly participate in the Evans School's internship program again in the future and 98% reported that they would hire their intern if they had the opportunity.
- Evans School students contributed a total of 83,274 hours of internships in 2011-12, including approximately 39,480 hours in the nonprofit sector and 37,950 in the public sector—a major benefit to the community and economy.

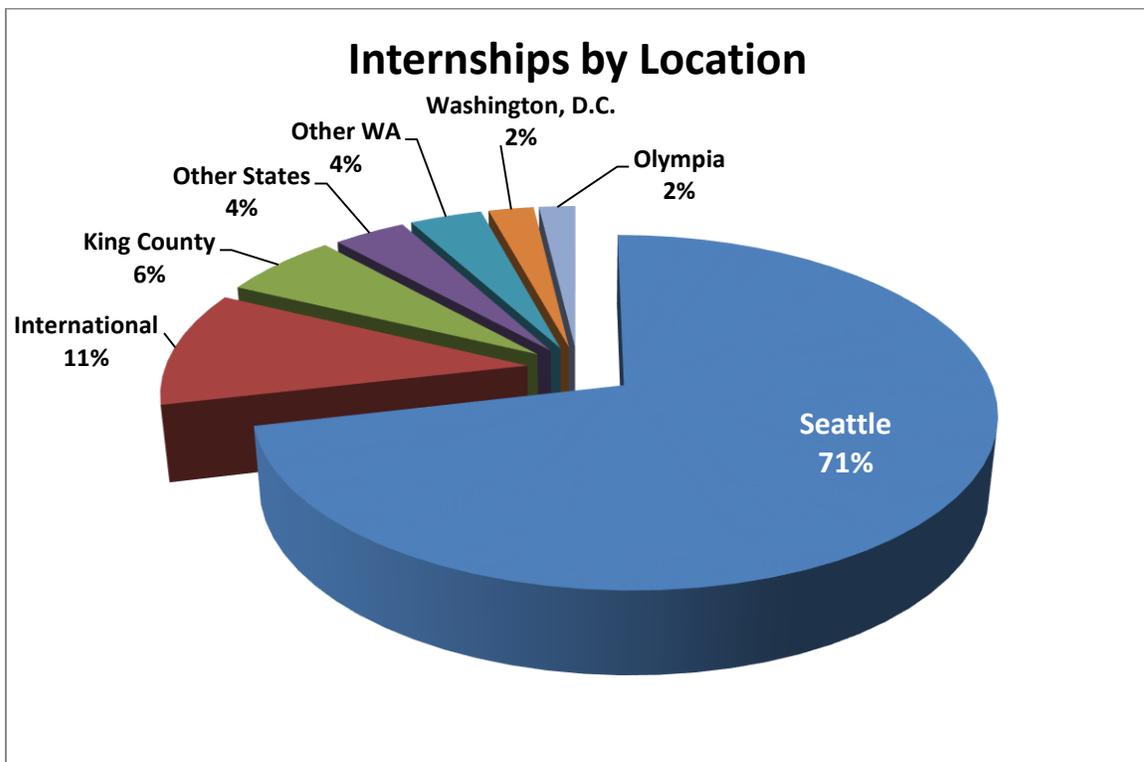
### **Positive effects of internships for the Evans School include:**

- Spreads the name and caliber of the Evans School throughout the Puget Sound region and beyond.
- Nurtures relationships between the Evans School and alumni, as many internship supervisors are Evans School graduates.
- Increases the marketability and employability of Evans School alumni in the competitive job market after graduation, as internships often lead to job offers or the professional connections that lead to interview success.

## Internship Locations

When compared to the previous year, Evans School students in 2011-12 took more international internships and fewer internships in the Seattle/King County and Washington, D.C. areas. This trend is consistent with the increased enrollment of international students at the Evans School.

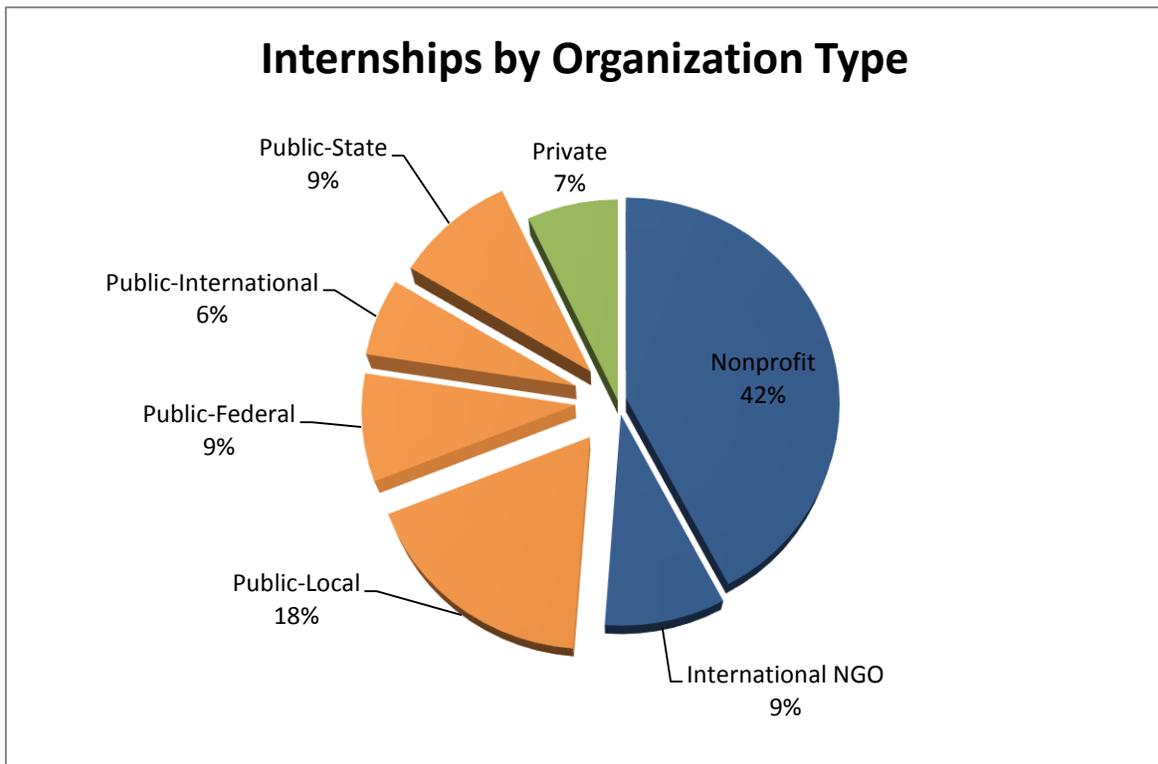
- In 2011-12, 11% of internships were international, up from 4% in 2010-11.
- Internships conducted in the local area decreased from 86% in 2010-11 to 77% in 2011-12.
- Washington, D.C. internships represented only 2% in 2011-12, a decrease from 4% in the previous year.



## Types of Organizations

Public sector internships conducted by Evans School students increased in 2011-12—most notably in the case of internships taking place at public organizations outside of the United States—and the proportion of internships at nonprofit organizations decreased. These trends are consistent with the increased enrollment of international students at the Evans School and increased hiring capacity within the public sector as the economy improves.

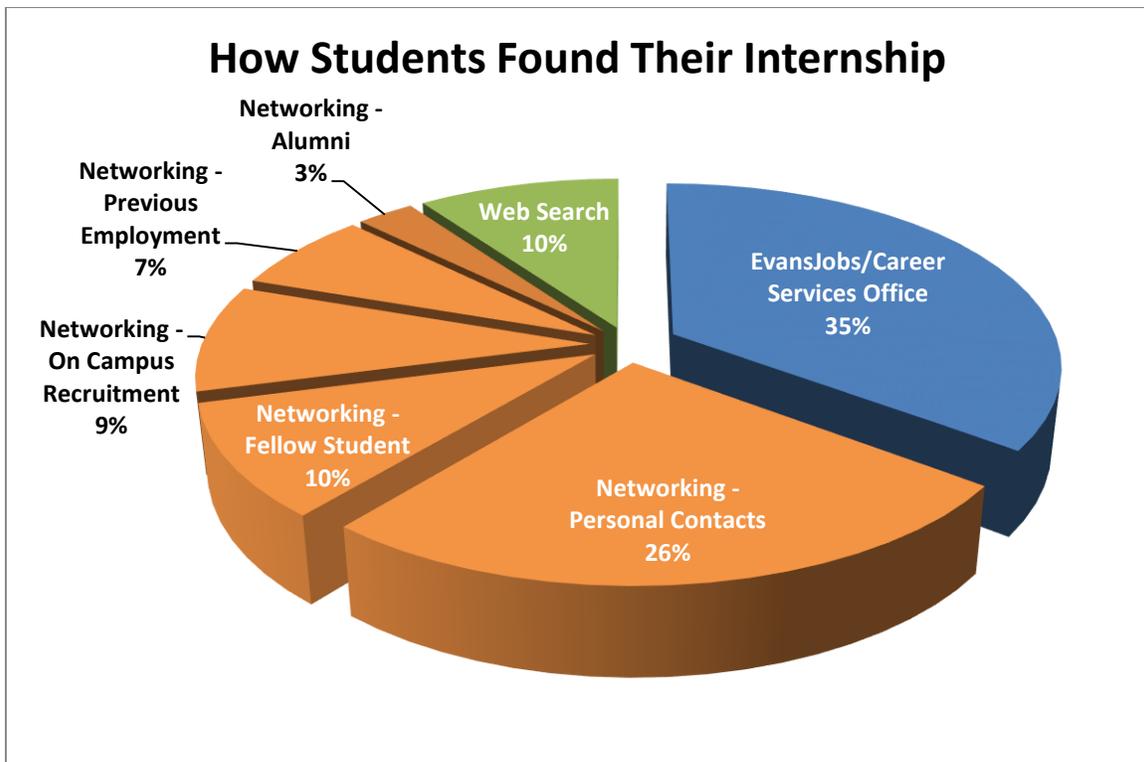
- Consistent with the past, 93% of Evans School students interned at public agencies and nonprofit organizations, demonstrating a deep commitment to public service.
- Internships conducted at public agencies outside of the U.S. rose from just 1% in 2010-11 to 6% in 2011-12.
- There was also an increase of internships at U.S. federal agencies from 5% to 9%.



## Primary Way Students Obtained Internships

The primary way most students found their 2011-12 internship was relatively unchanged from previous years, with the two most common ways being through networking with professional and personal contacts or by seeking formal assistance from Evans School Career Services.

- As in the past, a majority of students, 55%, found internships through networking.
- Evans School Career Services formally assisted 35% of students in finding internships.
- The percentage of students finding internships through on campus recruiting events increased to 9%, up from 5% in 2010-11, due to more opportunities for employers to visit the Evans School and meet with students.
- The overarching theme with finding and securing an internship is that applying via the organization’s website is not effective. Making a personal connection with the organization or with Career Services is the best way to secure an internship.



## Internship Compensation

The proportion of paid internships taken by Evans School students and the average rate of pay in those internships both decreased slightly in 2011-12. These declines were found across all sectors as both hourly wages and the proportion of paid internships declined for public, nonprofit, and private internships. Public and nonprofit sector internships continue to be the internships of choice for Evans School students; aligning well with the focus of the academic program and the mission of the school.

- Paid internships represented 41% of the total in 2011-12, down from 46% in the previous year.
- Public internships are in high demand and this year paid the highest average hourly rate of \$17.62; 51% of public internships were paid, down from 55% in 2010-11.
- Amongst nonprofit internships, 30% were paid at an average hourly rate of \$14.79, a decrease from 36% and \$15.28 per hour in 2010-11.

<b>2011-12 Internship Compensation Details</b>				
<b>Sector</b>	<b>All (n= 213)</b>	<b>Public (n = 85)</b>	<b>Nonprofit (n = 113)</b>	<b>Private (n = 15)</b>
<b>Paid</b>	41%	51%	30%	67%
<b>Unpaid</b>	57%	47%	68%	33%
<b>Stipend</b>	2%	2%	2%	N/A
<b>Average hourly pay</b>	\$16.43	\$17.62	\$14.79	\$16.84
<b>Average Stipend</b>	\$1050	\$1650	\$450	N/A

# Selected Internship Organizations by Type

## PUBLIC SECTOR (40%)

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### City/County/Municipal Government

- Boston Public Schools
- City of Bellevue
- City of Kirkland
- City of Houston
- City of Redmond
- City of Seattle, Department of Technology and Information Security
- City of Seattle, Department of Transportation
- City of Seattle, Seattle Municipal Court (2 internships)
- City of Seattle, Seattle Planning Commission
- City of Seattle, Seattle Public Library
- City of Seattle, Seattle Public Utilities (8 internships)
- City of Shoreline
- City of Snoqualmie
- King County Department of Assessments (8 internships)
- King County Solid Waste Division
- King Conservation District
- Port of Seattle (2 internships)
- Puget Sound Regional Council
- Sound Transit
- Thurston County Prosecuting Attorney's Office

### Federal Government

- Federal Emergency Management Division (FEMA), Region X (2 internships)
- U.S. Census Bureau
- U.S. Department of Labor
- U.S. Department of State (5 internships)
- U.S. Environmental Protection Agency, Region 10 (5 internships)
- U.S. Forest Service
- U.S. Government Accountability Office (2 internships)
- U.S. National Park Service

### State Government

- State of Washington, Department of Commerce
- State of Washington, Department of Ecology
- State of Washington, Secretary of State Office
- State of Washington, State Legislature, 25th District
- University of Washington (UW), Advancement (2 internships)
- UW, Center for Commercialization
- UW, Health Promotion Research Center
- UW, Northwest Center for Livable Communities

## **International Governments**

Gaojing Township Government, China  
Government of Guinea, Guinea  
Hubei Provincial Women's Federation, China  
Hwasu Corporation, China  
Korea Eximbank, Korea  
Linhe District Government, China  
Shaanxi Provincial Government, Department of Civil Affairs, China  
Taicang Development Zone, Social Development Bureau, China  
United Nations Children's Fund (UNICEF), USA  
United Nations Development Programme, China  
United Nations Environment Programme, Belgium  
United Nations Population Fund, Bolivia

## **NONPROFIT SECTOR (53%)**

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### **Domestic Nonprofits**

Affiliated Tribes of Northwest Indians  
Alliance for a Just Society (3 internships)  
Amazon Conservation Association  
American Council for an Energy Efficient Economy  
American Farmland Trust (5 internships)  
Benaroya Research Institute, Virginia Mason Medical Center  
Capitol Hill Housing  
Casa Latina (2 internships)  
Cascadia Region Green Building Council  
Chinatown-International District Business Improvement Area (2 internships)  
Chinese Information and Service Center (2 internships)  
Climate Solutions  
Columbia Legal Services  
College Spark Washington  
Earth Economics  
Economic Opportunity Institute  
Emergency Food Network  
Forterra (4 internships)  
Global Washington (2 internships)  
Group Health Cooperative  
Hong Kong Association of Washington  
Knowledge as Power (2 internships)  
KUOW-NPR  
Literacy Bridge  
National Democratic Institute

National Park Conservation Association (4 internships)  
One World Now! (3 internships)  
Planned Parenthood of the Great Northwest (2 internships)  
PolicyLink  
Real Change  
Seattle Children's Hospital  
Seattle Police Foundation  
Seattle Tilth (2 internships)  
Seattle Youth Garden Works  
Shunpike Arts Collective  
Solid Ground  
The Medina Foundation  
The Nature Conservancy  
The Seattle Foundation  
They Shall Walk  
United Way of King County  
Village Volunteers  
Washington Nonprofits  
Washington State Arts Alliance / Foundation  
Washington State Dental Association  
Washington State Parks Foundation (2 internships)  
Washington Wildlife and Recreation Coalition (3 internships)  
World Affairs Council (2 internships)  
World Bicycle Relief  
YMCA (2 internships)

### **International Nonprofits & NGOs**

Awamaki  
Esperanza International  
Global Visionaries  
Hokubei Hochi Foundation  
Jolkona  
Literacy Bridge  
Lumana (2 internships)  
Namaste Kathmandu  
Pencils of Promise  
SightLife  
Smiles Forever  
Tanzania Natural Resource Forum  
The Pacha Youth Foundation  
Today Art Museum  
Village Volunteers  
Vittana  
Xinhua Medicine Group

## **PRIVATE SECTOR (7%)**

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20/20 Development Company  
AB Hays, LLC  
BGM Policy Innovations  
CleanScapes  
Cork House Winery  
GE Japan Corporation  
Giving gets Results  
Intentional Futures  
KPFF Consulting Engineers  
Mathematica Policy Research  
Parametric Portfolio Associates  
Seattle Urban Farm Co  
Whole Family Health Care  
Women's Healthcare Associates, LLC

## EMPLOYER QUOTES

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*"[The intern] was very instrumental in helping the Floodplain Management and Insurance staff with the required record keeping and filing of essential paperwork for all of the communities in the FEMA Region X area that participate in the NFIP. He also helped prepare the regional operations plan and the spend plan for the floodplain management and insurance branch. Additionally he was able to review several ordinances, ride along during field investigations, and attend multiple meetings in which the floodplain management and compliance with the Endangered Species Act were discussed."*

– FEMA, Region X

*"[The intern] was an exceptional intern. Within a short time I had total trust in her abilities and felt completely at ease delegating tasks and decisions for her to manage. [The intern] has an analytical prowess that will serve her well in the future, and impressed all members of our team with her ability to strategize in a clear way on a range of policy and communication goals. Without a doubt, our best intern to date. [The intern]'s work at UNEP will be undoubtedly appreciated long into the future."*

– United Nations Environment Programme

*"The project task required creativity, perseverance (tight time schedule), professionalism, coordination and even management skills. [The intern] helped to design and populate an information system that will benefit the environment and the bottom lines of sports teams located in nine cities nationwide. The on-line product, now called the Greening Sports Resource Hub, details, the programs, people and incentives available to sports teams and facility managers as they green their operations. The Assistant Administrator of the U.S. EPA and the Region 10 Administrator were both briefed and happy with Wes' contribution and the product itself."*

– EPA, Region 10

*"As a Communications Intern, [the intern] was a valued member of the Seattle Public Utilities Communications Team. He hit the ground running and did an excellent job of filling all job responsibilities, which broadly included: provide support for critical projects and weigh in at a strategic level; support internal communications, including writing, posting web articles, using content management systems for web publishing; learn and use photography and video mediums; maintain media tracking and provide high level reporting during crisis or critical incidents; conduct research (often on complex subjects); maintain metrics for communications programs, including web statistics, etc.; and other projects. In addition to meeting these objectives, he demonstrated good judgment and excellent critical thinking skills. In summary, he has been a terrific asset for a fairly complex public agency."*

– Seattle Public Utilities

*"[The intern] was very well prepared, proactive and made an excellent addition to the team. She had a very strong base of knowledge, including on the technological side with computer programming skills and spreadsheet presentation, which is what the team required particular support with. For any new issues that came up related to her work in the domain of international relations, she researched those areas and demonstrated interest, proactivity and a good grasp of the issues. She also asked questions when she needed to, facilitated by her strong communication skills. We were very satisfied with her performance and collaboration."*

– UNICEF

*"[The intern] was exceptionally prepared for this internship and where he lacked he made up in his drive to learn. He was assigned a task to look up prior laws on voter registration from as far back as the 1870s and got a crash course in the structure, history and organization of the Washington legal code. He did not hesitate to ask questions and clarify his assignment. What was most important is that he came with a willingness to learn and a capacity to pick up complex detailed information regardless of the subject. An amazing person to work with."*

– State of Washington, Office of the Secretary of State

*"[The intern] was able to thoughtfully tackle any high level problem that was put before him. His critical thinking skills from an academic perspective were extremely impressive. Also his technical skills making financial projections and analyzing data went above and beyond the requirements we had stated. He was also willing to learn new things while working for us which were a huge plus."*

– Lumana

## STUDENT QUOTES

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*"I would recommend this internship to any student with an interest in education policy. This project helped me to analyze schools from financial, operational and management perspective. It was a project that helped me to look at issues from a multi-dimensional perspective. Public service goes much beyond the obvious problems of poverty and food in the world."*

– BGM Policy Innovations Private Limited

*"I would highly recommend this internship to other students. Education Pioneers did a great job with the fellowship placement and complimented the work with extra workshops on the education sector as well as professional development and networking opportunities. My actual position at Boston Public Schools (BPS) acted as a great opportunity for me to become more familiar with public school districts and the many challenges they face. I was able to learn a significant amount of information within the short 10 weeks I served BPS, and as a result of that learning experience, my ideas on public service and the need to contribute in this area have only strengthened."*

– Education Pioneers

*"I highly recommend interning at Forterra. While it is unpaid, the team is extremely passionate and inspiring, the work that is being done is having a visible impact locally in the region, and the knowledge gained is immense. Professionally, I learned a ton about local policy processes and made great connections in the field. My experiences presented me with an insider's perspective on the roles of the public, private and nonprofit sector in shaping policy, and as a result I would consider taking a position in any of the three sectors."*

– Forterra

*"Researching for the performance measures project taught me about all the different city services and programs offered by Kirkland and other local governments, as well as regional policy issues. The staff at City Hall were very accessible, which contributed to my learning. My internship has increased my interest in working in a local government in the Puget Sound area."*

– City of Kirkland

*"I think the best part of this internship was having the direction and mentorship from my supervisor. She really pushed me to reach out to people and make connections, and further my communication and collaboration skills. She was very supportive and gave me a lot more confidence in my ability to work in the federal government and keep up with environmental topics. Also, in talking with other EPA employees, I got a much different picture of the Federal government than I originally had. EPA region 10 is full of hard working passionate people who really want to make a difference and I would love to work there."*

– EPA, Region 10

*"I would absolutely recommend this internship to another student. I had an outstanding experience at Intentional Futures and hold the company in the highest esteem. The people who work there are intelligent, passionate, and thorough. They are also just a great group to work with. The internship itself was outstanding. I was able to collaborate with senior program officers and other personnel at the Gates Foundation. I also got a detailed view into the public service consulting process, which was invaluable. I am very fortunate have this experience under my belt and look forward to the opportunities it will open for me."*

– Intentional Futures

*"Yes, I would absolutely recommend this internship to another student. In particular, I would recommend this internship because it provides students with an opportunity to do work that is genuinely important to the Department of Assessments' success. Most generally, I believe this assignment contributed to my professional development in that it allowed me to think much more deeply about how organizations function than I ever had before. It also exposed me to and taught me about important managerial/organizational innovations such as server-based ("cloud") computing and Quality Management/Lean Six Sigma. My ideas about the public service field have changed in that I now see organizational analysis and development as a much more theoretically exciting field than I did before."*

– King County Department of Assessments

*"I would wholeheartedly recommend this internship to another student. It provides diverse and flexible learning opportunities and chances to network. This assignment has helped me clarify my future goals, which I know now consist of working on a local level to help change the way we use resources. It has helped me launch a career in the solid waste field, which I will continue to develop at CleanScapes following graduation. While I was interested in the public sector before applying, this internship experience has made me more certain of wanting to eventually work in local government."*

– CleanScapes