

The stakes of internship programs



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Why is this a relevant topic?

2

No sustainability without succession

Succession mechanisms are restricted
if hierarchies remain intact

*Emancipation starts by questioning the opposition
between watching and acting,
and by understanding that the evidences that establish
the relations of saying, seeing and doing
are part of the structure of domination.*

Jacques Rancière, Le spectateur émancipé

Typical career paths

4

- Translation studies > professional work
- Career in another profession > switching to TR

Is transition simple?

Typical status

5

- Freelancer / solo entrepreneur, working remotely
 - Often forced choice
- Provision of autonomous, professional service or Externalized / hired work force?
 - Employee without employees' benefits?
- Aware of more general legal framework, e.g., labor laws?
 - [Italian Labor Investigation: Mondadori/RCS Libri Must Hire "Project" Editors They Pretended Were Freelancers](#)
 - Not only in the world of publishers

Transition

6

- University studies > internship / mentoring > TR professional work
- Career in another profession > ~~internship~~ / mentoring > professional TR work

Internship

7

Internship = job training for white-collar and professional careers

Internship = exchange of services for experience between the student and organization

Interns: college/university students, high school students, or post-graduate adults, etc.

Positions and are usually temporary, paid or unpaid

Remuneration

8

France:

- max. unpaid period: 2 months
- thereafter at least 450/month
- **Detailed regulations to avoid exploitation**

Netherlands:

- Companies not obliged to pay students
- Unpaid internships are the de facto standard
- If paid: EUR 300/month on average

Remuneration

9

United Nations

UN interns are not paid. All costs related to travel, insurance, accommodation, and living expenses must be borne by either the interns or their sponsoring institutions

European Commission

http://ec.europa.eu/dgs/translation/workwithus/trainee/index_en.htm

Trainees receive a grant of ~ € 1,000 per month

FIT's position paper

10

Benefits for interns

- May find out if a particular career is suitable for them
- May acquire new skills & experience (valuable for future)
- May work in surroundings that differ from school
- May establish a network of contacts
- Internship may lead to permanent job in the organization
- May receive references

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11

Benefits for organizations

- May find suitable candidates for permanent employment
 - These candidates need less on-the-job training
- Successful internship improves organization's image and reputation
- May get fresh ideas
- May obtain better insight into academic curricula

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12

Remuneration

- Is the internship an obligatory part of the course of study and rewarded with credit points?
- Does the intern need more or less constant, close supervision?
- Does the intern derive a much greater benefit from the internship than the employer?

3 × 'yes':

internship considered as part of training/studies
– no obligation to pay a minimum wage

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13

Remuneration at nonprofits

- If all other members of the staff work on an unpaid basis: it is fair enough that the T/I intern is not paid either.
- If other staff members are paid for their work, then there is no reason not to remunerate the T/I intern.

Surveys on internships and mentoring

14

With the help of Catherine Howard and Maria Karra

- Interns/mentees: www.surveymonkey.com/r/TR-int-I
- Mentors: www.surveymonkey.com/r/TR-int-M
- Universities: www.surveymonkey.com/r/TR-int-U
- Organizations running internship programs: www.surveymonkey.com/r/TR-int-O
- Pro associations: www.surveymonkey.com/r/TR-int-A

University curricula

15

- Adequate preparation for business environment?
- Working knowledge of standard tools & protocols?
 - Under real-life conditions
 - ✦ Or are tool trainings separated from all other courses
- Experience with real-life projects?
- Building a professional network?

Real-life project: Inventions

16

- **Book translation for publisher**
 - Target readers: teenagers
 - Reading level: easy
 - Specialized terminology: almost none
 - One page sections

- **Collaborative workflow: translation + cross-revision**
 - Plus revision by teacher
 - Final choice with translator
 - ✦ Negotiation

Real-life project: Inventions

17

- All names included
 - Get used to signing your work
- Payment: X copies for each participant
 - Concession: company store
- Usually strict rules/bans on paid work involving students
 - Should it be unpaid work?
 - ✦ Should students subtitle TED videos?
 - ✦ Or should university propose other projects?
(E.g., subtitling videos of graduating film art students?)

Translation company at university

18

Existing scenario from Eastern Europe

- Translation company offers CAT course for free
- Teacher identifies most promising students
- Offers them internship at her company
 - Unpaid, then converted to an extended (low) paid internship or in-house position with entry-level salary

Translation company at university

19

- Student : living and studying in Eastern Europe
 - mother tongue: major Western European language
 - ✦ valuable and rare language combination
 - hired for an entry-level office salary in EE
 - ✦ does not know the value of his talent
- Conflict of business interests:
company representative AND teacher
- Turned into a business model

Translation company at university

20

How can it be avoided?

- Strong conflict-of-interest policy at university
 - Monitored by appropriate bodies, e.g. professional associations
 - Freelancers giving courses at university
- Students have contacts with established, successful professionals
 - Student membership in professional associations

Better employability?

21

- Training at technical university to meet requirements of job market for better employability?
- Criteria of different companies do not fully overlap
 - Criteria of one specific company fully met:
 - stronger competition among employee candidates,
 - increased price pressure
 - **This is no priority for freelance careers**
 - Getting into universities can have an excellent return on investment for companies

Internship at companies

22

- Feedback from several professionals
- Broader client base – more varied work
- Possibility of future work/employment

BUT

- Won't necessarily learn business/admin skills/best practices necessary for a freelancer
- May be unaware of own work's worth, unfavorable future employment

Stakes for universities

23

Practical courses outsourced to companies

- Company usually not compensated financially but:
 - Directly by the work of the intern
 - By university's relational capital
 - Reputation (piggy-backing on university)

Low per-credit costs for university (for internship period)

Internship at freelancers

24

- One on one: great time commitment
 - Giving meaningful work for 2 month(s), 35-40 h/week
 - Usually no money involved
- Strict guidelines by universities
- Usual components:
 - Revision of intern's translation
 - Admin tasks – correspondence, invoicing, negotiation
 - Learning new tools (e.g., CAT, alignment)
 - Registering one's business
 - Learning negotiation techniques by watching
 - Acquiring clients, etc. through mentor's network

Internship at freelancers

25

APTIC:

- Several mentors for one student
 - Reasonable time commitment
 - Feedback from multiple established pros

Real-life projects where intern is in charge?

Mentoring

26

- Mentoring = personal development relationship
- More experienced/knowledgeable person helps less experienced/knowledgeable person
- Less formal relationship than internship, with smaller time commitment

Mentoring

27



- 1 year, at least 1 or 2 hours per month
- Mentorships are long-distance
- **Mentee sets goals and pace**
- Mentor and mentee negotiate how the relationship will play out
- To apply: mentee statement worksheet
 - 30 mentees selected in competitive process

The Solidarités team

28

2007: team set up with double aim:

- Provide pro bono help to a humanitarian NGO, Solidarités International
- Create a networking environment where career (re)starters can work with experienced colleagues and learn new skills
 - Work on real-life projects

Should it really be pro bono?

29

To what extent should the translation for the disaster relief / international development sector be demonetized?

http://pirothattila.com/PB_Survey.pdf

2009: Solidarités:

We set aside the budget for translation

How should it be used?

The Solidarités team

30

- Everyone paid according to volume?
- Certain projects paid, others not?
- Certain people paid, others not?

What would you choose?

Discussed with entire team

The Solidarités internship

31

- Two early-career translators get paid
 - EUR 1000
 - Part-time commitment for three months
- Rest of the team continues pro bono
 - Light and flexible commitment
- Ten 2-hour webinars, open to all team members
 - Since September 2009

The Solidarités internship

32

- Education component –webinars

Tools	Best practices	Business
CAT tools	Best practices in revision and quality assessment	Getting established
Translator's toolkit (alignment, Xbench, Audacity, etc.)	Terminology research and utilization	Business risk mitigation
Word	Project management	Working for publishers
Excel		Professional associations
LaTeX	Subtitling (hands-on workshop)	

The Solidarités internship

33

- Feedback from 10+ experienced translators
 - To compensate that mentor is not native speaker
 - Yolanda Broad's appraisal – self-confidence boost
- Best practice for revision:
direct contact between translator and editor
- Feedback according to industry-standard assessment schemes (SAE J2450, ATA exam)
- Translators' name published in brochure and glossary
- Video subtitling

The Solidarités internship

34



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An inventory of access to a vital resource #01 MARCH 2015

WITH THE PARTICIPATION OF FRANCK GALLAND | PHILIPPE GUETTIER | JACQUES OUDIN | GÉRARD PAYEN | RENAUD PIARROUX | CLAUD SØRENSEN



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The Solidarités internship

35

- Learn and get used to best practices
 - Best practices **for freelancers**
- Build your network
- Work on meaningful real-life projects
- **Without destroying a market segment**

Solidarités internes

36

2009 Will McNab
(New Zealand)



Dan Weston
(Hawaii)

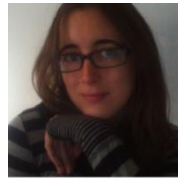


2010 Emma-Jane Crozier
(France)



Phoebe Greene
(France)

Joanna Oseman
(UK, US)



Debbi Steele
(UK)



2013 Jane Proctor
(France)



Kelly Venz (France)



2014 Delphine Hope (UK,
France, Canada)



Fleur Pettie
(UK)



2015 Dana Amarascu
(Canada)



Claire McNelly (UK)

Solidarités interns

37

- 2016: call for applications sent to several universities in UK, US, Canada
- 35 applications
- 2 interns:

Sybil Gilchrist



Christine Gutman



- Would other NGOs adopt the internship program?
- 2017: Internship program approved by Solidarités