

# Two sides of unpaid internship

[Business](#), [Employment](#)



One of the most important decisions of our life is choosing a career. College students like us are starting to plan our own paths and futures. It does not take much to realize that the primary concerns for us are income, life experience and school credits. In order to choose a suitable job for ourselves and be prepared for getting to the workforce, we can get an internship. Internships are categorized as either paid or unpaid. They are programs to provide practical experience for beginners in an occupation or profession. The purpose of this essay is to compare and contrast the views of William Frierson and Charles R. Fenner on the topic of unpaid internships. Three main disagreement that comparing are the value, motivation and responsibility.

Although Frierson argues that interns can earn valuable things through internships, Fenner insists that an unpaid internship is not that meaningful. Frierson believes that interns, whether they've being paid or not, can earn a lot of experience, work techniques and benefits, which are valuable for future positions. Frierson says that, in his opinion, when we're ready to apply for a full-time position, most employers hire based on job experience. An internship provides that. We can learn confidence, discover our hidden talents, not to mention improve our resumes. However, Fenner believes that the unpaid internship has no value. He says that managers can mentally justify giving uncompensated interns simple tasks and they are just trying to reduce expenses through the internship programs.

Another argument is about motivation. Frierson's comments on unpaid internships are unlike Fenner's. Frierson believes that unpaid internships can be motivational. He mentioned that interns can improve their skills

through people's encouragement. It will motivate interns to accept more challenges. In contrast, Fenner believes money is motivation. Unpaid internships are just a waste of time. He says that students need to pay for clothes, loans and food will bring a lot of pressure. Compensation in an internship would really help. " Providing adequate compensation for an internship can reduce the need for student loans, and can motivate the student to work harder, as cash is more tangible than academic credit", Fenner says.

Both Fenner and Frierson believe that responsibility is important. Both of them put emphasis on that. Frierson says interns who are responsible with their work, respectful and friendly to their co-workers, will have a room full of people willing to help them when they apply for a full-time job. This can be a difference-maker in job interviews. Fenner says that a business that pays its interns must also assume responsibility for them in case of an accident or injury. Many uncompensated students have to sign insurance waivers to become interns. These waivers leave students in the lurch with little legal recourse.

Making the move from school life to work life may seem scary, but knowing what to expect can really help. The above view with Frierson and Fenner reveals many differences. Their points of view on the value, motivation and responsibility about unpaid internship make me understand it is very important to analyze what kind of internship fits us and understand why people have strong feeling on both sides of the internships.