

Many HR professionals say unpaid internships unfair

IIRPA survey finds IIR professionals believe unpaid internships not tied to training should be illegal.

Almost two-thirds (62%) of Human Resources professionals believe unpaid internships not tied to education or training should be illegal, according to a recent survey conducted by the Human Resources Professionals Association (IIRPA) <<http://www.hrpa.ca>> and Canadian IIR Reporter magazine.

Of those respondents who work at organizations that currently offer unpaid internships, almost 60% said they should be illegal, providing an interesting perspective on the issue from IIR professionals charged with overseeing internship programs.

“Many respondents said that no organization should be exempt from the Employment Standards Act, particularly concerning minimum wage laws,” said survey author Kristina Hidas, IIRPA’s VP IIR Research and Development. “Other respondent concerns included that unpaid internships displace paid workers, and that the practice is unfair because it provides an advantage to wealthy young people who receive family support while working for no pay.”

Other survey stats: 68% of IIR managers working in organizations with less than 50 employees said they should be illegal, while 45% working in large organizations (with more than

5,000) employees said the same 20% of respondents are concerned that unpaid internships displace paid workers A third of respondents say unpaid internships only benefit the organization A third of respondents have seen the number of unpaid internships at their organizations increase over the past five years Internship value

“Many respondents did feel there was a place for unpaid internships, as long as it’s tied to education and training,” said Hidas. “They provide young people with important work experience, as well as an opportunity to build networks and acquire important, transferable, skills.”

“Many members said unpaid internships should exist within specific frameworks: that they be run as part of a larger educational program; be limited in length of time (i.e., three to six months); and offer compensation for expenses like food and travel. And that the role of IIR professionals can be pivotal in brokering internships that benefit both the employer and the individual.”

The Human Resources Professionals Association (IIRPA) is the professional regulatory body and the professional association for Human Resources professionals in Ontario.

SOURCE Human Resources Professionals Association of Ontario

Classifieds LocalWork.ca

Find a job or hire help. LocalWork.ca has the best classifieds in the area.

AMT DRIVERS
Get a job with AMT. We are looking for experienced drivers for our fleet of trucks. Call us today at 1-800-368-3688.

GRANDS ENTREPRENEURS
We are looking for experienced entrepreneurs to join our team. Call us today at 1-800-368-3688.

Tim Hortons
We are looking for experienced Tim Hortons franchisees. Call us today at 1-800-368-3688.

Join Our Carrier Team!
We are looking for experienced carriers to join our team. Call us today at 1-800-368-3688.

Many HR professionals say unpaid internships unfair

Read more about this and other news stories on LocalWork.ca.