



RUTGERS

UNIVERSITY | NEW BRUNSWICK

School of Management and Labor Relations

Youth and Work

37:575:215:01 and 02

Fall 2024

Instructor Information

Instructor: Professor Patricia McHugh

Class Time and Place:

Section 01: Wednesdays 10:20 – 1:20; Livingston Campus, Beck Hall, Room 252

Section 02: Tuesdays 10:20 – 1:20; Livingston Campus, Lucy Stone Hall, Room B267

Email: patricia.mchugh@rutgers.edu

Office Hours: By appointment.

Course Overview:

This course will explore youth experiences in the labor market. The course starts by examining the work experiences of children and youth in the 19th and early 20th century. We begin by exploring the idea of child labor, and how it is defined in social and economic contexts. We then investigate several industries including---manufacturing, textiles, homework, and agriculture---to better understand the causes and effects of child labor in US history, why it matters both socially and economically, reform programs that emerged, and how the US history of child labor can contribute to understanding child labor problems today both in the United States and globally.

The course next explores the contemporary experiences of young people in the labor market. We will explore how young people prepare for work, view their education and workforce development pathways; and view their work and future careers. Here we will focus on the experiences of young workers across racial, class, and gender lines and how public policy can address some of these inequalities. Central to this half of the course will be an analysis of the experiences of young people in the service sector and various policies and programs that can improve their experiences and economic security. We will also bring this analysis to the now, considering how youth work has transformed in the age of technology and social media.

In the third part of the course, we examine critical issues that have become integral to young workers as they become working adults. We will explore why higher education has been extremely important to securing a good job and how the student debt that often comes with it can impact young workers career paths and economic success and stability. We will also try to understand why student internships (even when unpaid) have become a desired commodity for students seeking to get a leg up in the competitive job market after graduation and how this can further exacerbate inequalities by gender, race and ethnicity. Finally, we will see how youth's involvement in collective action, including forming unions, may be important to improving the economic status of young workers throughout the economy.

Finally, through group projects, we will make a comparison of child labor and youth work experiences globally, reviewing the challenges youth face in other countries, how their experiences compare to youth in the U.S., and what some global organizations are attempting to do to make an impact to improve the circumstances of young workers.

Course Competencies

This course explores several questions, including:

- Historically, how and when did youth work and how did this change over time – especially with the advent of industrialization?
- Why do young people work now?
- What jobs/industries are youth likely to work in, and how has this changed in the more recent past?
- Why and how are young workers concentrated in specific industries/occupations?
- How does young people's role in the labor market today differ from the role of previous generations of young workers?
- What are some of the challenges that young people face in obtaining a job and participating in work?
- How do the challenges that young workers face differ by cultural context, race, ethnicity, and gender and compared with adult workers?
- How has youth work changed with increased access to technology and social media?
- How can young workers and their advocates improve young people's experiences in the labor market?
- How has improved access to and the expectation that youth should obtain post-secondary education, changed how youth think about work and their pathway to a career and their lives once entering the labor market?

Core Curriculum Learning Goals

The Core Curriculum Learning Goals assessed in this course include:

- **CCD-1:** Analyze the degree to which forms of human differences and stratifications among social groups shape individual and group experiences of, and perspectives on, contemporary issues. Such differences and stratifications may include race, language, religion, ethnicity, country of origin, gender identity, sexual orientation, economic status, abilities or other social distinctions and their intersections.

- **SCL-1:** Understand different theories about human culture, social identity, economic entities, political systems, and other forms of social organization.
- **SCL-2:** Employ tools of social scientific reasoning to study particular questions or situations, using appropriate assumptions, methods, evidence, and arguments.
- **SMLR- IV:** Theoretical Perspectives - Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation.
 - Demonstrate an understanding of the practical perspectives, theories, and concepts in their field of study
 - Evaluate and apply theories from social science disciplines to workplace issues
- **SMLR – V:** Understanding Context - Evaluate the context of workplace issues, public policies, and management decisions
 - Analyze the degree to which forms of human difference shape a person’s experience of and perspectives on work
 - Analyze a contemporary global issue in their field from a multi-disciplinary and intersectional perspective
 - Analyze issues related to business strategies, organizational structures, and work systems
 - Analyze issues of social justice related to work across local and global contexts (LSER)
 - Analyze issues related to the selection, motivation, and development of talent in a local and global context (HRM)
- **SMLR – VI:** Application – Demonstrate an understanding of how to apply knowledge necessary for effective work performance
 - Apply concepts and substantive institutional knowledge, to understanding contemporary developments related to work
 - Understand the legal, regulatory, and ethical issues related to their field
 - Develop human resource management functional capabilities used to select, motivate, and develop workers (HRM)
 - Understand the internal and external alignment and measurement of human resource practices (HRM)
- **LSER – 1:** Demonstrate an understanding of perspectives, theories and concepts
- **LSER – 2:** Apply those concepts, along with substantive institutional knowledge, to contemporary developments
- **LSER – 6:** Analyze the degree to which forms of human difference shape a person’s experience of work.

Course Delivery Format:

This class is scheduled to meet once per week on the day/time stated above for your section. The time spent in class will depend on the materials assigned for the week, potential group discussions or other activities that may help in understanding the weekly topic.

We will be utilizing the Canvas learning management system to access learning materials, post announcements, submit Assignments, post to Discussion Forums, communicate via the Inbox feature, and take exams. Consequently, be sure to check our class Canvas page frequently as there may be announcements and instructions every week.

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Note: Whenever anything is posted to this site, you will automatically receive a notification to your **Rutgers** email account. Checking that email account frequently is highly recommended.

Failure to review your email, Canvas announcements/directions to assignments, forums, etc. is not an excuse for turning assignments in late.

Not a Self-Paced Course

This is not an online remote or self-paced course. Students are expected to attend class and follow the course calendar and instructions given on each week's course pages (modules) regarding reading and audio/visual assignments, attending lectures, as well as uploading course work and taking exams.

Course Module Structure

The course is structured by weekly Modules. Each Module contains the respective Week's "To-Do" page. The To-Do page lists:

- Brief topic introduction
- Learning Objectives for the week/topic
- Focus Questions and Instructor Notes will help you better understand and absorb the readings for the week.
- Readings (textbook chapters, web articles, and/or other sources).
- Videos
- Assignments (Papers, Exams, Forum Discussion, and/or other Assignments). Note, that there may not be Assignments every week.

Student Responsibilities, Support Services, and Class/University Policies

COMPUTER & OTHER TECHNOLOGY REQUIREMENTS

Check the Canvas site for announcements, assignments, or other activities.

In case of computer failure

Make sure you have an alternative plan of access to the Canvas course site in case your computer crashes (it happens). An extra computer at home, your employer's computer, or a computer at your local library can be some alternatives. Additionally, be sure to back up your important documents and assignments on a flash drive or other external device.

Getting Technical Help

If you are new to Canvas or need a refresher tutorial, visit:

- [Getting Started In Canvas for Students](#)

If you have any technical problems during the course, please contact the 24/7 toll-free hotline.

- Call or Email the Online Learning Help Desk directly
 - Email: help@canvas.rutgers.edu
 - Online Learning Help Desk: (877) 361-1134

You may also read carefully through Course Tools to see if it has an answer to your question

- Click the "help" question mark icon at the bottom of the red global navigation menu on the far left of each Canvas page and either visit the [Online Support Center](#)([Links to an external site.](#)) or "Report a Problem" with the Canvas help ticket system.

Student Support Services

- Note: If you need to access help for (a) victim and mental health services, (b) academics, and (c) financial assistance (mainly emergencies) – please contact.
 - <https://smlr.rutgers.edu/academic-programs/current-students>

Other support services include:

- [Information for SMLR students](#)
- [Rutgers Student Support Services](#)
- [Student Health & Wellness Services](#)
- [Registrar's Office](#)
- [Rutgers Dean of Students - Student Affairs](#)

Student Code of Conduct

You are expected to conduct yourself in a professional, responsible, courteous, and respectful manner at all times during the course, in the classroom as well as online. Offensive language, harassment, posting videos or other media that is not related to the course, and/or any other inappropriate behavior will not be tolerated; and will result in consequences, including dismissal from the course. Your communication with your classmates and/or your instructor must be of the highest professional and respectable standard.

Disability Statement:

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation (<https://ods.rutgers.edu/students/documentation-guidelines>)

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS website (<https://ods.rutgers.edu/students/registration-form>)

Should you require my assistance in facilitating the process, I will be happy to do so. Just let me know. Below is the full contact information for the office of disability services:

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu/>

Cheating/Plagiarism

There are serious consequences, including expulsion, for cheating and taking someone credit for someone else's work without attribution, **this includes, using text written by a generation system as one's own** (e.g., entering a prompt into an artificial intelligence tool and using the output in a paper), using the internet to answer questions on exams or on papers, when advised to use only class materials.. The university has clear, strict policies on these matters. They include signing in for another student. I will report all violations. If you have not done so already, please familiarize yourself with the university's academic integrity policy by visiting <http://nbacademicintegrity.rutgers.edu/home-2/academic-integrity-policy/> The instructions are brief and straightforward. If you have any questions, please see me.

NOTE: Unless you are told otherwise, ***you always must provide a citation to a source when you utilized information or ideas from that source*** – even when it is not a direct quote. This is a requirement in ALL written assignments (including forums). This is true for every assignment you submit at Rutgers even if a professor does not specifically direct you to provide citations (no matter the format). If citations are not provided when you utilize ideas or writing from another person (even if you take from your own previous work from another class or from a fellow student), this is considered plagiarism and a violation of Rutgers Academic Integrity Policy.

“Turn-It-In” will be used in this class to ensure Academic Integrity and make the grading of written material fair to everyone. “Turn-It-In” and other AI detection software will be used to detect use of AI bots as well as whether you copied material not just from academic sources, but also your own and other’s prior papers submitted to Rutgers or other institutions.

Statement on Academic Freedom:

Freedom to teach and freedom to learn are inseparable facets of academic freedom. This class will introduce an array of sometimes conflicting ideas and interpretations of U.S. history, and all who partake in the course should feel encouraged to express their views in an open, civic forum.

Use of Class Materials:

The materials used in this class, including, but not limited to, the syllabus, exams, lecture materials, and assignments are copyright protected works. Any unauthorized copying of the class materials is a violation of federal law and may result in disciplinary actions being taken against the student. Additionally, the sharing of class materials without the specific, express approval of the instructor may be a violation of the University's Code of Student Conduct and an act of academic

dishonesty, which could result in further disciplinary action. This includes, among other things, uploading class materials to websites for the purpose of sharing those materials with other current or future students. You may not make audio or video recordings of any part of this class without my consent.

COURSE REQUIREMENTS

1. Required Readings and Visual Materials

- **You are NOT required to purchase/rent any reading/visual materials for this course.**
- **ALL** of the reading and visual materials required for this course will be posted online on the course website on Canvas in the Modules section of this course, under the respective weekly To-Do pages **OR** in the Reading List Function, which you may access at <https://canvas.rutgers.edu/>
- Once you are registered for the course, you will be granted access to the site. It is your responsibility to access course materials, including the reading assignments.
- The syllabus, schedule and assignments are subject to change as the course evolves, and sometimes due to unforeseen schedule changes due to weather. Please note that additional sets of readings that highlight contemporary issues that develop during the course of the semester may also be added to our activities.

2. Attendance and Participation (10%)

Attendance:

As attendance in class is an important tool in the learning process, class attendance will be taken each week. **Attendance will be 10% of your total semester grade.** There are a total of 12 classes you can receive attendance credit for (this excludes the first week (attendance will not be taken), the date of your online exam, and Thanksgiving break). You will receive 10 points for each class attended. You must attend at least 10 class days to receive 100% for attendance. If you are ill or for some other reason cannot attend class, these additional days will accommodate these absences.

- **Extra Credit for attendance:** Based upon the above model, if you attend more than 10 days of class you will receive extra credit for the days attended. For example: 11 days attended – your grade will equal $11/100 = 110$; 12 days attended - your grade will equal $12/100 = 120$.
- **Important Exception:** *You may NOT, however, be absent from the day you are to present your Group Project – this will be counted as one of your attendance days.*
- **Absences will be excused for religious observation per Rutgers University Policy**
- **Absences for a longer-term illness/disability may be excused if a request is received from your Dean for the excused absences.**

****Note: Signing another student in for attendance purposes is considered an academic integrity violation.**

Participation:

- Whether in person or through email or Canvas inbox, you are encouraged to ask questions. Our sessions will work best and be most interesting to you and your classmates if you participate.

Participation in class **may be** utilized **at the discretion of the professor** to increase a student's final grade in the class.

3. Exam – U.S. Child Labor History (20%)

- The exam will be open notes/books and will be taken at home. It will include both multiple choice/true false and an essay. NO sources, other than those provided in class or on our class Canvas site, may be used to inform your answers on the exam. This includes the internet and any AI-generated sources of information.

4. On-Line Discussion Forum: First Work Experiences (15%)

- This assignment will take place on-line and you will utilize information from a questionnaire you will complete and readings for class to inform your discussion.

5. Written Assignment: Technology/Social Media and Child Labor (15%)

- This will be a short argumentative paper on the topic of child labor in social media.

6. Group Project: Global Issues Child Labor/Youth Work (20%)

- With a group of fellow students, you will research and prepare a slide presentation of a child labor issue in an industry outside the United States. As part of the project, your group will also prepare an original awareness piece about the issue. Further details on the Global Group Project will be provided in Class and on Canvas.

7. "Final" Exam (20%)

- Your final assignment will be a short essay discussing one of the contemporary issues youth workers face today. Based upon the readings/videos and other materials we have reviewed on the topic you will provide a context for the issue, describe why youth workers, in particular, are impacted and make proposals, based on the readings, how this issue might be resolved.

IN SUM: YOUR RESPONSIBILITIES

- Read the syllabus and visit and use the canvas site for this course.
- Check your Rutgers email for announcements and emails relevant to the class.

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- Do the readings.
- Attend lectures.
- Turn in your assignments on time.
- Make sure your assignments are “submitted.”
- Find out what you missed if you are unable to attend.

STUDENT EVALUATION

FINAL GRADE CALCULATION:

Your final grade will be calculated as follows:

- **Attendance (10%)**
- **Exam – U.S. Child Labor History (20%)**
- **Discussion Forum – First Work Experiences (15%)**
- **Written Assignment – Technology/Social Media and Child Labor (15%)**
- **Global Child Labor/Youth Work Group Project (20%)**
- **Final Exam (20%)**

Course Schedule

*****Please Note: (01) and (02) represent section numbers – there are different class dates and assignment dates depending on Section number. 01 is highlighted in Pink and 02 is highlighted in Green.***

Note: All readings are posted in the **module for the week specified** or contained in the Reading List tab on our Canvas Web Page

There may seem a LOT of readings for certain topics – but note that most are short articles. The number is so that you have a variety of sources to choose from when you write your paper, participate in the discussion forum, and write your final. You will not be doing any outside research in this course except for the Global Child Labor Project.

Any Broken Links

- If you come across any broken links to articles, assignments etc. Please contact me as soon as possible for me to investigate and correct the situation.

Week 1 -- (September 3 (02)/September 4 (01)): Course Orientation and Introduction

- Overview of Course
- Course Expectations
- Syllabus Review

Part One: The Child Labor “Problem”

Week 2 -- (September 10 (02)/September 11 (01)): Evolution of the Child Labor “Problem”

- Hugh Hindman, 2002. Child Labor: An American History. Armonk, N.Y.: M.E. Sharpe.
 - Chapters 1
 - Chapter 2
- Excerpts from “Babes In Bondage” and “Master and Servants American Colonial Model of Child Custody and Control”

Week 3 -- (September 17 (02)/ September 18 (01)): Comparing Child Labor in Specific Industries/Initial Attempts at Reform

Child Labor in Agriculture, Mills, Factories and Tenements

- Hugh Hindman, 2002. Child Labor: An American History. Armonk, N.Y.: M.E. Sharpe.
 - Chapter 9
 - Chapter 6
 - Chapter 7

Initial Attempts at Reform

- Chapter 3 (pp. 44-64)
- BLS – History of Child Labor in the United States – U.S. Bureau of Labor Statistics – Part 2 (Read only up to 1906 – A Historic Year – we will read other half in next module)
- Child Labor and Reform Movements

Optional (Referenced in Class)

- Video: U.S. Child Labor, 1908-1920 (<https://www.youtube.com/watch?v=tY1gk6J6zc>)
 - Highlights Lewis Hines Photography
- Mill Girls of Lowell – Excerpt – may be read in class

(Optional) For a good summary of some of the above working environments review:

- BLS – History of Child Labor in the United States – US Bureau of Labor Statistics – Part 1

Week 4 -- (September 24 (02)/September 25 (01)): The Child Labor Reform Movement/Agricultural Resistance to Child Labor Reform

- Hugh Hindman, 2002. Child Labor: An American History. Armonk, N.Y.: M.E. Sharpe.
 - Chapter 3 (pp. 64-85)

- BLS – History of Child Labor in the United States – U.S. Bureau of Labor Statistics – Part 2 (Read from 1906 – A Historic until the End)
- Anne B. W. Effland, “Agrarianism and Child Labor Policy for Agriculture,” Agricultural History, Vol. 79, No. 3. 281-97 (Summer, 2005).
- Fact Sheet #43_ Child Labor Provisions of the Fair Labor Standards Act (FLSA) for Nonagricultural Occupations _ U.S. Department of Labor
- Fact Sheet #40 Overview of Youth Employment (Child Labor) Provisions of the Fair Labor Standards Act FLS) for Agricultural Occupations – US Department of Labor

Week 5 -- (October 1 (02)/ October 2(01)) Child Labor in the United States Today

- Ariel Ramchandani, “Child Labor in the U.S. Tobacco Industry,” The Atlantic Online, <https://www.theatlantic.com/family/archive/2018/06/child-labor-tobacco/562964/> June 21, 2018.
- Alone and exploited. Migrant Children Work Brutal Jobs Across the U.S. The New York times
- Child Labor on Farms is Legal at age 12. A bill seeks to Change the Law. NPR
- Child Labor laws are under attack in States across the country. Economic Policy Institute
- The U.S. is Choosing Child Labor over More Immigration.
- Child Workers found throughout Hyundai-Kia Supply chain in Alabama
- Tyson and Perdue are Facing Child Labor Investigations. The New York Times.
- Departments of Labor, Health and Human Services announce new efforts to combat exploitative Child Labor. U.S. Department of Labor
- Youth subminimum wages and why they should be eliminated_ Young workers face pay discrimination in 34 states and DC _ Economic Policy Institute

Week 6 - - (October 8 (02)/October 9 (01)) No In-Person Class: Online Exam - History of Child Labor

- **Assignment for Week 7**: First Work Experiences Questionnaire: Due On-Line on by **Monday, October 14 (at 11:59) (02)/Tuesday, October 15 (at 11:59 pm) (01)** AND Bring or have access to in Class on **October 15 (02)/October 16 (01)**.

Part Two: The Challenges of Teen Workers

Week 7 -- (October 15 (02)/October 16(01)): First Work Experiences/Current Situation Facing Young Workers/Should Adolescents Work?

- **Current Situation Facing Young Workers**
 - Employment and Unemployment Among Youth – Summer 2024 – U.S. Bureau of Labor Statistics.
 - Teen labor force participation before a...eview_ U.S. Bureau of Labor Statistics.
 - The State of Youth in the U.S. Labor Market_ Pre-September 2018 Jobs Day Release - Center for American Progress.
 - The fading of the teen summer job _ Pew Research Center

- That summer job before college?... Paul Davidson USA Today
- Jobs for Teens will be Plentiful this Summer Experts Say. The New York Times
- Gen Z is bringing back the Part-Time Job. The Washington Post
- Gen Z is reversing a decades-long decline in teen employment. Axios
- Recent Trends and Persistent Disparities in Teenage Labor Force Participation. AIER.
- Tight labor market draws in teenagers after decades of declines _ S&P Global Market Intelligence
- **Should Adolescents Work?**
 - Brookings Institute- All school and no work becoming the norm for American teens
 - Mortimer - Should Adolescents Work
 - Mortimer - Benefits and Risks of Adolescent Employment
 - Why more teenagers and college students... while in school - The Washington Post
 - Greene and Staff - Teenage Employment and Career Readiness
 - Lasting Benefits of Early Work Experience. EPI
 - Teen Jobs What to consider before your child commits to formal work. Michigan Medicine
 -
- **Assignment: On-Line Discussion Forum -- First Work Experiences/Should Adolescents Work – See Directions on Canvas**

Week 8 -- (October 22 (02)/October 23 (01)): Young Workers and Service Sector Employment

- Stuart Tannock, “Why Do Working Youth Work Where They Do?” A Report from the Young Worker Project.
- Stuart Tannock, Youth at Work, Chapter 2: On the Front Lines of the Service Sector
- Hirschman, The structure of Teenage Employment
- Ester Reiter 1991 “Making Fast Food” Chapter 1
- Besen-Cassino “Consuming Work”_Chapter 1 Introduction
- What kinds of jobs do young people have?
- Early Career Workers in Service Sector Shift Research Study July-2021

Week 9 -- (October 29 (02)/October 30 (01)): Young Workers – Disparities by Race, Class and Gender

- Besen-Cassino: The Cost of Being a Girl
 - Chapter 1: Origins of the Gender Wage Gap
 - Chapter 4: Race, Class and Gender Inequality
- UCLA Labor Center: I am a Young Worker
- For People of Color, Employment Disparities Start Early _ Urban Institute
- Class of 2024 Young College Graduates Have Experienced a Rapid Economic Recovery – Economic Policy Institute
- Class of 2024 Young High School Graduates Have seen Strong Wage Growth over the Pandemic Recovery. Economic Policy Institute

- What Explains Racial Ethnic Inequality in Job Quality in the Service Sector
- Utah's Teen LFP Rate
- The Youth Workforce – The Urban Institute – July 2019
- Retail Work, Aesthetic Labor and Race
- High Joblessness for Black Youth – More than 500,000 Jobs are Needed

Week 10 - - (November 5 (02) /November 6 (01)):

Aesthetic Labor/Branding and Youth Work in the Age of Technology

- **Aesthetic Labor Branding**
 - Besen-Cassino "Consuming Work" (2014) Chapter 3: "Would You Like an Application with Your Coffee_ "
 - Tannock "Why Do Working Youth Work Where They Do" (pp. 297-300) "Consumerism and Commodification of Youth"
- **Child Labor in the Age of Social Media**
 - Top Kid Influencers of 2023
 - Online and Earnings Thousands, at Age 4 -- Meet the Kidfluencers - The New York Times.
 - Child Influencers Make Big Money. Who Gets It_ - The New York Times
 - Five Takeaways From The Times's Investigation Into Child Influencers - The New York Times
 - Research Brief_ "Sharenting" and Child Influencers - The Digital Wellness Lab
 - A Marketplace of Girl Influencers Stalked by Men - NY Times
 - When Play Becomes Work_ Child Labor Laws in the Era of Kidfluencers
 - Meta Staff Found Instagram Tool Enabled Child Exploitation. The Company Pressed Ahead Anyway. - WSJ
 - Illinois passes a law that requires parents to compensate child influencers.pdf
 - 'It's not play if you're making money'_ how Instagram and YouTube disrupted child labor laws _ Social media _ The Guardian
 - New Child Labor Laws Needed to Protect Child Influencers ♦ OnLabor
 - Why 'Kidfluencers' Have So Few Protections — Even As Americans Support Regulating The Industry _ FiveThirtyEight.
 - Illinois law to protect children who appear on the internet goes into effect - The Washington Post
 - Family Influencing in the Best Interests of the Child
 - Keeping Up with Kidfluencers_ Moral Implications for Brands, Parents, and Publicists I Traackr
 - Video: Full Measure: Kid Influencers: Full Measure: Kid Influencer

Part Three: Issues Faced by Youth Workers through College and Beyond

Week 11 - - (November 12 (03) /November 13 (01)): The Intern Economy

- J. Maio: 10 Reasons Why An Internship is Important to All Students _ Big Ideas Blog (June 29, 2018)
- A. Crain: Understanding the Impact of Unpaid Internships on College Student Career Development and Employment Outcomes, NACE Foundation (December 2016)
- U Dhotakia: Why Unpaid Internships are Unethical, Psychology Today (August 16, 2019)
- Rothschild, Philip C. and Rothschild, Connor L. (2020) "The Unpaid Internship: Benefits, Drawbacks, and Legal Issues," Administrative Issues Journal: Vol. 10 : Iss. 2 , Article 5.
- R. A. Ravishanker, Its time to Officially End Unpaid Internships, Harvard Business Review (May 26, 2021)
- Matthew Yglesias, 'Two Cheers for Unpaid Internships - America needs more on-the-job learning, not less. Unpaid Internships: Cheaper Than School!', Slate (online), 4 Dec 2013.
- S. Lucas: Why the New Internship Ruling is Bad for College Students, Inc., June 18, 2013
- Fact Sheet #71_ Internship Programs Under The Fair Labor Standards Act _ U.S. Department of Labor-1.pdf
- Why We Still Haven't Solved the Unpaid Internship Problem - The New York Times
- CCWT Policy Brief #2_ Unpaid Internships & Inequality_ A Review of the Data and Recommendations for Research, Policy and Practice
- The Unpaid Internship_ Benefits, Drawbacks, and Legal Issues
- The Unpaid Intern, Legal or Not - The New York Times
- nace-position-statement-unpaid-internships-and-the-need-for-federal-action-may-2023
- Internship Meaning and Definition_ A NACE Guide.
- What Happened to the Intern Revolution_ - In the mid-2010s, the unpaid, coffee-fetching, New Republic, The_ Web Edition Articles, January 26, 2021, p1
- Making the Intern Economy_ Role and Career Challenges of the Music Industry Intern
- **Fast Company Series on Internships:**
 - This is how the intern economy is shaping the future of work - Fast Company
 - 4 former interns look back at exploitation, power dynamics, and ultimate career payoff - Fast Company
 - How unpaid internships hurt all workers and worsen income inequality - Fast Compa

Week 12 - - (November 19 (02)/November 20 (01)): Higher Education and the College Debt Crisis

- 3 ways student debt impacts the economy
- The Making of the Student Debt Crisis, Explained _ NEA
- 10 Key Facts about Student Debt in the United States
- Student Loan Debt Crisis in America (by the Numbers) _ EducationData.org
- How Does Student Debt Affect the Economy
- Student-Loan Debt Is a Crisis for Black Borrowers
- Companies Can — and Should — Help Employees Pay Student Loans
- Solving Student Debt Crisis
- Opinion _ Should Biden Cancel Student Debt_ - The New York Times
- Opinion _ What Canceling Student Debt W...Racial Wealth Gap - The New York Times
- Biden Announces New Student Loan Plan_ 8 Big Details On Forgiveness And Payments
- A Cheap Race Neutral Way to Close the Racial Wealth-Gap
- Baby Bonds - Would Skyrocket College Co... G. Martin Center for Academic Renewal

Week 13 - - (November 26 (02)/November 27 (01) Thanksgiving Break - Have a Good Holiday!

Week 14 (December 3 (02)/December 4 (01): Youth and Unions

- Cornell - report - Youth and Unions
- How Unions Help Working People
- Labor's Generation Gap - by Eric Blanc - Labor Politics
- The Union Advantage for Young Workers_ Higher Wages and More Benefits - Center for Economic and Policy Research
- What You Need To Know About Gen Z's Support for Unions - Center for American Progress
- Schmitt - Unions and Upward mobility
- Tannock - Youth at work ch 7
- Youth Activism in Labor Movement
- Can Millennials Save Unions The Atlantic
- Amazon, Starbucks, and beyond_ Why young workers boost labor unions. - CSMonitor.com
- Young Workers are Organizing can their Fervor Save Unions – Washington Post
- Latest data release on unionization is a wake-up call to lawmakers - We must fix our broken system of labor law - Economic Policy Institute
- Op-Ed - A new generation is reviving uni...d guard could help - Los Angeles Times
- College-Educated and Young Workers Lead Union Surge While Public Sector Plummetts _ THE CITY – NYC News
- Why Are So Many Young People Joining Labor Unions_ _ The Nation

Week 15 (December 10 (02)/December 11 (01) Global Child Labor/Youth Work Presentations

- **All Group Members Must be Present on date of presentations**

During Exam Period: Final “Take-Home” Exam TBD as per University Exam Schedule

*****The instructor reserves the right to modify this syllabus, assignments, course content, grading distribution, to offer extra credit assignments or add change readings and other learning materials or otherwise change the structure of the course to enhance the learning of the students.***