



# Provide Internships for High School Students!

## Strengthen your workforce with the talent of the future!

Did you know internships help develop your future workforce and strengthen your connection with the community? Join ElevateEdAZ in providing **100 internships** for high school students this year!

**Aerospace, Automotive, Business Management and Administration, Construction, Engineering, Finance, Health Sciences, IT, Manufacturing, and Marketing**

### Business Partner Commitment

- ✓ Provide 120 hours of internship experience for high school students
- ✓ Internship Dates: January–May 2022 (2nd Semester of High School)
- ✓ Paid internships are preferred (Estimated cost of \$1650 per intern, 120 hours at minimum wage + taxes & insurance)

**Fall 2021**  
(August–October)

**Fall 2021**  
(November–December)

**Spring 2022**  
(January–May)

**Recruitment**  
Students submit internship program application and businesses commit to desired number of internship placements

**Matching and Interviews**  
Students interview with business partners and complete employer onboarding documents

**Internship Period**  
Students complete a minimum of 120 hours of internship aligned to their CTE program of study

### Partner Schools



### Why Offer Internships?

- Develop your future workforce
- Garner meaningful contributions from students that positively impact business productivity
- Gain brand recognition and increase loyalty with future customers
- Increase retention rates with workers who have completed internships

### Get Connected Today!

Complete the [ElevateEdAZ Business Partner Engagement Form](#) today and our team will contact you! Questions? Contact [Education@phoenixchamber.com](mailto:Education@phoenixchamber.com)

[www. ElevateEdAZ.com/internships](http://www.ElevateEdAZ.com/internships)



# Frequently Asked Questions (FAQ)

## **Does the internship need to be paid?**

ElevateEdAZ encourages paid internships to promote equity of experience across students, however, organizations who are unable to provide compensation are still invited to participate. Paid internships mitigate the challenges low-income students face when deciding between a meaningful internship aligned with their studies or a paid after-school job to support their families.

## **What kind of work can a high school intern do?**

Participating 12<sup>th</sup> graders will have completed at least 2 consecutive Career and Technical Education (CTE) courses in their program of study, giving them a base of industry knowledge for an internship aligned with their CTE career pathway.

## **What type of programs are offered at ElevateEdAZ Partner Schools?**

ElevateEdAZ's priority industries for internships include automotive, business management and administration, construction, engineering, finance, health sciences, IT, manufacturing, and marketing. Additional CTE programs not covered in the list above are also available. ElevateEdAZ staff will provide you with a full list of programs matching your business priorities upon connecting with you.

## **What kind of support will ElevateEdAZ offer?**

- Connecting you with the appropriate school programs and personnel to coordinate the internship
- Providing information on student skill levels to inform your internship planning
- Matching current CTE program students with your internship experience
- Preparing students with workplace skills and etiquette
- Understanding liability coverage offered by partner school districts

## **What would a student's work schedule look like for an internship?**

Work schedules will vary based on employer need and the student schedule. In most cases, the student will work 7 hours per week over their 18-week semester. Afternoon schedules with hours between 3 – 6 p.m. tend to be most realistic. Internships may be in-person, virtual, or hybrid.

## **How does onboarding work for interns?**

Interns will receive support from ElevateEdAZ College and Career Coaches to ensure work-readiness prior to beginning their placement. Interns will have developed their resume, gained interview skills, and learned about common workplace expectations. Business partners are encouraged to utilize their regular employee hiring and onboarding processes with students.