



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 internships for high school students this year!

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

Business Partner Commitment

- ✓ Provide between 120 and 240 hours of internship experience for high school students
- ✓ Internship Dates: October 2022–May 2023 (Flexible start dates to accommodate age requirements)
- ✓ Paid internships are preferred (Estimated cost of \$1650 to \$3300 per intern, 120 to 240 hours at minimum wage + taxes & insurance)

Recruitment

Students submit internship program application and businesses commit to the desired number of internship placements.

Matching and Interviews

Students interview with business partners and complete employer onboarding documents.

Internship Period

Students complete between 120 and 240 hours of internship aligned to their CTE program of study. Flexible start dates are available to accommodate age requirements.

Partner Schools



THE ACADEMIES AT
SOUTH MOUNTAIN



METRO TECH
HIGH SCHOOL



Phoenix
Coding
Academy



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](#) to begin the conversation! Ready to commit? Submit your internship details [here](#)!
Questions? Contact Education@phoenixchamber.com

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 12th 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 needs and the student schedule. 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 résumés, gained interview skills, and learned about common workplace expectations. Business partners are encouraged to utilize their regular employee hiring and onboarding processes with students.