



Insights from the 2024 Internship Alumni Survey

**Key Findings on
Impact, Outcomes,
and Alumni
Success**



Introduction

The 2024 Internship Alumni Survey was designed to assess student outcomes and pathway trends, gathering feedback from participants who completed an ElevateEdAZ-supported internship between 2022 and 2024. Supported by Delivery Associates and Bloomberg Philanthropies, this survey offers a comprehensive view of the initiative's impact, with a robust response rate of 49% (68 out of 138 eligible alumni).

Key Findings

The 2024 Internship Alumni Survey demonstrates that ElevateEdAZ is a catalyst for educational advancement, workforce readiness, and socioeconomic mobility.

Internship alumni outperform state benchmarks in postsecondary enrollment (81% vs the 55% benchmark) and employment rates (46% vs the 26% benchmark). **Further, 100% of respondents had positive post-program outcomes, either securing a job, pursuing postsecondary education, or achieving both outcomes.** The strong alignment between program pathways in high school and both degree selection (73%) and job selection (74%) suggests that ElevateEdAZ and its education and business partners effectively prepare students for meaningful, rewarding careers starting in high school. Lastly, internship alumni continue to excel beyond high school completion with findings showing sustained educational advancement and extremely low unemployment.

ElevateEdAZ's impact is illustrated in the achievements, continued educational pursuits, and entry into high-demand, high-wage career pathways of the students it has supported. As the initiative expands and evolves, these positive outcomes provide a compelling foundation for future growth and continued investment in internships and related other work-based learning experiences.

1. Program Enrollment

ElevateEdAZ serves traditionally underrepresented populations:

- 54% of respondents identify as male
- 61% of respondents are Hispanic/Latino

2. Post-Completion Outcomes

ElevateEdAZ supports postcompletion outcomes at a higher rate than statewide benchmarks:

- 81% enrolled in postsecondary education, compared to 55%
- 46% obtained a job, compared to 26%

3. Current Outcomes

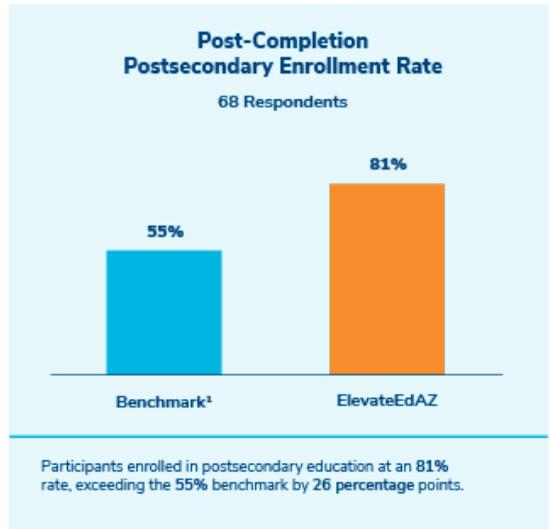
Respondents believe that the program had a significant impact on their post-completion outcomes:

- 59% reported strong influence in their choice of postsecondary degree
- 52% said it played a significant role in securing their first job after completion

Outstanding Post-Completion Outcomes

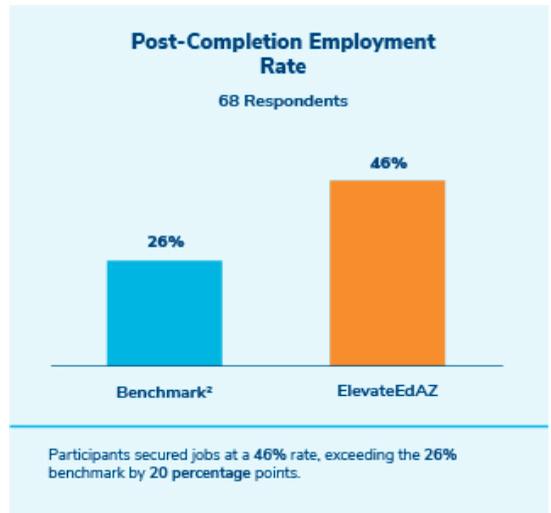
Internship alumni reported post-completion outcomes that surpass statewide benchmarks. The data shows that when we add internship experiences on top of strong CTE instruction, we're seeing real outcomes.

Postsecondary Enrollment: 81% of alumni enrolled in postsecondary education (benchmark: 55%) ([ElevateEdAZ Alumni Survey Results, page 20](#)).



¹Arizona Post-Secondary Enrollment Rate (AZ DOE)

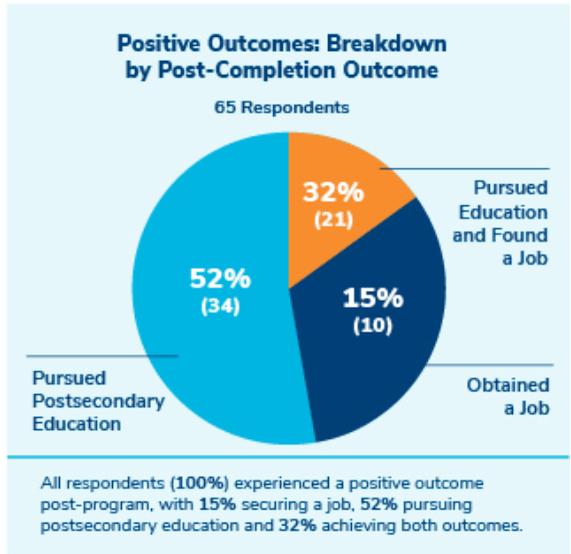
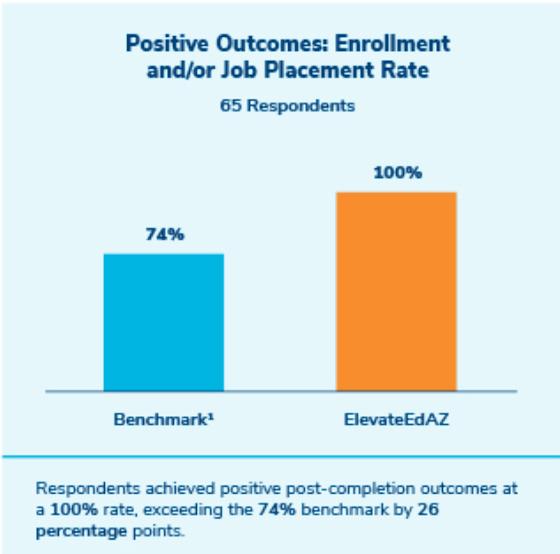
Job Placement: 46% secured jobs within six months to a year post-program (benchmark: 26%) ([ElevateEdAZ Alumni Survey Results, page 23](#)).



²Arizona Post-Program Placement (AZ DOE)

Outstanding Post-Completion Outcomes

All respondents experienced at least one positive outcome, exceeding the 74% benchmark ([ElevateEdAZ Alumni Survey Results, page 16](#)). In total, 65 respondents achieved positive post-completion outcomes, with 10 securing jobs, 34 pursuing education, and 21 doing both.

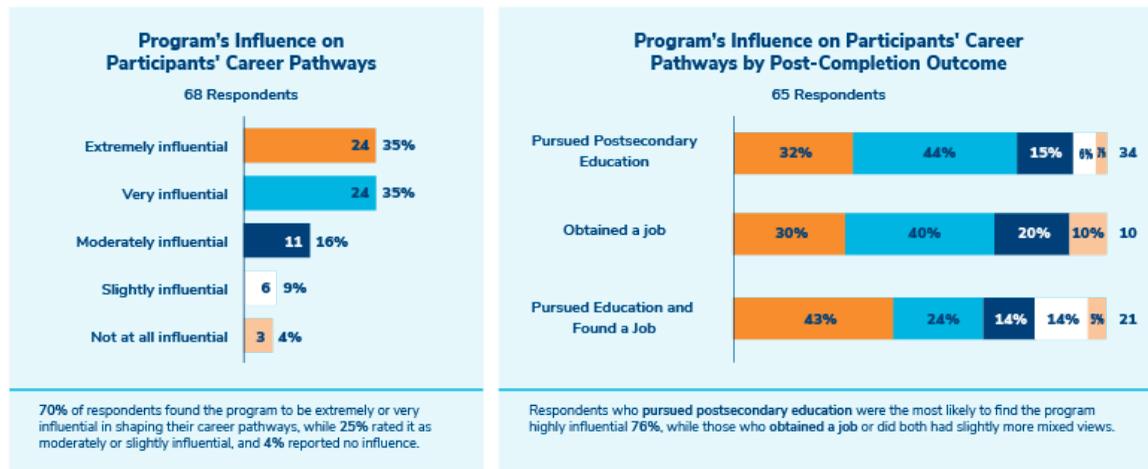


¹Arizona Post-Program Placement (AZ DOE)

Programmatic Impact and Alumni Perceptions

Survey respondents overwhelmingly credited ElevateEdAZ with positive impacts.

In fact, 70% (48) of respondents described their experience as “very to extremely influential” in shaping their career pathway, with a higher percentage among those who pursued postsecondary education. ([ElevateEdAZ Alumni Survey Results, page 17](#)).



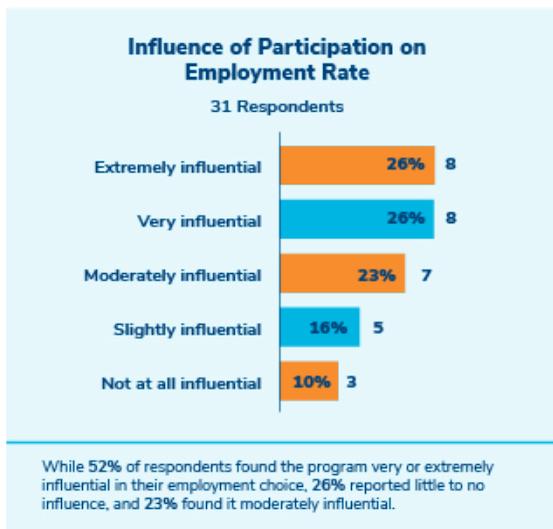
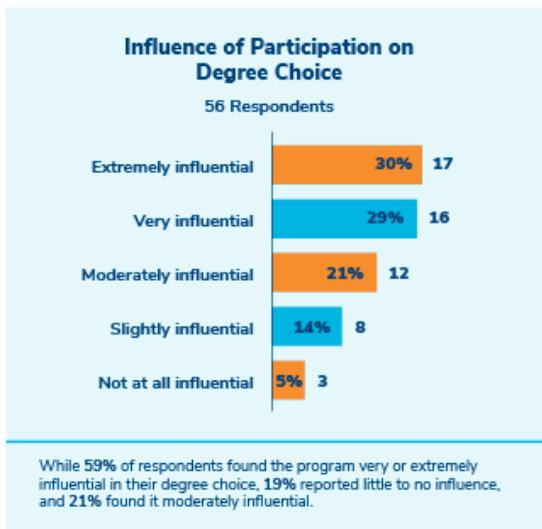
Note: Significant influence is defined as the sum of extremely influential and very influential

For many students, these experiences are the first time they see what a career in their pathway actually looks like. They gain clarity, motivation, and confidence. And even when it's not a perfect match, the experience supports informed decision-making.

Programmatic Impact and Alumni Perceptions

Alignment and Influence on Career Pathways and Degree Choices

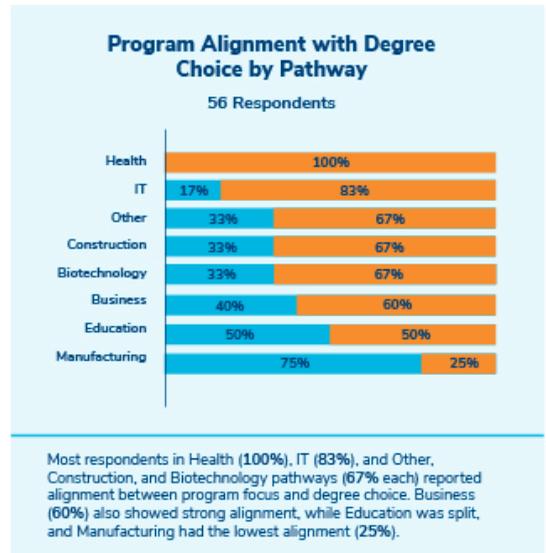
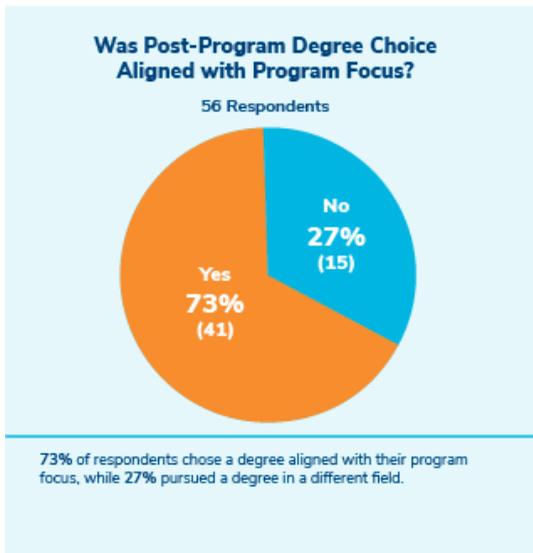
ElevateEdAZ influences students in postsecondary degree and employment choices. Specifically, 59% reported strong influence on their choice of postsecondary degree ([ElevateEdAZ Alumni Survey Results, page 20](#)), and just over half of participants (52%) found the program significantly influential in securing their first job after completion ([ElevateEdAZ Alumni Survey Results, page 23](#)).



Programmatic Impact and Alumni Perceptions

Alignment and Influence on Career Pathways and Degree Choices

Additionally, alumni pursuing further academic or career development showed higher rates of pathway alignment and satisfaction ([ElevateEdAZ Alumni Survey Results, page 21](#)). **73% of respondents pursued a degree aligned with their program focus, with the strongest alignment in Health and lowest in Manufacturing.**

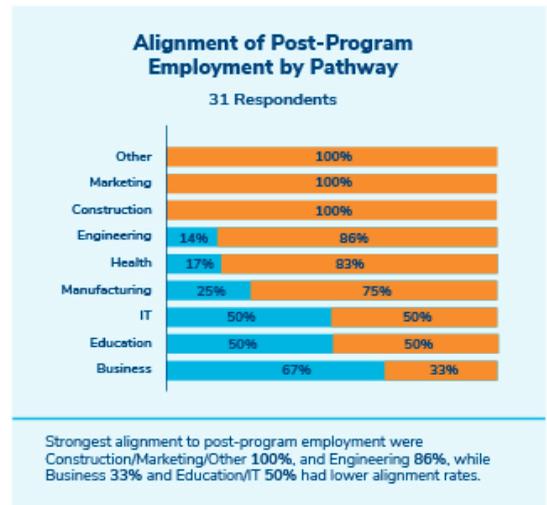
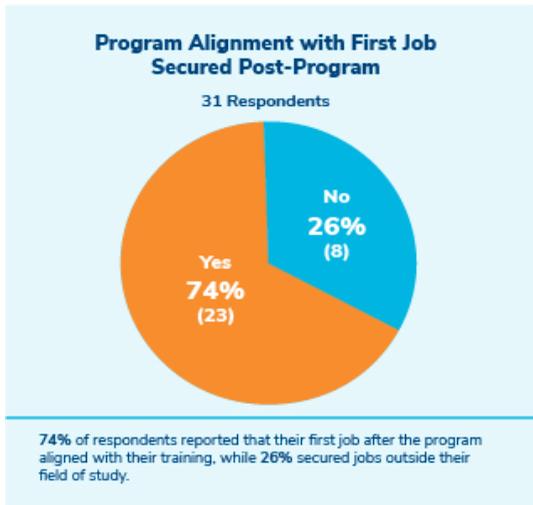


Note: Postsecondary enrollment is not mutually exclusive from job placement; some respondents reported both outcomes.

Programmatic Impact and Alumni Perceptions

Alignment and Influence on Career Pathways and Degree Choices

Among alumni who secured jobs post-program, **74% reported their first job was aligned with their training** ([ElevateEdAZ Alumni Survey Results, page 24](#)), with higher alignment in Construction, Marketing, Other, Engineering, and Health; and lower in Business, Education, and IT.



Note: Respondents could select multiple pathways, so the total may exceed the number of responses as many chose more than one.

This data suggests that the majority of ElevateEdAZ-supported internship alumni are well-prepared for employment in their chosen fields, though many start with part-time roles typical of early-career stages.

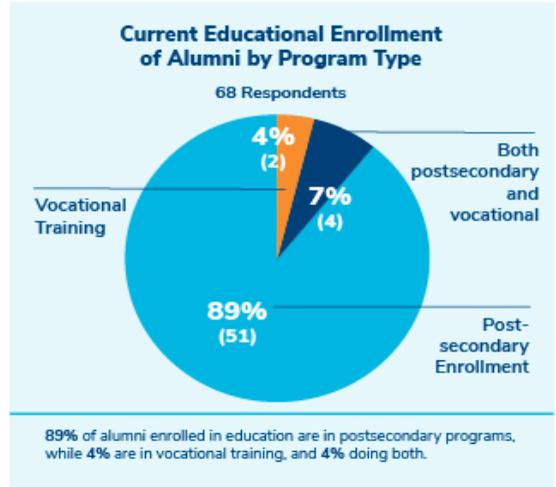
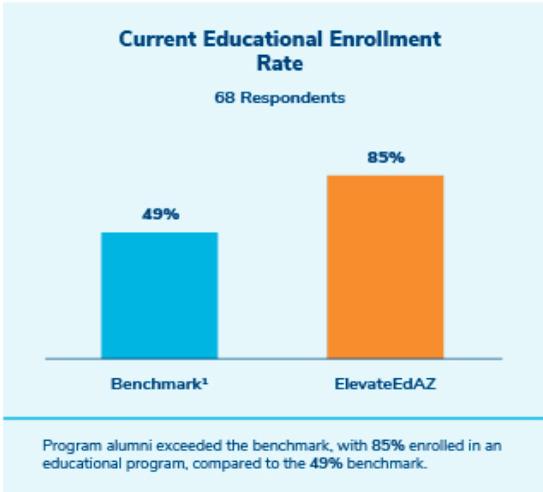
Income Outcomes

Alumni reported solid early-career earnings, with an average hourly wage of \$18.00 (Arizona state minimum wage: \$14.70; federal minimum wage: \$7.25).

Most alumni earned between \$15 and \$25 per hour (\$31,000 to \$52,000 annually). These earnings reflect strong early career outcomes for ElevateEdAZ alumni, especially given their youth and early-career status.

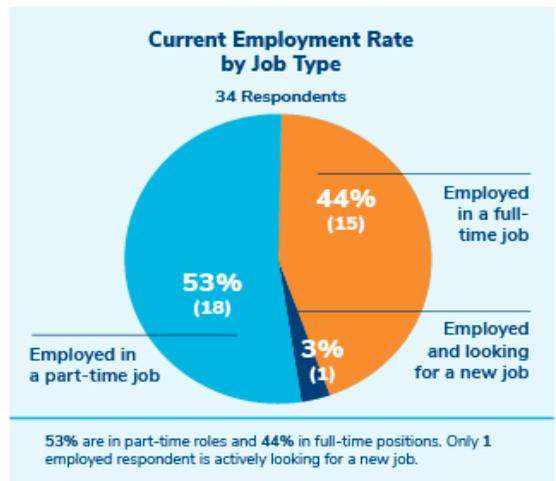
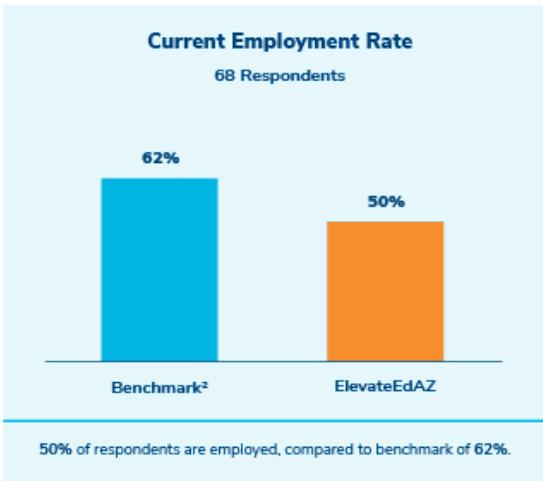
Current Outcomes: Education and Employment

ElevateEdAZ alumni continue to excel beyond initial program completion. Current Educational Enrollment: **85% are currently enrolled in an educational program** (benchmark: 49%), with 89% in postsecondary programs and 4% in vocational or combined postsecondary/vocational training ([ElevateEdAZ Alumni Survey Results, page 33](#)).



¹Post-Secondary Attainment Rate ([Center for the Future of AZ](#))

Current Employment: **50% are currently employed** (benchmark: 62%), with 53% in part-time roles and 44% in full-time jobs; only 1 respondent was actively seeking new employment ([ElevateEdAZ Alumni Survey Results, page 37](#)).



Note: These outcomes overlap as respondents could select multiple options.; priority was given to "employed and job -seeking," "full-time employed," and then "part-time employed."

²Arizona Labor Participation Rate ([Common Sense Institute](#))

Current Outcomes: Education and Employment

No ElevateEdAZ respondents are currently unemployed, significantly better than the statewide benchmark. ElevateEdAZ alumni continue to excel beyond initial program completion.

Unemployment Rate: 0%, compared to the statewide benchmark of 4% ([ElevateEdAZ Alumni Survey Results, page 39](#)).

These figures highlight sustained educational advancement and extremely low unemployment among alumni, even if full-time employment rates remain slightly below the state average at this early stage in their careers.

Benchmarks, Methodology, and Data Considerations

Benchmark numbers were sourced from the Arizona Department of Education's FY2024 CTE Consolidated Annual Report.

The report notes several data considerations, including self-selection and recall bias and possible data discrepancies due to self-reported answers.

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