

Why Paid Internships in New Mexico?

The Need

In New Mexico, 19.6% of young people are disengaged from school and work. Employers lack qualified entry-level workers.

The Solution

Quality paid internships engage young people with professional networks, and better prepare students for college and careers.

Impact: Paid Internships



60%

of interns use stipends to support their families



31%

do more than one internship semester



35%

continue as interns or get hired by their internship host site



99%

of interns feel more confident in their future success

- Mentors report hosting interns at their workplace benefits their business
- Early results suggest high school internships make students more likely to stay in school
- Returning interns are more likely to grow in confidence, connections, and career direction

4 Characteristics of Quality Internships

360° support for
interns and employers
via an intermediary
organization

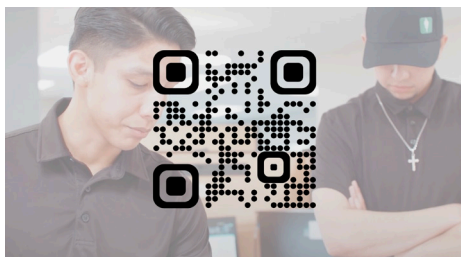
Financial
compensation

Equity and
representation

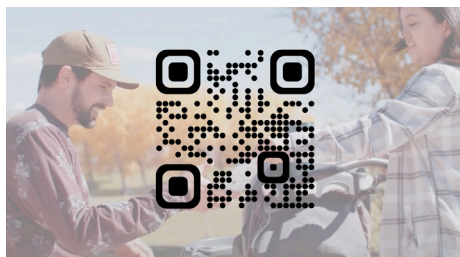
Transition support to
college or career path

Intern Stories

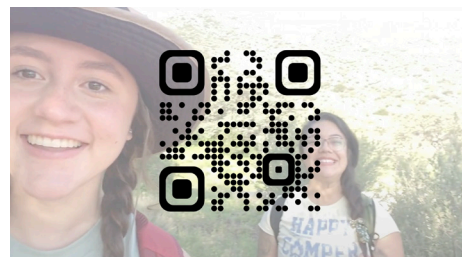
Scan the QR code to watch



A Day in the Life on an X3 Intern -
Construction/Engineering



Day in the Life of an X3 Intern -
City Government/Administration



Day in the Life of an X3 Intern -
Outdoor Recreation/Conservation

Policy Recommendations

- 1 Fund high-quality internships for high school students in more districts, with effective intermediary organizations to ensure quality and sustainability.
- 2 Train educators statewide to share and reinforce promising practices.
- 3 Fund continued evaluation to further understand the difference high-quality internships are making for students, schools, employers, and communities.



Cost

Total Cost Per Student \$8,533	Total Cost Per Student with Employer Contribution \$5,333
1,000 Students x \$8,533 = \$8,533,000	1,000 Students x \$5,333 = \$5,330,000
5,000 Students x \$8,533 = \$42,665,000	5,000 Students x \$5,333 = \$26,665,000
10,000 Students x \$8,533 = \$85,330,000	10,000 Students x \$5,333 = \$53,330,000