

**Every young person is  
worth investing in.**



# Why paid internships?

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New data shows that when we connect young people to paid internships with local employers they have more access to important career connections and professional networks.

Early and promising analysis suggests these interns are more likely to stay in school.



# Agenda

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- Impact of internships
- Quality internships
- Scale
- Policy Recommendations



# **Why Now?**

- New Mexico has a 19.6% disengagement rate, one of the highest in the nation
- Estimated social costs of disengaged young people over their lifetime is \$900,000
- 57% of New Mexicans 16 and older were in the labor force in June, compared to 62% nationally
- Just 4% of New Mexico high school students participated in work-based learning in 2019-20.

Sources: [The Economics of Investing in Opportunity Youth](#), [Measure of America](#), [Foundation Pathways](#), [Albuquerque Journal](#)

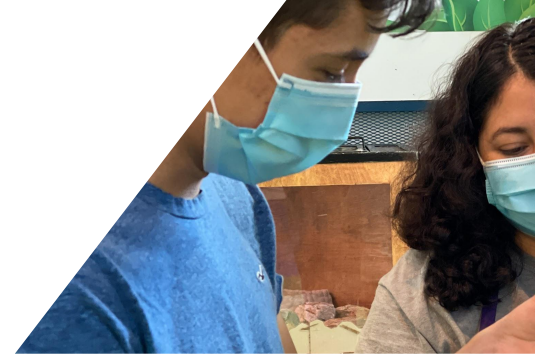


# **What is the Impact?**

## Confidence in the Future

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- 99% of interns feel more confident in their future success
- The experience helps students think earlier and more critically about career direction
- Internships expand the universe of possibilities for interns



## My X3 internship...

**Made me more confident that I can succeed in the future.**



**Helped me think about what I want to do for my career.**



**Provided me with contact information for at least two adults I might reach out to again.**



- Strongly Agree
- Agree
- Neutral/Not sure
- Disagree
- Strongly Disagree



# Workplace Preparedness

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- Interns learn essential workplace skills that are not taught in schools
- Time management, email composition, independent problem solving, and collaboration skills are important for early career success
- Mentors report enormous growth in students' professionalism over the course of their internship

# Interns gain key workplace skills

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## Mentors evaluate interns on their skills every term



## Social Ties

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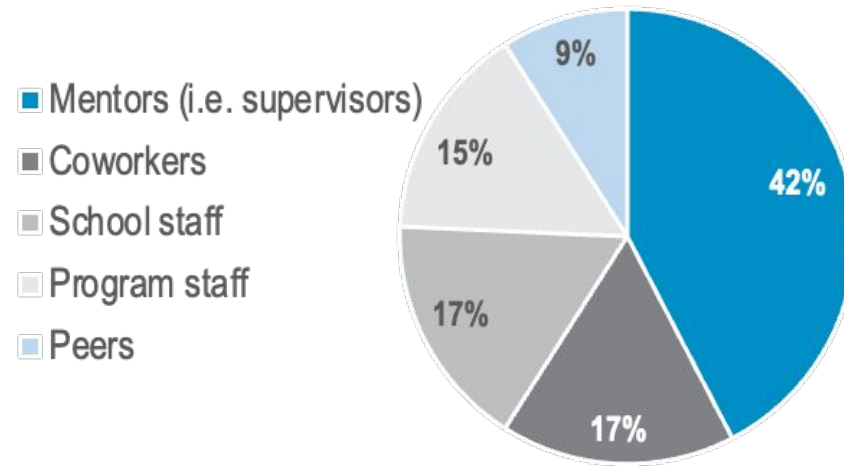
- Interns get new, positive, and influential relationships with adults
- On average, interns reported forming more than 3 development relationships during their internship
- Internships create professional networks and social capital for students who otherwise would have none

**"My mentor taught me a lot about how important connections can be and what you can do once someone has them, and I think that is probably a skill I will be using for the rest of my life."**

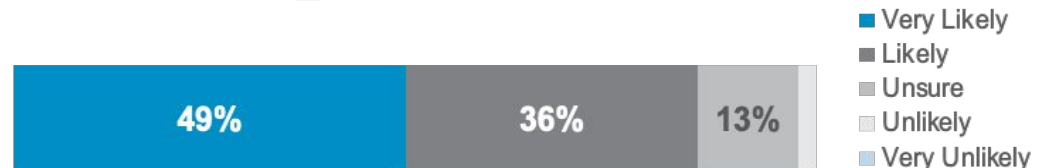
# Internships Build Networks

**On average, interns report forming 3.3 important relationships**

Mentor relationships are the most commonly reported



**How likely would you be to ask your mentor for help with your career in the future?**



# Employer Benefits

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- Mentors report personal growth and connectedness by supporting young people in their community and growing in their supervisory skills
- Employers report that hosting interns benefits their entire organization
- Mentors view young people differently after hosting interns



## Mentor Perspective

### We asked mentors: What have you appreciated about the program?

#### Serving as an X3 mentor has...

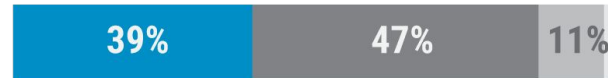
Resonated with my personal values.



Taught me something new about how to support young people.



Strengthened my own supervisory skills.



- Strongly Agree
- Agree
- Neutral/Not sure
- Disagree
- Strongly Disagree

"This was a learning experience as a mentor. It was valuable to learn how to manage/supervise a younger individual and grow as a leader."

"The intern provided the organization an inside look at the challenges of the next generation. This will allow us to adapt and start making changes now."

# Internships Change Employers

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**We asked mentors: What impacts has the X3 program had on your organization, if any?**

- Makes us more welcoming of people from different backgrounds
- Connects us with the community
- Helps move projects forward
- Influences changes in procedures or strategies

**"Our intern has contributed greatly to the success of our support programs and future programs."**

**"The X3 program has enlightened members of the company to understand the value of people from a diverse educational backgrounds."**

# Graduation Rates

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- Early results suggest internships make students more likely to stay in school





## Staying in School

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**Early and promising analysis suggests interns are more likely to stay in school.**

In two high schools over four years, we found . . .





# **What Makes a “Quality” Internship?**

# 1. 360° support

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via an intermediary organization (Future Focused Education)

- Support for interns
  - **Preparation.** Comprehensive orientation for interns reduces anxiety and prepares them with basic professional skills
  - **Mentorship.** Multiple adults (e.g., school staff, intermediary coach, and mentor/supervisor) provide social-emotional support, accountability, and mentorship
  - **Basic needs.** Intermediary ensures interns' basic needs are met: (e.g., clothing, transportation, childcare, internet access, etc.)
  - **Learning structure.** Structure for goal-setting, reflection, evaluation, and presentations of learning keeps students engaged

# 360° support

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via an intermediary organization (Future Focused Education)

- Support for employers
  - **Administrative support.** Personalized outreach and administrative support reduces barriers to employer participation
  - **Stipend management.** Intermediary provides time tracking and awards stipends to interns
  - **Position descriptions.** Employers determine best fit for interns
  - **Training.** Intermediary trains mentors in asset-based approaches

## 2. Financial Compensation

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- Interns are awarded stipends equivalent to more than minimum wage
- Financial compensation allows students to earn money while staying in school



### 3. Transition support

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- Transition support provides opportunities for interns to earn credentials, build a resume, and prepare earlier for college/career
- Intermediary helps interns establish connections and networks to guide them into a higher-paying career paths or post-secondary education options



**Does it Scale?**

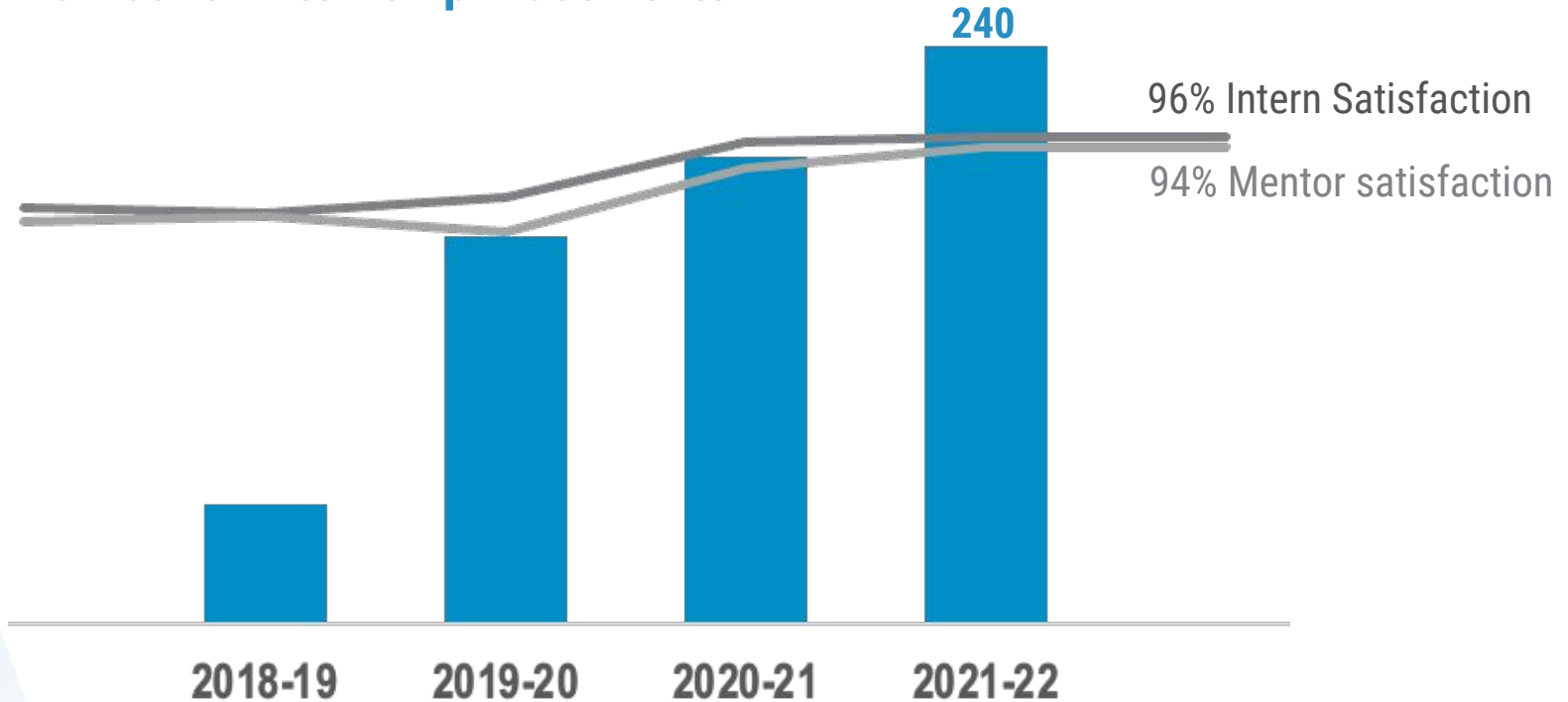
# Yes.

- In only 5 years the X3 and X3 NeXt internship programs have grown to over 130 employers and 850 placements—and have awarded nearly \$1 million in stipends to interns
- Paid internships can sustain large scaling and high growth while maintaining high satisfaction of interns and employers
- Internships become even more impactful when extended over multiple semesters



## Satisfaction stayed high as X3 grew

### Number of Internship Placements



AS OF JUNE 2022:

**842**  intern  
placements

**24**  schools

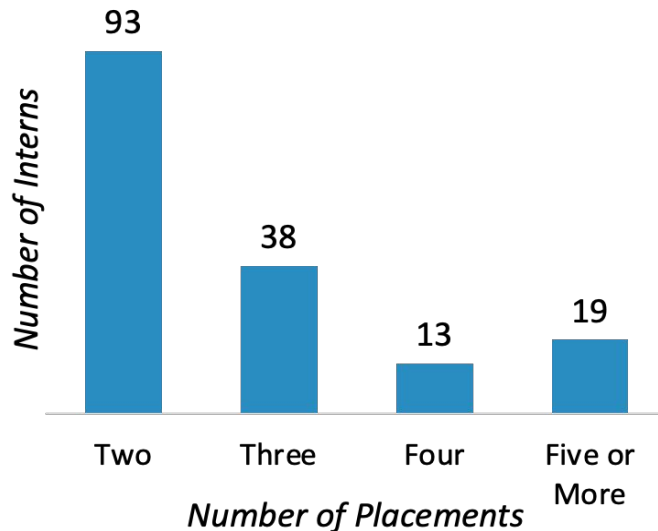
**129**  employer  
partners

**\$840,000** student stipends  
awarded

## Interns come back

...and benefit more

**163** Interns Placed More than Once  
Since Program Launch (2017-2022)



Returning interns are more likely to:



Complete their internships



Be highly satisfied



Grow in confidence,  
connections,  
and career direction



# **What is the Cost?**

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



# **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.

# Thank You

