

# Internships for Everyone

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# Complete High School Maize

- Alternative school in Maize
- Opened in 1999
- Between 60-70 students at a time with 30-40 on waiting list
- Over 360 graduates
- Hands-on and experiential

# How Internships Began

- All students would shadow a job they were interested in for one day
- Began talking to businesses about “young people’s” lack of work ethic
- Began looking into why students were not good employees
  - Students were not getting entry level jobs (food service, car washes, etc.)
    - Economy—high school students being pushed out the bottom
    - Lack of transportation
- More and more students began asking for more and more job shadows

# Process

- Staff meeting where we discussed
  - Buy-in
  - Timeline
  - Orientation Classes
    - First 9 weeks—KS Career Pipeline, Which Career
    - Second 9 weeks—resumes, cover letters, interviewing, employer expectations, how to dress, smile and nod, how to “look busy” and be invaluable...all the soft skills
    - Third 9 weeks—Internships
  - Teacher responsibilities
  - Generating enthusiasm among students (big deal)
  - Letting parents know

# Getting Businesses to Cooperate

- October Professional Development
  - Divided up students
  - Began to “cold call”
    - Only one business flat said “no” 😊
    - Others were really excited
      - 27 days, 54 internship hours
      - Insurance provided through Boy Scouts of America—We were an Explorer Post (\$5/student)

# Transportation

- Started by wanting everything on the NW side of town. We were not able to do that (map)
- Six staff members drove. Two staff members have passenger CDLs
- Some students drove themselves
- Transportation people were awesome
- First year, we did internships from 12:30-3:30 (business disconnect)

# Set Students Up for Success

- Attendance, attendance, attendance
- Each student had a notebook
  - Standards of Conduct (signed by parents, student, employer)
  - Weekly work schedule
  - Self Eval
  - Employer Eval
  - Resume, cover letter
  - Questions for first day

# Businesses were INCREDIBLE

- **Truck Parts and Equipment**—oil, grease
- **Wichita Eagle**—wrote stories and shorts (byline); photos from photography internship (caption)
- **LawKingdon Architecture**—office, email
- **Sedgwick County EMS**—Pull over for an emergency vehicle, and a student goes by.
- **Intake Studios**--Filming the Wichita State Shockers for promotional video
- **Westar Energy**—Went to a burning house to observe turning electrical off. Took them out to lunch and dinner. Westar uniforms. Hard hats. Kids were so proud.
- Far exceeded our wildest expectations



# Results

- 13 students were hired or asked to stay
  - Walgreens Pharmacy extended
  - Botanica--\$10/hr
  - Maize Educational Support Center
  - Auto Pros
  - Wichita Welding