



## Internship Overview for Organizations

Apex Friendship High School's rising seniors in the Academy of Engineering & Advanced Manufacturing have learned the fundamentals of engineering. They are eager and motivated to apply their technical knowledge as well as their soft skills in your business environment.

### Benefits of an Internship:

- ⊗ Increase name recognition for your company's community involvement
- ⊗ A fresh perspective on problems with current industry knowledge
- ⊗ A cost effective means of completing a special project that your current staff is too busy to tackle
- ⊗ Develop a pipeline of local talent to hire
- ⊗ An opportunity to provide students with "real-world" experience to complement their academic preparation
- ⊗ Rehired interns reduce training and onboarding costs

### Testimonial:

*"We have hosted numerous WCPSS interns with excellent results. They have been energetic and professional while supporting a variety of STEM oriented projects. Several of the students have returned to work for us after completing their internship."*  
– Signalscape, Inc. (Cary)

### Interns are able to complete some of the following:

- ⊗ Website design & maintenance
- ⊗ Software program design & development
- ⊗ Create and modify 3D models
- ⊗ Create and modify technical drawings
- ⊗ Robotics
- ⊗ CNC machining
- ⊗ 3D printing
- ⊗ Administrative & industry related projects
- ⊗ IT Technical Support
- ⊗ Design and create
- ⊗ Research
- ⊗ Social media
- ⊗ Plan and coordinate an event

### Cost of Hiring an Intern:

- ⊗ Internships can be either paid or unpaid.
- ⊗ If paid, typical wages range between \$9 - \$15 hr. (minimum 120 hrs.)
- ⊗ Stipends or scholarships can replace hourly wages
- ⊗ Wake County Public School System has insurance coverage on all student interns. Each student is covered with a \$1,000,000 liability policy.

### Getting Started:

- ⊗ Contact the Academy Director, Diane Cadavid ([dcadavid@wcpss.net](mailto:dcadavid@wcpss.net))
- ⊗ Provide the Director with a brief job description along with qualifications and requirements
- ⊗ Students are pre-screened by the school staff for workplace readiness
- ⊗ Your company will typically interview 2-3 candidates prior to selection

### During the Internship:

- ⊗ Ensure interns feel welcome
- ⊗ Concise and measurable learning objectives are created together by the employer and intern
- ⊗ Interns are assigned challenging projects and tasks along with adequate supervision
- ⊗ Interns will be monitored by the Academy Director in addition to an on-site company supervisor
- ⊗ The Academy Director will complete at least one on-site visit and evaluation

### After the Internship:

- ⊗ Verify the number of hours intern has worked
- ⊗ Provide feedback to the student intern on strengths and areas to be improved
- ⊗ Complete an evaluation on the student intern and attend internship presentation