

Wells SchoolWorks

Why This Program Matters

High school students today face big choices with little real-world context. Many won't discover what a job is *really like* until after they've already graduated college and begin paying off their education.

- **Most employers (86%) say college grads still need extra training before they're truly job-ready.**
- **Nearly 80% of graduates admit they learned more in their first 6 months on the job than in 4 years of college.**
- Employers spend thousands of dollars retraining new hires because universities aren't closing the skills gap fast enough.

Wells SchoolWorks changes that.

- Students learn in real time what's valuable in industry — while still in high school.
- This early exposure builds confidence, clarity, and direction for future decisions.
- Graduates of the program gain an *incredible edge* over peers who won't develop these skills until years later.
- With only **8 students per track each year**, it's an exclusive opportunity to explore advanced manufacturing, guided by industry leaders and mentors.

Bottom line: Students turn curiosity into career clarity — and parents gain peace of mind that their child is better prepared, paid, and positioned for a brighter future.

Fast FAQs

What is Wells SchoolWorks?

A semester-long paid internship program for high school juniors and seniors, held during a full semester of their school year. There are 2 “tracks to choose from; Operations Track, and Maintenance Track. Operations Track: Students spend their morning periods at Wells everyday and return to school by lunch to finish out their school day. Maintenance Track: Students spend their afternoon at Wells every day and are done by 4p.

Does it interfere with after-school jobs or activities?

No — students are back at school by lunch (Operations Track), so they can still participate in sports, activities, or part-time jobs in the afternoons, evenings, or weekends.

Do students get paid?

Yes — \$16/hr in Operations or \$18/hr in Maintenance during the program.

What happens after the semester ends?

- Seniors (18 years of age) can return for summer employment at higher post-program rates (\$18 Operations / \$20 Maintenance).
- Seniors who graduate and are hired full-time can start at \$22.42/hr in Operations or \$26/hr as Maintenance Trainees.
- Juniors can come back their senior year to join the Maintenance Track!

What about scholarships?

Students hired full-time qualify for hiring bonuses (\$1,000–\$2,500), paid out at key milestones (90 days, 6 months, 12 months).

Wells offers tuition-assistance for current regular full-time team members

What's unique?

- Real experience, not just job shadowing
- Pay + school credit + career pathway in one
- Only 8 spots per track each year (Operations & Maintenance)
- Hands-on training with cutting-edge technology and mentorship
- Ability to see and learn about innovative new products, and how they're made before they even hit the market!

Who should apply?

Any junior or senior curious about technology, problem-solving, or hands-on learning. You don't need to "have it all figured out" — this program helps you discover your fit.