



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, Gretchen Krueger (gkrueger@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 or virtual 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