



## Why Paid Internships in New Mexico?

### The Need

In New Mexico, 19.6% of young people are disengaged from school and work. Employers lack qualified entry-level workers.

### The Solution

Quality paid internships engage young people with professional networks, and better prepare students for college and careers.

## Impact: Paid Internships



**60%**

of interns use stipends to support their families



**31%**

do more than one internship semester



**35%**

continue as interns or get hired by their internship host site



**99%**

of interns feel more confident in their future success

- Mentors report hosting interns at their workplace benefits their business
- Early results suggest high school internships make students more likely to stay in school
- Returning interns are more likely to grow in confidence, connections, and career direction

# 4 Characteristics of Quality Internships

360° support for interns and employers via an intermediary organization

Financial compensation

Equity and representation

Transition support to college or career path

## Intern Stories

Scan the QR code to watch



A Day in the Life on an X3 Intern - Construction/Engineering



Day in the Life of an X3 Intern - City Government/Administration



Day in the Life of an X3 Intern - Outdoor Recreation/Conservation

## 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.



## 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 = \$8,533,000	1,000 Students x \$5,333 = \$5,330,000
5,000 Students x \$8,533 = \$42,665,000	5,000 Students x \$5,333 = \$26,665,000
10,000 Students x \$8,533 = \$85,330,000	10,000 Students x \$5,333 = \$53,330,000