

The research is in:

NAF academy interns deliver.

For organizations to effectively build their future workforces, starting outreach at the high school level is critical, because that's when students begin to explore their college and career options. NAF academies can help you strengthen your talent pipeline—and research shows that our interns consistently meet or exceed employer expectations.

High school students have more to offer than you might think.

Internships can be a big factor in determining personal career decisions.¹ And high school internships are especially powerful because they inspire students before they've closed themselves off to pursuing any particular career path.² So when your organization hires NAF academy interns, you're not just providing students with valuable experience—you're creating a pathway back to your company for future employees.

NAF students go through rigorous academics and field-specific training, empowering them to make a meaningful contribution to your organization starting from day one. A 2018 survey of intern supervisors showed that NAF academy interns perform remarkably well in skill areas such as initiative and self-direction, professionalism and ethics, information management, and collaboration and teamwork. In fact, supervisors reported that more than 96% of 8,068 interns met or exceeded expectations in these and other skill areas.³

When it comes to logistics, we've got your back.

Our studies show that administrative concerns often hold employers back from providing internships. Fortunately, we've been partnering with high schools and organizations to create custom internships for decades—so we know how to solve the most common hurdles to hiring high school students, from liability and logistics to payroll and transportation.

Furthermore, our interns show up ready to work and add value to your organization. In 2018, more than 90% of the interns we surveyed said they felt fully prepared to succeed prior to starting their internships.⁴

No matter your field, our interns can add value to your organization.

We've been matching qualified interns with organizations in a variety of industries for more than 30 years. From STEM fields like **information technology, engineering, and health sciences** to the fast-paced worlds of **finance and hospitality**, our interns can help your organization meet its goals—now and in the future.

ABOUT NAF

NAF is a national network of education, business, and community leaders who work together to ensure high school students are college, career, and future ready. NAF's educational design ignites students' passion for learning and gives businesses the opportunity to shape America's future workforce by transforming the learning environment to include STEM-infused, industry-specific curricula and work-based learning experiences, including internships.

¹ Rothman, M. & Sisman, R. (2016). Internship impact on career consideration among business students. *Education + Training*, 58(9), 1003-1013. <https://doi.org/10.1108/ET-04-2015-0027>

² Smith, E. & Tsin, D. (2018). Job training starts now: Why high school students need youth employment opportunities [White paper]. Retrieved May 31, 2018 from Urban Alliance: <https://theurbanalliance.org/wp-content/uploads/2018/02/UAWP0218.pdf>

³ Kaufman, C. & Younkin, W. (2018). NAF Student Internship Study 2018, P 14-15.

⁴ Kaufman, C. & Younkin, W. (2018). NAF Student Internship Study 2018, P 17.