
THE ACADEMY

Learning Today, Leading Tomorrow

Academy Internship Gold Standards

- 1. Internships are a part of a continuum of work-based learning**
Internships exist within a developmental learning framework and serve as the culmination of this continuum.
- 2. Internships are compensated**
Youth receive compensation for their work in a manner that rewards them for their efforts, thereby mirroring the real-world work place. This compensation also holds employers accountable for developing meaningful, structured learning experiences.
- 3. Internships drive education equity**
The Academy aims to achieve excellence and equity for every student. Internships are a part of a high quality education that equips students with the knowledge and skills to achieve their full intellectual and social potential.
- 4. Internships are based on identified youth interests and learning objectives**
Internships and their objectives are stated in youth-centered, written, individual learning plans, differentiated for youth skill levels, and are based on work-based learning research and employer-defined work readiness skills needed for success.
- 5. Internship experiences align with academic learning**
Internships complement and support core competencies and academic requirements and are included as part of course curriculum.
- 6. Internships produce valuable work that furthers employers' organizational goals**
Internships help employers to develop their future workforce while creating long-term, sustainable partnerships that link the education of youth with the bottom line for businesses.
- 7. All participants are prepared for, and reflect upon, internship experiences**
The internship includes comprehensive preparation beforehand for youth, schools and employers to understand its goals, as well as a debrief after the internship has ended to reflect on the experience.
- 8. Systems are in place to support internship participants throughout the experience**
Internships are supported by an operational structure that includes employers' points of contact with school personnel, supervision, an employer guidebook, orientation, employers' liability, evaluation, a defined timeframe, and a third party to provide continuity of pre-internship training, implementation and post-internship follow-up activities.
- 9. Internships are assessed against identified youth interested and learning objectives**
Performance is evaluated before, during and after the internship experience. Assessment data is used to measure changes in motivation, attendance, engagement and achievement in the classroom.
- 10. Internships occur in safe and supportive environments**
Internship experiences are compliant with legal, health, and safety regulations. Participants understand how to work with a diverse workforce.

Adapted from "Preparing Youth for Life: The Gold Standards for High School Internships" by National Academy Foundation, <http://naf.org/internship-gold-standards>.