



## Supported Success Internship Program Data Quick View SY 24-25

### 1. Number of interns: 10

- a. 5 Juniors, 5 Seniors
- b. 2 interns identify as male, 7 as female, 1 intern is missing gender data
- c. 5 interns self-reported that they have an Individualized Education Plan, 3 were not sure of their IE status.
- d. 5 interns spoke Spanish in addition to English.

### 2. Total Hours logged at internships: 446

- a. Average hours per intern: 45

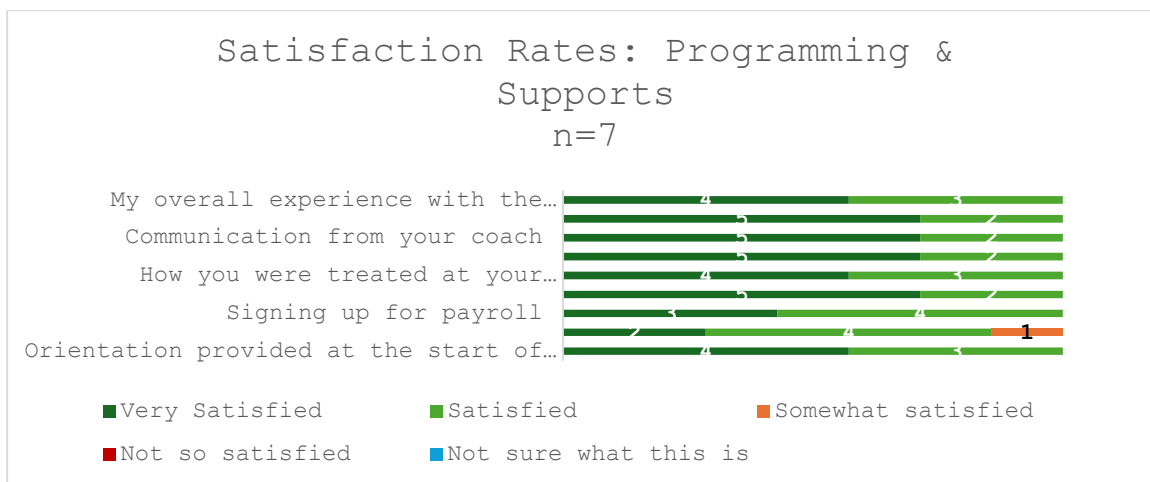
### 3. Amount paid to interns: \$9,600

- a. Each intern who completed the program received \$1,200 divided into 4 payments of \$300

### 4. Program had an 80% completion rate

### 5. Intern Satisfaction

- a. 100% of Interns were very satisfied or satisfied with their overall experience, communications with their mentor and coach, how they were treated during their internship and the tasks and projects during their experience.



### 6. Mentor Satisfaction

- a. The employer mentor was Satisfied with 100% of internship experience: Orientation, interns' level of preparedness, conversations with their interns, communication with the NGAGE staff, communication with the coach, and their overall experience with the program

## 7. Feedback from interns

- It was a great experience I loved it
- I appreciated how welcoming the new program was with us new interns
- I appreciate all the support and help I got through this internship! I don't really think there is anything to add to make it better, I thought this was amazing internship!
- I love how I could get experience for this so I can get other job for me and my future
- Very understanding and flexible program.
- I enjoyed the program I do wish there was more opportunities with picking where you wanna go and having more sites
- This was an amazing experience.

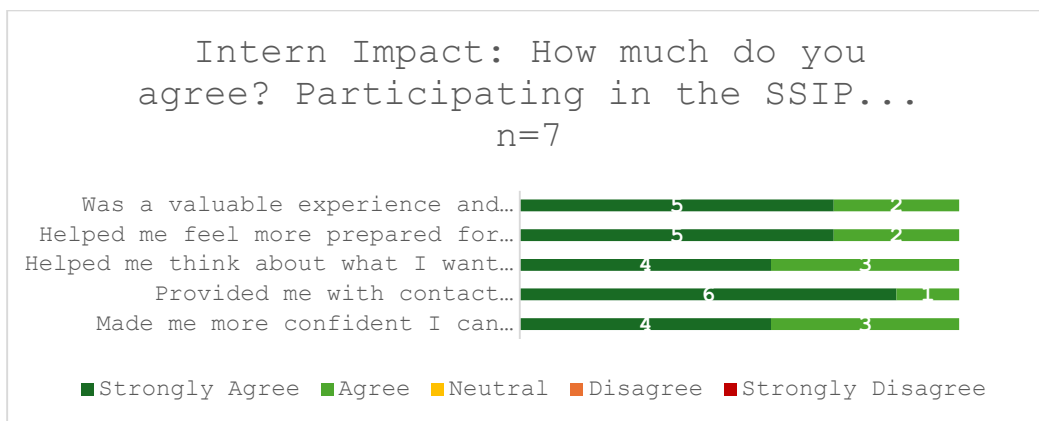
## 8. Intern Impact

### a. Skill and character development

Theme	Comment
Better communication and relational skills	I'm more confident and not scared to say what I think
	My communication skills, and getting to know people better
	I feel like I communicate more with people I don't really know
	<u>I feel more comfortable talking to people and I feel more confident in myself to get out there and experience more opportunity.</u>
Work experience	This is my first job so this was very very helpful and special
	I feel way more confident in my work ethic because this internship helped me grow/expand my knowledge in working at a food bank and working in general.
More compassionate	The internship has help me to be more compassionate.

- The mentor was asked about changes they observed in interns over the course of the internship: "Their confidence level skyrocketed!"
- The coach was able to share that interns were exposed to life skills including using public transportation systems, which dealt with scheduling, transferring buses, and time management.

### b. Future-oriented impacts



#### i. Key Intern comments about agreement ratings:

This has put my potentials very high knowing this is a helpful guide for my future jobs  
 Help me get the experience I need for future jobs now I can put in my résumé that I've had a job before. I feel more prepared for the real world. All of my mentors gave me their contact information with no issue and where there for me when I had questions. It also helped me find what career path I

wanna take because I was able to talk to my mentors and my coworkers that were from my school and they were happy to help. Give me options and find something that was suited for me.  
The internship made me more confident so I can succeed in the future.

## ii. Key Intern descriptions of learning that will be useful for their future

Theme	Comments
Professional skills:	Something I learned is to not be afraid to speak up and I know that will come in handy in the future and be able to put this internship on my resume
Communication	I learned that I should speak up if there is a problem
Self-advocacy	I learned that its okay to slow down a bit when someone doesn't understand something. I am a very fast passed worker and would easily get frustrated having to continuously explain a task to my peers but this internship showed me its okay to let everyone work at their pace
Collaboration	Collaboration with any managers.

## iii. Staff descriptions of observed impacts on interns

<i>"One said, 'college isn't for me, that's ...not something that's for our people.' ...At the banquet they said they were going to apply to the community college and was going to try to be a social worker or go into the medical field. You shifted! I don't know what happened in those couple of weeks, but something did shift in that kiddo. Those are the huge successes in seeing the growth." – Ngage Coach</i>
<i>"Nervousness and timid to broad shoulders, sassiness, much more expansive. It was wonderful to see. In particular, one student, who had trouble with verbal expression at the start of the program, but by the end it was clear they had excellent verbal capacity, and they blossomed in their presentation by the end of the program. Really uncovered a big piece of themselves." – Ngage Program Coordinator</i>
<i>"Two students I've worked with since Freshman year, to stand in front of people they don't know and present was huge. With the program, they have become confident enough to speak in front of people they don't know. It was neat to see their confidence really build through the program." – School coordinator</i>
<i>"I think they appreciated the program by the end. They made choices to get into it and there was fear and unknowns, but by the end they were all grateful and glad they did the program. I say that because, not necessarily from their presentation, because sometimes kids will say what you think they want to hear, but in communicating with them after, they sent texts on their own. 'I really want to thank you,' 'This was a really good thing for us, I feel a lot more confident.' I got those messages without asking for them, and some of them also said they want to come back next year. That seems like a clear indication that they had success." – Ngage Coach</i>
<i>"The youth that were at the difficult site, I really thought they'd be discouraged and a big setback, those kids were even more introverted and nervous. But we didn't, I think one of the things I was surprised about, was the other kids that were already there, those kids took the newer ones to the site and showed them how to navigate. It showed their leadership skills, I didn't expect that. Shows their resiliency and their gifts within and their strengths within and the others stepped up who showed nurturing and leadership." – Ngage Coach</i>

## 9. Employer Partner and Mentor Impact

- a. The mentor strongly agreed that serving as a mentor strengthened their own supervisory skills, resonated with their personal values, and increased their sense of hope about young people.
- b. The mentor described the internship program as an experience that increased their awareness of the importance of engaging young people and recognizing the meaningful contributions they can make. It broadened their perspective on the potential and value that youth bring to the workplace.

## 10. Ngage NM and School Staff Impact

*"I really like the goal of the program, I like how it's set up. Having support systems is what they need, I don't know all the students' stories and it might be harder for them to trust. It's nice to start showing them. Teachers do this all the time, provide support. But having exposure to other adults they can have in their corner. I love the population that it's focused on, it has my heart." – School Coordinator*