



Internship Overview for Organizations

Cary High School's rising seniors in the **Academy of Technology & Advanced Manufacturing** have learned the fundamentals of engineering, technology, and advanced manufacturing. All ATAM students have been through a program of soft and employability skills training. ATAM students are hard workers, good communicators, and problem solvers who are eager to bring value and their talents to your organization.

Benefits of an Internship:

- ⊕ Increase name recognition for your company's community involvement
- ⊕ A fresh perspective on problems with current knowledge
- ⊕ A cost-effective source of labor for projects/tasks 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 industry academic preparation
- ⊕ Rehired interns reduce training and onboarding costs

Testimonials: *"John brought a high level of programming expertise to the team. Several team members approached John to help solve coding problems."* – **SAS Institute Inc.**

"The caliber of motivation and talent I have seen with our academy students' intern is remarkable" – **Dell Technologies**

"Our intern's focus was outstanding; he already had a professional attitude. He's a valued member of Camelot. If a permanent position were available, it would be an easy decision to offer it to him." **Chris Moody, Camelot Illustrations, Cary**

Interns bring the following skills and competencies to your organization:

- ⊕ Computational thinking
- ⊕ Trouble shooting
- ⊕ Routine maintenance tasks
- ⊕ Software program design & development
- ⊕ Create and modify 2D & 3D models
- ⊕ Create and modify technical drawings
- ⊕ Basic Robotic Operation
- ⊕ Basic Robotic Maintenance
- ⊕ Quality Control Documentation
- ⊕ Assembly/soldering/manufacturing
- ⊕ Industry certs(OSHA, MSSC, AutoCAD)
- ⊕ Basic analog electronics
- ⊕ Administrative & industry related projects
- ⊕ IT Technical Support
- ⊕ Design and create
- ⊕ Research
- ⊕ Social media management
- ⊕ 3D printing and rapid prototyping
- ⊕ Logistics & inventory control
- ⊕ Update/maintain drawings
- ⊕ Varied software – Python/Java/Pseudo code
- ⊕ Willingness to work and learn whatever is needed

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.
- ⊕ WCPSS has insurance coverage on all student interns. Each student is covered with a \$1,000,000 liability policy.

Getting Started:

- ⊕ Contact the Academy Director, John Evans(jevans3@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 coordinate with the intern's supervisor to complete at least one on-site 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 the internship presentation.



The Academy of Technology & Advanced Manufacturing(ATAM)



Cary High School's Academy of Technology and Advanced Manufacturing(ATAM). ATAM is an immersive, smaller learning community within Cary High School. ATAM will focus on developing skills needed in technology, engineering, and advanced manufacturing fields as well as essential and employability skills. The program is a four-year course of study where students take core and technical classes together as a cohort.

About The Academy

The academy will prepare students for the many diverse career opportunities in today's growing technology, engineering, and advanced manufacturing fields. Students will be equipped with the personal, analytical, technical, teamwork, communication, and employability skills necessary to be successful in college and today's workforce. ATAM students will be given unique learning experiences that provide them access to industry-specific curricula, work-based learning experiences, and relationships with business professionals. Principal Nolan Bryant said, *"Our new Academy of Technology and Advanced Manufacturing will meet two significant needs in our community. It will help prepare our students for careers and programs of study in many engineering, manufacturing, and technology fields. It will also generate a workforce, both immediate and long-term, for the many engineering and manufacturing companies that call RTP home."*

The learning environment will be collaborative and fun. All students will be supported to ensure academic success as they progress through the four-year academy in grade level cohorts. Project based learning, interdisciplinary projects, and STEM principles will be integrated across technical and core courses. Students will complete a minimum of four technical courses in one of two career specific tracks of technology or advanced manufacturing, as well as the NC Standard Course of Study. [View what an academy student's schedule might look like.](#)

Cary High School has invested over \$100,000 in robotic, electronic, electrical, pneumatic/flow control and instrumentation equipment to ensure students are equipped with latest technical skills. There will be a robust offering of technical courses in advanced manufacturing, technology, design, and engineering. ATAM will be partnering with local businesses to offer apprenticeships, internships, and job shadowing opportunities. There will also be multiple fieldtrips each year to local businesses as well as to challenge courses and other team-building activities.

Integral to the academy's four-year course of study will be a comprehensive employability and soft skills program. Academy students will participate in presentations, communication, team building, resume writing, mock interviews, and other activities to prepare them for success after high school. John Evans, Director of ATAM, says *"We recognize the importance balancing technical skills and certifications with essential, or "soft," skills in the workplace. One of the greatest benefits to the academy students is learning the necessary essential and employability skills our business partners tell us are crucial for success in the workplace. Whether their plans after high school include post-secondary education, or work, these skills are a must have"*

ATAM will be a bridge between the school system, tomorrow's workforce, and corporate America. WCPSS has found a successful formula in partnering its career academies with the local business community to help develop the essential skills and technical training of academy students. With hundreds of technology and Advanced Manufacturing companies in Wake County, ATAM is always looking for partners to give technical expertise and guidance in the areas of manufacturing, engineering, and technology, as well as to engage with students to provide experiences that simulate the world of work.

The ultimate goal of the academy is to set students on the path to career success and create a pipeline of talented workers for the community. Given the current gaps in skills, wage mobility, and the labor shortage facing today's workforce, this is a win-win situation for the business community and our students.

Through its Advisory Board ATAM has currently engaged with organizations such as SAS, Syngenta, GlaxoSmithKline, Dell, Buhler Aeroglide, Nycor, Morris-Associates, SHUNK, Apple, Signalscape, Lenovo, ABB, NCTAP, ECU, WTCC-WakeWorks, ApprenticeshipNC and others to start the process of building a strong advisory board and support team. **ATAM is always looking for businesses, parents, community leaders, and higher education institutions to be part of its Advisory Board and support team. If you would like to make an impact on student's lives and help develop the workforce of tomorrow, please contact Principal Nolan Bryant jbryant@wcpss.net or John Evans jevans3@wcpss.net via email or call John Evans at 919-460-3549 ext.21832.**