



Arizona Interns-In-Action was launched in 2010 as an enterprise-wide internship program designed to assist with workforce challenges and prepare a potential talent pool for state government.

ARIZONA INTERNS-IN-ACTION



Program Overview

Arizona Interns-In-Action goal: Develop the future workforce, introduce students to the State's organizational culture, offer meaningful assignments with close supervision, and encourage students to consider future employment with the State of Arizona.

- To date, 255 students have been placed into internships including the 25 interns currently on board.
- The program has many unique features and won the Innovative State Human Resource Management Award in 2012 from NASPE (National Association of State Personnel Executives).
- The program uses a QR (Quick Response) code and other social media to reach out to students.

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Intern Recruitment

Prospective interns are recruited through college events, referrals, school postings, and the Arizona Interns-In-Action website.

- The selection process is designed to find students who are engaged and focused.
- Students are selected based on job requirements outlined in the sponsor request form, a 3.0 GPA and two in-person interviews.
- Students are often marketed to the agency based on outstanding achievement and field of study.
- Sponsors receive student resumes with bio profile via email.



Measuring Our Success

The success of the program is measured in a variety of ways. The agency sponsor evaluates the intern's performance and the intern evaluates the program.

- Agencies continue to provide positive feedback requesting new interns each semester.
- Agency participation has increased by 50% and there are 51 agencies participating in the program.
- The program started with 3 university partnerships and now has affiliate agreements with 9 colleges and universities.

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Future Plans

- A State of Arizona Management Intern Program has been developed and will be launched in January 2014.
- Establishing a “Twitter” account will communicate upcoming intern events and share topics of interest.
- A “Spring Mixer” is being added as a summer event as well as a separate career strategy workshop .
- The Career Center will remain a vital resource for students.



Web Site



ARIZONA INTERNS-IN-ACTION

INTERN PROFILES



ARIZONA INTERNS -IN-ACTION

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WELCOME TO THE STATE OF ARIZONA INTERNSHIP PROGRAM!

Welcome to "Arizona Interns-In-Action" – where intern opportunities are available at over 50 different State of Arizona government agencies. This unpaid program has been developed for interns to gain practical training and hands-on, real-world experience that will help them meet their educational goals and prepare for their professional careers. State agencies benefit from selecting interns in career fields of study that relate to their agencies, and interns can be great sources of assistance as they put into practice what they have been learning. Many individuals who start at the state as interns go on to become full time state employees, as you'll discover when you read their stories.





Newsletter

ARIZONA INTERNS-IN-ACTION NEWSLETTER

JANUARY 2010, VOLUME 1

INTER ACTION



Interns David Jenkins and Liz Castro in the Arizona State Capitol with Intern Project Manager, Susan Laurence and Jennifer Thomsen, Legislative Analyst at the Arizona State Senate.

STATE LAUNCHES NEW INTERN PROGRAM!

College students who are searching for internships have a new window of opportunity with "Arizona Interns-In-Action." This new unpaid internship program provides students with meaningful, supervised assignments, and practical application of what they have been learning in school. Susan Laurence, Internship Project Manager says, "It's a program designed to help students meet their educational goals and prepare for their professional careers, while state agencies benefit from selecting interns in fields of study that relate to their agencies." There are internship possibilities at over 50 different state government agencies covering a wide variety of disciplines and career opportunities. "Response for this new program has been incredible, and it's no wonder, because it's a win-win opportunity for both students and state agency sponsors." For more information about "Arizona Interns-In-Action," check out the new web link at www.hr.az.gov/intern.

Welcome New Interns!

Gabriel Flores: ASU, Arizona Department of Administration

Valeria Ahumada: ASU, Arizona Automobile Theft Authority.

Brandon Urias: ASU, Arizona Department of Administration

Mark Waitzel: Grand Canyon University, Board of Psychologist Examiners

Kathryn Krejci: ASU, Department of Health Services

Adam Willis: ASU, Attorney General's Office

Vanessa Gobraight: ASU, Arizona Department of Health Services

COMING EVENTS

Lunch n' Learn Series:

Thurs. Feb. 25, 2010 @ 11:30 AM
ADOA Building, Conf. Room 203
Bring your lunch and learn about Arizona Department Of Administration.
Meet Interim Director: Dave Raber

March 9th: 10:30 - 12:00
Resume Development
12:30 - 2:00
Job Search and Interview Techniques

Mar 11th: 10:30 - 12:00
Networking

State Capitol Tour:

Fri. Mar. 19, 2010 @ 11AM
Meet ADOA Lobby
Lunch at Capitol
1:00 PM Tour Senate & House

March 16th: 10:30 - 12:00
Communicating Your Strengths

Career Services Workshops:

March 4th: 10:30 - 12:00
Resume Development
12:30 - 2:00
Job Search and Interview Techniques

For more information, contact:
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REAL INTERNS-IN-ACTION!

Ready to put what you're learning in school to good use? Just ask David Jenkins and Liceth (Liz) Castro, the first two college students in the new "Arizona Interns-In-Action" Program. David, who will be receiving his BA degree in Global Studies from ASU "immediately became a valuable resource on our Statewide Pandemic Preparedness Team -- assisting in the development and deployment of surveys and time sensitive information to ensure continuity of operations of state agencies in the event of a pandemic," according to his sponsor, Karie Miller. On the other hand, Liz, who will be receiving her BA degree from ASU in Management and Leadership "brought fresh ideas, marketing and media research, to assist in developing and implementing a new state intern program unlike any other," says Program Manager Susan Laurence. Reflecting on their overall intern experiences, both David and Liz shared common thoughts of much learned, time well spent, and opportunities of having their talents truly valued.



Contact Information

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