

Supporting High School Interns

Opportunity College is a nonprofit organization that designs and operates innovative education-to-employment programs that aim to launch 16-24-year-olds from under-resourced backgrounds into both a good job and an aligned pathway to a college degree.

Our employer partners provide work-based learning experiences that help students develop as professionals, while expanding pipelines for underrepresented talent within their local communities. We offer training to intern managers to ensure both the student and company have a mutually impactful experience.



Our Trainings For Intern Managers

Bridging the Gap

Many students experience a stark transition from the highly-structured high school environment to the more autonomous nature of the workplace. We help managers create developmentally-appropriate projects and scaffolds for interns as they make this transition.

Inspiring Ownership

One of the hardest and most important skills for new-to-the-workforce talent is how to take full ownership of their work. We will share and practice feedback strategies that will help your intern to take initiative and solve progressively complex problems with confidence.

Building Relationships Across Lines of Difference

In this session, managers will reflect on how race, class, or age-related biases may show up in the intern-manager relationship. We will also practice intern feedback conversations that balance empathy and high expectations.

Supporting Career Exploration

In your role as a mentor, you will help your intern develop longer-term education and professional goals. We'll discuss ways to create opportunities for interns to explore different job roles and to chart a course toward their future career goals.