Although not fully implemented yet, the Foshay Academy of Finance (AOF) has an ambitious but achievable goal of every academy student having a high quality paid internship before they graduate. This goal is achievable with the help of LAUSD working in concert with the Los Angeles Business Community to provide additional services to career academies like ours. Other major metropolitan business communities such as Miami, Florida already have such a model in place for their students.

All Foshay AOF students are eligible to apply for an internship if they choose to do so. However, there may circumstances wherein a student would not be selected for a paid internship. For example, if the potential internship provider would require a Social Security Number for a paid internship we have had some undocumented students who would not be eligible for that kind of internship. There may be other types of work-based learning experiences such as an unpaid internship that student would be eligible for, or a summer program that enriches career training and college prep like those provided by USC and NFTE. Another situation that would prohibit a student from being selected for an internship is if the student indicated that they would not be able to complete the entire internship program due to a family vacation. Our students have also opted out of internship eligibility due to baby-sitting or summer school obligations.

Internships are not the only method of preparing our students for the “World of Work.” The Foshay Academy of Finance Continuum of College & Career Experiences includes work-based learning (WBL), in which students directly interact with business partners, as well as additional experiences (with examples below) which prepare students for college and careers. Students are best prepared for successful internships by experiencing a robust, multi-year sequence of work-based learning activities.

All Foshay AOF students are eligible for our WBL experiences. Their participation in WBL experiences depends on the extent to which the student desires to participate. AOF partners with a variety of local businesses, non-profits, and community organizations to provide students with hands-on experience in areas related to Business and Finance and College & Career Preparation throughout the school year for each of the three years students are enrolled in our academy. AOF’s WBL supports the transition of high school students by giving them the opportunity to complete their secondary education while developing the skills necessary for competitive employment and successful outcomes.

The funding for AOF’s WBL program is made possible by a grant from the California Department of Education/California Partnership Academies, matching funds from our business and community partners and curricular and program support from the National Academy Foundation (NAF).

WBL is just one element of the NAF educational design that helps students connect what they are learning in class with what is expected in the working world. Through high-quality partnerships with employers and community leaders, AOF students participate in three phases of work-based learning: career awareness, career exploration, and career preparation. Our students usually complete assignments before, during, and after work-
based learning experiences to help them connect their experiences to their academy courses, as well as to their own college and career options.

The work-based learning continuum helps us to creatively deliver curriculum and is proven to help students make informed college and career choices and acquire necessary college and career readiness skills.

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<tr>
<th>AWARENESS</th>
<th>EXPLORATION</th>
<th>PREPARATION</th>
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**Work-Based Learning Experiences**

- Guest speakers
- Worksite tour
- Career fair: ”Meet the Firms”
- Mentor with business partners
- Job shadow
- Mock interview
- Informational interview
- High-quality internship

**Career Readiness Experiences**

- Individualized student learning, college & career plan
- Career interest inventory
- Career pathway options
- Industry competition or conference
- Resume development
- Business dress, behavior, and etiquette training
- Industry certificates
- Micro-lending/community planning project (KIVA)
- Academy student recruitment

**College Readiness Experiences**

- College visit
- College research
- AP or advanced courses
- Scholarship application
- FAFSA completion
- College application
Foshay Academy of Finance students complete an intentional sequence of work-based learning experiences which prepares them to make informed college and career choices and allows them to acquire necessary college- and career-readiness skills.

The following are characteristics for each work-based learning category:

**AWARENESS**
- Builds student awareness of a variety of careers by exposing students to business partners from outside the school (in-person or virtual)
- Allows students to begin identifying areas of career interest
- Allows students to observe, receive information, and ask questions to acquire knowledge and awareness.
- Relates school with the world of work by connecting careers to academy and post-secondary education.
- Can include classroom projects which mimic projects undertaken in workplace

**EXPLORATION**
- Includes direct, two-way interactions (in-person or virtual) interaction with industry or community partners
- Exposes students to the range of occupations within an industry, and the skills and education requirements needed for these jobs
- Provides relevancy to core academic and academy courses in their academies.
- Connects to students’ existing interests and strengths, helping them refine their areas of interest, and allows students to identify new or different interests in order to explore careers more deeply
- Prepares students with the basic skills necessary for higher intensity work-based learning experiences such as internships

**PREPARATION**
- Includes one-on-one, two-way interactions with business partners over an extended period of time sufficient for students to be evaluated by professionals using industry standards
- Allows students to apply learning through practical experiences that have value and consequences beyond the classroom
- Empowers students to produce valuable work that furthers the partner organization’s goals

**INTERNSHIPS SPECIFICALLY:**
- Represent culminating work-based learning experience for all AOF students
- Allow students to apply work-readiness and academic skills, as well as learn specific occupational skills in a workplace setting
- Provide an authentic work experience by paying students for their work
- Occur during 11th or 12th grade years, most typically during the summer between the 11th and 12th grade