

Community Example: In-House Internships

Naperville Community Unit District 203 and Cherry Creek School District models

Naperville Community Unit District 203 and Cherry Creek School District in Colorado are innovating by creating in-house internship opportunities for students, placing them in roles within their own schools and district offices, ranging from information technology to marketing, accounting, transportation, and a growing interest in expanding health science pathways.



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Cherry Creek School District and Naperville Community Unit School District 203 shared how they're implementing in-house internship opportunities for high school students, providing meaningful, real-world experiences that prepare students for college and career success. In-house internships at the districts are currently available in the following pathways and departments:



- Help desk and software engineering with IT
- Marketing with the district office and community connections team
- Accounting with the school cashier
- Automotive with transportation

Details of In-House Models

Schools are increasingly seeing internal internships as a powerful equity strategy, particularly for students who lack transportation, and as a model of leadership that encourages external partners to do the same.

Sample job descriptions and details for internships in:

- [Information technology](#)
- [Marketing](#)
- [Accounting](#)
- [Transportation](#)