



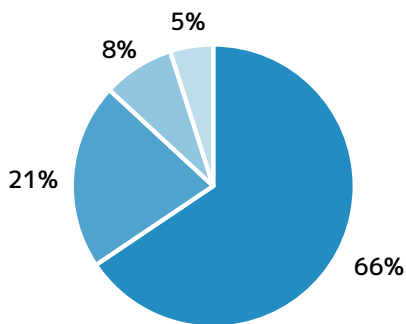
## How much did we do from Fall 2024 to Spring 2025? A Quick Look at the X3 Internship Program

**We made 165 total paid internship placements with 82 employers across all X3 Programs.**

- \$192,847.50 in wages paid out to interns (includes Fall 24 stipends only)
- 40% of placements were with nonprofit organizations
- 90% of placements were with returning employers
- 78% of placements were in Albuquerque, 13% in Santa Fe, 9% Elsewhere
- 25% of placements were college students, 66% high school students, 7% out-of-school interns, 2 % other

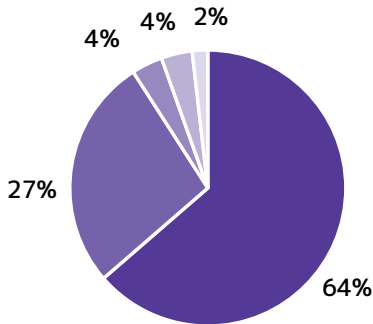
The majority of interns in X3 ABQ and NNM were in their initial internships, while the majority of NeXt interns were returning to the program, some for their fifth or sixth session.

### X3 ABQ



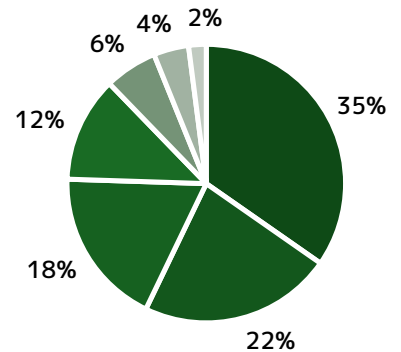
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### X3 NNM



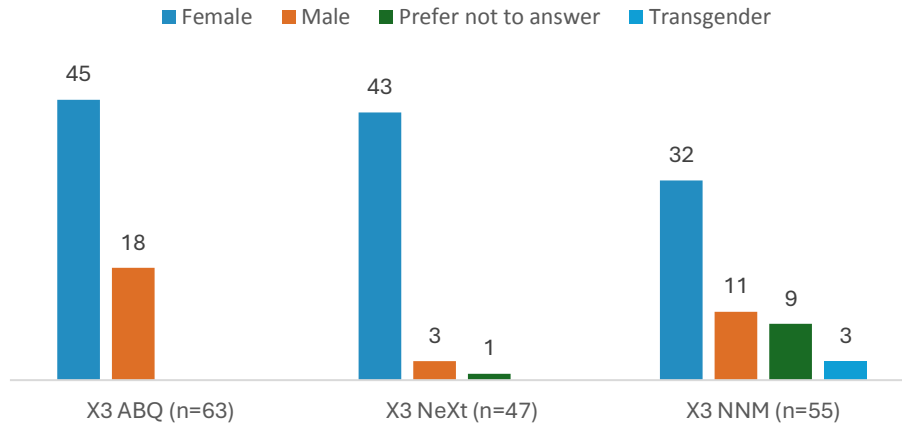
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### X3 NeXt

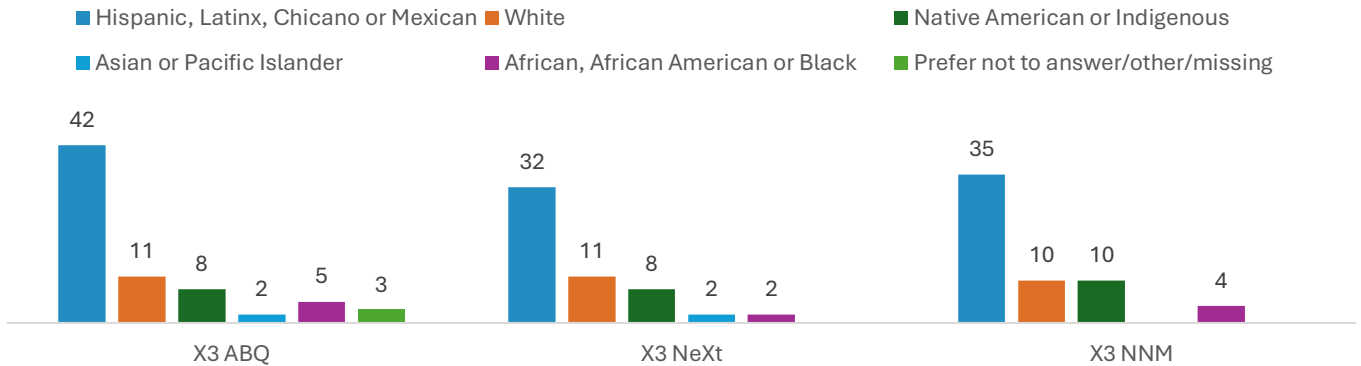


■ First    ■ Fourth  
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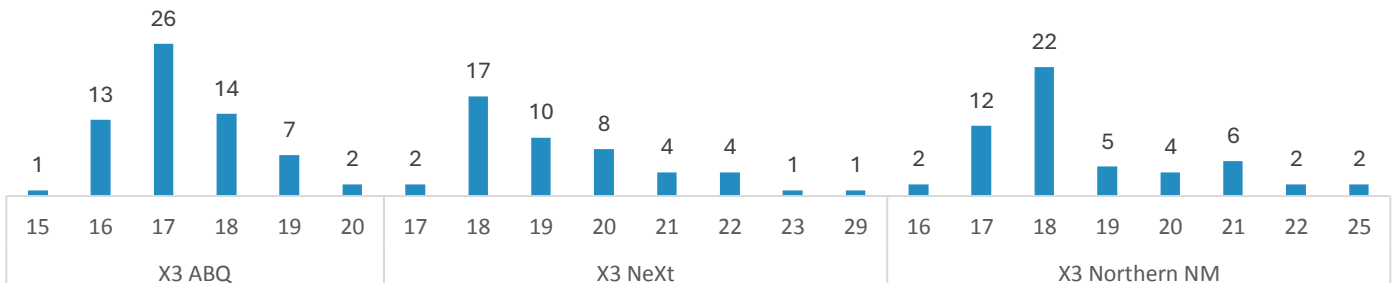
## Intern Demographics: Gender Distribution Fall 2024-Spring 2025



## Intern Demographics: Race/Ethnicity (select all that apply) Fall 2024-Spring 2025

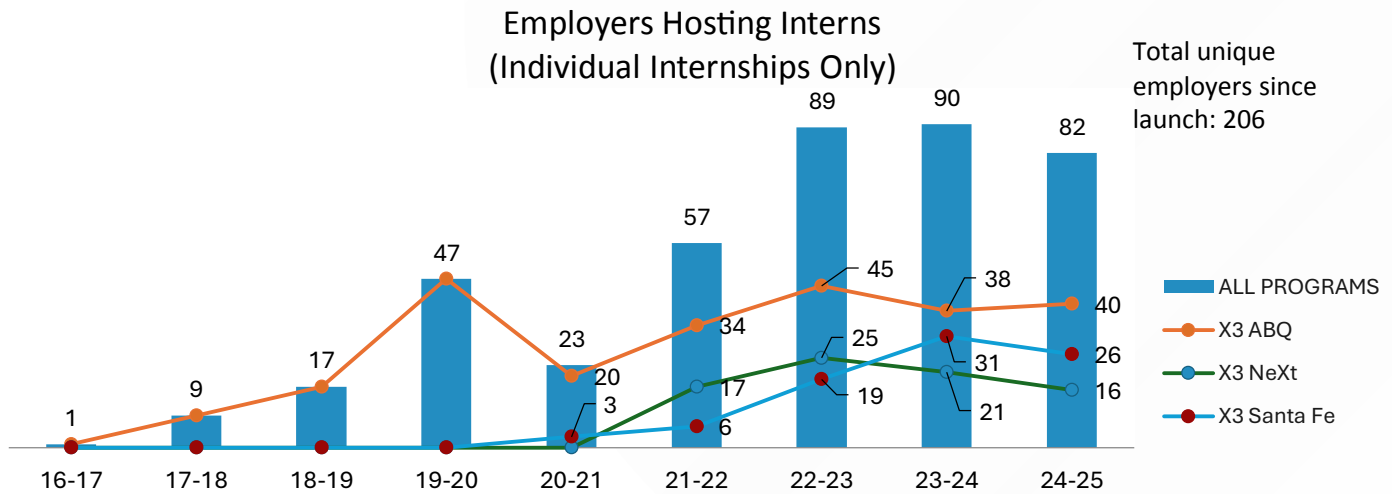


## Intern Demographics: Age at start of internship Fall 2024-Spring 2025



## How Much Have We Done?

### 1. Employers hosting interns, by program (excludes group internships)



### 2. Employers disaggregated by new vs. returning (excludes group internships)

Count of Employers		Sp17 (pilot)	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 <sup>14</sup>
<b>X3 ABQ<sup>2</sup></b>	New	1	8	12	32	9	13	23	15
	Returning	N/A	1	5	15	11	21	22	23
	% New	N/A	88%	71%	68%	45%	38%	51%	39%
<b>X3 NeXt<sup>3</sup></b>	New	N/A	N/A	N/A	N/A	N/A	6	8	10
	Returning	N/A	N/A	N/A	N/A	N/A	11	17	11
	% New	N/A	N/A	N/A	N/A	N/A	35%	32%	48%
<b>X3 NNM<sup>4</sup></b>	New	N/A	N/A	N/A	N/A	2	5	12	14
	Returning	N/A	N/A	N/A	N/A	1	1	7	17

<sup>1</sup>

<sup>2</sup> X3 ABQ is our program *primarily* for Albuquerque-based, high-school students. While this describes most of our X3 ABQ interns, there are exceptions, including interns who participate in group internships virtually from around the state. The program is a catch-all for all internships that are not part of X3 NeXt or our growing Northern NM program.

<sup>3</sup> X3 NeXt interns are recent high school graduates, current college students, and transition aged youth who may not be enrolled.

<sup>4</sup> X3 Santa Fe includes all internships located in Santa Fe. As of now, this includes high school students and graduates.

<sup>14</sup> School year 2023-24 excludes summer 2024.

	% New	N/A	N/A	N/A	N/A	67%	83%	63%	45%
<b>Count of Employers</b>		<b>2024-25</b>							
<b>X3 ABQ</b>	New	13							
	Returning	27							
	% New	33%							
<b>X3 NeXt</b>	New	5							
	Returning	11							
	% New	31%							
<b>X3 NNM</b>	New	8							
	Returning	18							
	% New	31%							

### 3. Individual internship placements and unique interns placed

		Sp17	2017-18	2018-19	2019-20 <sup>5</sup>	2020-21	2021-22	2022-23	2023-24	Total Since Launch
<b>X3 ABQ</b>	<b>Placements</b>	6	41	49	162	47	62	158	130	<b>655 placements</b>
	<b>Interns<sup>6</sup></b>	6	33	40	85	37	50	126	111	<b>488 interns</b>
<b>X3 NeXt</b>	<b>Placements</b>	N/A	N/A	N/A	N/A	N/A	32	42	92	<b>166 placements</b>
	<b>Interns</b>	N/A	N/A	N/A	N/A	N/A	23	24	75	<b>124 interns</b>
<b>X3 NNM</b>	<b>Placements</b>	N/A	N/A	N/A	N/A	4	13	85	112	<b>214 placements</b>
	<b>Interns</b>	N/A	N/A	N/A	N/A	3	9	70	101	<b>183 interns</b>
<b>TOTAL</b>	<b>Placements</b>	6	41	49	162	51	107	285	334	<b>1,173 placements<sup>78</sup></b>
	<b>Interns</b>	6	33	40	85	40	82	220	287	<b>1,022 interns</b>
		<b>2024-25</b>								

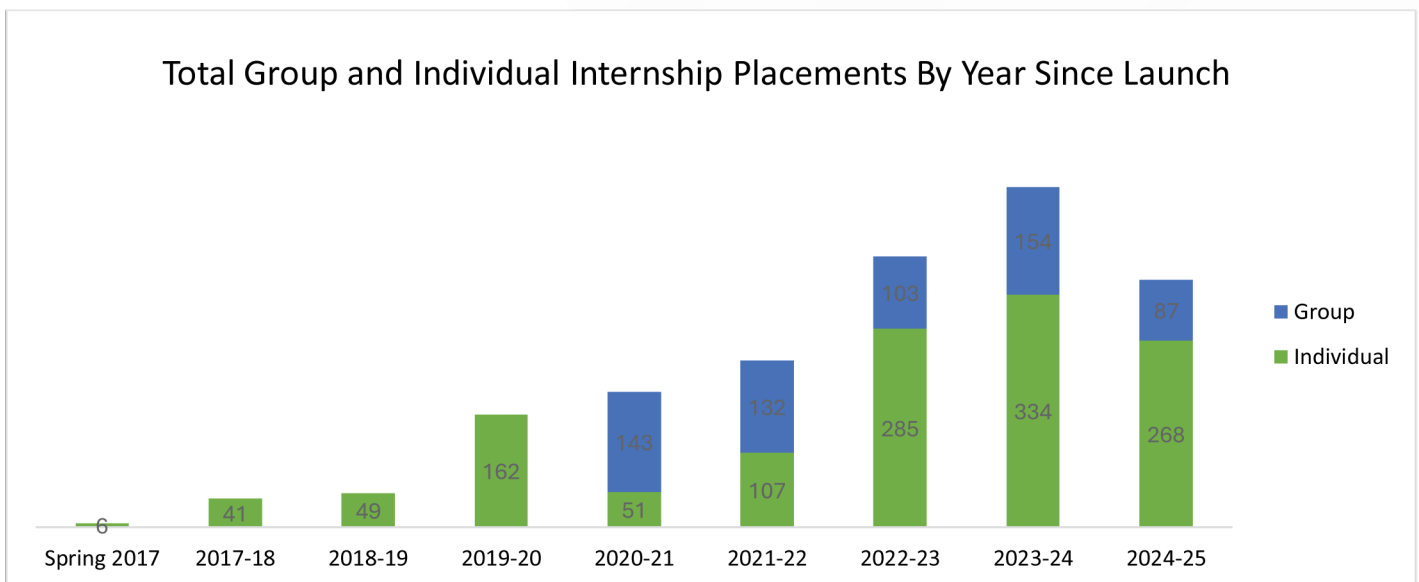
<sup>5</sup> Year 2019-20 includes Spring 2020 Virtual which hosted 43 young people in virtual placements due to COVID-19.

<sup>6</sup> Interns are frequently placed more than once, which is why the placement count is larger than the intern count

<sup>78</sup> The total amount of placements and interns does not include group internships throughout the years

<b>X3 ABQ</b>	<b>Placements</b>	125
	<b>Interns</b>	108
<b>X3 NeXt</b>	<b>Placements</b>	52
	<b>Interns</b>	38
<b>X3 NNM</b>	<b>Placements</b>	91
	<b>Interns</b>	73
<b>TOTAL</b>	<b>Placements</b>	268
	<b>Interns</b>	219

#### 4. Internship placements disaggregated by group vs. individual (By Session, Since Fall 2020)



#### 5. Interns disaggregated by new vs. returning (By Session, Since Fall 2020, excludes group)

Count of Interns		Fall 20	Spr. 21	Sum. 21	Fall 21	Spr. 22	Sum. 22	Fall 22
<b>X3 ABQ</b>	New	13	7	2	19	17	42	20
	Returning	5	19	0	8	16	20	12
	% New	72%	27%	100%	70%	52%	67%	63%
<b>X3 NeXt</b>	New	N/A	N/A	N/A	2	5	3	8
	Returning	N/A	N/A	N/A	7	18	6	12
	% New	N/A	N/A	N/A	22%	22%	33%	40%
<b>X3 Northern</b>	New	2	1	3	4	2	56	7
	Returning	0	1	1	0	3	4	9

	% New	100%	50%	75%	100%	40%	93%	44%
Count of Interns		Spr. 23	Sum. 23	Fall 23	Spring 24	Summer 24	Fall 24	Spring 24
X3 ABQ	New	41	30	25	28	37	23	17
	Returning	23	18	10	19	27	5	16
	% New	64%	63%	71%	59%	58%	82%	52%
X3 NeXt	New	4	36	4	10	1	6	11
	Returning	9	10	13	19	2	17	15
	% New	31%	78%	24%	34%	33%	26%	42%
X3 Northern	New	7	62	8	12	31	19	16
	Returning	2	18	7	5	5	6	14
	% New	78%	78%	53%	71%	86%	76%	53%

## 6. Schools attended by participating interns (includes group internships)

	X3 ABQ	X3 NeXt	X3 Northern NM
<b>Spring 2017 Pilot</b>	<b>2</b> (HLHS and Tech)	N/A	N/A
<b>2017-18</b> <i>Data missing for 2 interns</i>	<b>5</b> (all Leadership schools and CNM)	N/A	N/A
<b>2018-19</b>	<b>5</b> (all LSN schools, New Futures)	N/A	N/A
<b>2019-20</b> <i>Data missing for 23 interns</i>	<b>6</b> (all Leadership schools, New Futures, and Cesar Chavez, and at least 3 out-of-school interns)	N/A	N/A
<b>2020-21</b> <i>Data missing for 15 interns</i>	<b>15<sup>8</sup></b> (all Leadership schools, Cesar Chavez, Amy Biehl HS, Capital HS, Cuba HS, Farmington HS, Highland HS, Independence HS, Piedra Vista HS, SVA, CNM, UNM, and at least 9 out-of-school interns)	N/A	<b>1</b> (Capital HS)
<b>2021-22</b> <i>Data missing for 20 interns</i>	<b>12</b> (all Leadership schools, Amy Biehl HS, Early College Opportunities, Highland HS, Independence HS, Zuni HS, CNM, UNM, UNM Taos, and at least 21 out-of-school interns)	<b>2</b> (CNM, UNM, and at least 5 out-of-school interns)	<b>4</b> (Capital HS, ACE, SFCC, Arizona State, and at least 5 out-of-school interns)

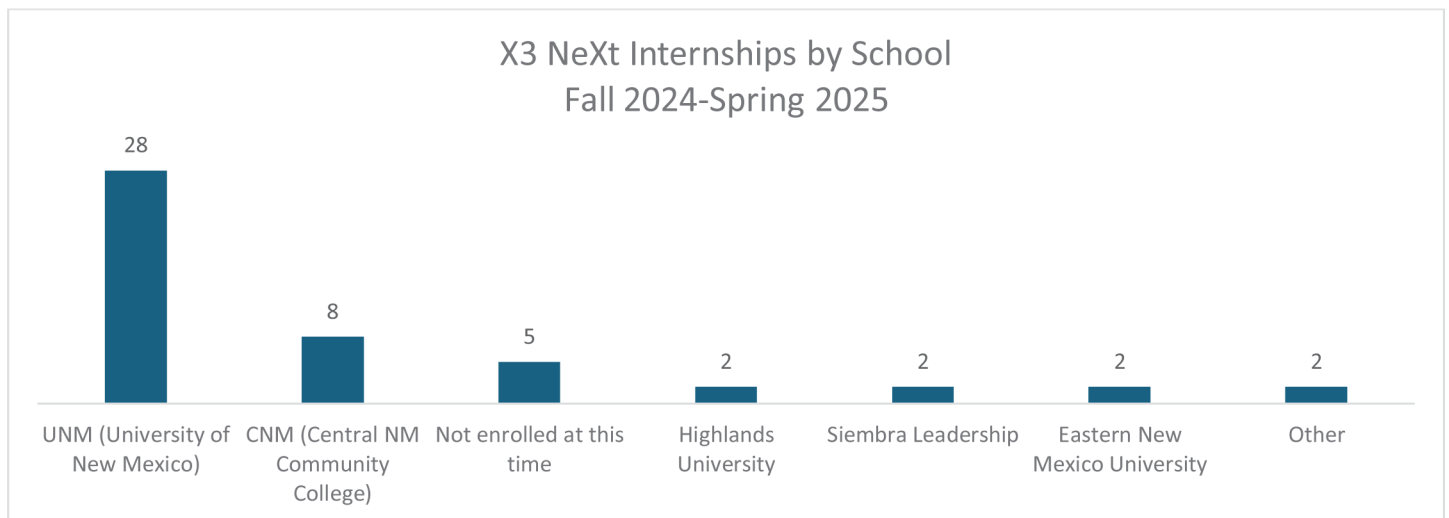
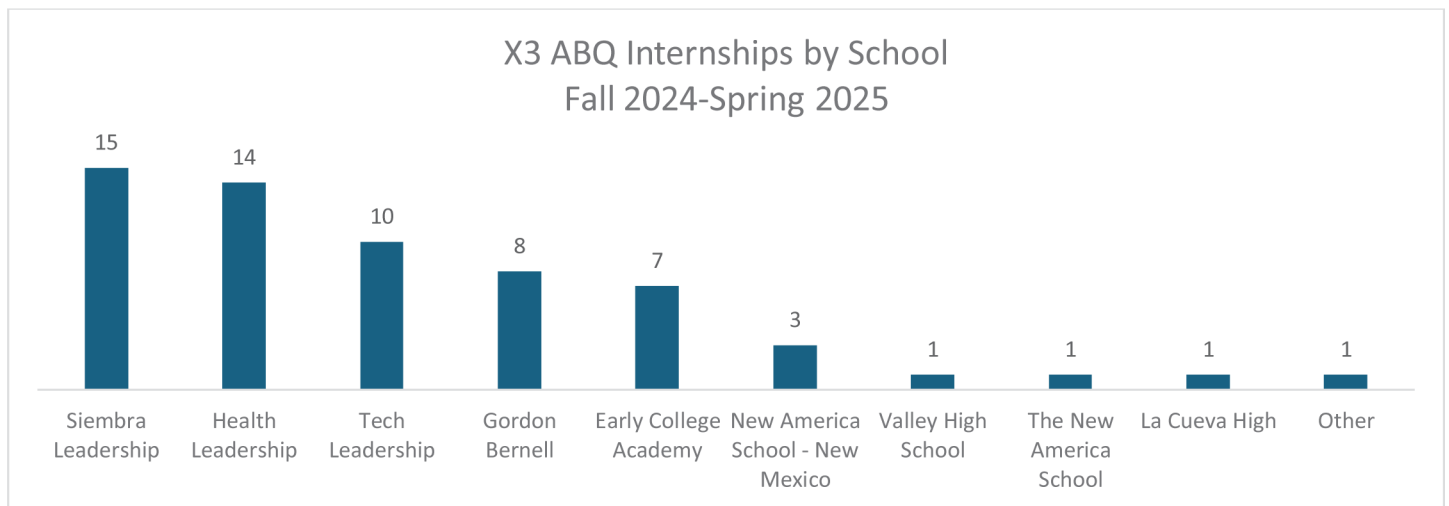
<sup>8</sup> The 2020-21 school year was the first time any of the X3 programs enrolled students who were not attending a school that formally partnered with the program. In some cases, interns participated because FFE formed a relationship with an individual teacher who recruited the students (e.g. YPAR internship) or because FFE formed a partnership with a youth-serving organization instead of a school (e.g. JUNTOS). While partnering with schools at the leadership level continues to be part of our model, the practice of recruiting interns through other avenues has continued. In Summer 2022, we took a leap by accepting applications from individual interns (not accessing them only through school or nonprofit staff).

<b>2022-23</b>	<b>24<sup>9</sup></b> (all Leadership schools, Albuquerque HS, Atrisco Heritage, Century HS, Del Norte, eCADEMY, Espanola Valley HS, Gordon Bernell, Highland HS, La Cueva HS, Pojoaque Valley HS, RFK Charter, Santee Community School, SVA, Thoreau HS, West Mesa HS, CNM, UNM, Aaniiih Nakoda College, NM Inst of Mining and Tech, Ithaca College, and at least 24 out-of-school interns)	<b>3</b> (Navajo Tech, CNM, UNM, and at least 3 out-of-school interns)	<b>25<sup>6</sup></b> (Capital HS, ACE, Academy for Tech and the Classics, Desert Sage Academy, eCADEMY, Los Alamos HS, Monte del Sol Charter, Mandela Intl Magnet, NM School for the Arts, Santa Fe HS, The Masters Program, Tierra Encantada Charter, SFCC, Colorado State, Fort Lewis College, NM Inst of Mining and Tech, UNM, Yale, and at least 18 out-of-school interns)
<b>2023-24</b>	<b>29</b> (ACE Leadership, Carlsbad Enrichment Center, CNM, Contra Costa College, Cottonwood Classical Prep School, DACC, Del Norte High School, E-Academy High School, Española Valley High School, Estancia High School, Gateway to College, Highland High School, Jemez Valley High School, La Cueva High School, Lake Arthur High School, Luna Community Collage, Manzano High School, Mark Armijo Charter School, McCurdy Charter School, Moriarty, New Futures, NMSU, Pojoaque Valley High School, Public Academy for Performing Arts, Rio Rancho High School, RFK High School, School of Dreams Academy, Siembra Leadership, Tech Leadership, students not enrolled at this time 9, other 2. )	<b>11</b> (Carrington College, Chapman University, CNM, Concordia University Irving, Eastern New Mexico University, Northern New Mexico College, UNM, U of Portland, Texas Tech, Santa Fe Community College, Yale, at least 16 students not enrolled in school at this time, other 2).	<b>19</b> (Academy for technology & the classics, Amy Biehl, Capital HS, Capital High School, Cleveland HS, Earth Care, Española Valley HS, Institute of American Indian Arts, Mandela International Magnet School, Monte del Sol, New Mexico School for the Arts, NMSA, Pearblossom Academy, Pojoaque Valley HS, Public Academy for Performing Arts, Robertson HS, Santa Fe HS, Santa Fe Indian School, Santa Fe Preparatory School, The Master’s, home schooled 1, at least 16 students out of school, other 10).
<b>2024-25</b>	<b>18</b> (ACE Leadership, Albuquerque Academy, Albuquerque High School, Atrisco Heritage, Cottonwood Classical, Early College Academy, Estancia High, Gordon Bernell, Health Leadership, Highland High School, La Cueva High School, New America School,	<b>4</b> (CNM, Eastern New Mexico University, NM Highlands University, UNM, not enrolled at this time 5, other 1)	<b>20</b> (Academy for Technology & the Classics, Calvert Academy Online, Capital High, Early College Opportunities, Española Valley High, Institute of American Indian Arts, Mandela International Magnet School, McCurdy

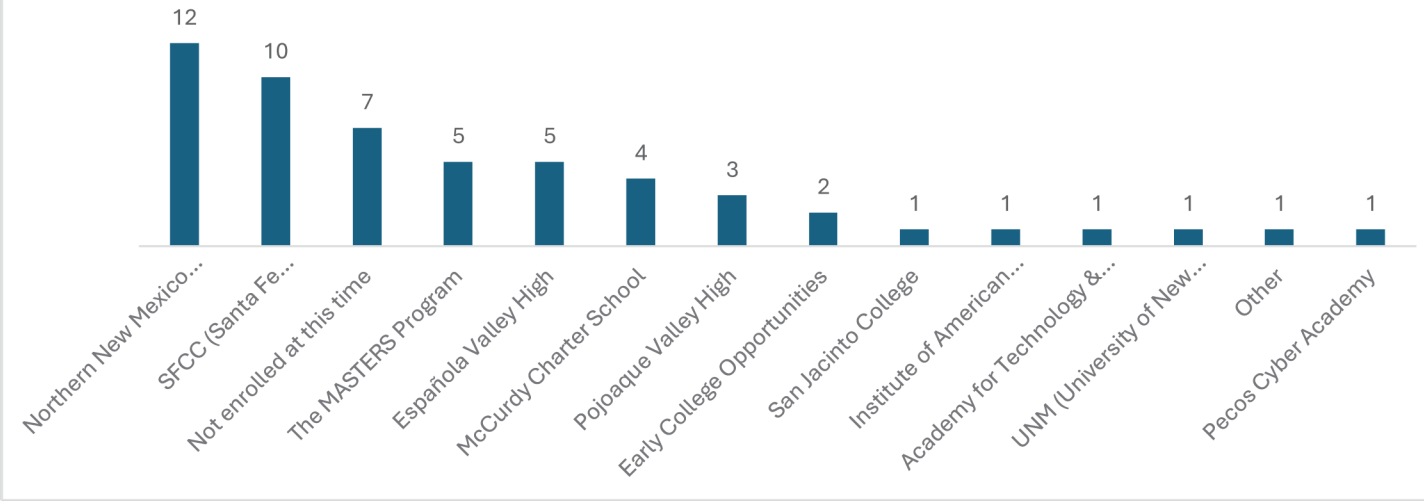
<sup>9</sup> The spike in the number of schools in 2022 is the result of X3 participation in the PED-funded Summer Enrichment Internship Program. Several of the employers hosting interns in Summer 2022 were nonprofits who had recruited interns themselves with no involvement from FFE in the recruitment or selection process.

	Saint Pius X High School, Siembra Leadership, South Valley Academy, Tech Leadership, The New America School, Valley High School. Missing 16, Other 1)		Charter School, Milagro, Monte Del Sol Charter School, New Mexico School for the Arts, Norther New Mexico College, Pecos Cyber Academy, Pojoaque Valley High, San Jacinto College, Santa Fe Indian School, Santa Fe Community College, The Masters Program, Tierra Encantada Charter School, University of New Mexico, Missing 1, Other 1, not enrolled at this time 8 )
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### 7. Internship placements disaggregated by school



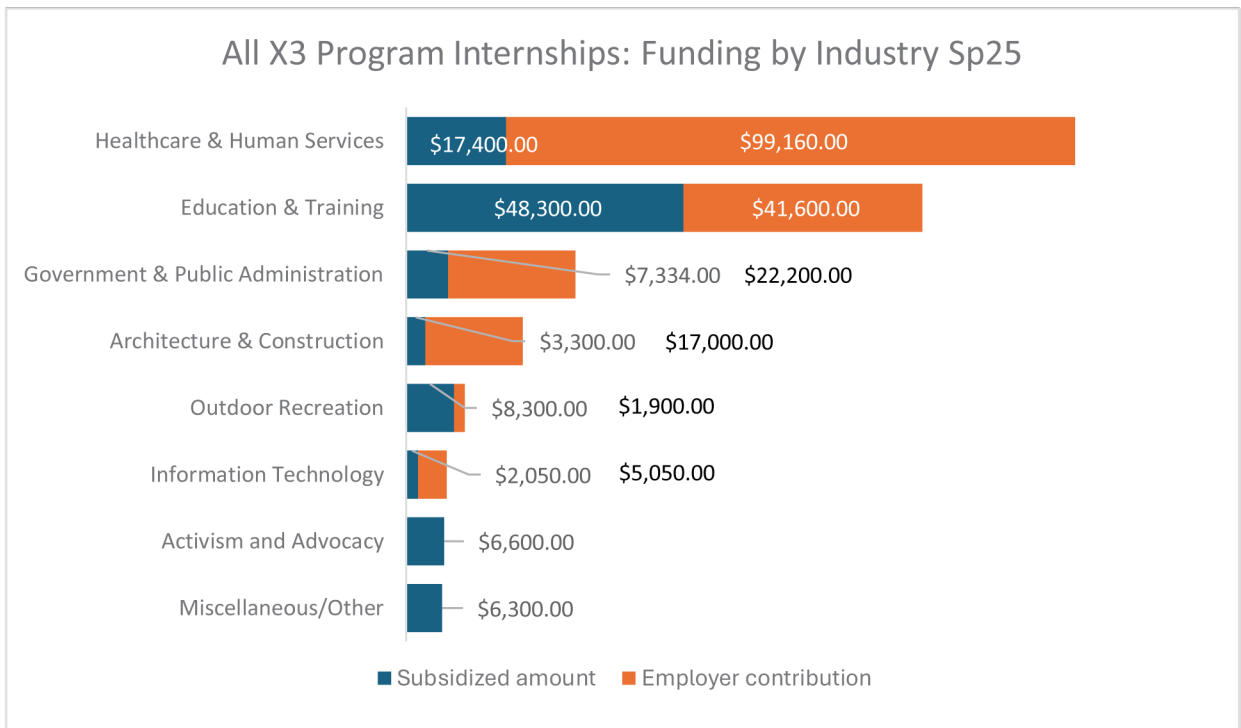
### X3 NNM Internships by School Fall 24- Sp 25



### 8. Internship Hours

From Fall 2024 to Spring 2025, interns collectively completed 19,956.18 hours at their internships, averaging 79.1 hours per intern.

### 9. Employer contributions

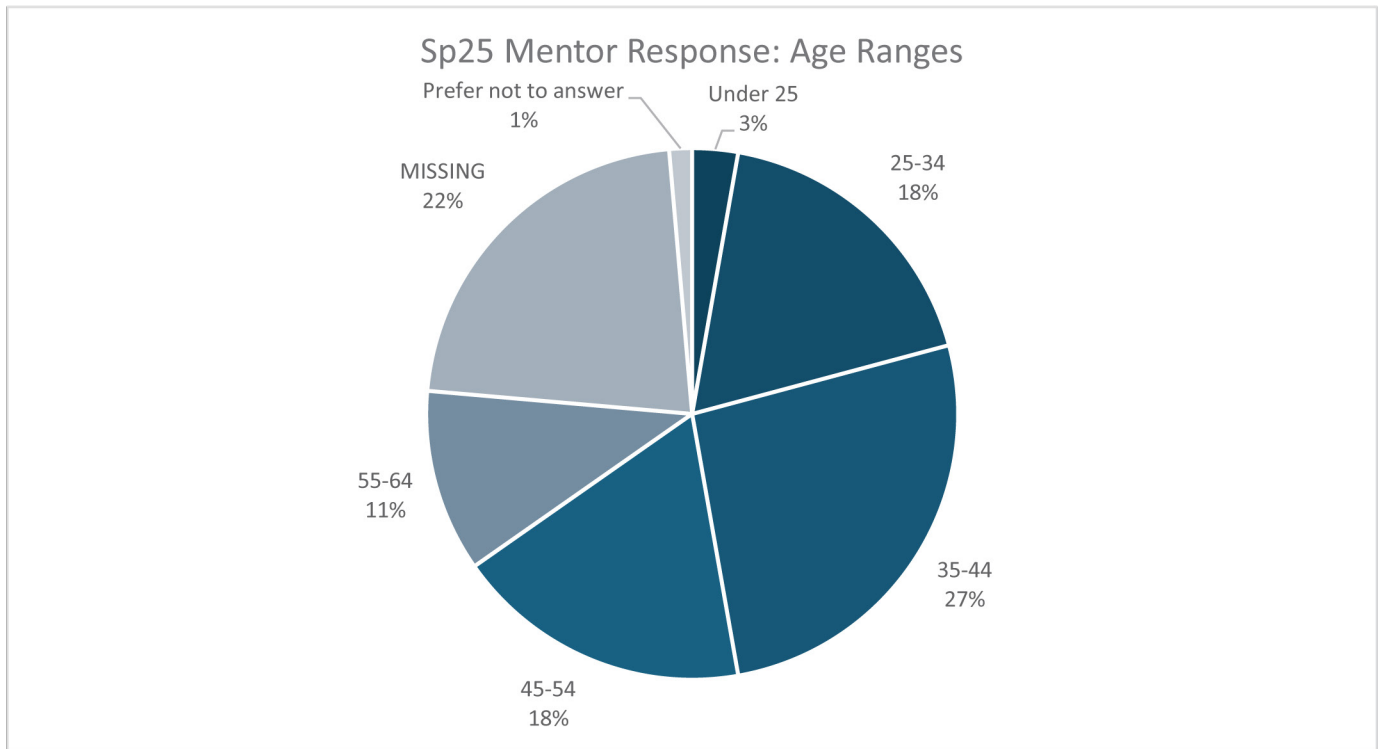


### 10. Number and percentage of internships arranged with employers that went unfilled

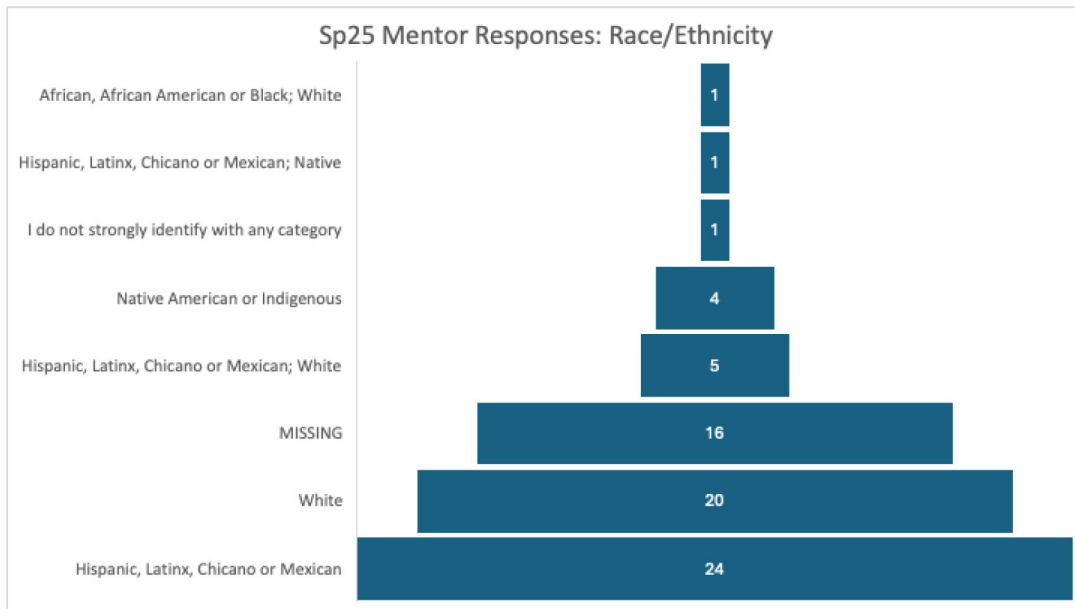
Fall 2024	
X3 ABQ and NeXt	X3 Northern NM
<ul style="list-style-type: none"> <li>Gordon Bernell Hospitality Kitchen Asst</li> </ul>	<ul style="list-style-type: none"> <li>San Ildelfonso Legislative Assistant Intern</li> <li>The Food Depot Partnerships Program Intern</li> </ul>

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>● Heritage Driven Automotive, Mechanical and Fabrication Intern #2</li><li>● FFE Youth Voice Senior NeXt Intern #3</li><li>● 7 Group internship spots were available and not filled.</li></ul> |  |
|--|--|

## 11. Mentor demographics



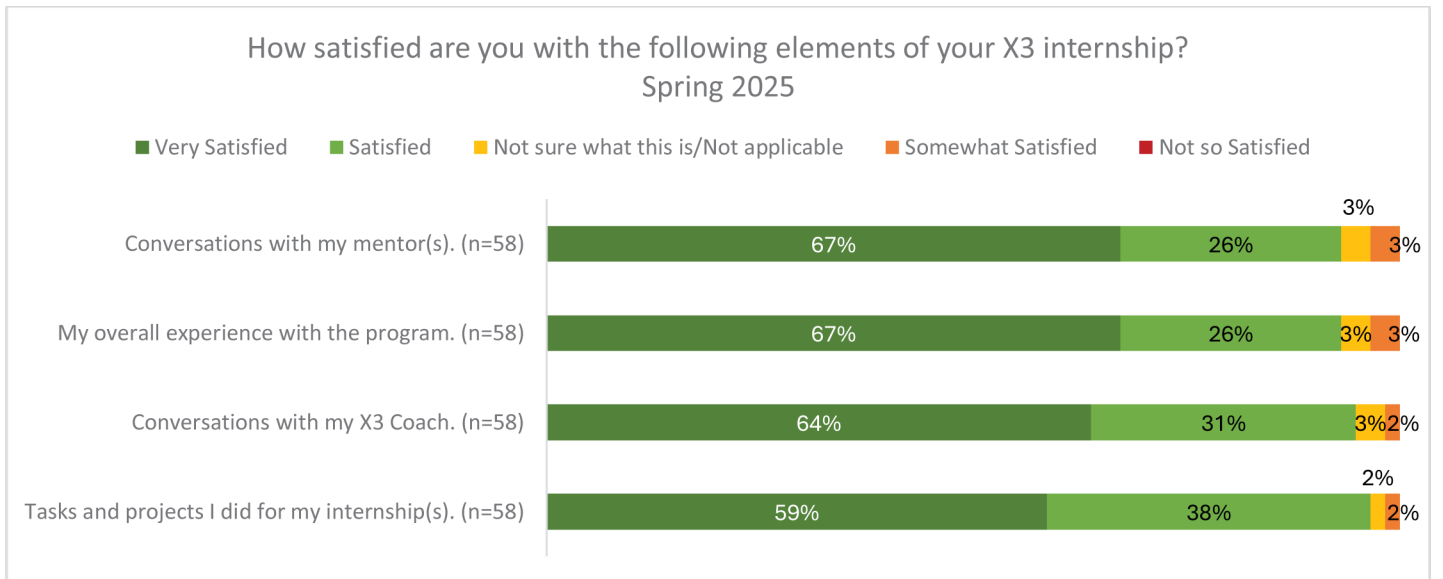
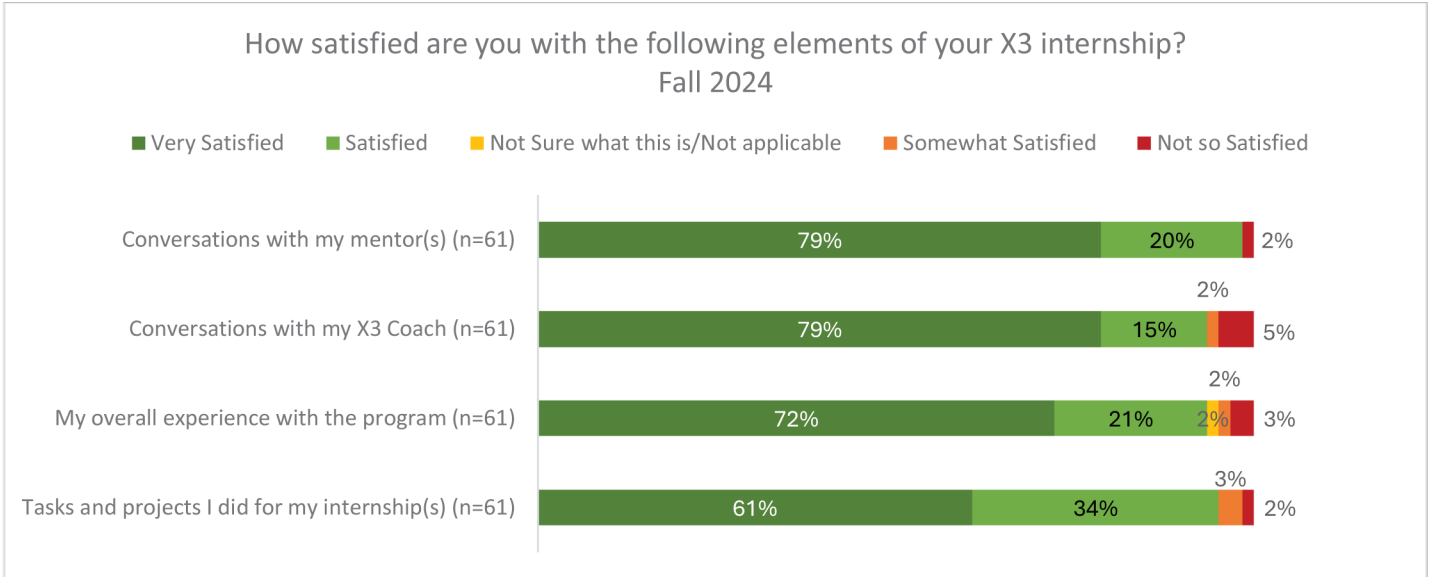
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# How Well Did We Do It?

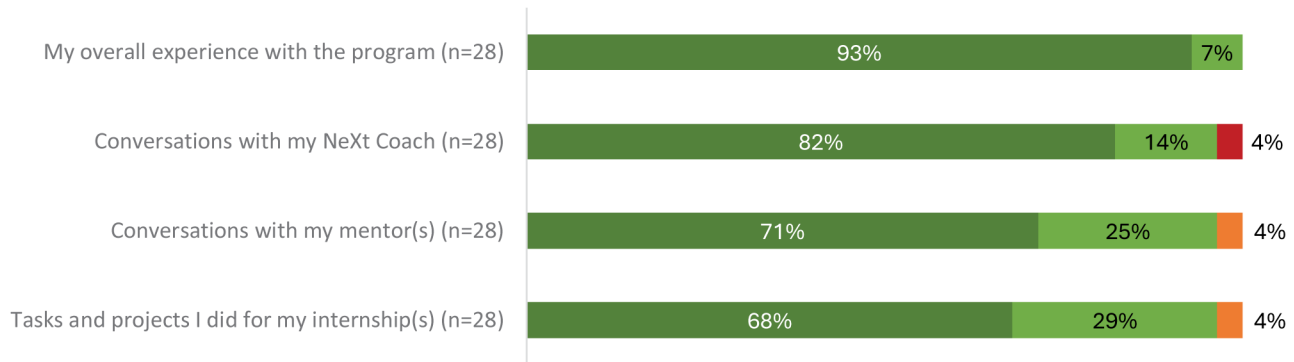
## 13. Intern satisfaction and feedback on different aspects of the program

Intern Orientation Brief –Fall 2024, Spring 2025,  
Fall 2024



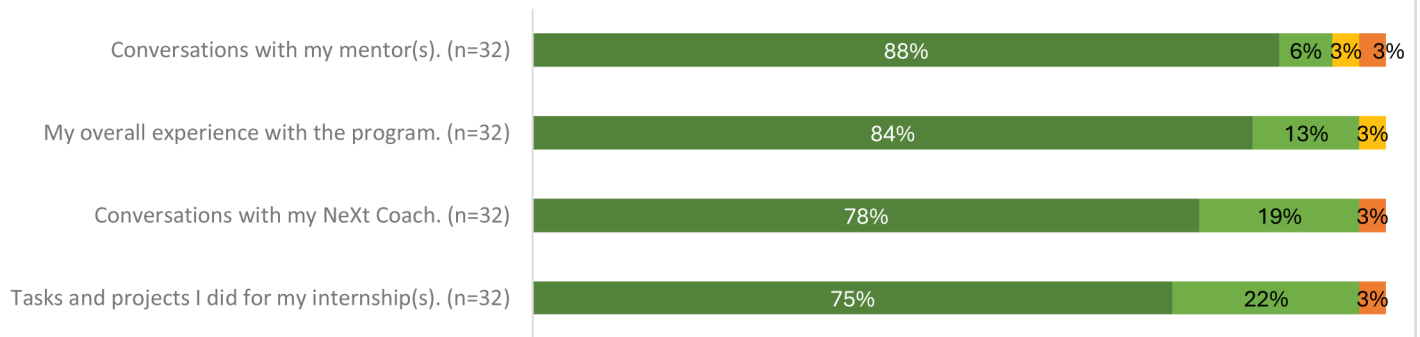
### How satisfied are you with the following elements of your NeXt internship? Fall 2024

■ Very Satisfied  
 ■ Satisfied  
 ■ Not Sure what this is/Not applicable  
 ■ Somewhat Satisfied  
 ■ Not so Satisfied



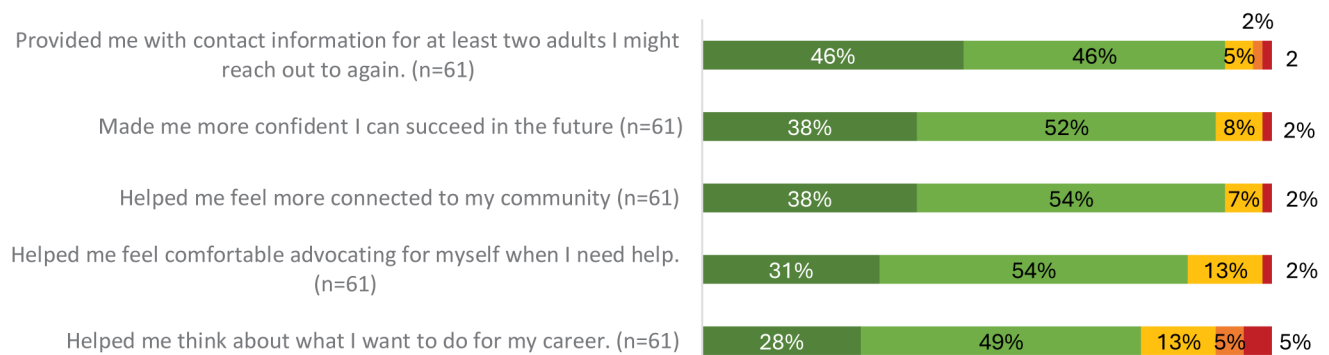
### How satisfied are you with the following elements of your NeXt internship? Spring 2025

■ Very Satisfied  
 ■ Satisfied  
 ■ Not sure what this is/Not applicable  
 ■ Somewhat Satisfied  
 ■ Not so Satisfied



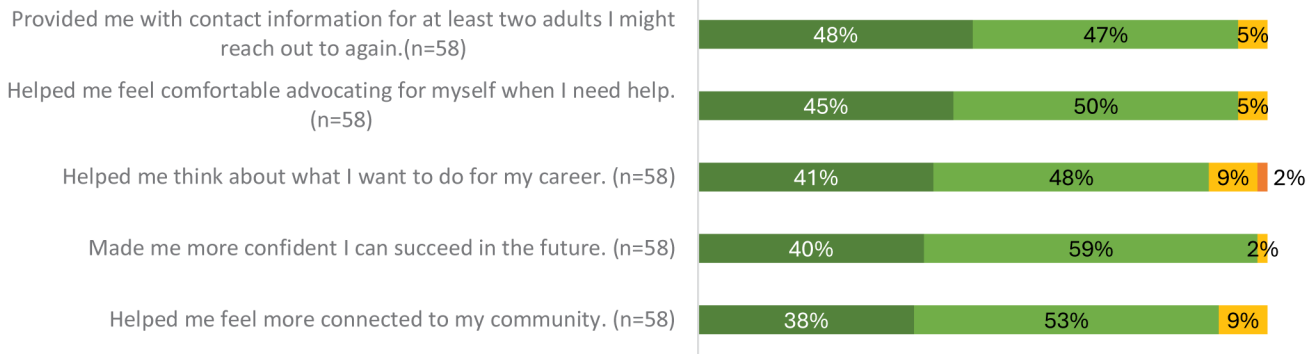
### How much do you agree? Participating in the X3 program... Fall 24

■ Strongly Agree  
 ■ Agree  
 ■ Neutral/Not Sure  
 ■ Disagree  
 ■ Strongly Disagree



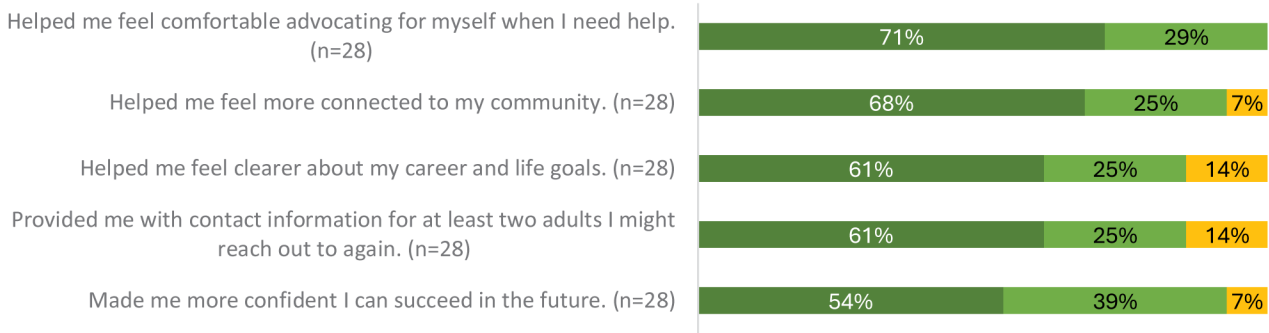
### How much do you agree? Participating in the X3 Program... Spring 2025

■ Strongly Agree 
 ■ Agree 
 ■ Neutral/Not Sure 
 ■ Disagree 
 ■ Strongly Disagree



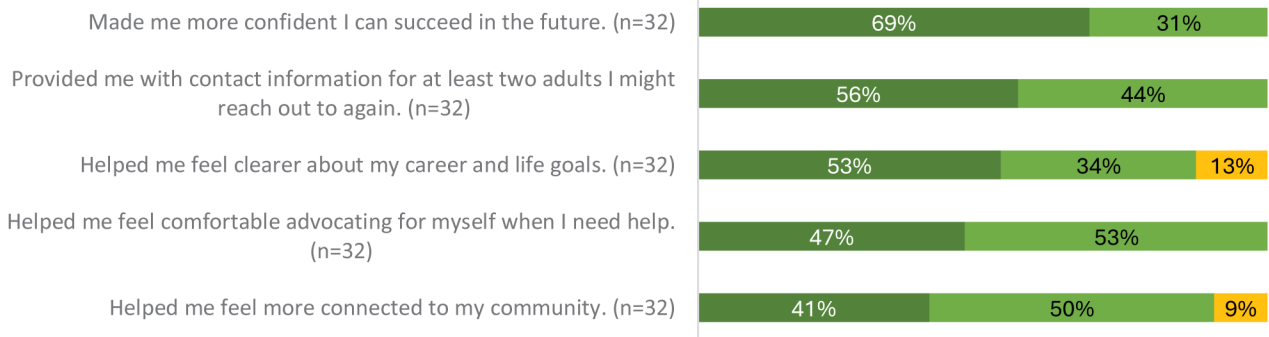
### How much do you agree? Participating in the NeXt program... Fall 2024

■ Strongly Agree 
 ■ Agree 
 ■ Neutral/Not Sure 
 ■ Disagree 
 ■ Strongly Disagree

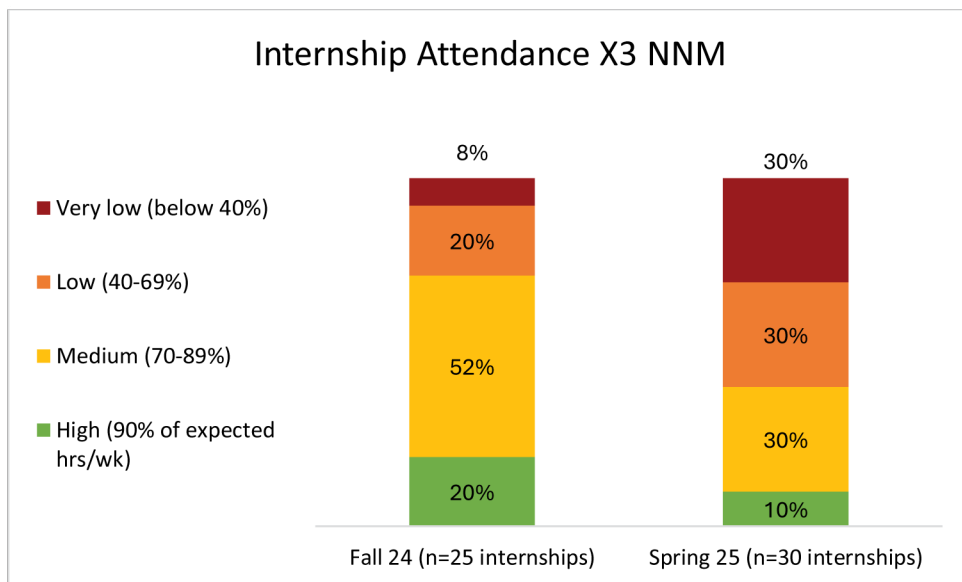
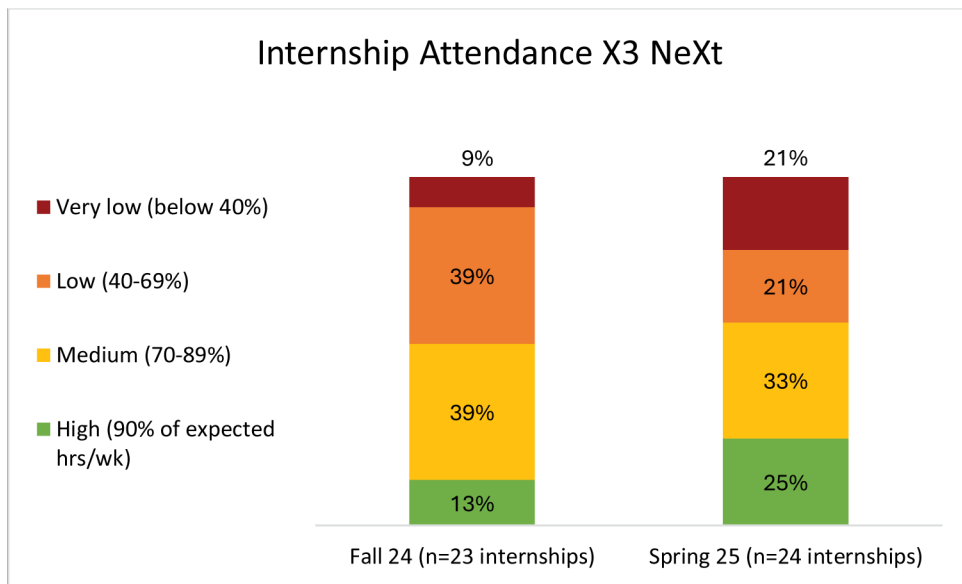
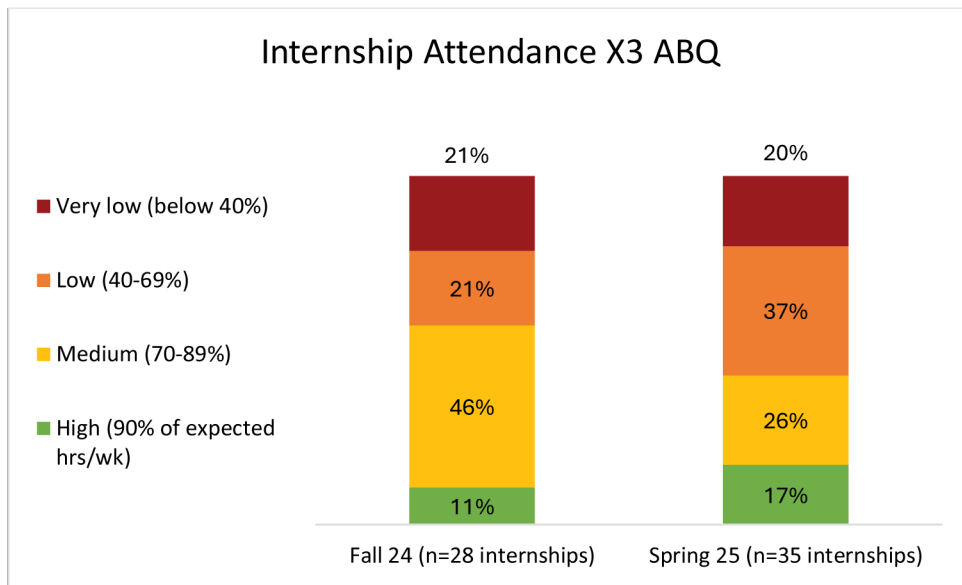


### How much do you agree? Participating in the NeXt program... Spring 2025

■ Strongly Agree 
 ■ Agree 
 ■ Neutral/Not Sure 
 ■ Disagree 
 ■ Strongly Disagree

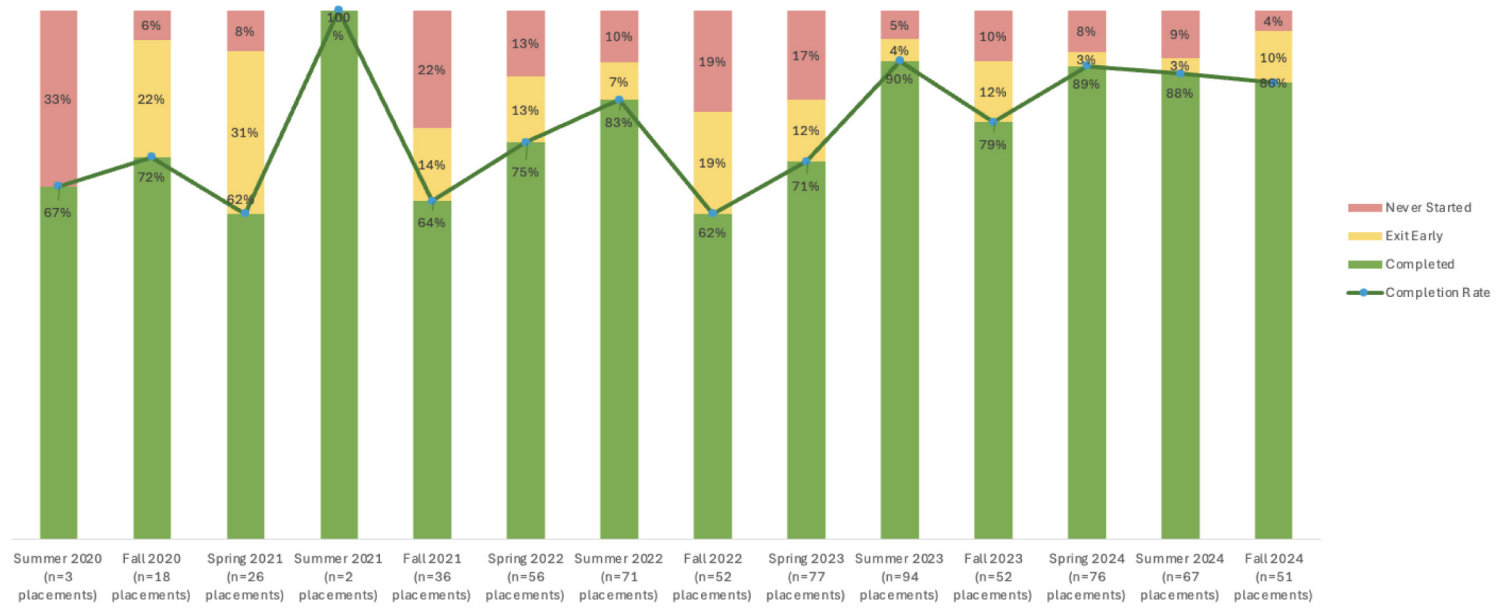


14. Percentage of interns with low, medium, and high attendance rates at their internships

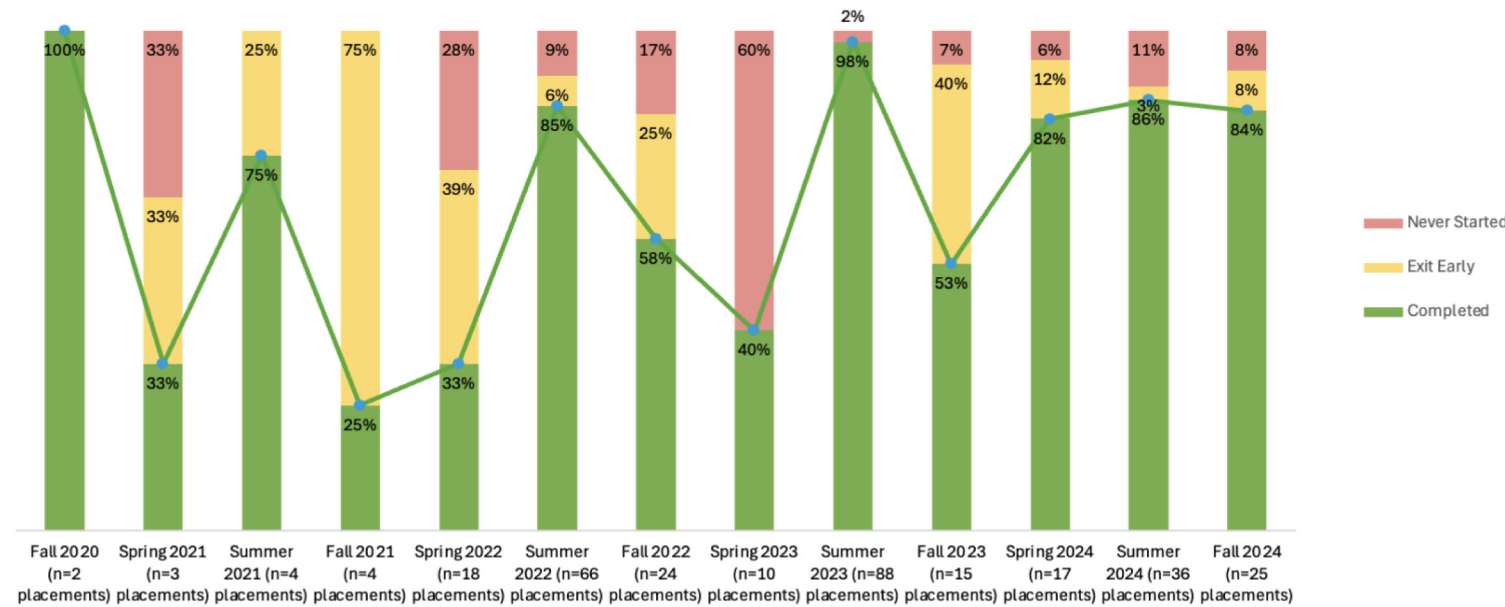


## 15. Intern Completions Rates by Session

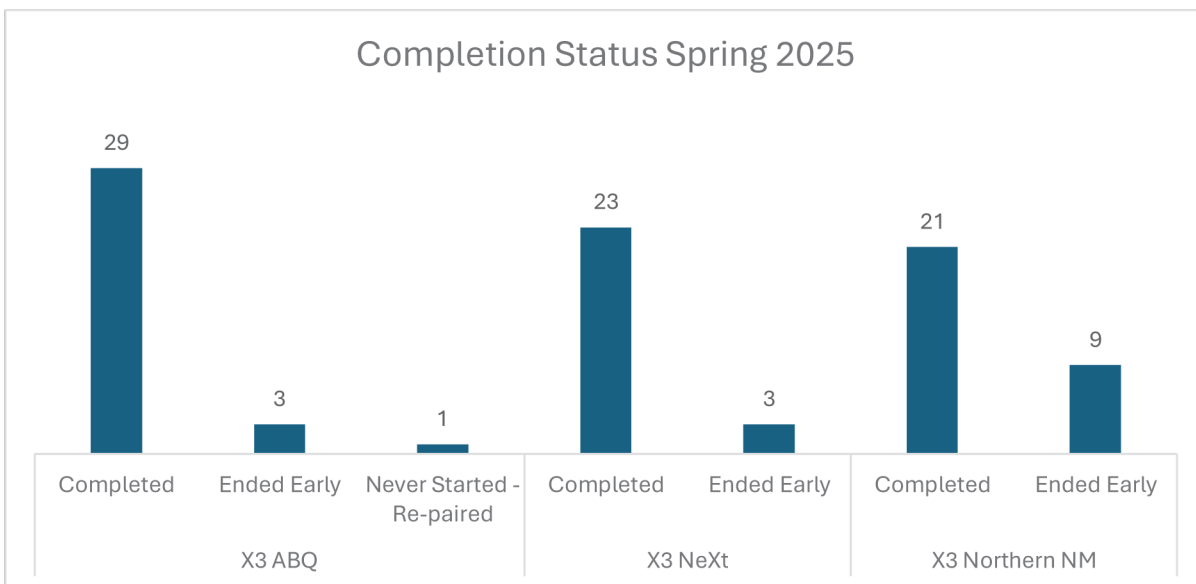
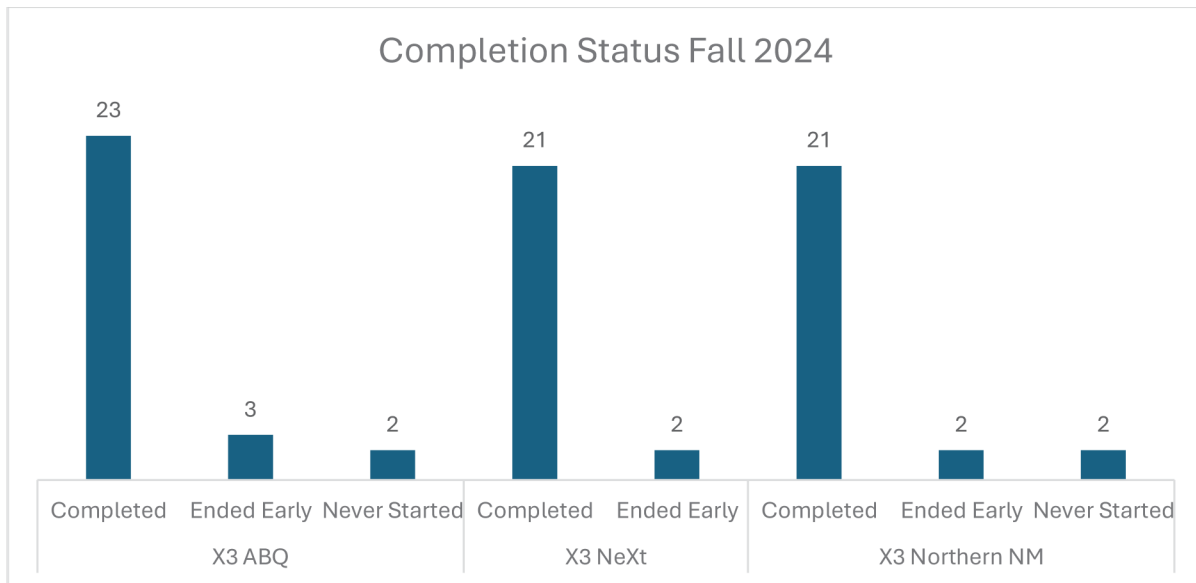
Completion Rates X3 Standard Internships (X3 ABQ & NeXt)



Completion Rates (X3 Northern New Mexico)



## 16. Completion Rates for different groups



## 17. Coaching Support Feedback

We asked interns to share specific examples of how either their X3 or X3 NeXt coach supported them during their internship. Themes are arranged from most common to least.

### Fall 2024

Theme	Frequency	Sample quotes
<b>Emotional Support and Encouragement</b>	Common	<p><i>"The help and understanding I received after informing my coach about specific personal problems made navigating the internship much easier."</i></p> <p><i>"They always listened, gave tools to help, and breaks when I became overwhelmed with my responsibilities."</i></p>
<b>Communication and Regular Check-ins</b>	Common	<p><i>"Gema and I had multiple check-ins... she would always send emails and reminders."</i></p>

<b>Practical Guidance and Professional Skill-Building</b>	Common	<i>"She showed me good and bad examples of resumes and explained how to fix mine so I'd know for next time."</i>
<b>Help Navigate Challenges</b>	Frequent	<i>"My coaches worked with my schedule so I could balance school and my internship."</i>
<b>Mentorship and Personal Growth</b>	Frequent	<i>"My coach supported me by hearing me out on anything I talked about and being able to guide me through the internship."</i>
<b>Academic and Career Planning</b>	Some	<i>"My coach supported me by sending positive messages to keep me motivated and helped me clarify my career path."</i>
<b>Exposure to Resources and Networks</b>	Some	<i>"She introduced me to many people and gave clear guidance so I could do the work to its full potential."</i>

### Spring 2025

Themes	Frequency	Sample quotes
<b>Being a Consistent and Caring Presence</b>	34	<i>"She would check up on me and made me feel comfortable to tell her about anything—basically creating a safe space for me!" "From the beginning, Cynthia was very welcoming and kind... Knowing I had someone supporting me made me feel secure."</i>
<b>Offering Open, Honest, and Accessible Communication</b>	32	<i>"SENDING OUT EMAILS TO REMIND ME OF CERTAIN EVENTS AND UPCOMING MEETINGS AS WELL AS CALLS."</i>
<b>Helping Navigate Time, Schedules, and Commitments</b>	28	<i>"She supported scheduling conflict solutions and made sure everything worked out." "My coach would remind me of different things and be there for when I needed it most :)"</i>
<b>Providing Practical Help with Internship Tasks</b>	23+	<i>"My coach helped me feel prepared for all the milestones I had to complete during my internship."</i>
<b>Helping Interns Reflect, Grow, and Plan Ahead</b>	19+	<i>"My NeXt Coach is very helpful in formulating my personal goals and the steps I need to take to achieve them."</i>
<b>Acting as a Connector Between Interns, Mentors, and Teams</b>	7+	<i>"Coach Angelica and I had frequent phone calls to check in, and she was my point of contact when scheduling conflicts arose."</i>
<b>Showing Up with Small Acts of Support That Made a Big Impact</b>	5+	<i>"When I was experiencing burnout, my coach gave me time and helped me along the way."</i>

## 18. Impact of the X3 internship on interns

### Fall 2024

Themes	Frequency	Sample quotes
<b>Career Exploration and Readiness</b>	19	<i>"The internship that I was matched with was very much in line with my interests and helped me become more convinced that the career pathway I was going into is truly something I am passionate about."</i>
<b>Personal Growth and Self-Confidence</b>	15	<i>"I feel more comforted and super engaged in future plans... I am quite sure what I have learned will help me."</i>
<b>Mental Health and Emotional Awareness</b>	13	<i>☑ "Made me realize I'm worthy of being okay mentally. I have learned a lot of strategies to help with myself."</i>

<b>Social and Communication Skills</b>	10	<i>"This program has taught me a lot about time management, commitment, and communication."</i>
<b>Connection to Community and Social Awareness</b>	9	<i>"The internship really showed me how I was connected to help those who need the help."</i>
<b>Exposure to New Interests and Opportunities</b>	6	<i>"I learned how to better approach coworkers and bosses and made me realize the type of work I may want to do."</i>
<b>Real-World Work Experience</b>	5	<i>"Taught me what it's like to work an actual job and gave me great experience for future jobs."</i>

### Spring 2025

<b>Themes</b>	<b>Frequency</b>	<b>Sample quotes</b>
<b>Increased Confidence &amp; Self-Belief</b>	34+	<i>"Made me feel more confident in my abilities and potential." "I feel like I am way more confident in myself and my ability to be in a behavioral health field."</i>
<b>Clarified Career &amp; Academic Goals</b>	30	<i>"This program has solidified my desire to pursue a career in medicine." "It helped me decide on a career path."</i>
<b>Personal Growth &amp; Self-Awareness</b>	28	<i>"It made me a kinder, more thoughtful and compassionate person overall." "The program gave me a new sense of direction, confidence, and purpose."</i>
<b>Improved Communication &amp; Social Skills</b>	26	<i>"I became more confident in speaking out loud... and managed time better." "It has helped my public speaking and critical thinking."</i>
<b>Mental Health Awareness &amp; Empathy</b>	15	<i>"The X3 program has helped me understand why mental health is so important."</i>
<b>Exposure to Professional Environments</b>	15	<i>"It has taught me a lot up to the point where I used the tools I learned... and applied for a job at Modulus."</i>
<b>Skill Development (Hard &amp; Soft Skills)</b>	15	<i>"The NeXt program introduced me to evaluation and strengthened my skills in analysis and writing."</i>
<b>Supportive Structure &amp; Access to Opportunities</b>	14	<i>"Even though it wasn't necessary, it was reassuring to have a support pillar to talk to." "FFE gave me an opportunity when I felt discouraged after being turned down for jobs."</i>

## 19. Interns shared about specific ways the internship influenced their thinking about a future career and life goals

### Fall 2024

<b>Themes</b>	<b>Frequency</b>	<b>Sample quotes</b>
<b>Career Clarity and Exploration</b>	24	<i>"This internship helped me understand more about my career and taught me new things about myself and the career I'm going into."</i>

<b>Shift in Career Goals or Interests</b>	17	<i>"I always thought I wanted to be a nurse because everybody else did. But this internship made me realize I should do a job that makes me happy."</i>
<b>Mental Health Awareness and Advocacy</b>	11	<i>"This internship has had me thinking about how important mental health is not only in my community, but also everyone around me."</i>
<b>Increased Confidence and Independence</b>	9	<i>"Critical thinking, self-confidence and being independent — I feel more confident about my goals."</i>
<b>Life Skills and Financial Literacy</b>	6	<i>"I learned how to spend my paycheck well, how to manage a bank account, and how to not be in debt."</i>
<b>Social Impact and Community Service</b>	5	<i>"My motivation was mostly just for community service, but I learned how even small changes can make a big difference."</i>
<b>Workplace Experience and Resume Building</b>	4	<i>"It gives me something to put on my resume and showed me that I'm capable of being more organized and patient."</i>

### Spring 2025

<b>Themes</b>	<b>Frequency</b>	<b>Sample quotes</b>
<b>Confirmed or Refined Career Path</b>	40+	<i>"I don't think being a teacher is for me, so that helped a lot." "My internship has reassured me that I want to go into pediatric nursing."</i>
<b>Discovered New Career Interests or Pathways</b>	30	<i>"My coworkers and mentor set up a meeting with an architect... it helped me learn about what I want to do in life." "It made me more interested in government jobs and policies... I used to want to do finance."</i>
<b>Expanded Understanding of Career Fields</b>	22	<i>"This internship taught me that helping people isn't just about being in a clinic... there are other methods like food and wellness education."</i>
<b>Exposure to Real-World Work Environments</b>	18	<i>"I realized I want to be in a workplace that is multi-functional." "It helped me realize I don't want to work in fast food long-term."</i>
<b>Gained Skills That Support Career Goals</b>	15	<i>"Now I feel I can speak confidently in any room and advocate for myself and others "This internship helped me network and meet people in the building community."</i>
<b>Reinforced Desire to Help Others or Serve Community</b>	12	<i>"It made me want to pursue a career helping people who don't speak English."</i>
<b>Still Exploring, But Gained Clarity or Direction</b>	10	<i>"It hasn't really influenced my career a ton, but speaking with my coach helped." "I'm not sure what I want to do, but I've learned more about my interests."</i>

## 20. Intern feedback about the X3 Program

### Fall 2024

<b>Themes</b>	<b>Frequency</b>	<b>Sample quotes</b>
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Overall Positive Experience and Gratitude	22	"I really enjoyed being in the internship and am grateful for the opportunity it gave me."
Suggestions for program improvements		"The only thing I can say that would be better is having more scheduled dates where the students receive their checks. "We should have done more in terms of next steps, like writing a personal essay." "It would be better to share more scheduled dates when the students receive their checks." "More activities to do would improve the experience." "The program could benefit from better communication around key deadlines." "I think orientation in person would help us bond earlier and prepare better for the internship.""
Appreciation for Coaches and Mentors	9	"I enjoyed this internship from start to finish... The Coaches and mentors were a guiding hand and always there to help, giving me so much faith knowing that we have such caring people in these fields of work."
Desire for In-Person or More Social Interaction	6	"Orientation in person would be great."
Program should be expanded or shared widely	5	"This is an amazing program that should be more readily available so more people can benefit from it."
Technical/App Challenges	3	"The ImBlaze app was sometimes difficult to deal with. I ran into some errors and some difficulty when navigating the app."
More Activities or Field Trips	3	"I think we should create more field trips and have more experiences, like going to the bank and learning about financial literacy."

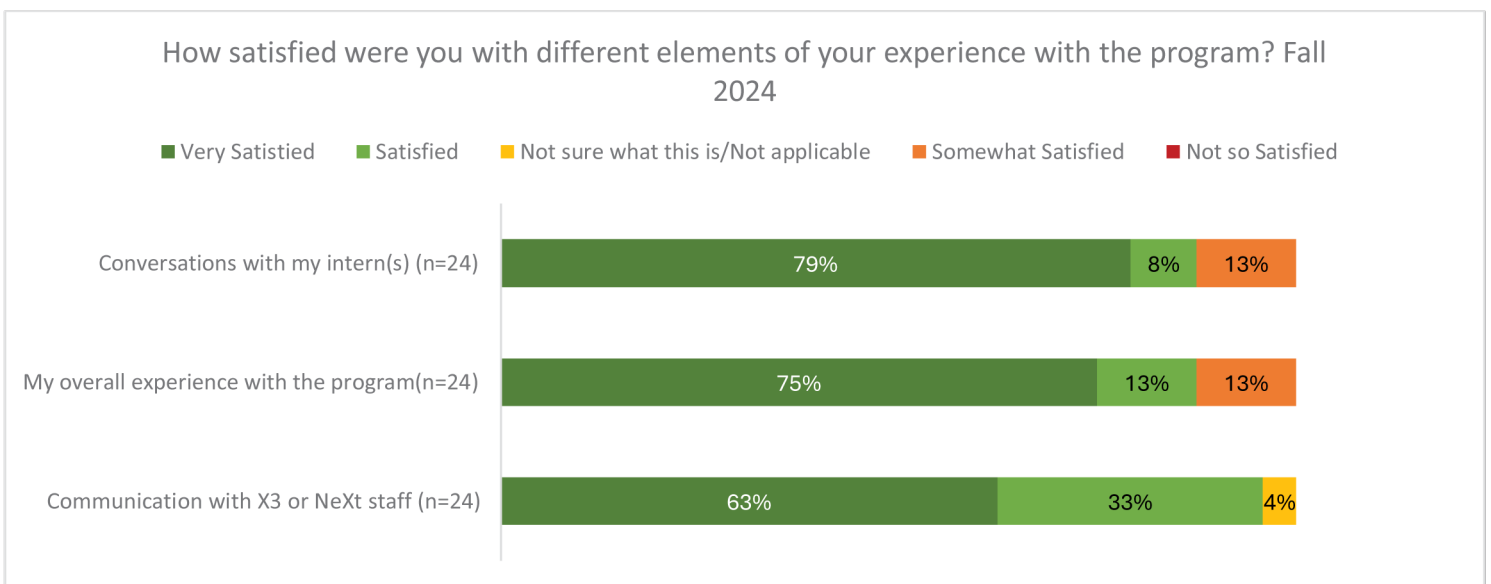
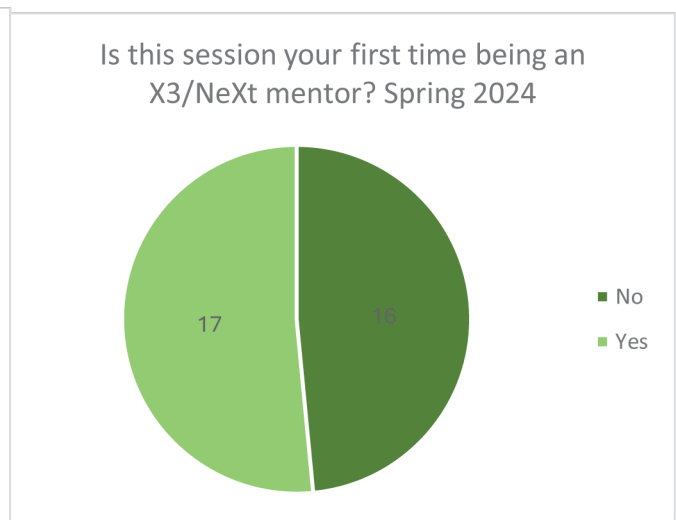
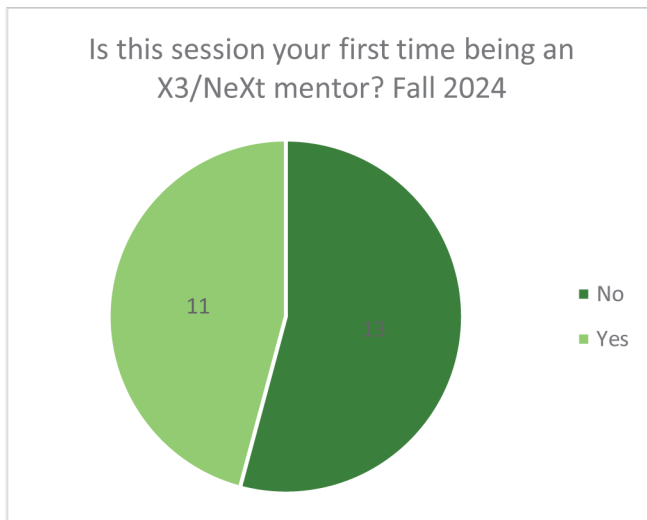
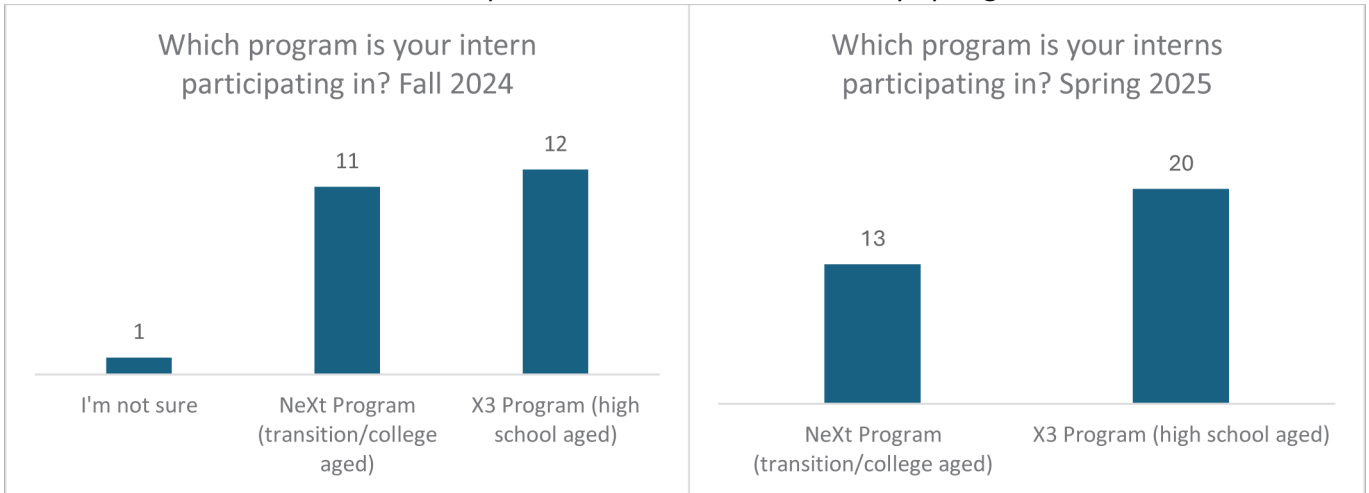
### Spring 2025

Themes	Frequency	Sample quotes
Overwhelmingly Positive Experience	24	"Was a great experience overall, forever thankful for the things I have learned."
Supportive and Inclusive Environment	11	"I appreciate that this program has a huge focus on just learning and growing..."
Valuable Career Exposure and Skill Development	10	"This program is great for exploring any career that you want and it gives you that sneak peek."
Desire for Program Continuation and Expansion	7	"I'm so happy this is a program... other states and students could use these opportunities."
Suggestions for Improvement		<p><b>Shorter Orientation, Coach Responsiveness</b> "A lot of my messages were not responded to and it left me with a bit of anxiety"</p> <p><b>More interactivity</b> "I would want it to be a little more interactive"</p> <p><b>Career-Aligned Coaching</b> "Get coaches that are familiar in the fields of construction, engineering, and architecture.."</p> <p><b>Stress from Multiple Responsibilities</b> "It can be very stressful for students also in school, sports, etc."</p> <p><b>Prolonged Duration</b> "I would have preferred it to be prolonged"</p>
Technical Frustrations (ImBlaze)	3	"The ImBlaze app was sometimes difficult to deal with."

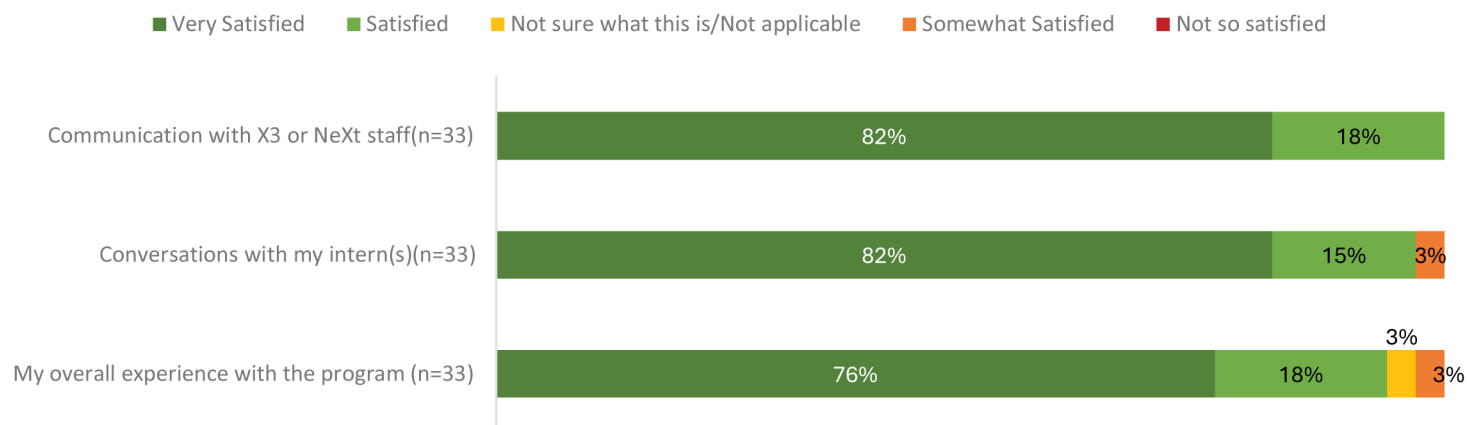
## 21. Mentor satisfaction and feedback on different aspects of the program

24 mentors responded to the End of Session survey for Fall 2024.

33 mentors responded to End of Session survey Spring 2025.



## How satisfied were you with different elements of your experience with the program? Spring 2025



## Is Anyone Better Off?

### 22. Mentors: What impacts has the X3 or NeXt program had on your organization, if any?

#### Fall 2024

Themes	Frequency	Sample quotes
Increased Organizational Capacity & Efficiency	4	<p>"Having an intern at our nonprofit has allowed us to not only get more work done..."</p> <p>"The clients we work with were better served by the addition of our interns..."</p>
Youth Contribution, New Perspectives & Fresh Energy	4	<p>"Great to work with the next generation of leaders!"</p> <p>"Bringing alternative perspective in how we process and think..."</p>
Professional Development for Interns	3	"It really has made me self reflect on myself as an employee and the best way to present myself."
Positive Host Experience	3	"We enjoyed hosting Rachel at PEEC. She was a quick study and a hard worker."
Strengthened Communication & Team Processes	2	"It has made communication stronger across our Education department..."
Social Impact & Community Engagement	2	"It has provided students the opportunity to learn about root causes to homelessness..."
Miscellaneous	2	<p>"Finding work for our intern was a challenge..."</p> <p>"Not much impact."</p>

#### Spring 2025

Themes	Frequency	Sample quotes
Increased Organizational Capacity & Workflow Support	4	"My staff [was] able to teach the intern their responsibilities and daily tasks."
Mutual Learning & Staff Development	4	"I just hope she has learned from us because I have definitely learned so much from her and have bettered my supervisory skills..."
Improved Organizational Processes	2	"Changing our perspective on interns; compiling data to analyze historical trends; building capacity for side projects..."
Enhanced Youth Development & Exposure	2	"It's given us the opportunity to give back to younger students..."
Fresh Perspectives and Innovation	2	"We get a better idea of current trends, technologies, and software."
Strengthened Communication & Team Environment	2	"He has had an impact with the team and the guests with his friendly personality."
Miscellaneous	2	"Aislin was particularly helpful for the IMLS Health Career Pathways Project... research, data cleaning, data entry, and cold-emailing..."

## 23. Mentors: What impacts has the X3 or NeXt program had on you as an individual, if any?

### Fall 2024

Themes	Frequency	Sample quotes
Renewed Appreciation and Respect for Youth	5	<p>"How committed they are and their views on current workplace environments, political views etc."</p> <p>"It's easy to underestimate their abilities and impact... My views have been strengthened by this experience."</p>
Growth in Mentorship and Professional Development	5	<p>"I have grown as a mentor to plan intentional experiences... and add reflection..."</p> <p>"I continue to grow in my ability to relate to the next generation..."</p> <p>"I really enjoyed mentoring, I think it helped me grow as a coworker and manager."</p>
Strengthened Community Connection	2	<p>"FFE has been a great program to help us mentor young people in the field of behavioral and mental health..."</p>
No change in perception (Already Positive)	2	<p>"I have a great deal of experience mentoring and working with young people, so this hasn't changed my views."</p>
Insight into Youth Needs & Development	3	<p>"The program has helped me to understand the needs and understanding of the younger generation."</p>
Increased Belief in Internships for Youth	1	<p>"I have always loved the impact this program has made on youth, but after seeing it first hand, I strongly believe more young people should try internships."</p>

### Spring 2025

Themes	Frequency	Sample quotes
Growth in Mentorship & Leadership Skills	4	<p>"Remembering that my intern is still gaining job experience and focusing on clear communication has been helpful for me."</p> <p>"I got a feel of how it is to be a mentor by motivating them to do their work but at the same time keeping a boundary of respect."</p>
Joy, Fulfillment & Giving Back	4	<p>"It's given us a meaningful way to give back by supporting and guiding younger students..."</p> <p>"I love being able to make a difference and help them find their path in life."</p>
Increased Appreciation for the Younger Generation	4	<p>"It reminded me that young people can be dependable and follow through."</p> <p>"I have learned, once again, new things about this amazing generation."</p>
Learning New Perspectives	3	<p>"It has allowed me to grow and learn different, new perspectives from a younger generation."</p>
Increased Patience & Adaptability	2	<p>"I think this program has just continued to teach me patience."</p>
Reaffirmation of Personal and Professional Mission	3	<p>"Having the privilege to mentor... has made my work more fun."</p> <p>"The NeXt intern... was at a very different level of college/career readiness than my own children."</p>

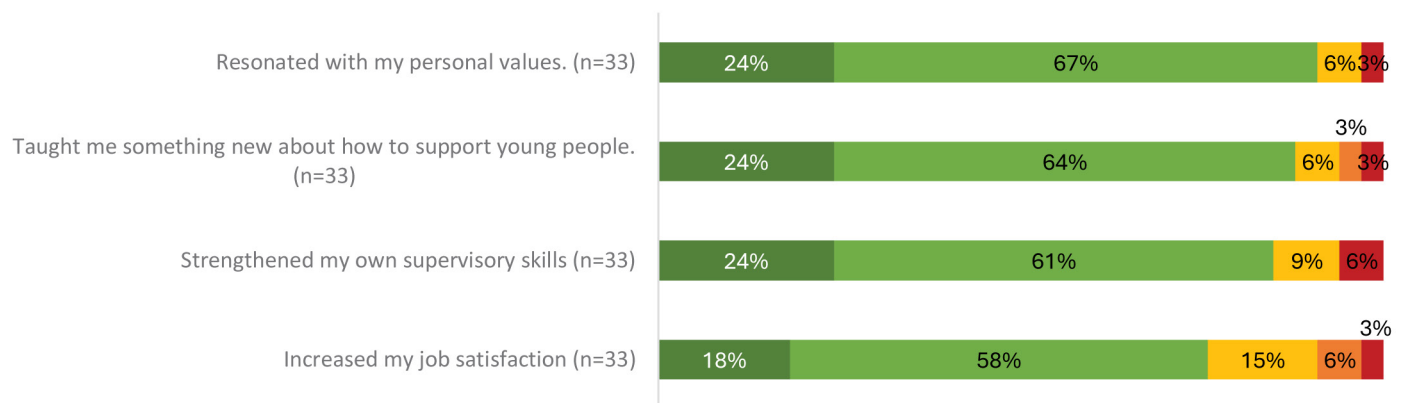
### How much do you agree? Serving as a mentor has... Fall 2024

Strongly Agree Agree Neutral/Not sure Disagree Strongly Disagree



### How much do you agree? Serving as a mentor has...Spring 2025

Strongly Agree Agree Neutral/Not Sure Disagree Strongly Disagree



## 24. Stipends awarded to interns

	2016-17 thru 2019- 20	2020-21	2021-22	2022-23	2023-24	2024-25 (so far)	Total Since Launch <sup>10</sup>
<b>X3 ABQ</b>	\$242,586	\$112,355	\$142,294	\$298,638	\$340,821	\$118,447	\$1,255,141
<b>X3 NeXt</b>	N/A	N/A	\$41,490	\$91,455	\$218,290	\$65,174	\$416,409
<b>X3 Santa Fe</b>	N/A	\$4,195	\$19,050	\$158,160	\$301,426	\$96,438	\$579,269
<b>All Programs</b>	\$242,586	\$116,550	\$202,834	\$548,253	<b>\$860,538</b>	<b>\$280,059</b>	<b>\$2,250,819<sup>11</sup></b> <sup>12</sup>

2.

<sup>10</sup> Excludes Spring 2025, which is still in session

<sup>11</sup><sup>12</sup> Excludes Group stipends