



stepup

Step Up is more than just an internship program; it's a launchpad for motivated Minneapolis youth to kickstart their careers. Step Up prepares and places over 1,000 young people each year in paid internships with dozens of local businesses across 15 industries.

Step Up helps organizations introduce talented future professionals to their industries and businesses, while providing young people with the opportunity to explore their passions, develop critical skills and forge meaningful connections with industry professionals.



Nina

Target Intern
Data Stewardship and Data Quality

Nina was honored as a Step Up Intern of the Year in 2024 after completing internships at Target, Pillsbury United Communities and the Minnesota Office of Higher Education. These experiences helped her identify her career interests in business, data and corporate operations and build confidence and skills in time management, problem-solving and leadership. "At Target, Nina pushed herself beyond her comfort zone. Our team was challenged to keep identifying challenging projects for her!" says her supervisor.

STEP UP INTERNS

- 92% youth of color
- 87% youth from low-income households
- 55% youth from immigrant households
- 22% youth with disabilities

SUPPORTING INTERN SUCCESS

- Work readiness training builds job and career skills
- Interns are carefully matched with employer opportunities
- Coaching and support is provided throughout the program
- Eligible participants can earn academic credit

For more details about Step Up Level 2:
www.achievetwincities.org/stepup

Preparing Minneapolis youth for tomorrow's careers

stepUp + your organization

Step Up connects Minneapolis youth to internships with employers of all sizes in every sector—from large Fortune 500 companies and small businesses to government agencies and nonprofits.

Through Step Up, interns get their foot in the door, discover new careers and show you what they're capable of. Their unique voice and ideas can change the future of work.

From the most basic to the most advanced tasks, our team can support you in creating high-quality internships that are a good fit for your organization.

STEP UP BENEFITS FOR EMPLOYERS

- **Prepare** to compete in a global market by building a pipeline of dynamic, diverse workers.
- **Learn** how to make your workplace more welcoming by bringing in new energy, skills and fresh perspectives.
- **Provide** professional development opportunities for junior staff to be supervisors for the first time.
- **Interns** get real work done. Nearly 90 percent of supervisors say their intern made a valuable contribution to their workplace.
- **Count on** our Step Up job coaches, who provide support throughout the internship.

BECOME A STEP UP EMPLOYER



Get Started

Begin planning internships with our team and submit your **Job Pledge**



By March 31

Submit a **Job Description** for each unique position



In May

Receive **Intern Placement** information from Step Up



June 23 – August 22

Internships typically run 9 weeks but can be adjusted to meet your needs.



SELECT STEP UP EMPLOYERS

Accenture
Allina Health
City of Minneapolis
Hennepin County
Kraus Anderson
MIGIZI Communications
Minneapolis Public Schools
Taft
U.S. Bank
University of Minnesota
Wold Architects and Engineers
Xcel Energy

“My Step Up intern was like one in a million. She had a positive impact on our environment, an amazingly good work ethic and a great personality.”
Melissa, University of Minnesota