



# ExxonMobil High School Internship Program

# ExxonMobil High School Internship Program

**LDOE 2025 Fast Forward Convention**

**Presented by:  
Baraynia Robillard, BRA Workforce Development Manager**

# EXXONMOBIL PATHWAY EDUCATION TO WORKFORCE



ENGAGEMENT  
WITH K-8TH



CAREER  
EXPLORATION



HIGH SCHOOL  
INTERNSHIP  
PROGRAM



NORTH BATON  
ROUGE INDUSTRIAL  
TRAINING  
INITIATIVE



ENGAGEMENT  
WITH BRCC AND  
ABC PELICAN  
CHAPTER



ENGAGEMENT  
WITH LSU AND  
SOUTHERN  
UNIVERSITY



Introducing  
STEM



Foster a Place  
to Thrive



Attract the Best  
Talent



Enable Employees  
to Reach their  
Full Potential



Develop Future  
Leaders

**ExxonMobil**

# Why the HSIP Matters: Transforming Futures

## Objective:

- Attract and introduce High School Students to potential jobs and careers within Industry and in particular within ExxonMobil
- Support workforce readiness preparation and work-based learning in collaboration with Greater Baton Rouge Area Schools
- Early identification of students to support the development and sustainability of a pipeline of talent
- Exposure to ExxonMobil Safety based culture
- Enhance engagement with educational institutions and senior industrial leaders
- Demonstrate industrial link to nonprofit community organizations

## HIGH SCHOOL SUMMER INTERN PROGRAM

allowing students to explore highly-skilled and well-paid careers in an 8-week summer program.

**Job shadowing for students in:**

- ELECTRICIANS
- LAB TECHNICIANS
- MILLWRIGHT / MACHINISTS
- INSTRUMENT TECHNICIANS
- ENGINEERS AND MORE!

Open to all high school juniors and seniors (at least 16 years old) with:

- High School Transcript
- Resume
- Completed Application (including parental consent if under 18 years old)
- Daily Transportation to/from worksite
- Must commit to full 8-week program

**APPLY NOW**

Application deadline:  
Saturday, February 15.

Scan to learn more.

If interested, join us for a Zoom informational webinar:

**MONDAY, FEBRUARY 3**

**6:00 P.M.**

Join by URL or phone:

https://exxonmobil.zoom.us/j/918539059187

pwd=KvMvRNSW0yR5lmyTgE6670cGIBUSwD.1

Phone: (346) 248-7799

Meeting ID: 918 5390 5918 (Password: 479182)

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## HIGH SCHOOL SUMMER INTERN PROGRAM

allowing students to explore highly-skilled and well-paid craft careers in a 6 to 8-week summer program

**JOB SHADOWING FOR YOUNG MEN & WOMEN AS:**

- ELECTRICIANS
- LAB TECHNICIANS
- MILLWRIGHT / MACHINISTS
- INSTRUMENT TECHNICIANS
- ANALYZER TECHNICIANS

Open to high school juniors and seniors (must be at least 16 years old) with:

- High School Transcript
- Resume
- Completed Application (including parental consent if under 18 years old)
- Daily Transportation to/from worksite

**APPLY NOW**

Application deadline: Friday, April 7

Scan to learn more.

If interested, join us for a Zoom informational webinar:

**MONDAY, MAR. 27**

**6:30 P.M.**

Join by URL or Phone:

https://exxonmobil.zoom.us/j/99532790680

(346) 248-7799

Meeting ID: 995 3279 0680

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## Welcome

## HIGH SCHOOL SUMMER INTERN PROGRAM

### FINAL PRESENTATION & CLOSING PROGRAM

 <small>Rashid Akbar Lafayette Magnet High School</small>	 <small>Daniela Aude Terry High School</small>	 <small>Dustin Smith University Laboratory High School</small>	 <small>Keanon Campbell Albany High School</small>	 <small>Michael Collins Dachman High School</small>	 <small>Rockton Crompton Williamsburg High School</small>	 <small>Austyn Dettlars Seaford Classical Academy</small>	 <small>Carnell Evans Zephyr High School</small>
 <small>Troyden Fisher Woodson Magnet High School</small>	 <small>Ethan Gauthier Carter High School</small>	 <small>Shylee Gilmore West Feliciana High School</small>	 <small>Chase Gordon Woodson Magnet High School</small>	 <small>Keanon Gustin Midway Senior High School</small>	 <small>Jordan Green Fort Allen High School</small>	 <small>Kylia Harris Madison Senior High School</small>	 <small>Layna Hayes Oak Hills High School</small>
 <small>Cameron Johnson Port Allen High School</small>	 <small>Dylan Johnson Central High School</small>	 <small>Haley Johnson Liberty Magnet High School</small>	 <small>Brian Kersey Dulac High School</small>	 <small>Levi Randall St. Amant High School</small>	 <small>Amaya Raymond Dachman High School</small>	 <small>Ashley Rader Dachman High School</small>	 <small>Tammy Rivers Spartanburg Magnet High School</small>
 <small>Ethan Robinson Terry High School</small>	 <small>Nathan Rodgers Woodson Magnet High School</small>	 <small>Joshua Ross Spartanburg Magnet High School</small>	 <small>Kaitlin Ross Thruway Academy</small>	 <small>Rohan Steele Baker High School</small>	 <small>Sean Swift Baker High School</small>	 <small>Amanda Stearns St. Joseph's Academy</small>	 <small>Mason Williams Spartanburg Magnet High School</small>
 <small>Caleb Spars Madison Senior Academy</small>	 <small>Christian Spikes Zephyr High School</small>	 <small>Brianna Taylor Dachman High School</small>	 <small>Adam Tharlet West Feliciana High School</small>	 <small>Mauricio Velazquez Terry High School</small>	 <small>Layna Williams Spartanburg Magnet High School</small>		

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# Recruitment, Selection + Onboarding Process

## Sourcing

- Provide students, parents, guardians, and educators with an opportunity to learn more about your specific Company internship
- Collaborate with high school leadership to support engaging potential candidates for HS Internship
- Amplify high school internship with local Chambers + Elected Officials + Trade Associations + others
- Attend + Advertise during High School College events and / or Career Fair
- Attend + Advertise at High School Open House and / or classroom visits

## Application\*

- Consider high school student criteria
- Consider timeline associated with tasks associated with steps between application and Day 1 Onsite

*\*School systems may be able to support application and selection process*

## Onboarding + Orientation

- Welcome to Company
- Administrative items
  - High School Intern + Company Expectations
  - Payroll set-up, Badging, Cybersecurity + Computer Distribution
  - Timesheet Approvals, Communication Tree
  - Intern Daily / Weekly / Monthly Schedule
- Company Overview + Dress Code
- Training Requirements + associated timeframe



# Pathway to Purpose and Growth

## Duration

- Monday, June 9, 2025 – Thursday, July 31, 2025 from 7:00 a.m. – 3:30 p.m.\*
- Friday, July 4<sup>th</sup>, Independence Day is a Holiday

## Compensation

- \$18.00+ / hour
- 40 hours / week (no overtime)

## Potential Intern Assignments

- Electrical, Machinery, Instrumentation, Engineering, Information Technology, Environmental, Terminal and Pipeline divisions
- Interns will deliver work products to assist ExxonMobil in delivering its objectives
- Exposure within the Division to various career paths within Industry

## Community Engagement

- Habitat for Humanity
- Greater Baton Rouge Area Food Bank

## Closing Event

- Interns, Parents, Educators, Team & Community Stakeholders are invited to attend Final Presentations
- Planned for midday

*\*general work hours; may be modifications dependent on individual workgroup and leader*



# Potential Program Structure

Week 1

- Onboarding + Orientation
- Meet & Greet Plant / Division Leadership
- Professional Development focused on personal leadership

Week 2

- Project-Based Learning + Professional Development

Week 3

- Project-Based Learning + Community Volunteer + Professional Development

Week 4

- Project-Based Learning + Professional Development

Week 5

- Project-Based Learning + Professional Development

Week 6

- Project-Based Learning + Community Volunteer + Professional Development

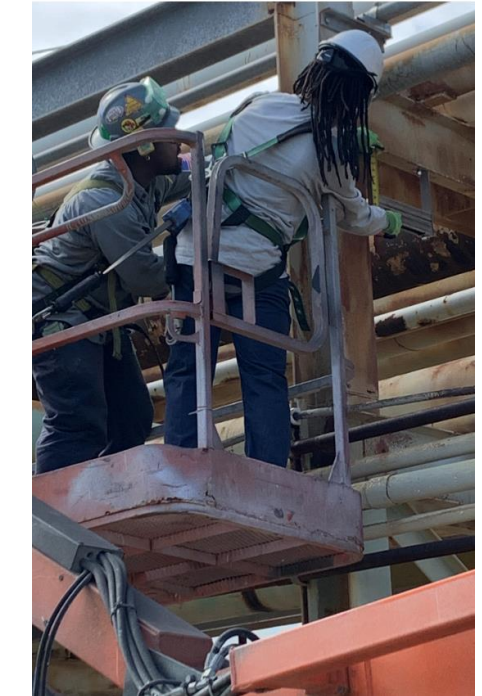
Week 7

- Professional development focused on Presentation skills
- Teambuilding Day
- Closing Program



# Key Success Factors: Managing + Supporting Interns

- Clear Internship Program goals and structure
- Meaningful and Engaging Work Assignments
- Clear Parent / Guardian Engagement
- Strong Mentorship and Intern Support
- Comprehensive Orientation and Onboarding
- Regular Feedback and Evaluation
- Opportunities for growth and learning
- Open communication and supportive environment
- Celebrate High School Intern Achievements
- Celebrate High School Internship Program Completion
- Continuously Improve Program
- Recognize internal and external Team, including unknown HEROS and SUPER Mentor leaders



# Questions





Thank you!!!

