

# HANDS-ON PAID INTERNSHIP

Our High School Internship Program is designed to expand students' knowledge beyond the classroom.

This internship program will offer hands-on, real-world work experiences for students to develop career readiness competencies in:

**LEADERSHIP**  
**WORK ETHIC**  
**TEAMWORK**  
**DIGITAL TECH**  
**COMMUNICATION**

Interns will learn important values and skills, develop their character and build lasting relationships.

## APPLICATION OPEN PERIOD

**April 15 – May 8**

## PROGRAM RUNS

**June 4 – July 30**

## ACCEPTING APPLICATIONS

**April 15 – May 8**

## PROGRAM RUNS

**June 4 – July 30**

## INTERESTED?

To view the internship program criteria & participating locations, go to:

**zippys.com/careers**

- Click on **Career Opportunities**
- Search for **High School Internship**
- Select the location you are interested in
- Click **APPLY** to begin the application



Use our QR code to view and apply to the internship program

## Questions?

 **(808) 973-0880**

 **\_employment@zippys.com**



**ZIPPY'S**



**a catered experience**



# ZIPPY'S



# HIGH SCHOOL INTERNSHIP PROGRAM

**2021**  
[ June 4 – July 30 ]

Application period is open from  
**April 15 – May 8**

## THE PROCESS

To make sure that this is the right program for you, students are invited to review the program criteria & participating locations. Go to [zippys.com/careers](http://zippys.com/careers), click on **Career Opportunities**, and search for **High School Internship**.

We welcome students who are eager to learn, are reliable, and respectful to apply!

Once online applications have been completed, students will be contacted to schedule a pre-screen telephone interview. Hiring managers will then schedule and conduct a formal interview. Conditional offers to join our internship program will be extended to qualified students.

### Requirements for this program

- 1** You must be an official student, age 17 or 18, enrolled in High School as a Junior or Senior at the time of your application.
- 2** If we do extend an offer to you for this program, we will require a pre-employment background check & drug screening as a standard procedure. Failure to complete and pass this portion may be cause for removal from the program.
- 3** Those who have successfully passed *Step 2* will be contacted to provide additional documentation (ie: a work permit if 17, TB Clearance, Social Security Card, etc.) to process you onboard with us.
- 4** After we receive and process all required documents needed, a hiring manager will contact you directly for your assignments, work schedule and start date/time.
- 5** An invitation for our Virtual New Hire Orientation will be sent to you where you will learn about our core values, how we got started and where we are heading.
- 6** At the end of the program, you will be recognized for completing your internship. Please complete our evaluation form so that your feedback can help us strengthen our program for success!

## CAREER REWARDS




FCH Enterprises, Inc. and Zippy's are committed to offering stepping stone work experiences to High School students. It is our desire to encourage our youth to continue their education and to bridge school and work experiences into long term career success.

Successful program graduates are eligible for rewards and prizes!

**This is a PAID internship program. If all goes well and you receive positive remarks at the end of your internship, you may be offered continued employment within the Company.**



## ELIGIBILITY

-  Worked all hours scheduled; no absences or tardiness.
-  Reported to work following dress & appearance standards as instructed.
-  Met with designated mentor as scheduled and completed the program evaluation form at the end of the internship program.



## REWARDS



**CASH REWARD: \$150** will be awarded to those that meet the eligibility criteria at the end of the program. Should one continue employment with us, they will receive an **ADDITIONAL \$100** after 180 days with us.

**PRIZES:** Laptop, electronic devices, and gift cards.

## FREQUENTLY ASKED QUESTIONS

### What kind of work will I do?

You may be working at our Corporate Offices or within Zippy's store operations. We are committed to providing you with relevant and meaningful work experiences to help bridge school and real-world experiences together.

### How will I know if I'm doing ok?

During the 8-week program, you will meet with your manager once a week & communication with an assigned trainer. We will provide you guidance to ensure our standards of professionalism are met and your performance is on track to build a career. FCH Enterprises and Zippy's believes in the development of the whole person and this program will help you do that.

If for any reason interns are unable to meet goals and coaching does not improve one's performance and productivity, the student may be dismissed from the program and the school advisor will be contacted.

### How many hours will I work?

Interns will be able to work up to 30 hours per week (15 hours minimum), not exceeding more than 6 hours per day. Consult with your manager for special arrangements.

### How much will I get paid?

You will be compensated at an hourly rate of \$10.50.

### Is there a dress code?

If you are accepted into the program, your dress code will vary depending on where you are working. At FCH, you will be required to wear business attire. At Zippy's, you will receive two uniform shirts and a name tag; **you are responsible for providing your own black non-slip safety shoes and black pants** to complete your uniform. You must ensure that you look presentable at all times.

Some of the items we do not allow are acrylic/fake nails, tattoos on the front throat area or face, facial or tongue piercings, gauges, and extreme hair or makeup colors.