



EMPLOYER PROFILE

Internal Revenue Service

Size: Large
Region: Urban
Industry: Financial/Government

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Overview

As part of the Treasury Department, the IRS participates in School-to-Career programs throughout the country in order to improve education, give students real world experience and boost its visibility in the community. Two examples of its involvement in education in California are:

- Fresno. The IRS is a member of Fresno Compact, a coalition of business, school and community leaders committed to improving student achievement levels and workplace skills, and the Fresno County Employment Competency Committee. The IRS has also partnered with three local high schools for student and teacher work experiences, and employees at the IRS have assisted in the development and delivery of a curriculum on business know-how for sophomores and juniors.
- San Francisco. Employees of the IRS helped establish the San Francisco Unified School District's Business and Finance Pathway and currently serve on its governing board and participate in all connecting activities between students and the workplace. An IRS representative also served on the staff hiring committee for a new pathway coordinator.

Critical Success Factors

Below are several critical success factors for the IRS and its School-to-Career activities:

- Recruit volunteers who are consistent and reliable.
- In order to boost participation, volunteers need support and recognition from both management and school partners.

Strategies/Activities

- Job shadowing
- Tours
- Quality internships for high school students and teachers
- Guest speaking in local classrooms
- IRS employee volunteers
- Advisory board and committee participation
- Business know-how classes