

Paid Internship Opportunities

Program Summary



Sonja Stanchina, HR Officer



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www.ebparks.org

Carol Severin

Ward 3 Board Member

Treasurer of the Board



- Elected to the Board of Directors in November, 1994
- Received Undergraduate and Graduate degrees in Recreation
- Recently retired as a tenured Associate Professor at San Francisco State University, after 40 years of service
- Previously served for 14 years as a Board Member of the Hayward Area Recreation and Park District
- She has held statewide positions with the California Association of Recreation and Park Districts and is currently on the Board of Directors of that organization.
- Carol Severin represents: Castro Valley, Hayward, Union City, and a portion of Fremont.

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East Bay
Regional Park District 

EBRPD Overview

- Special District founded in 1934 during the Great Depression
- Governed by a seven-member, publicly elected Board of Directors
- Operating and managing more than 65 parks, over 100,000 acres
- Jurisdiction is within Alameda and Contra Costa Counties
- Serving more than 2.5 million residents in the San Francisco Bay Area



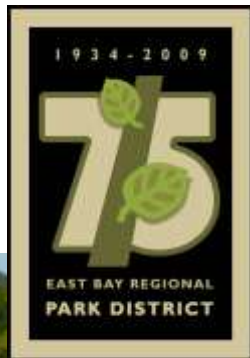
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EBRPD Overview

- Largest regional park agency in the United States
- Approximately 650 FTE including regular, temporary and seasonal staff
- Full-service public agency (including Police, Fire, Public Affairs and more)
- Committed to equal employment opportunity and workforce diversity
- Celebrated 75 years in 2009!



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Program Characteristics

- Students: high school, college, trade school, or university
- Approximately two-dozen interns per year in this seasonal classification
- Three separate terms: spring (6), summer (12), and fall (6)
- Academic credit available depending on the school
- Paid internships (2009 pay rate @ \$13.53 per hour) with no benefits
- 375 hours maximum per internship (total cost est. = \$5800 per intern)

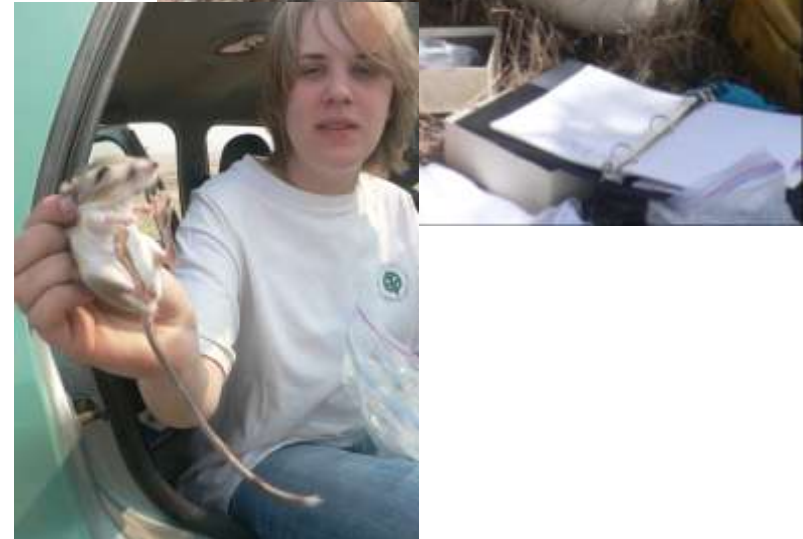
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Program Characteristics

- One-time project work; not routine tasks completed by represented employees
- Enriching learning experience for the student in his/her field of study
- Standardized project request forms to be completed by District staff
- HR service: recruitment, screening, candidate referral, hiring assistance
- End of project evaluations (intern performance, ee & er project outcome)



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Impacts and Accomplishments

Program Objectives:

1. Address one-time projects that would not otherwise be completed by regular staff.
[In 2009, a total of 21 separate projects were completed agency-wide in six of the nine District divisions.]
2. Offer students a paid, on-the-job learning experience, relevant to their area of academic study.
[In 2009, we hired a total of 23 students to complete these projects.]
3. Continue the District's commitment to community service and diversity in the workforce.
[In 2009, 43% of our students were of non-Caucasian ethnicity and 52% female.]



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Impacts and Accomplishments

Program Benefits:

- Outstanding student qualifications
- Excellent-quality work completed by highly motivated individuals
- Financial value to the agency (cost savings for valuable project work)
- Financial value to the student (paid position AND at better than minimum wage)
- Mentoring access for the student
- Supervisory experience for new supervisors
- Partnerships with local colleges and universities
- Social benefits
- Succession planning



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Annual Timeline of Events

	SPRING	SUMMER	FALL
ELIGIBLE	SFSU Students	All Students	CSUEB Students
PROJECT TERM	February – May	June, July, August	September – December
PROJECT FOCUS	Recreation Services or Park Operations	Varied	Varied
PROJECT REQUESTS DUE FROM DISTRICT SUPV'S	July	February	May
ANNOUNCEMENTS POSTED	August	March	June
APPLICATION SCREENING	September	April	July
CANDIDATE INTERVIEWS	October	May	Late July/Early August



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- Everyone wins!
- Particularly beneficial during lean times
- Agency Award of Excellence
- For more information:
www.ebparks.org/jobs/internships
- Questions and Answers

Thank You!