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**OAKLAND UNIFIED SCHOOL DISTRICT**  
Community Schools, Thriving Students

## Memo

**To** Facilities Committee

**From** Preston Thomas, Chief Systems & Services Officer, Division of Facilities Planning and Management  
Kenya Chatman, Executive Director of Facilities

**Board Meeting Date** October 17, 2024

**Subject** 2024 Facilities Internship Program Review

**Action Requested** Review of student presentation of the 2024 Facilities Internship Program.

**Background**

After a three-year hiatus caused by the COVID-19 pandemic, the Facilities Planning and Management Department (Facilities) relaunched its Facilities Internship Program in 2022. Beginning in the fall of 2021, Facilities worked closely with the OUSD Coordinator of CTE Trade and Apprenticeships, OUSD Linked Learning Office, to pilot a paid (\$15/hr) summer internship program that exposes rising and graduating OUSD high school seniors to a broad range of opportunities within architecture, engineering, program management, construction management, and general contracting fields. In 2022, the program served three students, and in 2023, the program served four students.

In 2024, the program partnered with [Exploring College, Career and Community Options \(ECCCO\)](#) to extend its student outreach efforts and improve its mentoring curriculum. Additionally, the internship opportunities expanded to OUSD’s Building & Grounds (B&G), Nutritional Services, and Custodial Services departments. As a result of extending outreach and expanding available intern opportunities, the 2024 program served 13 students from six OUSD high schools.

The presentation will be led by the 2024 Facilities Internship Program intern and OUSD student, Airieanna Murrell, and provide an overview of the 2024 program, student learnings, and areas of opportunity to continue to expand and build the program.

**Discussion** This item is presented as an update for information purposes. Questions, observations, and specific feedback are welcomed.

**Recommendation** NA

**Fiscal Impact** Funds from 3rd Party, in conjunction with OUSD’s Education Foundation

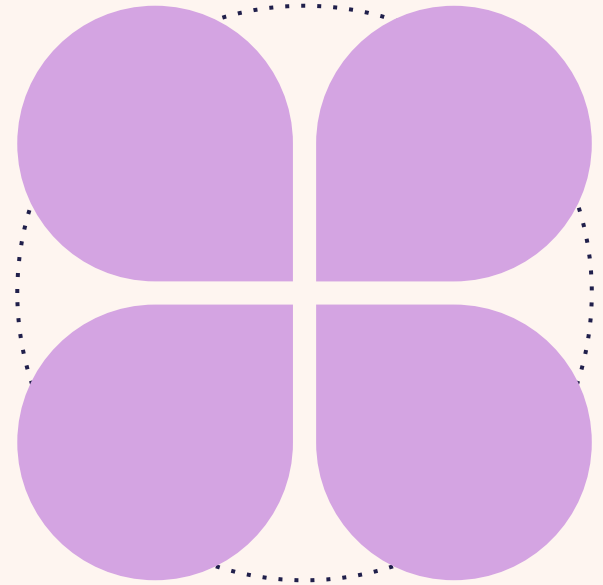
**Attachments**

Presentation on OUSD Facilities Internship Program Summer 2024



# **OUSD Facilities Internship Program Summer 2024**

Presented By: Airianna Murrell  
Oakland High School, Class of 2025



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# Overview of Facilities Internship Program

## The Start

- ❖ Facilities Internship Program relaunched in 2022
- ❖ Five to six week program

## How does this program help students?

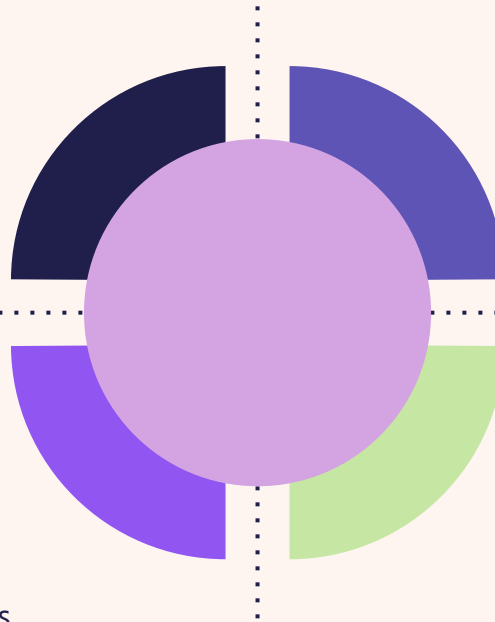
- ❖ Students experience different trades firsthand.
- ❖ Students are exposed to a professional work environment.
- ❖ Create resumes

## What have students learned from this?

- ❖ Students learned more about different trade opportunities.
- ❖ Students have learned various career and technical skills.

## Employers/ Departments

- ❖ OUSD Custodial and Nutrition Services, Buildings & Grounds (B&G)
- ❖ Brailsford & Dunlavey
- ❖ Cordoba Corporation
- ❖ Overaa Construction



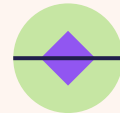
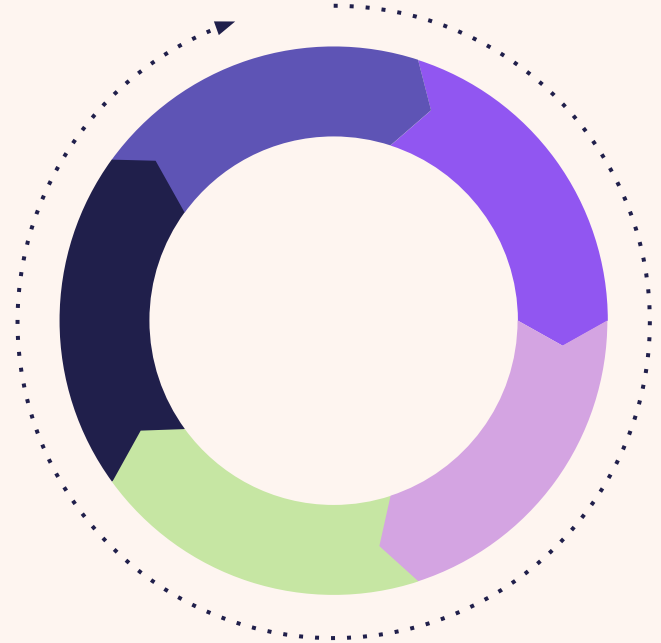
# Trades

Why are trades important?

**“You can’t chase what you don’t know exists.”-**

**Emiliano Sanchez** (OUSD Coordinator of Skilled Trades and Apprenticeships)

- ❖ Students who want to work with their hands can get opportunities to experience trades.
- ❖ Education Costs: Trade school can prove to be a financially smart decision
- ❖ “According to the Education Data Initiative, college enrollment peaked in 2010 and declined nearly 10% over the last 14 years. Some of the biggest reasons include rising tuition and student loan debt.” (Taylor Delandro, 2024)
- ❖ “‘I saw more success learning electrical skills at a trade school than a four-year university, believe it or not,’ he said. (Chris Henderson 23 year old electrical contractor)” (Taylor Delandro, 2024)



# Position Types

Office Assistant

Field Custodian

Central Kitchen

Communications & Public Engagement Intern **Brailsford & Dunlavy**

Project Engineer Intern **Overaa Construction**

Assistant Field Engineer **Cordoba Corporation**

Custodial and Nutrition Services

Buildings & Grounds (B&G)

Outside Firms

Electrician

Plumber:  
Steamfitters &  
Sheetmetal

Painter

Landscaper/Gardener

Carpenter

# Recruitment

## Target

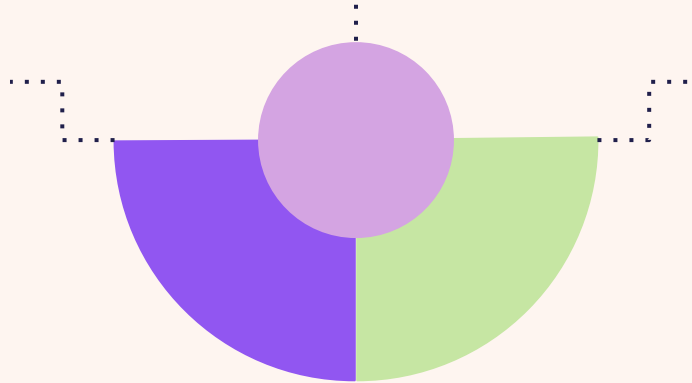
OUSD High School students,  
grades 10 – 12

## Recruitment

Through the Exploring College,  
Career, and Community  
Options (ECCCO) Program;  
User-friendly Group Trial  
application program

## Pay

Facilities: \$16/ hr  
Outside firms: \$16/ hr - \$25/ hr

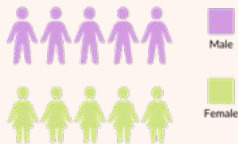
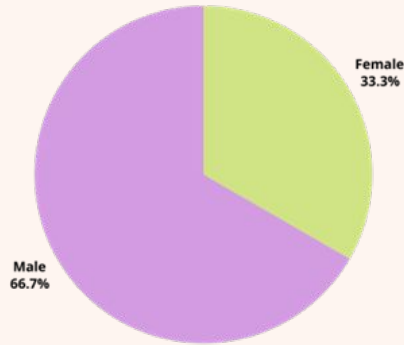




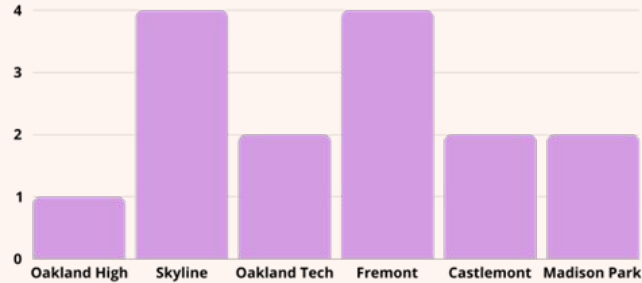
# Demographics

Charts showing Facilities Interns Demographics

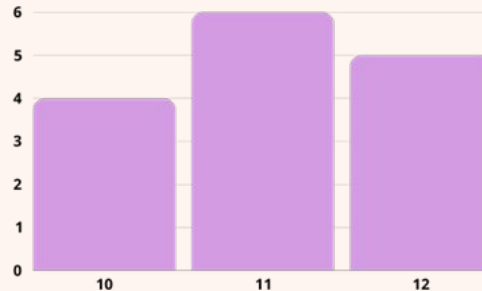
## 13 students



## High Schools



## Grades (10,11,12)



## Academies/Pathways

- ❖ "A college and career pathway is a career-themed and college preparatory program available at a high school. An academy is another term used at individual schools to describe career pathways." (OUSD Website Definition of Academies/Pathways)
- ❖ Media/Art
- ❖ Environmental Sciences
- ❖ Computer Science
- ❖ Architecture/Design
- ❖ Law

# Quotes from Interns

## Dominic

"My favorite part of the job is when we are cleaning, and we still communicate with each other. My biggest takeaway is understanding what the custodians do."

## Griffin

"I like my internship; my favorite part is being able to go all over Oakland. It felt like something I can do, it's something my skills can be used in."

## Edgar

"My favorite part of this internship is visiting schools; I get to see different styles of architecture. I've learned how to weld; I thought it was just plumbing and stuff, but I've learned how to weld."

## Lizabeth

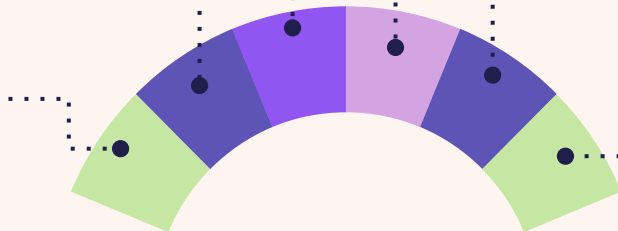
"Favorite part I think is that every project I do something new and get my hands dirty. It makes me feel accomplished, like "oh I did this now let's go home and rest." I come from a family that works in construction and it's what I am attracted to. I like working things, and being the woman doing the work a guy can do."

## Lilia

"I came in here with an open growth mindset. What attracted me to this internship is that I am an OUSD student so working with OUSD is good coming back. My favorite part of my job is new things."

## Angel

"I have learned a lot of problem-solving skills, collaboration, and working with my hands. My favorite memory is, being able to switch out a water pump on my first week, I felt accomplished as if I was able to do something."





**Oakland Technical High School**  
**Student; B&G**  
**Landscaping/Gardening Intern**



**Skyline High School**  
**Student; Custodial Services Office**  
**Assistant Intern**



**Oakland Technical High School**  
**Student; B&G**  
**Landscaping/Gardening Intern**



# Staff Views

**Cynthia Harding**

Custodial Services



"It gives them some life skills and shows them how the work environment is."

**Roland Broach**

Custodial Services



"I think students benefit from the program by having the opportunity to work side by side or near adults who are established in the workforce environment already."

**Marc White**

Buildings & Grounds



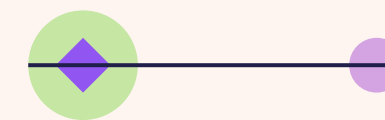
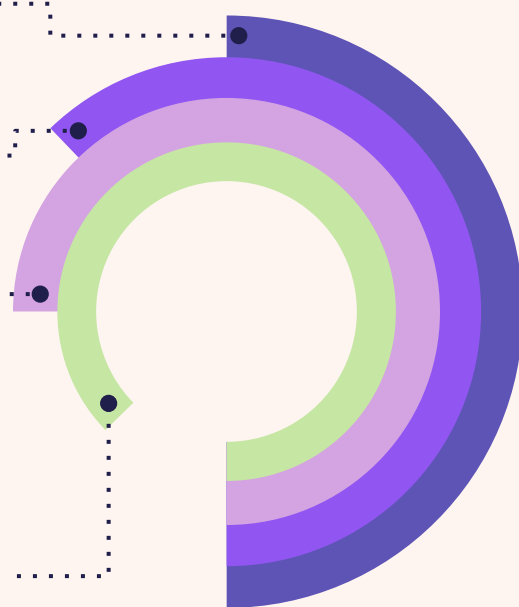
"The Facilities Internship Program is providing students with hands-on experience in the various trades that support the daily operations of our schools."

**David Colbert**

Facilities Planning and Management



"It has gone through different stages; it went from kind of grass roots. Where people would volunteer and tell people, then it got built to where we now have partnerships with different school sites, linked learning, and among other programs. So, it has grown over the years."





Before



After

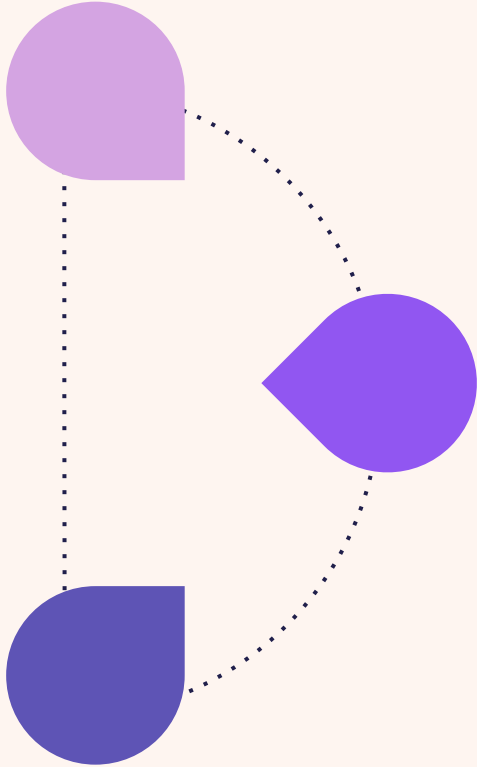
# Areas of Opportunity

## Going Well

- ❖ Partnership with Exploring College, Career, and Community Options (ECCCO) Program
- ❖ Number of students employed
- ❖ Variety of Facility-related positions offered
- ❖ Participation from outside firms
- ❖ Opportunities opened to all OUSD 10<sup>th</sup>-12<sup>th</sup> graders

## Areas of Growth

- ❖ More timely process of transferring funds to ED foundation
- ❖ More positions available to students
- ❖ Recruitment efforts that diversify student intern pool (gender, schools, Pathways)
- ❖ Pay rate (current, minimum wage \$16/ hour)
- ❖ Improving internal and external communication



# Thanks

**Do you have any questions?**

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