



Helping Local Students Graduate

Presented by: Ingrid Bella, Interim Human Resources Officer

Reasons Why Students Don't Graduate from College

- **Financial challenges:** Getting a four-year degree has steadily risen over recent years; making it hard for low-income students to pursue a higher education.
- **Lack of non-academic preparation:** First-gen students can struggle to know where to turn to for assistance, even when colleges have a wealth of resources available.
- **Lack of a support network in order to graduate:** Many low-income, first-generation, and minority students may doubt their ability to succeed in college or at a professional career. These students may question their place in school and may take any one misstep as a sign that they shouldn't be there.

Valley Water Related Majors

- Water Treatment
 - Water Trades
 - Water Resources Management
 - Water Law
 - Surveying
 - Soil Science
 - Real Estate
 - Public Service
 - Public Health
 - Plant Science and Horticulture
 - Operations and Maintenance
 - Natural Resources Management
 - Microbiology
 - Landscaping and Nursery
 - Hydrology and Water Resources
 - Hydrography
 - Geological Science
- Flood Risk Management
 - Flood Control
 - Fisheries and Wildlife
 - Environmental Management and Sciences
 - Engineering
 - Earth science
 - Construction Trades
 - Construction Management
 - Conservation
 - City, Urban and Regional Planning
 - Chemistry
 - Botany/Plant Biology
 - Biology
 - Animal Science

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Current Career Pathways Program

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High School

- Job Shadow Day (Civic Engagement)
- High School Interns- resuming Summer 2022
- High School Teacher Externship (Recruitment, Civic Engagement, and Baywork)
- Youth Commission (Civic Engagement)

College

- Year-Round Internship
- Summer Internship Program
- Skilled Trades Internship
- Apprentice (Fall 2022)
- Career Fairs
- Career Panels (VW Subject Matter Experts)
- Resume Workshops
- Interviewing Workshops

What will Valley Water gain by Helping Students?

- Provide insight to water careers in a public agency
- Help disadvantage students in our community
- Increase interest in future Valley Water employment
- Support the Valley Water's entry-level succession planning efforts
- Build Valley Water's brand and partnerships with universities and colleges

Proposal: Additional Internship Spots

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We will add 10 additional spots to the Summer Internship Program for students from disadvantaged communities.

- Partner with agencies to select students
 - Live or attend school in Santa Clara County
 - Low-income or first-generation college student
- Cost: 12 Week summer program: \$14,837 per intern x 10 interns= **\$148, 370**

Proposal: Career-Ready Scholarship Program

Establish a Career-Ready Stipend program for 50 disadvantaged students per year

- Partner with agencies to select students with VW related majors to join the program
- The program will be for 6 months, students will focus on:
 1. Meeting w/ Valley Water mentor to discuss Valley Water Career Paths
 2. Resume workshop with Valley Water Subject Matter Expert
 3. Interview coaching with tips on Valley Water's hiring process
 4. Job shadow with Valley Water Employees
 5. Valley Water Tour to learn about our amazing agency
- After students are done with the program, they will receive a \$1,000 Stipend
- Cost: 50 Students X \$1,000 stipends= **\$50,000 per year**

Timeline

- May 2022 Board Meeting-Approve proposals for 10 interns and Career Ready Stipend program
- Post 10 additional internship positions in January 2023 for Summer 2023 internship program. Work with partners to have their students apply.
- Spring/Summer 2023 work with college partners to have their students apply for scholarship program.
- 10 interns start at Valley Water in June 2023 for 12 weeks.
- September 2023 have 25 students start the Career Ready Scholarship program.
- February 2024 have the next 25 students start the Career Ready Scholarship program



Valley Water

Clean Water • Healthy Environment • Flood Protection

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