



## EAST BAY MUNICIPAL UTILITY DISTRICT

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DATE: August 21, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Derry L. Moten, Special Assistant to the General Manager 

SUBJECT: Follow-up on Workforce Development Program Update

### SUMMARY

In response to a request from the Legislative/Human Resources Committee at its August 12, 2025 meeting, this memorandum provides additional information on outreach for the District's 2025 High School Summer Internship (HSSI) Program.

### DISCUSSION

Staff conducted outreach to high schools and community-based organizations (CBOs) throughout the East Bay Area. Beginning in February 2025, program flyers and application questions were emailed to 25 schools and school districts, along with 30 CBOs. This early notice allowed students time to prepare for the application process. The full outreach list is attached.

Feedback from the 2024 HSSI program indicated that some schools lacked resources to print emailed flyers, limiting student access to program information. In response, staff mailed or hand-delivered printed flyers directly to ten Title I schools for distribution (see Table 1). The flyers were produced internally, and printing/mailing costs were negligible. This adjustment helped ensure that socioeconomic status did not limit student access to program information or participation opportunities.

**Table 1: Title I Schools That Received Printed HSSI Program Flyers**

EBMUD Ward	School Name	School District	Board Member
Ward 1	John F. Kennedy High School	West Contra Costa Unified	Joey D. Smith
Ward 1	Richmond High School	West Contra Costa Unified	Joey D. Smith
Ward 3	Oakland Technical High School	Oakland Unified	Marguerite Young
Ward 5	McClymonds High School	Oakland Unified	Jim Oddie

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<b>EBMUD Ward</b>	<b>School Name</b>	<b>School District</b>	<b>Board Member</b>
<b>Ward 6</b>	Castlemont High School	Oakland Unified	Valerie D. Lewis
<b>Ward 6</b>	Skyline High School	Oakland Unified	Valerie D. Lewis
<b>Ward 6</b>	Fremont High School	Oakland Unified	Valerie D. Lewis
<b>Ward 6</b>	Oakland High School	Oakland Unified	Valerie D. Lewis
<b>Ward 7</b>	San Lorenzo High School	San Lorenzo Unified	April Chan
<b>Ward 7</b>	Hayward High School	Hayward Unified	April Chan

## **NEXT STEPS**

Staff will evaluate outcomes from the 2025 HSSI Program and continue to identify and address equity barriers. Lessons learned will inform outreach strategies for future programming to ensure all eligible students have equal opportunity to compete for available internships.

CCC:DLM:yd

Attachment: 2025 HSSI Program Outreach List

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**2025 High School Summer Internship Program Outreach List**

<b>Educational Institution Name</b>	<b>EBMUD Ward</b>	<b>Board Member</b>
Acalanes Union High School District	Ward 2	Luz Gómez
ARISE High School	Ward 3	Marguerite Young
BayTech School	Ward 3	Marguerite Young
Berkeley Unified School District	Ward 4	Andy Katz
Castro Valley Unified School District	Ward 7	April Chan
Cristo Rey De La Salle	Ward 3	Marguerite Young
Emery Unified School District	Ward 4	Andy Katz
Hayward Unified School District	Ward 7	April Chan
Holden High School	Ward 2	Luz Gómez
John Swett Unified School District	Ward 1	Joey D. Smith
KIPP King Collegiate High School	Ward 5	Jim Oddie
Latitude High School	Ward 3	Marguerite Young
Lighthouse Community Charter School	Ward 5	Jim Oddie
Livermore Valley Joint Unified School District	Outside	—
Mount Diablo Unified School District	Ward 2	Luz Gómez
Oakland Military Institute	Ward 3	Marguerite Young
Oakland Unified School District	Ward 3	Marguerite Young
Orinda Academy	Ward 2	Luz Gómez
Piedmont Unified School District	Ward 3	Marguerite Young
San Leandro Unified School District	Ward 5	Jim Oddie
San Lorenzo Unified School District	Ward 7	April Chan
San Ramon Valley Unified School District	Ward 2	Luz Gómez
Summit Public Schools	Ward 4	Andy Katz
Unity High School	Ward 3	Marguerite Young
West Contra Costa Unified School District	Ward 1	Joey D. Smith

<b>Community Based Organization Name</b>	<b>EBMUD Ward</b>	<b>Board Member</b>
Alternatives in Action	Ward 5	Jim Oddie
Berkeley Youth Alternatives	Ward 4	Andy Katz
Biotech Partners	Ward 2	Luz Gómez
Black Girls Code	Ward 3	Marguerite Young
Centerforce	Ward 1	Joey D. Smith
City of Oakland	Ward 3	Marguerite Young
College Track Oakland	Ward 3	Marguerite Young
East Oakland Youth Development Center	Ward 6	Valerie D. Lewis
Earn and Learn	Ward 2	Luz Gómez
Eden Area ROP	Ward 7	April Chan
Edgewood Center for Children and Families	Outside	—
Ed Fund West	Ward 1	Joey D. Smith
Enterprise for Youth	Outside	—
Exploring College and Career Options	Ward 3	Marguerite Young
First 5 Alameda	Ward 5	Jim Oddie
Girls Inc Alameda	Ward 4	Andy Katz
Hack the Hood	Ward 3	Marguerite Young
Justice Outside	Ward 3	Marguerite Young
Lao Family Community Development	Ward 3	Marguerite Young
Multicultural Institute	Ward 1	Joey D. Smith
Oakland Latino Chamber of Commerce	Ward 3	Marguerite Young
Oakland Private Industry Council	Ward 3	Marguerite Young
Oakland Workforce Development Board	Ward 3	Marguerite Young
Side by Side Youth	Ward 4	Andy Katz
Student Conservation Association	Outside	—
Trybe, Inc.	Ward 5	Jim Oddie
West Oakland Job Resource Center	Ward 3	Marguerite Young
Youth Employment Partnership	Ward 3	Marguerite Young
Youth Uprising	Ward 6	Valerie D. Lewis
YWCA Berkeley	Ward 4	Andy Katz