



# City of Fresno

## Measure P Internship Pathway Program

Empowering Youth, Young Adults, Veterans, and Seniors Through Public Service

December 15, 2025



# **Mission & Objectives**

## **Mission:**

- Build an inclusive workforce pipeline connecting youth, young adults, veterans, and seniors to City careers in Conservation, Science, Arts & Culture, Green Technology, and Parks & Recreation.

## **Objectives:**

- Create program design and implementation plan.
- Develop internships aligned with Measure P.
- Establish partnerships with educational institutions and veteran organizations.
- Market career opportunities in underserved neighborhoods.
- Compile, assess, and evaluate outcomes to measure impact and success.



# Measure P – Category 3

(A) Eight-point five percent (8.5%) of the funds made available from Section 7-1504 shall be dedicated as described in this paragraph.

(B) Funds in this paragraph shall be available for the planning and delivery of projects and programs including, but not limited to, the following:

- i. Physical activity programming that promotes recreation and accessibility to recreational facilities;
- ii. Sports, arts and active programs;
- iii. Community and senior recreation center programs;
- iv. Swimming and water-oriented recreation programs;
- v. Junior lifeguard, science and education, summer day camps, and other youth-oriented programs;
- vi. After-school programs for youth;
- vii. Job-training and employment opportunities for youth, young adults, and veterans.



# **Measure P – Category 3**

Of the funds made available from this paragraph, not less than fifty percent (50%) shall be made available on an annual basis for programs that provide job training, career development, or both, to youth, young adults and veterans, including education and/or certification for jobs within the conservation, science, arts, green technology, and parks and recreation fields.

Programs funded pursuant to this paragraph shall prioritize service for at-risk youth and seniors as defined by the PARCS Department, in conjunction with the Commission.



# Overview

**Purpose:** Build career pathways for youth, young adults, veterans, and seniors into City careers or to gain transferable skills.

**Focus Areas:** Conservation; Science; Arts & Culture; Green Technology; Parks & Recreation.

**Program Structure:** Partner-based education plus part-time City internship or direct internship placement with participating departments; continuous mentorship, training, and career development.



# Overview

**Job Alignment:** Intern roles mirror official City classifications to support transition into competitive City hiring.

**Partners:** Colleges; trade schools; community organizations.

**Outcomes:** Pathway to City careers and development of transferable workforce skills.

**Pipeline:** Onboarding → Training → Mentorship → Career Development → Evaluation → City competitive hiring.



# Sample Internship Areas

<b>Measure P Category</b>	<b>Career Pathways</b>
<b>PARCS and Recreation</b>	Administrative/clerical, recreation, maintenance, lifeguard, landscape maintenance, equipment mechanic, recreation specialist.
<b>Conservation</b>	Irrigation, laborer, engineer/engineering, water conservation, environmental control officer, landscape, water conservation, community outreach, water and wastewater.
<b>Science</b>	Planner, historical preservation, geographic information system (GIS), laboratory, plans and permit, veterinary, animal behaviorist or care specialist.
<b>ARTS</b>	Historic preservation, graphics, community coordinator.
<b>Green Technology</b>	Electrician, electronic equipment installer, project management.



# Executive Summary

- This Internship Program will be a focused initiative aimed at the Measure P job training categories and intended for youth (18–24), young adults, veterans, and seniors.
- Internships may be paid or unpaid serving in five high impact fields: conservation, science, arts & culture, green technology, and parks & recreation.
- Internships may be educational based through a partnering institution or through a direct temporary placement in a City department.
- Roles are designed to align with City job classifications and includes onboarding, mentorship, hands-on training, and career development.
- This initiative not only strengthens Fresno's workforce but also expands access to public service careers in underserved neighborhoods.





**City of Fresno**

# Thank you!

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