



INSTITUTE FOR  
LOCAL GOVERNMENT<sup>SM</sup>

# Civic Engagement & Gen Z

How to Meaningfully Engage Youth in Local Government  
Thursday, May 25, 2023 • 1:00 p.m.

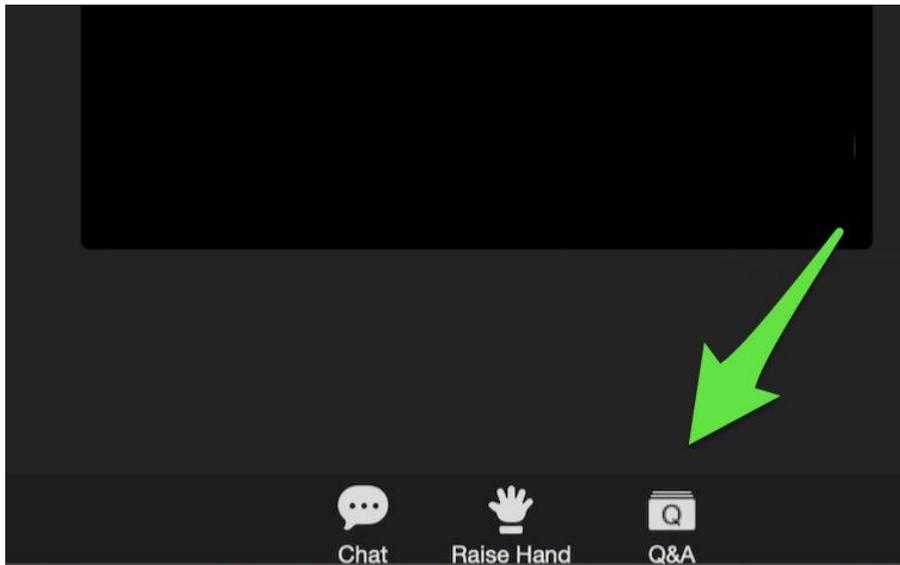
# WELCOME!



**Taylor Buck**  
Program Manager  
Institute for Local Government

# TECH OVERVIEW & HOUSEKEEPING

- All webinar participants will be on **MUTE** for the duration of the event.
- Please type any content questions for into the **Q&A BOX** at any time during the session.
- Please type into the **CHAT** to notify the meeting host of any logistical questions or technical issues.



- A recording of the session will be available shortly after the webinar.

# ABOUT ILG



# NON-PROFIT, NON-PARTISAN AND HERE TO HELP

- The Institute for Local Government is the non-profit training and education affiliate of three statewide local government associations
- Together with our affiliates, we serve over 2,500 local agencies – cities, counties and special districts
- We provide practical and easy-to-use resources so local agencies can effectively implement policies on the ground



**California Special  
Districts Association**  
*Districts Stronger Together*

# ILG'S PROGRAMS AND SERVICES

## Program Areas

Leadership & Governance

Civics Education & Workforce

Public Engagement

Sustainable & Resilient Communities



## Services

Education & Training

Technical Assistance

Capacity Building

Convening

Our mission is to help local government leaders **navigate complexity, increase capacity & build trust** in their communities

# AGENDA

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Welcome

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Polling Exercise

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Madera Youth Commission

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SACOG's Youth Leadership Academy

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EBMUD's Youth Career Development Programs

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Alameda County's Youth Advisory Board

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Panel Discussion

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Q&A

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# ZOOM POLL

# TODAY'S PRESENTERS



**Yvette Flores**  
*Program  
Coordinator*  
Youth Leadership  
Institute



**Johnny Mendez**  
*Program Manager*  
Youth Leadership  
Institute



**Rosie Ramos  
Gomez**  
*External Relations  
Group Manager*  
SACOG



**K Tate**  
*Senior Human  
Resources Analyst*  
East Bay Municipal  
Utility District



**Hannah Moore**  
*Youth Services  
Program Manager*  
Office of Homeless Care  
and Coordination,  
Alameda County

# MADERA YOUTH COMMISSION



**Yvette Flores**  
Program Coordinator  
Youth Leadership Institute



**Johnny Mendez**  
Program Manager  
Youth Leadership Institute



# Madera Youth Commission



**YOUTH LEADERSHIP INSTITUTE**  
Use Your Voice

# Overview of Madera Youth Commission



**Johnny Mendez**  
Program Manager  
[jmendez@yli.org](mailto:jmendez@yli.org)



**Yvette Flores**  
Program Coordinator  
[yflores@yli.org](mailto:yflores@yli.org)

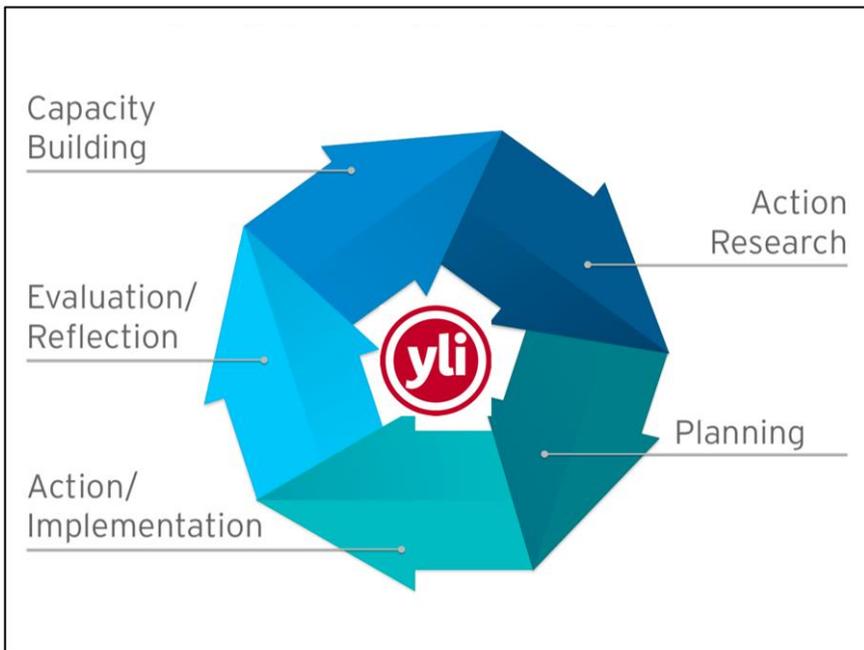
- An official commission with the City of Madera
- Madera Youth Ages 15-21 (can serve up to 23)
- Work on issues that affect youth
- YAPs Training for all participants



- Over 25 years of experience
- Offices across the state of California
- 16 years in the Central Valley
- Youth have passed over [125 policies](#)

**Some History..**





# Youth Leadership Project Cycle

## Capacity Building

- ✓ Youth group builds relationships and learns to work as a team
- ✓ Youth develop skills and knowledge to lead project. This includes training in Action Research and Youth and Adult Partnerships

## Action Research

- ✓ Youth choose a problem/issue to tackle
- ✓ Youth design research plan
- ✓ Youth collect data
- ✓ Youth analyze and interpret data

## Planning

- ✓ Based on data, youth identify a solution to the problem/ issue
- ✓ Youth create a plan of action

## Action/ Implementation

- ✓ Youth implement action steps aimed at achieving solution
- ✓ Youth engage in on-going capacity building and skill development

## Evaluation and Reflection

- ✓ Youth reflect on internal youth team experiences
- ✓ Youth reflect on project process and impact

Depending on the issue or initial project, youth teams may continue to adopt projects and continue through the project cycle.



# What Youth Are Saying

*"I had the best time in this class and I made new friendships and lifelong memories with these people and I learned more about community."*

*Madera High Youth*

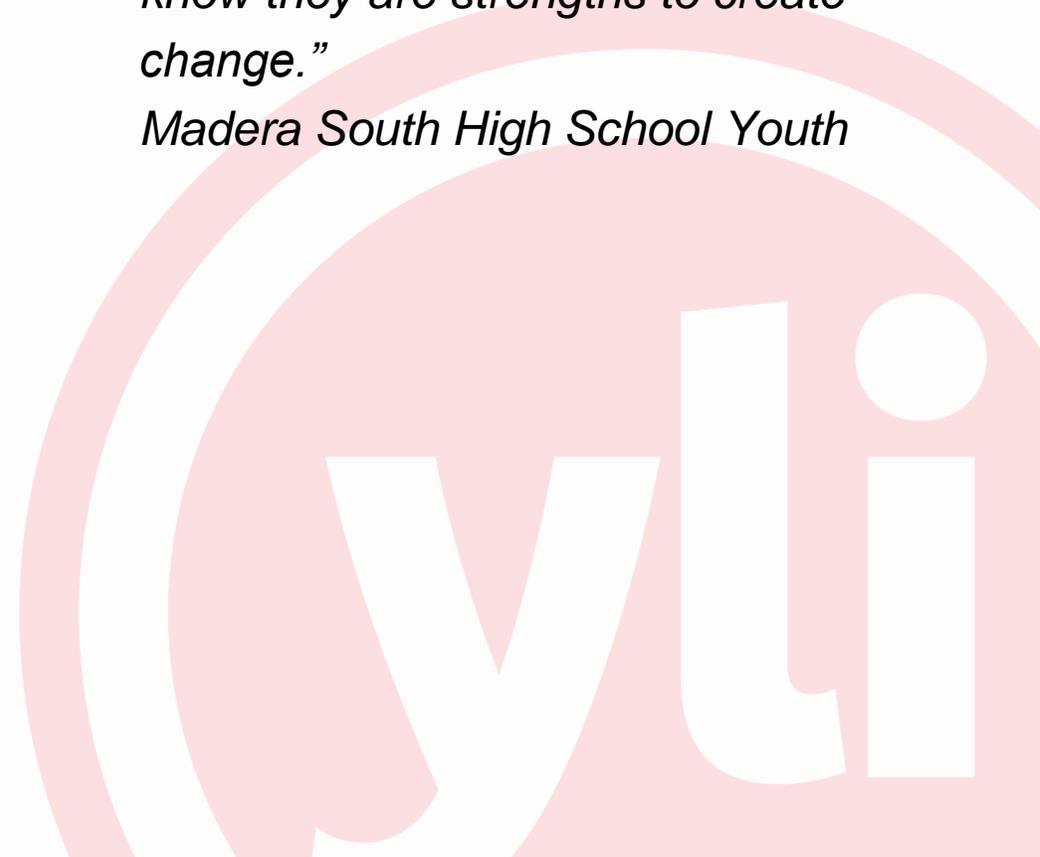
***"We were trying to make up questions that the council members would ask us so we wouldn't be caught off guard. I looked around the table and saw just how powerful we were. YLI built this opportunity for us, built this leadership in us. I felt how intelligent, invested, and passionate we are. I want other youth to have that experience."***



Jaylin White

*"Being a girl and latina used to be things that I was not proud of - now I feel empowered in both because I know they are strengths to create change."*

*Madera South High School Youth*



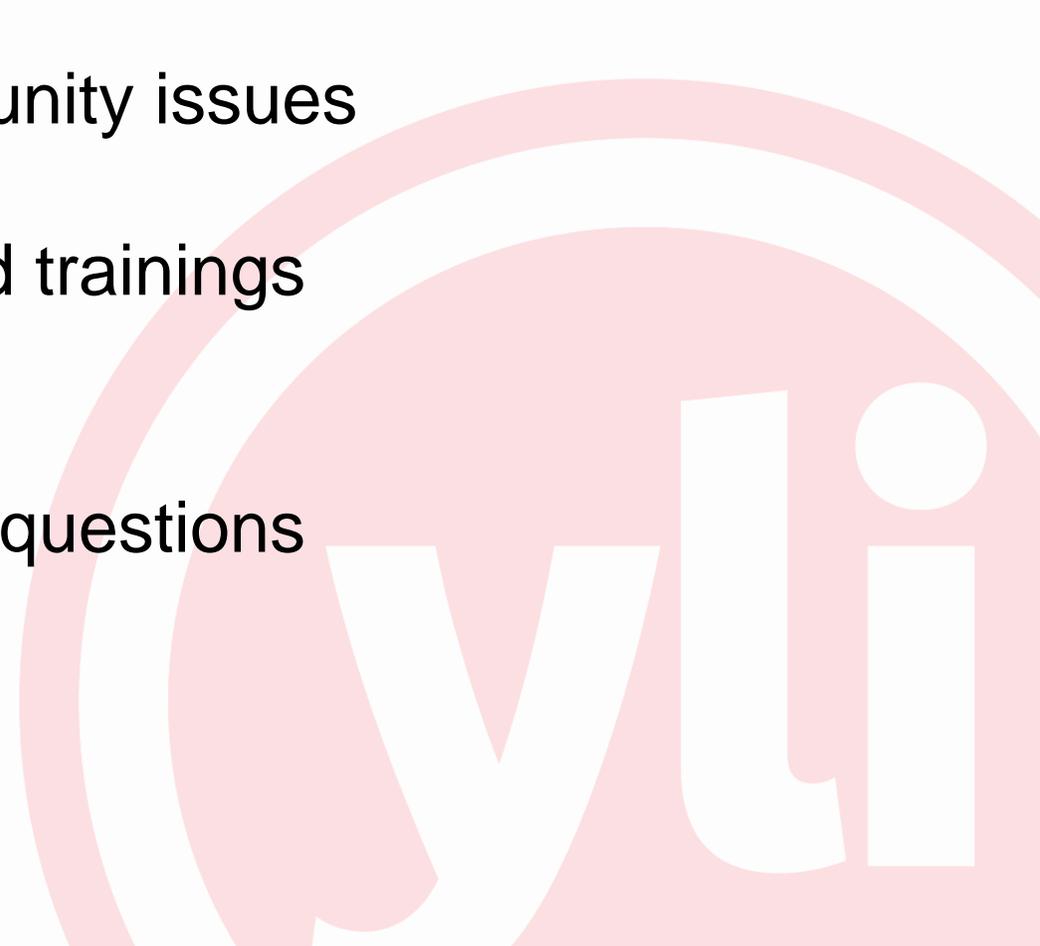
# About the Madera Youth Commission

Applicants must:

- Be 15-21 years of age
- Be passionate about youth and community issues
- Be able to commit 10 hours per month
- Be able to attend regular meetings and trainings

Application:

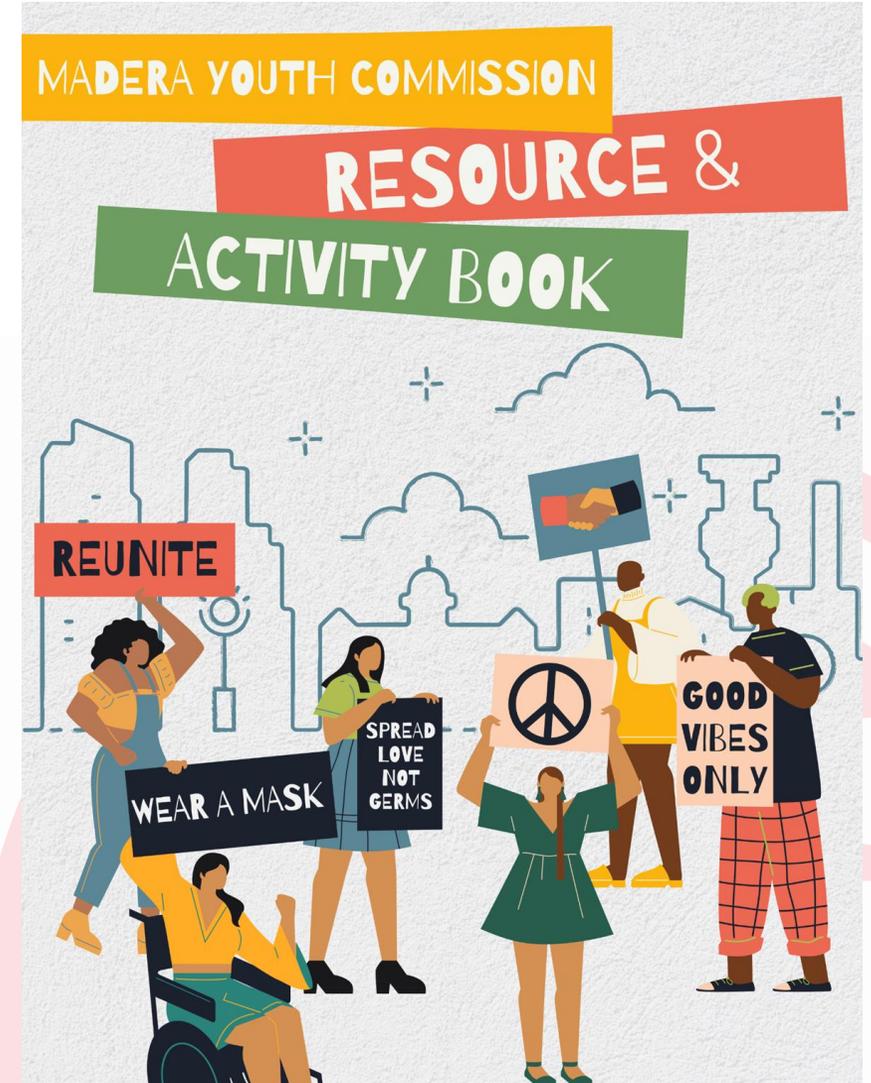
- Online application form, 3 short essay questions
- Interview with Council Member
- Swearing in Ceremony



# Previous MYC Work

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- Available in both English and Spanish
  - <https://linktr.ee/maderayli>
- Covid-19 Awareness
- Social Distancing Tips
- Local News Highlights
- Activity Page
- DIY/Recipes
- Small Business Shout Outs
- School Shout Outs
- Senior Encouragement
- Community Needs Assessment Survey





# Role of Parent/Guardian and Adult Ally

Support your young person!



# SACOG'S YOUTH LEADERSHIP ACADEMY



**Rosie Ramos Gomez**  
External Relations Group Manager  
SACOG



# Youth Leadership Academy

Sacramento Area Council of Governments



# YLA's story







EXIT

"THE WORLD IS RUN BY  
THOSE WHO UP"  
WELCOME TO THE 2020 YOUTH LEADERSHIP ACADEMY

EXIT  
ROUTE

EXIT

Man in red shirt presenting

Group of young women seated at the conference table

1

Introduction to YLA  
Orientation & Civics 101  
January 23, 2019

4

Climate Change  
Design Thinking Workshop  
April 27, 2019

2

Introduction to  
Urban Planning

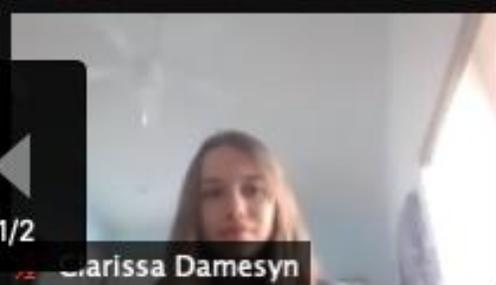
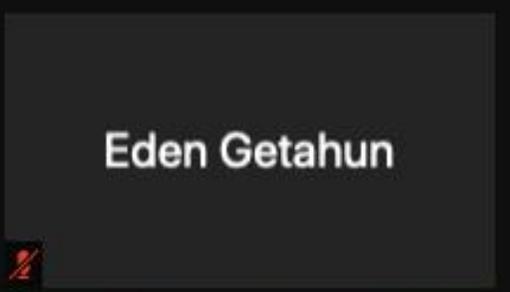
5

Airport Economic Development &  
Planning | Civic Lab Projects  
May 18, 2019

3

Introduction to Mobility  
in the COG Region  
May 23, 2019





Laiba Shehzad

Jazmin Luna (She/her/...

Roxanne Wright (she/...

Jet Do

Eden Getahun

Layla Airola

Bryan Fernandez (he/h...

sukhman

Xitlaly Leon

Angelina Del Monte

Carissa Damesyn

Faith Armstrong

Elvia Luna

Darrian Chin

Anna Fishburn

Francesca Callahan

Victoria Franco

Ignacio Burgos (He/Him)

Tate (she/her)

Rosie Ramos

Hudson Meyer

Javier Moreno

Yohannah Mallari

Vanessa Canchola

Jessica Wu



Inbox - rosleg01... Sacramento Area... Microsoft Office H... Login | MailChimp SeamlessDocs

YouTube clean pop hits

JANE & THE BOY - STARRY EYED

JANE & THE BOY  
STARRY EYED

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Pop Playlist 20...

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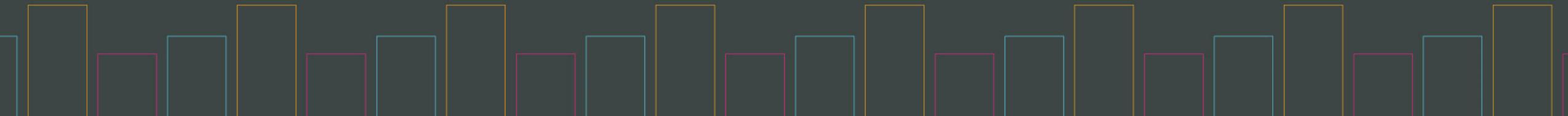
REP  
SAC  
CITY  
BASKETBALL

Y L A



**SACOG**

Sacramento Area  
Council of  
Governments





# EBMUD'S YOUTH CAREER DEVELOPMENT PROGRAMS



**K Tate**  
Senior Human Resources Analyst  
East Bay Municipal Utility District



# EBMUD Workforce Development

*Institute for Local Government*

May 25, 2023

**Presented by:**

**K Tate, Sr. Human Resources Analyst**

**[dioffice@ebmud.com](mailto:dioffice@ebmud.com)**

1. Mission and Values
2. EBMUD Overview
3. EBMUD Internships
  - a. History
  - b. Shift in Focus
  - c. Internship Models
4. EBMUD's Internship programs' purpose

# 1. Mission and Values

To manage the natural resources with which the District is entrusted; to provide reliable, high-quality water and wastewater services at fair and reasonable rates for the people of the East Bay; and to preserve and protect the environment for future generations.

**stewardship integrity**  
**respect teamwork**

The logo for the East Bay Municipal Utility District (EBMUD), featuring a stylized blue 'E' and 'B' intertwined, with the letters 'EBMUD' in blue below it.

*Briones Reservoir*

*Photo caption example (Arial 18 pt. italic)*

## 2. EBMUD Overview – Service Area

### Water System

- Serves approximately 1.4 million people in a 332-square-mile area
  - From Crockett on the north, southward to San Lorenzo (encompassing the major cities of Oakland and Berkeley), eastward from San Francisco to Walnut Creek, and south through the San Ramon Valley

### Wastewater System

- Serves approximately 740,000 people in an 88-square-mile area
  - Alameda and Contra Costa counties along the Bay's east shore, extending from Richmond on the north, southward to Oakland.



# 3. EBMUD Internships - History



Career Intern Program (CIP) established in 1998

- Purpose was to encourage youth in water/wastewater engineering career path
- Included mentorship by EBMUD employees
- Included rotation to various engineering departments
- Paid internship starting in HS – College – upon graduation



Outcomes:

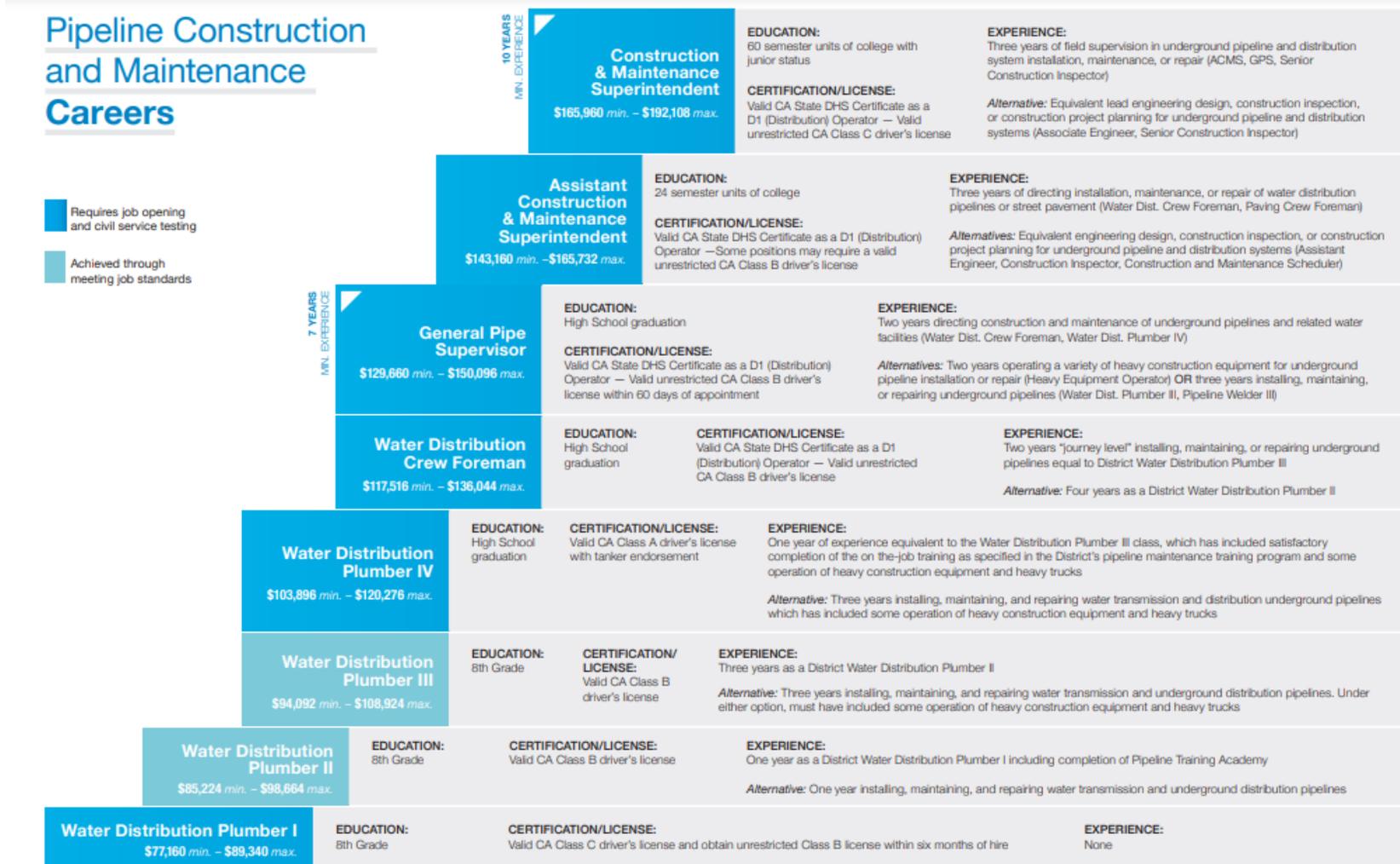
- Program helped diversify engineering workforce (gender and race) that were from our community
- Helped increase the interest into water/wastewater careers
- In short, it worked but it cost a lot

# 3. EBMUD Internship – Focus - Career Pathways for Most Critical Jobs

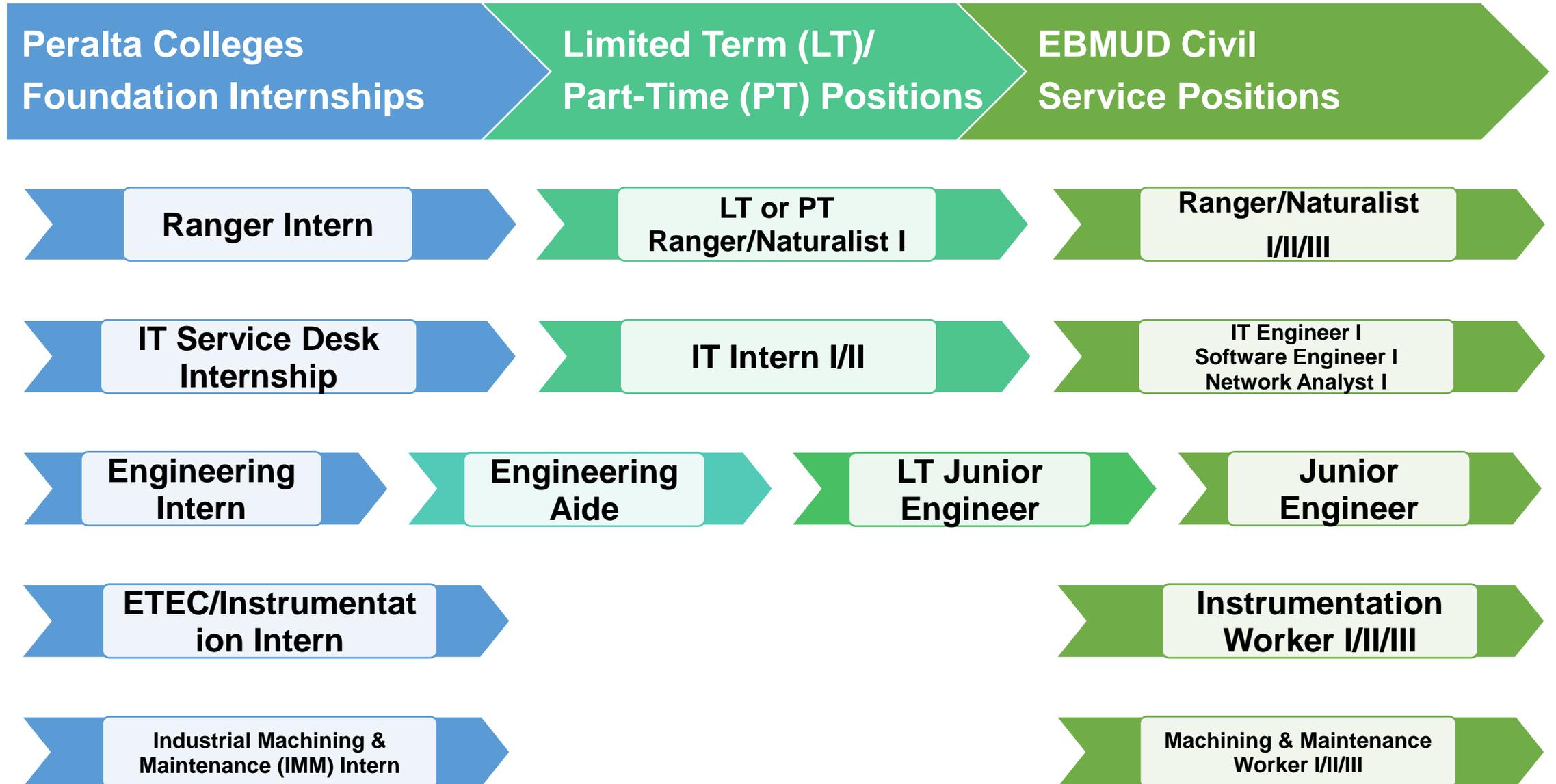


EBMUD’s job resources page ([ebmud.com/jobs/job-resources](http://ebmud.com/jobs/job-resources)) includes career pathways for several job groups at the District.

- These show how one can advance from entry-level to Management positions in their chosen fields
- Represent only some pathways (ex: Ranger/Naturalist pathway is not listed as a chart, but still exists)
- Example shown is Careers in Pipeline Construction and Maintenance



# 3. Internships/Trainee Program Models



# 4. EBMUD's Internships Program Functions



- Diversity, Equity, and Inclusion Strategic Plan (Pillar 2 – Workforce Diversity)
- Workforce Development Strategies
- EEOP as required by the OFCCP



*Summer Intern working with Hydrographers,  
2019*

# 4. EBMUD's Internships Program Functions



- Internal Development of Employees
- Recruitment within community via Public School Districts, Community Colleges, etc.
- Targeted Outreach/Community Partnership



*Intern and Mentor who was also a former Intern*

# Hosted Internships – IT Service Desk (Example)

- Advertising
  - EBMUD Internships Page
  - Handshake
  - Outreach to local colleges/universities
  - Career fairs
- Application on Survey Monkey
  - Required upload of resume, unofficial transcript, application, and response to supplemental questions
- Interviews via Microsoft Teams



## IT Service Desk Summer Internship



### Program Details



- Located in Oakland, CA
- 12-week program (June - August, 2023)
- Approximately 30 hours per week
- Paid stipend equivalent to \$20.00/hour

### Requirements

- High school graduation or its equivalent
- Current enrollment in a formal post-secondary information technology or related program
- Strong interest in pursuing an IT career at EBMUD and/or a similar public sector IT occupation
- Able to problem-solve and operate under infrequent supervision and resolve issues as needed
- Able to communicate effectively and respectfully with internal customers
- Attention to detail and ability to maintain accurate written records and submit written reports

### Example Duties

- Installing new laptops
- Assisting with iPhone/Multi-Factor Authentication setup
- Collecting technology assets for separating employees
- Disposing computer hardware, including asset management
- Assisting with basic hardware troubleshooting tickets
- Responding to requests to update internal employee directory
- Researching A/V (audio/visual) solutions for conference rooms
- Updating/creating A/V instructions for conference rooms and providing support as appropriate

### Application Process

- **Online applications** are due by **5:00pm on Friday, May 12, 2023**
- **Interviews** will be held **May 22 - 26, 2023** (online video conferencing)



<https://tinyurl.com/ServiceDesk2023>

For questions regarding the application, please contact Courtney Carlson at the EBMUD Diversity & Inclusion Office, at [dioffice@ebmud.com](mailto:dioffice@ebmud.com)

**Questions after  
Webinar?**

**Contact K Tate**

**[dioffice@ebmud.com](mailto:dioffice@ebmud.com)**

Thank you!

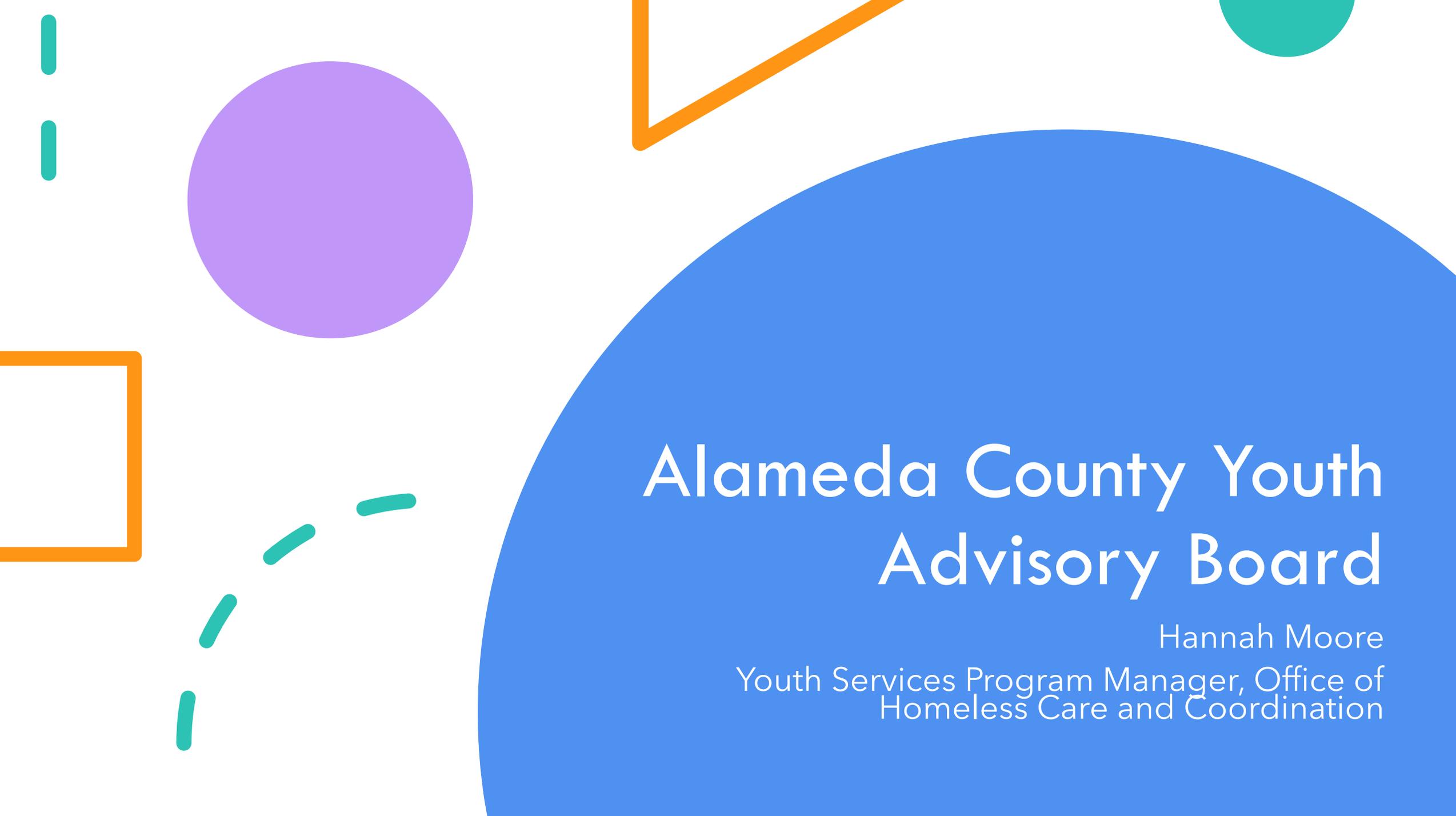


# ALAMEDA COUNTY'S YOUTH ADVISORY BOARD



**Hannah Moore**

Youth Services Program Manager  
Office of Homeless Care and Coordination  
Alameda County



# Alameda County Youth Advisory Board

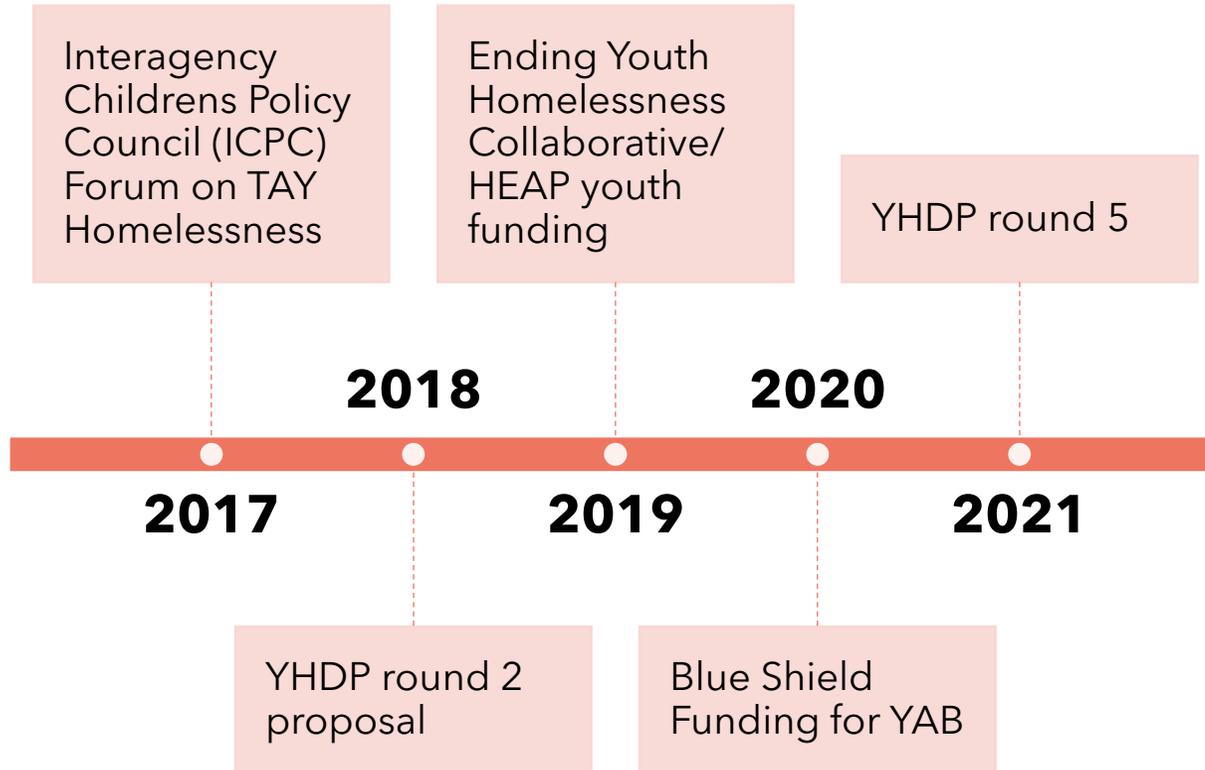
Hannah Moore  
Youth Services Program Manager, Office of  
Homeless Care and Coordination



Youth  
Advisory  
Board Origin  
Story

- 
- ❖ **Origin Story**
  - ❖ **Current Status**
  - ❖ **What's Next?**

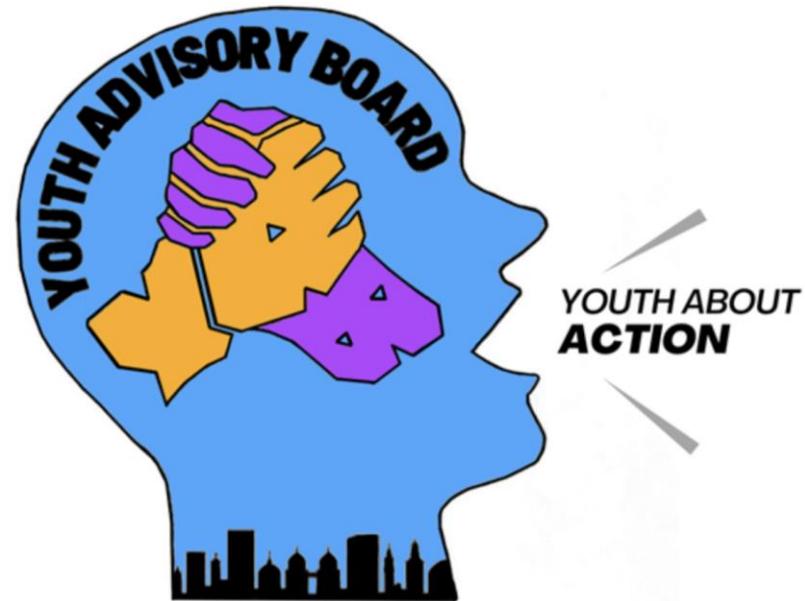
# Origin Story



**VISION:** We envision an inclusive world where young people of all backgrounds and identities thrive through equity and generosity. Where all youth are affirmed as their authentic selves in community.

**MISSION:** The Youth Advisory Board (YAB) seeks to encourage and uplift youth representation to identify barriers and increase housing stability. We strive to support self-sufficiency by building an equitable community using transparent means.

ALAMEDA COUNTY YOUTH  
ADVISORY BOARD



- Partnerships
- Community Conversations
- Youth Action a Way Home
- Request for Proposals
- Continuous Quality Improvement

# YHDP

## Youth Homelessness Demonstration Program

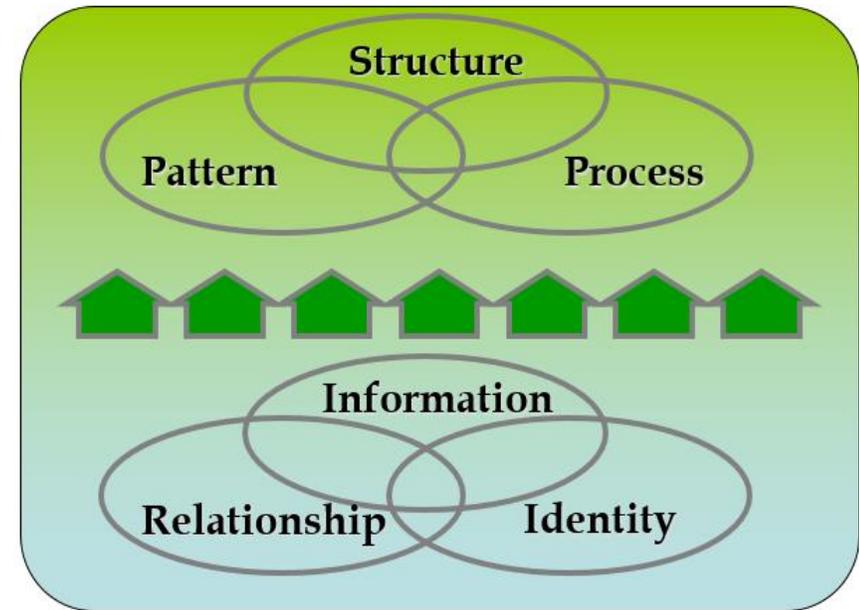
### \$6.7 million dollar award

# Collaboration

## Adrienne Marie Brown

**"we can only be a force together, we can only be together with trust, we can only trust if we are authentic with each other - and we can only be authentic if we can admit we don't know our way out of this. let this be a verbal toast to more questions, more collaborative ideation, more doubt, more experimentation, more releasing that which isn't working, more listening to unlikely voices of leadership, more caring and connecting with each other in ways that will prepare us for whatever is coming."**

Below the  
green line  
-Steve  
Zuieback



The System



Synectics LLC



# Logistically Speaking

Let's **pay our youth** DUH!

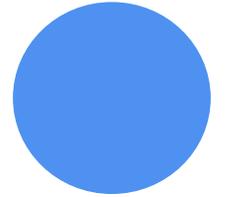
- Funding (?!)
- County Employee vs non
- Forms of payment

How do we understand **Access & Engagement**

- technology
- space

# What's Next?

- Youth Advisory Board
- Alameda County Continuum of Care
- Interagency Homeless Prevention
- "The Huddle"





Thank you

Hannah K. Moore

[Hmoore@acgov.org](mailto:Hmoore@acgov.org)

<https://homelessness.acgov.org/youth-svcs.page?>

# QUESTIONS & DISCUSSION



# RESOURCES

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## Upcoming Events

TIERS Public Engagement Training: [ca-ilg.org/tierstraining](https://ca-ilg.org/tierstraining)

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## Other Resources

EMPOWER Youth Toolkit: [ilgyouthtoolkit.org](https://ilgyouthtoolkit.org)

Summer JAM Program Case Study: [ca-ilg.org/summerjam](https://ca-ilg.org/summerjam)

Picture Yourself in Local Government: [ca-ilg.org/post/picture-yourself-local-government](https://ca-ilg.org/post/picture-yourself-local-government)

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Contact Taylor Buck at [tbuck@ca-ilg.org](mailto:tbuck@ca-ilg.org)

# RECORDING AVAILABLE SOON



The recorded presentation and materials will be shared electronically with all attendees a few days after the webinar.

# JOIN OUR WIDESPREAD NETWORK OF LOCAL GOV'T LEADERS



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482 Cities

2,500+ Special Districts

20,000+ Local Agency Leaders

[www.ca-ilg.org/stayinformed](http://www.ca-ilg.org/stayinformed)



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# Thank you for joining us!



**Yvette Flores**



**Johnny Mendez**



**Rosie Ramos  
Gomez**



**K Tate**



**Hannah Moore**