High School Internships
With a Reason

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About SMUD

- Sixth largest public utility in the U.S.
- Serving Sacramento Region for over 70 years
- 2,200 employees
- 1.5 million customers
- Focus on providing reliable electricity through non-carbon and renewable power technologies
Workforce Board Role

• SETA has provided support to SMUD for the High School Internship program since 2010.
• Outreach to Sacramento County High Schools
• Student recruitment
• Student screening
• Program orientations
• Workplace skills preparation
• Case management
• Administrative functions (payroll processing)
Background
A Different Approach
Just One More Thing...
What Every Overworked Employee Needs
The Difference – a SMUD internship
Program Overview

- 16 + years old – High school junior or senior
- 2.5 GPA or better
- Provide own transportation
- Attend mandatory unpaid orientation workshops
- Attend mandatory paid preparation workshop
- Able to work full-time 6 weeks June – August
- No relatives working at SMUD
Student Recruitment

- Distribute flyers to local high schools
- Present in classroom
- Create on-line application
- Randomize student selection
- Conduct workshops
- 25 students selected for 6-week paid internship
Work Readiness Training

“Top 10” 21st Century Skills

1. Adaptability
2. Analysis/Solution Mindset
3. Collaboration
4. Communication
5. Digital Fluency
6. Entrepreneurial Mindset
7. Empathy
8. Resilience
9. Self-Awareness
10. Social/Diversity Awareness
Work Readiness Training

True Colors Personality Assessment

• Sources of dignity and worthiness
• Causes of stress, communication styles, listening styles
• Non-verbal responses, language patterns, social skills, learning styles
• Relationship orientation and ethical behaviors

DISCOVER YOUR TRUE COLORS
Work Readiness Training

Bite of Reality and Financial Literacy Workshops

• How managing money can have a profound impact on your life
Internship Field Trips
Program Success

- Increase in requests from SMUD staff for interns
- Internship preparation workshop curriculum
- Recruited, trained, and supported over 500 interns
- High school student Interns hired as permanent employees
Thank You
Contact Us

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