

**Department:** County Management      **Program Contact:** Chris Lenn  
**Program Offer Type:** Innovative/New Program      **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** One-Time-Only Request, Out of Target

**Executive Summary**

This proposal represents an investment of 20 internship positions towards our commitment to the Workforce Equity Strategic Plan (WESP) performance metric to place 50 College to County internships countywide annually by 2022.

**Program Summary**

The College to County Mentorship Program is a workforce pathways initiative that focuses on the development of college students or recent graduates from underrepresented communities by offering paid three-month internship opportunities in County projects across departments. In addition, the program matches participants with mentors who are trained in culturally responsive mentoring and development. The internship assists the students' understanding of the pathways to employment and leadership in various County careers so they may consider Multnomah County for future employment. Since the program started in 2011, College to County has successfully helped 26 internship participants become regular status County employees.

Centralized funding will provide a foundation for County departments to meet our commitment on an annual basis despite fluctuations in budget constraints and differences in budgets across departments. In a recent evaluation of this program, one of the biggest barriers for departments / managers to participate is budgetary constraint or uncertainty.

Ensuring a portion of the program's annual placement goals are funded centrally would provide a more equitable chance that internship opportunities are made available across all departments by filling the funding gap for those departments that may be constrained by budget.

This program honors and advances the County's commitment to building a diverse workforce, promoting inclusion, and being better positioned to fulfill our mission to serve the residents of Multnomah County.

A request and funding process will be maintained by the College to County Program Coordinator.

**Performance Measures**

| Measure Type | Primary Measure   | FY20 Actual | FY21 Budgeted | FY21 Estimate | FY22 Offer |
|--------------|---|-------------|---------------|---------------|------------|
| Output       | Number of Positions Funded  | N/A         | N/A           | N/A           | 20         |
| Outcome      | Participants report the program improved their personal and professional growth             | N/A         | N/A           | N/A           | 80%        |
| Outcome      | Participants report increased understanding of how to obtain employment at Multnomah County | N/A         | N/A           | N/A           | 80%        |
| Outcome      | Mentors report participation enhanced their culturally responsive skill sets                | N/A         | N/A           | N/A           | 80%        |

**Performance Measures Descriptions**

Measures reflect the mission of the College to County program, including the positive impact on those County employees who serve as mentors.

Revenue/Expense Detail

|                         | Adopted<br>General Fund | Adopted<br>Other Funds | Requested<br>General Fund | Requested<br>Other Funds |
|-------------------------|-------------------------|------------------------|---------------------------|--------------------------|
|                         | 2021                    | 2021                   | 2022                      | 2022                     |
| <b>Program Expenses</b> |                         |                        |                           |                          |
| Personnel               | \$0                     | \$0                    | \$211,661                 | \$0                      |
| <b>Total GF/non-GF</b>  | <b>\$0</b>              | <b>\$0</b>             | <b>\$211,661</b>          | <b>\$0</b>               |
| <b>Program Total:</b>   | <b>\$0</b>              |                        | <b>\$211,661</b>          |                          |
| <b>Program FTE</b>      | 0.00                    | 0.00                   | 0.00                      | 0.00                     |

| <b>Program Revenues</b> |            |            |            |            |
|-------------------------|------------|------------|------------|------------|
| <b>Total Revenue</b>    | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> |

Explanation of Revenues

Significant Program Changes

Last Year this program was: