

Division: Central Human Resources

Program Characteristics:

Program Description

The College to County Mentorship Program is a workforce pathways initiative that helps college students and recent graduates from underrepresented communities start their careers and help build diverse teams for Multnomah County. Students participate in paid, three-month summer internships where they work on real County projects. To support their growth, every intern is matched with a mentor who is specifically trained to understand and respect different cultures and backgrounds. These internships are designed to develop future leaders and transition students into employees at the County. Since the program started, it has successfully helped more than 50 participants transition into full-time, regular County jobs.

To ensure all departments have an equal chance to host an intern, some centralized funding is provided. This steady funding is especially important because these summer internships span the transition between two budget years. By investing in these students, the County follows its mission to provide high-quality services and create a workplace where everyone belongs.

Equity Statement

Staff integrate equity practices throughout the program's core functions and in customer interactions. This program addresses employment barriers by providing job readiness skills to historically underrepresented communities, and increasing awareness and exposure to government jobs as viable career paths.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$0	\$318,038	\$0	\$318,067
Contractual Services	\$0	\$500	\$0	\$500
Materials & Supplies	\$0	\$13,167	\$0	\$13,165
Internal Services	\$0	\$1,283	\$0	\$3,061
Total GF/non-GF	\$0	\$332,988	\$0	\$334,793
Total Expenses:	\$332,988		\$334,793	
Program FTE	0.00	0.00	0.00	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Number of Positions Centrally Funded	25	29	20
Participants report increased understanding of how to obtain employment at Multnomah County.	100%	90%	90%