



MEMORANDUM

TO: Economic Opportunity Committee

THROUGH: Dr. Eric Johnson, Assistant City Manager, City Manager's Office

FROM: Anthony Segura, Interim Director, Economic Development Department

DATE: September 12, 2025

SUBJECT: Update on High School Summer Internship Program

The purpose of this memorandum is to provide an update on the High School Summer Internship Program (SIP), administered by the Youth Initiatives team, under the Workforce Development and Child Care Division of the Economic Development Department. Program outcomes are described below with additional programmatic data detailed in **Appendix 1**.

Background

Since 2013, the Youth Initiatives team has partnered with Bank of America to increase teen employment in Austin, strengthen local economies, and invest in the future workforce.

In 2025, SIP received 717 applications and employed 190 interns, ages 15–18, at \$13.00 an hour for 20 hours a week over a six-week period. Interns participated across five program areas aligned with career field, discipline, skill, and interest:

1. Emerging Leaders
2. Get Ready! STEAM
3. Entrepreneurial/Automotive
4. Aviation
5. Austin Convention Center (Due to construction, no interns were placed in Summer 2025)

A total of 68 host sites across the city provided internship placements (**Appendix 2**).

Eligibility required applicants to be City of Austin residents, ages 15–18, currently enrolled in high school, and available for the full program duration. Interns represented all 10 Council Districts and 39 schools (public, private, charter, and homeschool). Of these, 15% attended Title 1 schools, with an additional 4% qualifying for free or reduced lunch at non-Title 1 schools (**Appendix 1** provides detailed demographic data).

Implementation

Recruitment began in fall 2024 and continued through spring 2025, with applications closing at the end of February 2025. All eligible applicants were guaranteed interviews, and more than 500 were

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interviewed by City staff and volunteers. Interns that are not accepted are placed on a waiting list. Placement decisions considered both proximity and career interest.

Each site was vetted for safety and compliance before the program began and again at the midpoint. Interns also participated in two Leadership Days featuring a speaker series with local professionals, a field trip to Canva Headquarters, workshops by the Texas Department of Public Safety, and a “Dressing for Success” panel in partnership with the Austin Convention Center Department.

The program concluded on July 11, 2025, with a [ceremony at Austin City Hall](#), where interns were honored in Council Chambers and received Certificates of Achievement signed by the Mayor and City Council.

Next Steps

- Expand outreach in Title 1 schools and communities serving historically underrepresented Austin youth.
- Broaden the range of participating host sites, with emphasis on South, Southwest, Southeast, North, and Northwest Austin.
- Explore additional funding partnerships to increase the number of intern placements and provide administrative support as the program continues to grow.

Bank of America, in partnership with Opportunity Austin, currently funds up to \$120,000 annually for intern wages, with the City of Austin covering the remaining balance. Sustaining and expanding the program will require additional resources to meet rising demand.

Should you have any questions or concerns, please contact Dr. Chiquita Eugene, Youth/Family Outreach Administrator of the Economic Development Department at chiquita.eugene@austintexas.gov or (512)-426-0728.

cc: T.C. Broadnax, City Manager
Erika Brady, City Clerk
Corrie Stokes, City Auditor
Mary Jane Grubb, Municipal Court Clerk
Judge Sherry Statman, Municipal Court
CMO Executive Team
Department Directors

Attachments:

- Appendix 1: 2025 Summer Internship Program Data Overview
- Appendix 2: List of Participating Sites (2025)

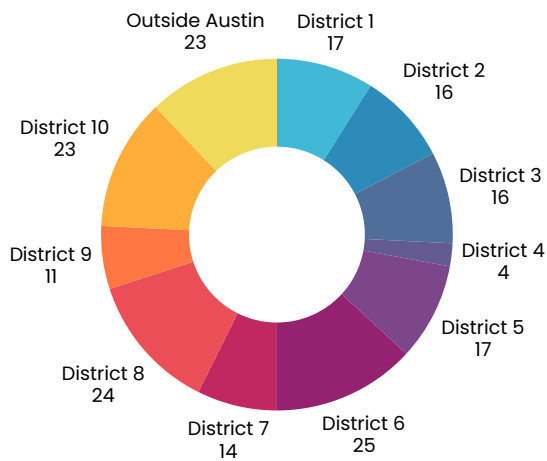
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Appendix 1: 2025 Summer Internship Program Data Overview

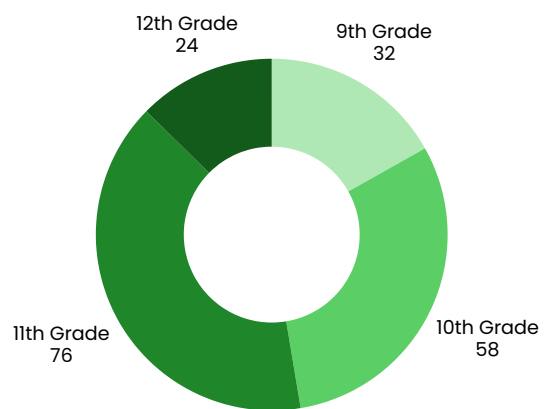
Summer Internship Program 2025 Data Overview

190 Youth Participants **FROM** **39** Schools **AT** **68** Internship Sites **ACHIEVING** ***\$273,000** Earned by Youth

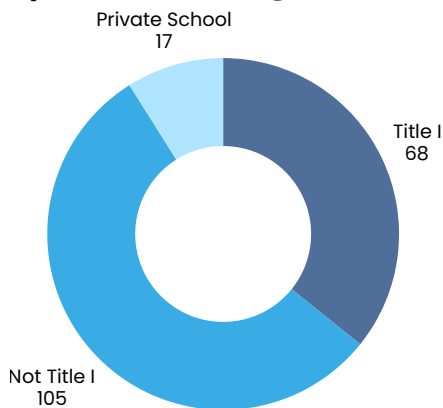
Participants by District



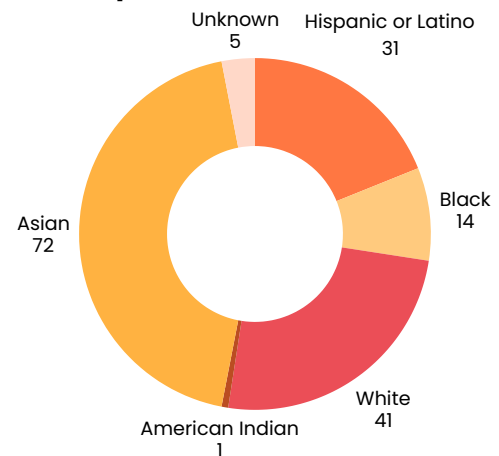
Participants by Grade



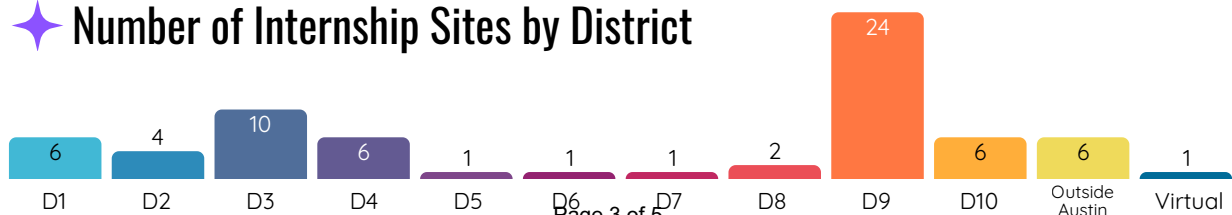
Participants Attending Title I Schools



Participants by Race/Ethnicity



Number of Internship Sites by District



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Appendix 2: List of Participating Sites by Program (2025)

Entrepreneurial/Automotive	
Audi of South Austin	
BMW of South Austin	
Aviation	
Commercial Management	Community Affairs
Environmental	Strategic Planning
Planning & Development	Terminal Operations
Performance Management	
Get Ready! STEAM	
African American Youth Harvest Foundation	City of Austin Watershed Protection Department, Water Quality & Drainage Division
Austin Area Urban League	City of Austin, Communications and Technology Management
Austin Energy	City of Austin, Dougherty Arts Center
Austin Urban Technology Movement	City of Austin, Public Safety Wellness Center
Austin Water, Engineering and Technical Services	Lucero Creative Business LLC
Capitol Area Council, Scouting America: Techlab STEAM Camp	re:3D
City of Austin Human Resources Department, Talent Acquisition	SOAL Technologies
City of Austin Law Department	South Austin Medical Center, St. David's Medical Center, and The Heart Hospital
City of Austin Watershed Protection Department, Administrative Services	STEAM Kids Education, Austin Urban Community Coalition
City of Austin Watershed Protection Department, Bird Friendly Design	TaylorMade Careers
City of Austin Watershed Protection Department, Modeling Monitoring and Compliance Division, Applied Watershed Science Section	Texas Medical Board, Finance
City of Austin Watershed Protection Department, Project Delivery Program Management - Asset Management Planning	TyRex Group

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Appendix 2: List of Participating Sites by Program (2025) – Continued

Emerging Leaders	
Aura Rainwater	City of Austin, Emma S. Barrientos Mexican American Cultural Center
Austin Healthy Adolescent Program, Austin Public Health	City of Austin, Human Resources Department, Information Technology
Austin History Center	City of Austin, Watershed Protection Department, Business Enterprises Branch
Austin Public Library, Central Library, Children's Team	City of Austin, Watershed Protection Department, Human Resources
Austin Public Library, Hampton Branch at Oak Hill	City of Austin, Watershed Protection Department, Operations
Austin Public Library, Little Walnut Creek Branch	City of Austin, Watershed Protection Department, Operations
Austin Public Library, Pleasant Hill Branch	CLEAN Cause
Austin Public Library, Windsor Park Branch	Concordia University Texas
Breakthrough Central Texas - St. Andrews	COR Tax and Bookkeeping
Breakthrough Central Texas - UT	Economic Growth Business Incubator
Cielito Lindo Spanish Immersion Preschool - Dessau	El Buen Samaritano
Cielito Lindo Spanish Immersion Preschool - Sam Rayburn	Goodwin and Company
Cielito Lindo Spanish Immersion Preschool - Tomanet Trail	IBEW Local Union 520
Circuit of the Americas, Events & Hospitality	Interfaith Action of Central Texas
City of Austin Communications and Public Information Office - Strategic Communications Division	Mount Sinai Baptist Church, Youth Department
City of Austin Mayor's Office	Proforma DCS
City of Austin, Austin Public Health Department, Community Services Division: Blackland Neighborhood Center	Queen of Hearts CPR & the Unchained Foundation
City of Austin, District 2 Office	