



## **Workforce Capacity: The Value Proposition**

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# Mickey Leland Environmental Internship Program: Celebrating 33 Years of Impact & Influence

[www.lelandinternships.org](http://www.lelandinternships.org)



# Our Competitive Advantage: At- A-Glance

- Premier Environmental Internship Program
- 33 Years of Developing Future Leaders
- Almost 3,000 Intern Placements
- Average 500+ Candidates Apply Annually
- Average 125 Intern Placements Annually
- 100+ Sponsors (TCEQ, Public, Private, Nonprofit)
- Multiple Stakeholders
- Paid Summer “Meaningful Work” Assignment
- Structured Framework with Adaptable Model

# Unique Ecosystem: Mission- Driven Business- Focused Cross- Agency Supported

- Externships
- Transitions Hiring Program: College to Career
- Engineering Hiring Program
- Geoscientist Hiring Program
- TCEQ Mentoring Program
- TCEQ Leadership Program

# *Innovate To Build Workforce Capacity*

- Recruitment + Retention= Succession Planning
- Sourcing Candidates
  - Non-traditional
  - Multi-generational
  - “Reverse” mentoring
- Candidate Selection
  - Focus on Skills/ Core Competencies
  - Execute a “Substantial” Interview Process
- Candidate & Employee: Engagement and Inclusion
- Management & Leadership Accountability
  - Individual
  - Systemic