



Partnership Raleigh

IMPACT REPORT 2025

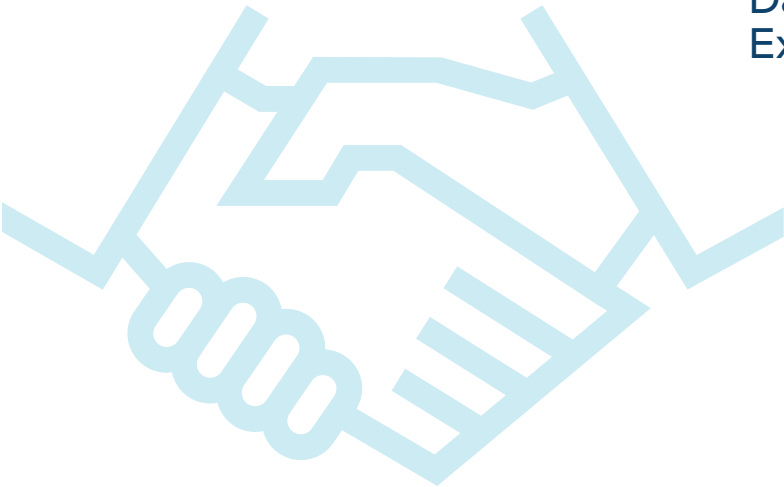
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Raleigh
Community

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Partnership Raleigh

Program Purpose

Partnership Raleigh is a public-private partnership between the City of Raleigh and the local business community. The goal of this initiative is to provide career exploration and employment opportunities to youth and young adults who live and/or go to school in Raleigh. This partnership benefits all parties involved: the students acquire invaluable employment experience, work-related training, and professional development skills. The business community receives qualified students who may become long-term employees and provide positive contributions to the future of the community.



Programs

Pathways and Public Service Program (P2PS)

A six-month cohort-based program for college juniors, seniors and recent graduates (ages 17 to 26) interested in gaining real-world, professional work experience in municipal government.

Community Climate Internship Program (CCIP)

An 8-10-week cohort-based internship program for undergraduate students interested in sustainability, community resilience and the implications of climate change.



External Recruitment and Outreach

For Cohort 5 of the Community Climate Internship Program and Cohort 2 of the Pathways to Public Service Fellowship, recruitment and outreach efforts were designed to attract diverse, high-potential students with a strong interest in public service and environmental leadership. We implemented a targeted outreach strategy that included partnerships with local colleges and universities, presentations at career fairs, and distribution of program information through Handshake and Simplicity platforms. In addition, our team worked with the Human Resources Department to leverage our LinkedIn and community networks to broaden awareness and ensure equitable access to the opportunity.

These efforts successfully expanded the candidate pool and resulted in a highly qualified and diverse cohort, reflecting our commitment to building inclusive pipelines into public service careers while increasing the program's visibility across the region.

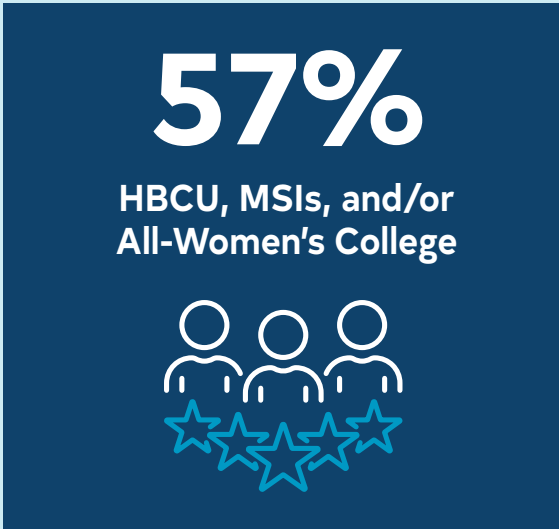
City of Raleigh Website	• Featured in the Raleigh Summer Intern Series with job posting
Career Fairs	• North Carolina Central University Meredith College • NC A&T State University • Shaw University • St. Augustine's University • UNC-Greensboro
City of Raleigh Social Media Accounts	• City of Raleigh's LinkedIn Page • LinkedIn Partnership Raleigh Alumni Chats/Groups • Partnership Raleigh Staff LinkedIn Pages • City of Raleigh's Facebook & X Pages
Handshake	Each Partnership Raleigh position is posted on Handshake • Distributed to 917 Colleges & Universities including schools outside of our region who have students returning home to Raleigh for Summer break
Job Boards	• LinkedIn • Indeed • State Recruiter • Simplicity
Internal and Direct Outreach	• Distributed to our internal database of schools, department heads, career advisors, and students with whom we have existing relationships

Recruitment Impact

Applications for both programs are posted on NeoGov for 4-6 weeks

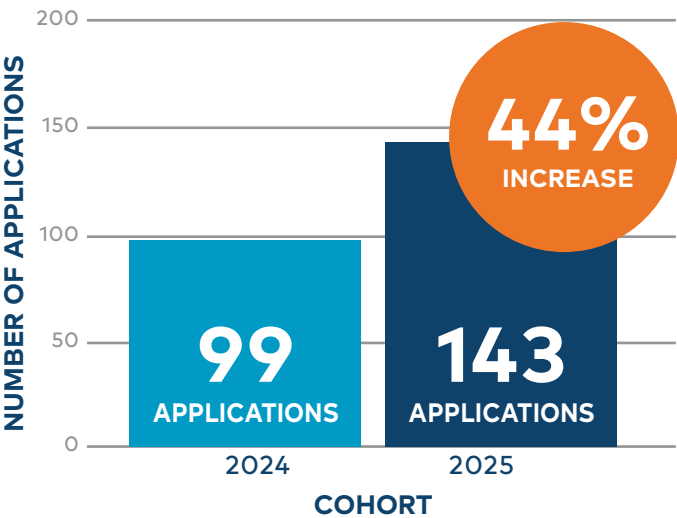
As a result of our recruitment and outreach efforts, we have seen a significant increase in the visibility of our programs. We successfully recruited students from multiple colleges and universities, with **57%** of institutions represented being designated as a Historically Black College/University (HBCU), Minority-Serving Institution (MSIs) and/or All-Women's College.

- Hampton University (HBCU)
- Meredith College (Women)
- North Carolina Central University (HBCU)
- North Carolina A&T State University (HBCU)
- Shaw University (HBCU)
- St. Augustine's University (HBCU)
- UNC Greensboro (Minority Serving Institution)

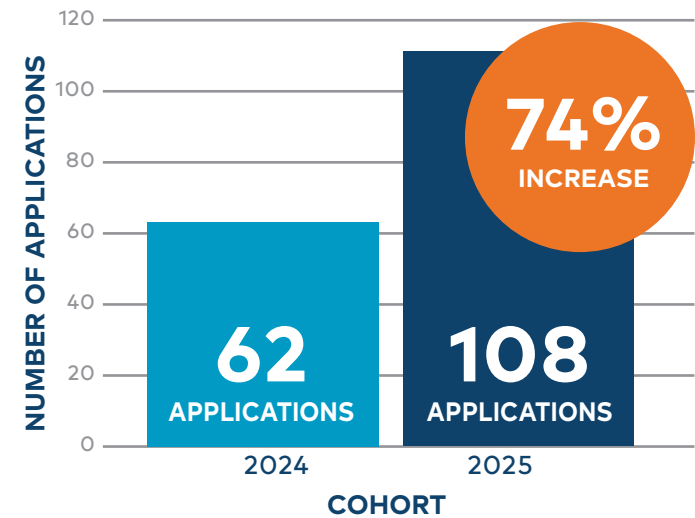


Application Data

COMMUNITY CLIMATE INTERNSHIP



PATHWAYS TO PUBLIC SERVICE FELLOWSHIP





Program Communications and Correspondence

Effective communication is at the heart of our programming. Our interns and fellows engage through multiple communications channels designed to keep everyone connected, informed, and supported. From weekly updates to check-ins, the program uses a mix of digital tools and personal outreach to ensure clarity, collaboration, and accessibility for all participants.



MS Teams

Used as the program's central hub for meetings, shared resources, announcements, and professional development sessions. Fellows and interns can access event calendars, presentations, and recordings all in one place.



MS Outlook

Official City of Raleigh email platform for professional correspondence, meeting invitations, and program updates. Fellows use Outlook to communicate with site supervisors, staff, and community partners. 294 students are currently registered to our Student Connection mailing list.



LinkedIn Group Chat

LinkedIn group chats serve as a professional networking space where program staff share job opportunities, internships, and professional resources. It also functions as an alumni hub allowing fellows to stay connected and engaged after program completion. Currently there are more than 50 Partnership Raleigh Alumni Hub members.

GOVDELIVERY 
1,073 Subscribers

Partnership Raleigh Empower App

The Empower App has become a cornerstone of how Partnership Raleigh connects with, supports, and tracks the progress of our interns in one place, making it easier for everyone: interns, supervisors, and staff to stay organized.

Through the app, participants can manage their schedules, submit time, review hours worked, track wages earned, and stay informed about important program updates. Supervisors use the same platform to approve time and monitor progress, creating a transparent and efficient system that benefits the entire program



Hours Worked

- **15,000+** total hours tracked across both programs
- **376.3** average hours worked per participant
- Fellows used Empower weekly to review hours, track progress, and manage schedules

6,595 INTERACTIONS – APP USAGE



Earnings, Savings, and Education

- **\$270,979** in wages earned
- **\$24,901** savings dollars pledged
- **\$6774.48:** average earned per participant
- **\$622.53:** average savings pledged
- **126:** total Financial Literacy Modules completed



Engagement and Communication

- Supervisors sent an average of **18 messages** through Empower
- Real-time approval and tracking improved accountability
- Fellows used Empower weekly to review hours, track progress, and manage schedules

Pathways to Public Service Fellows Program

Program Purpose

Our intensive career development program is designed to provide college juniors/seniors and recent graduates with professional training experience in the local government sector. By participating in a series of workshops, mentorship programs, hands-on projects, and networking opportunities, participants will acquire the skills and knowledge required to succeed in a variety of positions within the public sector. Pathways to Public Service provides valuable workforce development experience in a professional setting while working in City of Raleigh departments and divisions experiencing hard to fill staff vacancies, fulfilling critical City of Raleigh employee recruitment and retention needs.

Program Goal

Provide college juniors, seniors, recent graduates and graduate students with a comprehensive understanding of public service through work experience in a City of Raleigh department.

Orientation and Program

The Program Orientation was held on Friday, January 24, 2025. The program operated from January 27 through August 1, 2025, with an optional one-week extension available through August 8, 2025.

Program Objectives

Professional Development

Develop leadership & career readiness skills through professional development workshops

Local Government and Public Service

Equip fellows with practical skills in policy analysis, project management & public administration

Networking and Connection Building

Facilitate meaningful connections with professionals, mentors & peers to support career growth

Problem Solving

Equip fellows with the tools & resources to identify & address challenges through using innovative practices

Community Engagement

Foster civic responsibility & community involvement through local government



The Pathways to Public Service Fellowship continues to demonstrate strong results as a pipeline into careers in municipal government. With a 98% program completion rate, fellows have consistently shown high levels of success. To date, 100% of participants have accepted permanent part-time or full-time employment and/or are pursuing graduate school.

Cohort II Student Profile

- 100+ applications received
- 16 students hired
- Age Range 21-24
- 5 undergraduate students
 - 1 junior
 - 4 seniors
- 10 graduate students
- 6 recent graduates
- 11 academic institutions represented
- 16 supervisors
- 37 department requests
- 9 host departments
 - Office of Sustainability
 - Community Engagement
 - Transportation/ Fleet Management

15



FELLOWS HIRED IN 2025

STUDENTS AGES 21-24

14 Fellows Hired in 2024

- Raleigh Water
- Parks, Recreation & Cultural Resources
- Planning & Development
- Strategy & Innovation
- Human Resources
- Housing & Neighborhoods

Program Impact

2025 Pathways to Public Service Fellows Program



STUDENT PROFILE

16 STUDENTS HIRED COHORT II

AGES
21-24



100+
APPLICATIONS
RECEIVED

→ **37**
FELLOW DEPT.
REQUESTS

CAREER PATHWAYS



Fellows in Cohort II accepted **FULL-TIME** or **PART-TIME** positions in City of Raleigh departments, local government agencies and/or with our nonprofit partners

16/16 FELLOWS HIRED FULL TIME

PROFESSIONAL DEVELOPMENT

17 Professional
Development
Workshops

TOTAL HOURS WORKED

9,601.28



\$188,264.51

TOTAL WAGES EARNED

ACADEMIC INSTITUTIONS REPRESENTED

HAMPTON
UNIVERSITY

SHAW
UNIVERSITY
—1865—

 **ELON**
UNIVERSITY

 **UNIVERSITY OF NORTH CAROLINA
CHARLOTTE**

A
AMERICAN


NCCU

NC STATE
UNIVERSITY


NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY


THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL


UNC GREENSBORO

SAU



Community Climate Internship Program

Program Purpose

To provide undergraduate college students interested in carrying out the goals of the Raleigh Community Climate Action Plan to reduce greenhouse gas emissions, address climate equity and build community resilience.

Partnership in Action

The Community Climate Internship Program was built on the foundation of Raleigh's Community Climate Action Plan (CCAP). In partnership with the Office of Sustainability, our program curriculum connects student intern projects to CCAP priorities such as building community resilience and addressing climate equity across Raleigh's communities while providing valuable workforce experience.

Orientation and Program

The Program Orientation was held on Monday, June 16, 2025. The program operated from June 16 through August 8, 2025, with an optional two-week extension available through August 22, 2025.

Program Curriculum

Module 1: Understanding Climate Change Implications

- Skill Development: Analyze, research, and track current environmental trends, climate crisis issues and actively participate in sustainability recommendations
- Academic Enrichment: Provide interns with a high-quality learning experience focused on climate and sustainability-related topics, strategies, and trends

Module 2: Professional Development and Financial Literacy

- Career Exploration: Expose college students to practical professional work experience in municipal government
- Personal & Professional Development: Participate in virtual professional development and financial literacy training

Module 3: Sustainability and Community Resilience

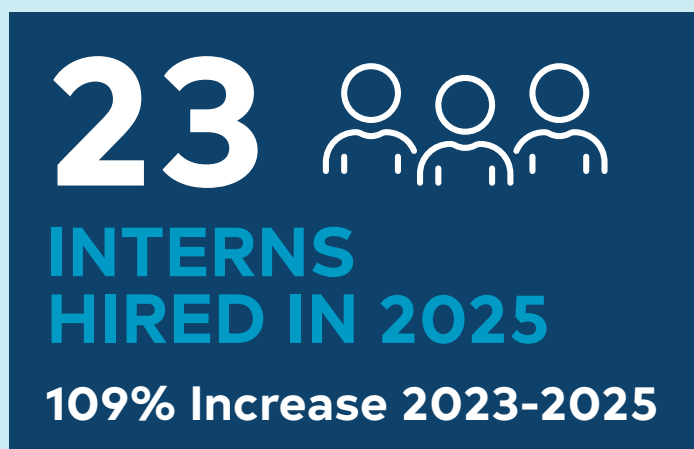
- Community Engagement, Education & Enrichment: Interns explore the concepts of sustainability & resilience and identify ways to support community resilience



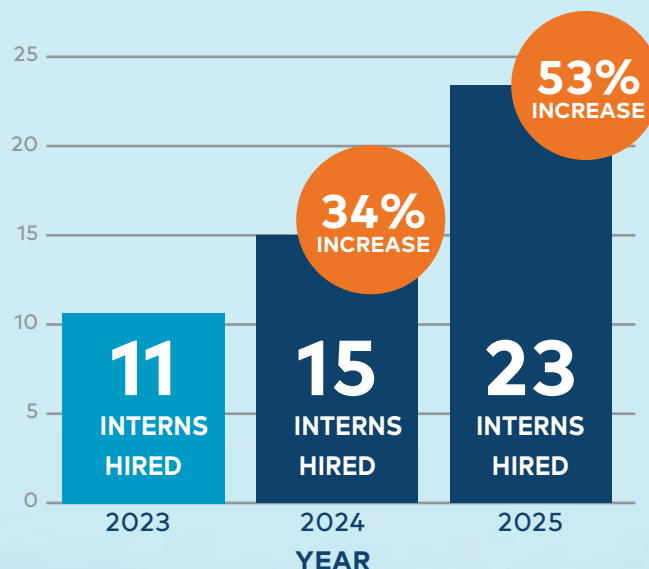
In its fifth year, the Community Climate Internship Program has experienced tremendous growth and continues to strengthen its impact on students and the City of Raleigh. This past year, we expanded participation to 23 students—making it our largest cohort to date and a major Partnership Raleigh milestone.

Cohort V Student Profile

- 140+ applications received
- 23 students hired
- Age Range 19-25
- 10 male-identifying students
- 13 female identifying students
- 20 undergraduate students
 - 4 sophomores
 - 5 juniors
 - 11 seniors
- 3 graduate students
- 10 academic institutions represented
- 20 supervisors
- 4 host departments
 - Raleigh Water
 - Office of Sustainability
 - Solid Waste Services
 - Transportation/Fleet Management



COHORT DATA



Program Impact

2025 Community Climate Internship Program

100%

Internship
Completion
Rate

8-10 Weeks

June-Aug. 2025

STUDENT PROFILE

**23 STUDENTS
HIRED** COHORT V

AGES
19-25

10 13



140+
APPLICATIONS
RECEIVED

HOST DEPARTMENTS

Raleigh Water

Office of Sustainability

Solid Waste Services

Transportation/
Fleet Management Operations

PROFESSIONAL DEVELOPMENT

6

*Professional
Development
Workshops*

TOTAL HOURS WORKED

5,300.012



\$81,029.86

TOTAL WAGES EARNED

ACADEMIC
INSTITUTIONS
REPRESENTED



Hope
COLLEGE

Western
Carolina
UNIVERSITY

MEREDITH
COLLEGE

Duke
UNIVERSITY

NC STATE
UNIVERSITY

**UNIVERSITY OF NORTH CAROLINA
CHARLOTTE**

**NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**

**THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL**

Appalachian
STATE UNIVERSITY

WAKE FOREST
UNIVERSITY



Professional Development

Professional Development Fridays (PDFs) are a defining feature of Partnership Raleigh. These workshops are immersive learning experiences designed to cultivate leadership, professional growth, and public service. Interns and Fellows engage directly with City leaders, subject-matter experts, and internal departments by connecting academic learning to real-world public service.



16 Personalities Personality Assessment:

Facilitated by Nina Barrett, participants had the opportunity to reflect on their own identities within the framework of the 16 Personalities assessment while also gaining insights into strengths, weaknesses, and various aspects of their lives such as relationships, friendships, career paths, and workplace habits.

Pathways to Leadership:

A Conversation with City Manager: Facilitated by City Manager Marchell Adams David, this session offered participants a rare and inspiring opportunity to hear directly from one of the City's top leaders. Through candid reflections on her professional journey, challenges, and lessons learned, Manager Adams David shared invaluable insight into leadership, resilience, and public service.

City of Raleigh Council Meeting:

Partnership Raleigh program participants were formally recognized during a City of Raleigh Council Meeting for their outstanding participation in the Partnership Raleigh programs. This recognition celebrated their contributions to City departments and their commitment to public service.



Raleigh Water Treatment Facility Tour:

Interactive tour of the Water Treatment Facility with Raleigh Water.

Immersion Day:

Immersive site tour of Wilders Grove Facility, Yard Waste Center, Sonoco Materials Recovery Facility and Vehicle Fleet Services.



Earth Day:

Students engaged in a volunteer opportunity in celebration of the City of Raleigh's annual Earth Day celebration at Dorothea Dix Park.

Partnership Raleigh Annual Volunteer Day hosted by Raleigh City Farm:

Program participants received a tour of the farm's production area and buildings to dig in for volunteer work while learning about growing techniques, community partners and farm tips.



Bank of America Financial Education Workshop:

Facilitated by Bank of America, students received a deep understanding of personal finances, banking options and financial literacy.



Career Pathways:

Navigating from Fellow to Full-Time Professional: Facilitated by Human Resources staff, Rea Brown and Sophia Durham to share insights on how program participants can leverage their position as a fellow to successfully obtain full-time employment within the City of Raleigh, discuss potential employment opportunities, interview tips and other pertinent topics.

Professional Development Day:

An interactive and hands-on day with professional headshots and tailored workshops focused on networking, leadership, career advancement, interview techniques, resume revamp and professional attire. Partners: The Marsh Method | Dress for Success | MaxRes Photography.

Planning for the Future Career Panel:

During Professional Development Day, participants gained career insight from seasoned professionals across multiple sectors. Panelists sharing personal experiences and actionable advice on career pathways in public service, career readiness and professional growth.

Polished & Prepared Resume Workshop:

Facilitated by Nina Barrett, this workshop guided program participation through strategies and tips to strengthen their resumes, featuring peer resume reviews and 1:1 tailored resume review sessions for individualized feedback and professional development.



Partnership Raleigh

Achievements & Milestones

This year marked significant growth and recognition for both the Community Climate Internship Program and the Pathways to Public Service Fellowship program. From record-high participation and expanded partnerships to citywide recognition and measurable outcomes, these achievements reflect our commitment to developing future public service leaders and advancing the City of Raleigh's mission.



City Council Program Recognition

Fellows and interns were honored during a City of Raleigh Council Meeting, where they were recognized by City Council for their outstanding participation and contributions to City departments.



2025 Community Engagement Environmental Award

Zia Ascalon, a 2025 Pathways to Public Service Fellow & former Community Climate Intern, received the 2025 Community Engagement Environmental Award at the City of Raleigh Environmental Awards for her outstanding dedication to community and environmental leadership.

FY21-25 Strategic Plan Summit

Pathways to Public Service Fellows attended the City of Raleigh's FY 21-25 Strategic Plan Summit at Raleigh Union Station and received an inside look into the plan that sets the direction for City staff and community priorities.



Dreamville Festival

The City Manager's Office gifted Partnership Raleigh participants with tickets to enjoy the 5th Dreamville Festival at Dorothea Dix Park in Raleigh, NC.



Community Climate Alumni Presents Project at NC State Conference

Zia Ascalon and Joseph Vela former Community Climate Interns who worked in the Transportation Department, presented their project titled "Partnership Raleigh: Community and Climate Equity at the Municipal Level." Their presentation highlighted the impact of Partnership Raleigh and its role in advancing community centered climate initiatives.

Mayor Janet Howell and City Manager Marchell Adams-David champion the next generation of leaders



Raleigh PARTNERSHIP RALEIGH PRESENTS:

Professional Development Day

UNLOCK YOUR POTENTIAL & ELEVATE YOUR FUTURE!

Friday, June 27, 2024 | 10:00 AM – 4:00 PM
Walnut Creek Wetlands Center

THRIVING IN A SHIFTING JOB MARKET

Facilitated by **Eric Marsh**, a distinguished government leader & strategic and organizational development professional. Dive into the art of networking, learn powerful tips and techniques to expand your professional connections and unlock new opportunities.

POLISHED & PREPARED

Facilitated by **Nina Barrett**, a Government professional, Project Manager and Consultant. Learn how to master interview techniques, skills & a compelling elevator pitch and tailor your resume for success.

DRESS FOR SUCCESS TRIANGLE, NC

Facilitated by Dress for Success Career Coach, **Gloria Durham**, take part in a special presentation on appropriate attire in the workplace & access to their mobile boutique.

PLANNING FOR THE FUTURE CAREER PANEL

SULAYMAN INGRAM Assistant Department Director City of Raleigh	SCOTT SMART Assistant Department Director City of Raleigh - Public Utilities	MORGAN BEET Founder & CEO M.L. Best Consulting Executive Search & Leadership Development
ERIC MARSH Town Manager Town of Rolesville	STEVEN PEARSON Assistant Town Manager Town of Rolesville	OSAFIO JAMES Executive Director Student Enrichment MCOU

Professional Headshots will be conducted on-site by Max Res Photography.

Second Annual Professional Development Day featuring Dress for Success Mobile Unit

Real Results

from site supervisors,
interns, and fellows

"Overall, the internship was a valuable experience. I felt supported by my supervisors and gained real-world skills that I can carry forward in my civil engineering career. The program was well organized, and I appreciated how much responsibility I was trusted with."

Community Climate Intern

"Thank you for giving us the opportunity to have some amazing fellows. I really appreciate all that Partnership Raleigh does to make this program a success. I know the fellows found it very valuable."

Site Supervisor

"If it wasn't for this program, I don't think I would have gotten all this experience in such a short amount of time like I did. I am forever grateful. This program is NEEDED! Continue to do what you all do. Love y'all!"

**Pathways to Public
Service Fellow**



Program Sponsors

The success of Partnership Raleigh is made possible through the generous support and collaboration of our sponsors and partners. Their investment in workforce development helps create pathways for students to thrive in public service professionally.



Partnership Raleigh Team



Cathey Ector-Cox
Partnership Raleigh and
Raleigh Pathways Center Manager



Nina Barrett
Program Consultant



Cam Phipps
Administrative Technician



What's Next in Public Service: Rising to the Challenge

Over 130 attendees gathered at the City of Raleigh Museum for the 2025 Partnership Raleigh Program Finale, a celebration recognizing the accomplishments of participants in the Pathways to Public Service Fellowship and the Community Climate Internship Program. The evening highlighted the growth and contributions of our interns and fellows who advanced meaningful projects across City departments.

The program opened with a warm welcome from Cathey Ector-Cox, Partnership Raleigh Program Manager, and a program overview by Nina Barrett, Program Consultant followed by Yvette Holmes, CEO of Southeast Raleigh Promise, who delivered an inspiring keynote address, followed by remarks from Megan Anderson, Sustainability Manager, and Scott Smart, Assistant Director of Raleigh Water.

The event's highlight, the Poster Parade, allowed students to showcase their projects and share their experiences with City staff and community partners. Interns, fellows, and site supervisors were recognized for their dedication and successful program completion.



Partnership Raleigh Finale
What's Next in Public Service: Rising to the Challenge

SPEAKERS

- CATHEY ECTOR-COX
PROGRAM MANAGER
PARTNERSHIP RALEIGH
CITY OF RALEIGH
- YVETTE HOLMES
CEO
SOUTHEAST RALEIGH
PROMISE
- MEGAN ANDERSON
SUSTAINABILITY MANAGER
OFFICE OF SUSTAINABILITY
CITY OF RALEIGH
- SCOTT SMART
ASST. DIRECTOR
RALEIGH WATER
CITY OF RALEIGH
- NINA BARRETT
PROGRAM CONSULTANT
PARTNERSHIP RALEIGH
CITY OF RALEIGH

AGENDA

- GUEST ARRIVAL | NETWORKING
- WELCOME & OPENING REMARKS
CATHEY ECTOR-COX
- PARTNERSHIP RALEIGH OVERVIEW
NINA BARRETT
- PARTNERSHIP RALEIGH IMPACT
YVETTE HOLMES
- KEYNOTE ADDRESS
YVETTE HOLMES
- PARTNERSHIP IN ACTION
MEGAN ANDERSON
- PARTNERSHIP RALEIGH RECAP VIDEO
SCOTT SMART
- AWARD PRESENTATION
- POSTER PARADE
- DINNER - DANCING - NETWORKING
- CLOSING REMARKS & GROUP PHOTOS

SPECIAL THANK YOU TO OUR PARTNERS

SPONSOR OF COOR: UNIVERSITY OF RALEIGH, BANK OF AMERICA, RALEIGH CITY GOV, RALEIGH, THE MAUGHAM CENTER, THE MAUGHAM CENTER

PROGRAM IMPACT

DATA FROM THE 2025 EXIT SURVEY

Each year, Partnership Raleigh gathers feedback from supervisors, interns and fellows through an end-of-program Exit Survey to measure program outcomes, professional growth, and overall program impact. This year's results highlight how Partnership Raleigh has continued to strengthen the pipeline of emerging talent, foster leadership development, and expand awareness of career opportunities in local government.

- *100% of site supervisors reported overall satisfaction with intern or fellow*
- *82% of Site Supervisors indicated that they have or would consider hiring their fellow or intern*



OVERALL PROGRAM SATISFACTION & QUALITY 4.20 OUT OF 5

100%

of Fellows reported that the fellowship experience met their expectations

90%

Fellows reported receiving adequate training and resources to succeed in their role

100%

Fellows would consider future employment with the City of Raleigh

93%

Interns reported that the internship experience met their expectations

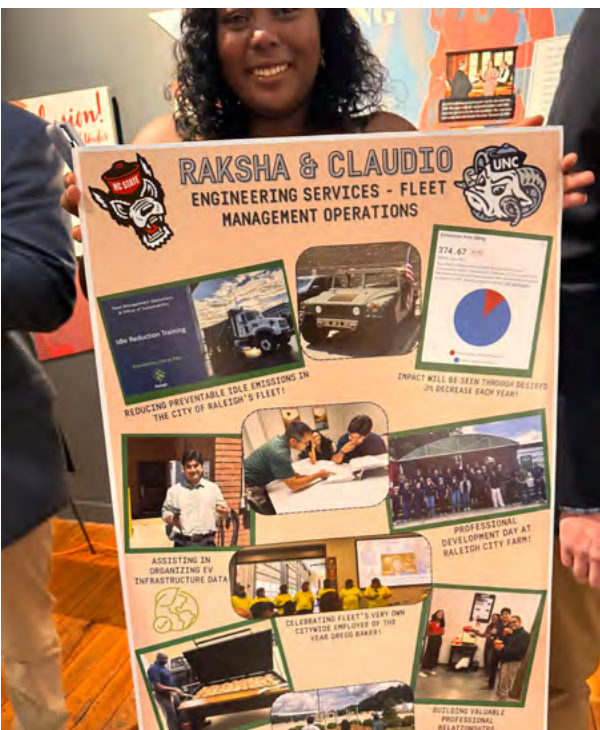
93%

of Interns reported receiving adequate training and resources to succeed in their role

95%

Interns reported that the internship enhanced their knowledge of engineering, water resource management and sustainability







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