

City of Hallandale Beach

STAFF REPORT



Commission Meeting Date: September 15, 2025

After Action Item: Internship Program - Engineering

From: Radu Dodea, Human Resources/Risk Management Director

Subject: Development of an Engineering Internship Program

Background

At the City Commission meeting held September 15, 2025, Mayor Cooper requested staff to explore the development of an Engineering Internship Program designed to provide students with hands-on experience in municipal projects. The program should focus on engaging students in practical applications of engineering, fostering workforce development, and creating opportunities for mentorship and career pathways within the City. Staff to coordinate with local universities, colleges, and technical schools to identify potential student participants and establish program guidelines.

Analysis

The City of Hallandale Beach continually seeks opportunities to strengthen its workforce, support local educational institutions, and enhance service delivery. Municipal projects require skilled engineering support in areas such as infrastructure improvements, stormwater management, environmental sustainability, and transportation planning. Establishing an **Engineering Internship Program** will provide students with valuable hands-on experience while advancing the City's workforce development objectives.

Staff has worked closely with the City Engineer, Mr. Marc Gambrill to evaluate the feasibility and benefits of the program. Mr. Gambrill, has reviewed the proposed structure and objectives, and he is in full support of this initiative. His endorsement underscores the importance of integrating engineering expertise into the program to ensure both student success and meaningful contributions to City projects.

The proposed program will:

- **Engage Students in Practical Applications** – Interns will participate in design, drafting, inspections, project planning, data analysis, and sustainability initiatives under the supervision of City Engineers/Project Managers.
- **Foster Workforce Development** – The program will create a pipeline of qualified professionals familiar with municipal operations, supporting future recruitment needs.
- **Promote Mentorship and Career Pathways** – Interns will be paired with City Engineers/Project Managers for mentorship and exposure to career opportunities in public service.
- **Strengthen Partnerships with Academic Institutions** – Collaboration with local universities, colleges, and technical schools (e.g., FIU, FAU, Nova Southeastern University, University of Miami, Miami Dade College, Broward College) will ensure strong applicant pools and alignment with academic credit or cooperative education requirements.

Program Structure

- **Duration:** 10–12 weeks (summer) or semester-long placements.
- **Eligibility:** Undergraduate and graduate students in Civil, Environmental, or related Engineering fields.
- **Cohort Size:** 1–2 interns.
- **Deliverable:** Final project report or presentation to City staff.

Implementation Steps

1. Develop job description, application process, and evaluation tools.
2. Coordinate with schools' career services and internship offices.
3. Identify City projects suitable for student involvement.
4. Assign mentors among senior engineering staff.
5. Launch pilot program in **January 2026** and evaluate outcomes.

Fiscal Impact

The fiscal impact will depend on program design. Options include:

- **Paid Internships:** Recommended for competitiveness, with stipends funded through departmental budgets, no Full Time Equivalent (FTE) positions to be created. These positions will be classified as Temporary.
 - **Approximate fiscal impact is \$16,340 for 2 interns**
 - **Unpaid or Credit-Based Internships:** Coordinated with schools for academic credit, with minimal financial impact to the City.
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Next Steps

Outreach to local universities, colleges, and technical schools (e.g., FIU, FAU, Nova Southeastern University, University of Miami, Miami Dade College, Broward College) to discuss the program and determine interest, alignment with academic credit requirements, and potential candidate pipelines.