



This real-world experience is priceless.

CCMUA Kickstarts Careers with a New Internship Program for High School Seniors.

CCMUA launched an internship program to help high school seniors start their careers at the Authority through the Career Pathways Program, a partnership between Mastery Schools of Camden, the Camden Education Fund, and Camden Works.

The program began in the spring of 2023 when we hosted four Camden Mastery Charter High School students as interns. They worked two days a week as an introduction to all the opportunities with the CCMUA. The first four students were hired as attendants at our plant, and the two new interns from this year's program have been offered full-time positions as well.

The seniors participate in a career preparation course at the high school in the fall and then complete a paid internship with a local employer in the spring. Those who are successful in their internships will graduate with full-time offers for employment.

This program is a city-wide collaboration with a laser focus on giving students a successful transition into the workforce. As an employment partner, the Career Pathways program provides students in our local community with a structured, supportive, and gradual on-ramp to launch their careers. We knew this was something we could champion.



First year interns at CCMUA.

Ms. Ana Ramirez, Career Pathway Advisor at Mastery Charter High School, coordinates the program at Mastery Charter High School, and **Ray Hastings, Career Pathways Intern Program Manager at CCMUA,** mentors the students daily.

Ray Hastings says: "The students are eager to learn, well-prepared to be contributing team members, and get real-world, real-life experience here."



Ray Hastings: "The fall classes prepare the students for this experience by introducing them to work readiness skills like interviewing, onboarding tasks, and resume building. They learn how to set up direct deposit with a bank and write a proper email to their employer. The paid internship is a 17-week program from January through May. They get to understand how the CCMUA works and spend three weeks in the laboratory, in customer service, in operations, and in maintenance. This gives them a broad overview of what their path could be."

There is room for advancement. They all start as interns, then attendants, and then they get the opportunity if they work out well for promotion.



Ana Ramirez says: "I see a huge transformation in these students due to this experience with CCMUA, and it fills my heart with gratitude. It gives them experience, confidence, and a pathway forward. This program has a life-long influence on our students. We are grateful to the CCMUA and all of our partners in this Career Pathways Program. Ray has made a real difference in mentoring these students at the CCMUA since he came aboard this last year."

"This is the third year of the program, and it

has grown from three partners to 14 partners, including the CCMUA, who joined us in the second year. It is very successful, and every year more students get to take advantage of this program. We are always looking for new partners to join us in this endeavor."

"College is a great option, but it's not a great option for everybody. Even if a student doesn't pursue the full-time opportunity, they can use this experience on their resume."

"It's a great opportunity for a profession, a career, for the students who grow up here in Camden County and they get to work ten minutes from their homes."

"We are proud to be a part of an effort that rallies organizations across the city to come together and create opportunities for young people."



The CCMUA is a great place to start your career.

Safeguarding our community's health.

- ▶ We process and treat sewage and wastewater for **500,000 residents** from **37 municipalities** in our county.
- ▶ We treat **58 million gallons** of **sewage per day** at our Camden County Water Resource Recovery Facility.
- ▶ We treat **185 million gallons** of **sewage during rainstorms**.
- ▶ This flows through **135 miles of pipe** and **27 pumping stations**, which we monitor and maintain.
- ▶ We **protect your health** through this **regional sanitary sewage system**.