



ENERGY ACADEMY  
PROGRAM



# Invest in our Future Workforce Host an Intern in 2024

Two Options This Year:  
LA Basin or San Joaquin Valley

## What is the CIPA Energy Academy Program?

CIPA's Energy Academy is a 6-week paid internship program targeting high school seniors and urban youth, ages 18 to 20, who might not have a path to college.

## Why Should My Company Participate?

- Attract new workers to our industry.
- Educate younger Californians on merits of domestic energy production, creating California Energy Ambassadors.
- Help under-served/underprivileged urban youth through jobs and mentorship.
- Create powerful talking points with our state legislators: "We're helping young people in your district."

## New for 2024: LA Basin

In addition to the residential program we run in Bakersfield, this year we will offer a "locals" program in the LA Basin, where the interns live at home and commute to their job sites. This option saves on costs and logistics for the host companies, and we can specifically target high schools near your production facilities for recruitment, building goodwill in your own neighborhood.

## What Work Can an Intern Do?

- Field Work/Lease Operations
- Preventive Maintenance (check fluids, etc.)
- Monitor and record meter readings
- Inventory
- Weed Abatement
- Data Entry
- Records Management
- Rotations through multiple departments for a broad range of experience

## 2024 Program Dates:

Monday, June 17 – Friday, July 26

## Program Timeline:

### January 2024:

- Begin outreach to schools

### February 2024:

- On-campus presentations led by Hector Barajas

### March 2024:

- Potential Field Tours in LA
- On-Campus (or nearby) interviews

### April/May 2024:

- Offers extended
- Interns confirmed
- Potential local facility/oilfield tours

### June 2024:

- Monday, 6/17: Travel day for those in the Residential program
- Tuesday, 6/18: Group orientation (office behavior, email practices, safe work habits; shopping for boots)
- Wednesday, 6/19: first day on the job

### July 2024:

- Friday, 7/26: Program ends; last day of work unless a full-time offer is made and accepted.

## How Much Does it Cost?

Estimate \$6,500 to \$9,130 per intern, depending on work location.

|                        | LA Basin       | San Joaquin Valley |  |
|------------------------|----------------|--------------------|--|
| Gross Pay              | \$4,800        | \$4,800            | 6 weeks (240 hours) x \$20/hour to match the Fast Food worker rate   |
| Payroll Service Markup | \$1,680        | \$1,680            | Those companies who don't wish to hire the interns directly can run payroll through a third-party service who offers us a favorable rate.  |
| Housing                | \$0            | \$1,600            | LA Basin interns would live at home; SJV interns can be housed at CSU Bakersfield  |
| Transportation         | \$500          | \$750              | Suggested stipend for LAB interns, depending on job site; Hourly rate of transporting SJV interns  |
| Boots                  | \$200*         | \$200*             | *We anticipate using sponsor funds to defray the cost of boots.  |
| Grocery Card           | \$0            | \$100              | Provided to SJV participants to cover food until they receive their first paycheck.  |
| <b>Total</b>           | <b>\$7,180</b> | <b>\$9,130</b>     | Note: If the intern is recruited through Employers Training Resources and is hired directly after the program, the employer may qualify for reimbursement of up to half of the training costs. |

## Can't Host an Intern? Please consider a financial contribution.

(Make checks payable to Kern Economic Development Foundation, which holds these funds on our behalf)

- \$200 buys a pair of boots
- \$500 underwrites the daily commute of one intern
- \$1000 funds an oil-focused STEM presentation at 3 schools
- \$2000 provides a field trip to see local operations for up to 50 students
- GO BIG: \$7000 - \$9000 fully funds one intern for six weeks!

## Want to Know More? Our program chairs will be happy to discuss:

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