



# Board Agenda Item 32

DATE: April 22, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Agreement with Career Nexus

RECOMMENDED ACTION(S):

**Approve and authorize the Chairman to execute First Amendment to Agreement No. A-24-373 with Career Nexus effective April 28, 2025, providing for payment of \$4,000 per intern and eliminating the two-intern-per-cohort limit, with no change to the term.**

There is no increase in Net County Cost associated with the recommended action. With approval of the amendment to the agreement, the two-intern-per-cohort limit will be removed and the County of Fresno will pay \$4,000 per intern to partially offset the cost for Career Nexus to provide young adults with valuable work experience while assisting County departments. Career Nexus will act as the employer of record for the participants and will provide all other associated costs (i.e., workers' compensation, taxes, insurance, etc.). This item is countywide.

ALTERNATIVE ACTION(S):

Should the recommended action not be approved, the proposed amendments to the current agreement will not go into effect.

FISCAL IMPACT:

There is no additional Net County Cost associated with the recommended action. Costs associated with salaries, workers' compensation benefits, and any associated costs provided to participants through this agreement will be paid by Career Nexus. The additional cost of \$4,000 per intern will be paid by participating departments, and departmental budgets will be monitored to ensure that there are sufficient appropriations and revenues for the remainder of FY 2024-25. Sufficient appropriations and estimated revenues will be included in future budget requests.

DISCUSSION:

The agreement with Career Nexus initially went into effect July 8, 2024. The amendment to this agreement lifts the two-intern-per-cohort limit in the initial agreement and includes a \$4,000 per intern cost for participating departments which will partially offset the cost for Career Nexus to provide interns to participating departments.

Career Nexus strives daily to provide a bridge for young adults to get across employment barriers and into a career. Their goal is to establish interest in a variety of occupations within the

government sector through paid internships. Through this agreement, the County will provide young adult participants with the necessary skills for future employment opportunities while these participants provide valuable services to County departments. This project will prepare young adults for careers in local government occupational fields in entry-level positions with an upward pathway.

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - First Amendment to Agreement with Career Nexus

CAO ANALYST:

Paige Benavides