



Student Internship Opportunities with Ten Strands

Last Updated September 2025

HOST ORGANIZATION OVERVIEW

[Ten Strands](#) is a California-based nonprofit established in 2012. Our mission is to build and strengthen the partnerships and strategies that will bring environmental literacy to all of California's K–12 public school students. We operate with a small, diverse, and nimble staff and strategic partners throughout the state. Ten Strands utilizes the largest and most diverse institution in California—the public school system—to impact 58 county offices of education, more than 1,000 school districts, approximately 10,000 individual schools, over 300,000 teachers, and 5.8 million children.

Ten Strands focuses on three strategic pillars: 1) advocacy, 2) building the capacity of school districts/county offices of education to advance environmental literacy planning, and 3) strengthening the network of environmental education stakeholders. Underlying each of these specific pillars is Ten Strands' deep commitment to decision-making through the lenses of equity, inclusion, and cultural relevance. We value our partnerships with and the contributions made by community-based partners to enrich the education experience of all students.

STUDENT INTERNSHIP OVERVIEW AND PROJECT EXAMPLES

Ten Strands hosts student interns from a variety of schools and organizations. Using an approach of mutual aid we prepare projects and opportunities for students to grow, and for our organization to progress on our programmatic and project goals and outcomes. There are an assortment of projects that interns can participate in at our organization, with examples included below:

- **Data Projects:** Ten Strands works on a number of data and metric related projects, and have entry-level and intermediate data related internships that include gathering data from a variety of sources, organizing and cleaning the data in sheets, and analysis with visualizations. See example at [Data Initiative for Environmental and Climate Action in CA's TK-12 Schools](#).
- **Research and Synthesis Projects:** Ten Strands works on a number of research and synthesis style projects focused on funding, technology, policy, frameworks, and innovations for environmental and climate action in TK-12 schools. Interns will be responsible for research and synthesis to be shared in a variety of formats: briefs, infographic, presentations, videos, etc.
- **Communications and Outreach:** Ten Strands has a number of ongoing communications and outreach activities that interns can contribute to. For example:
 - Identifying stories of change and profiling individuals, schools, and districts that are catalyzing environmental and climate action in their school community.
 - Outreach to school communities to participate in programs and projects that advance environmental and climate action in school communities

INTERNSHIP TIMING AND LOGISTIC EXAMPLES

Ten Strands internships are flexible and take place remotely - note students are required to have access to a laptop device and reliable internet to complete this internship. The following are examples of timing and duration of the internship that students might choose.

Season and Length	Part-Time or Full-Time Hours
• Summer Internship: 2-4 weeks • Summer Internship: 5-8 weeks • Summer Internship: 9-12 weeks • Summer Internship: 2-4 weeks • Fall Semester: 10-12 weeks • Spring Semester: 10-12 weeks • Winter Break: 2-4 weeks	• 32-40 Hours per week (full time) • 24-32 Hours per week (part-time) • 16-24 Hours per week (part-time) • 8-16 Hours per week (part-time) • 4-8 Hours per week (part-time)

KEY CONSIDERATIONS FOR EQUITY AND COMPENSATION

Equity Inside and Outside: At Ten Strands, we strive to learn about our own implicit biases, from our lived experiences, and work to dismantle oppressive barriers. We remain humble learners in supporting and providing equitable access and outcomes for identities that are currently and historically marginalized. *To learn more about our organizational values visit: [Ten Strands Organizational Values](#).*

Student interns/volunteers will have experiences that:

- will not displace a regular employee, does not fill a vacant position, and does not relieve an employee of assigned duties;
- derives no immediate advantage from the activities of the intern/volunteer;
- do not entitle them to a job at the conclusion of the training period; and
- student interns/volunteers will not be entitled to wages paid out by Ten Strands

INTERESTED? COMPLETE THE FOLLOWING:

- [Ten Strands Student Internship Interest Form](#) (link will be live again in January 2026 when the new internship season opens)
- Email info@tenstrands.org to share that you have filled out the interest form, and to share your current resume/cv.

STORIES FROM PAST STUDENT INTERNS:

- [Samantha Lui](#) - Summer Intern (2024) and CYCP Mentor
- [Franny Dohanue](#) - Summer Intern (2024)
- [Sara Typrin - January 2024](#) - Student Intern from Carleton College and CYCP Mentor
- [Garret Roth - November 2023](#) - Summer Intern from UC Davis and CYCP Mentor
- [Li Platz - August 2023](#) - Summer Intern from Williams College
- [Skyla Lumbard - August 2023](#) - Summer Intern from Williams College and CYCP Mentor