



Department of Solid Waste & Environmental Program Management  
*City Of Tampa Recycling Programs*  
[www.tampagov.net/solidwaste](http://www.tampagov.net/solidwaste)

# Planning for the Next Generation of Solid Waste Industry Leaders

through Internships





# City of Tampa Florida

**Edgar Castro Tello**  
Recycling Coordinator

**Shelby Lewis**  
Waste Diversion & Outreach  
Supervisor

# City of Gainesville

**Austin Smith**  
Zero Waste Specialist





# Coming up...

Why internships are important

Insight from a recent intern

Tools for a successful program



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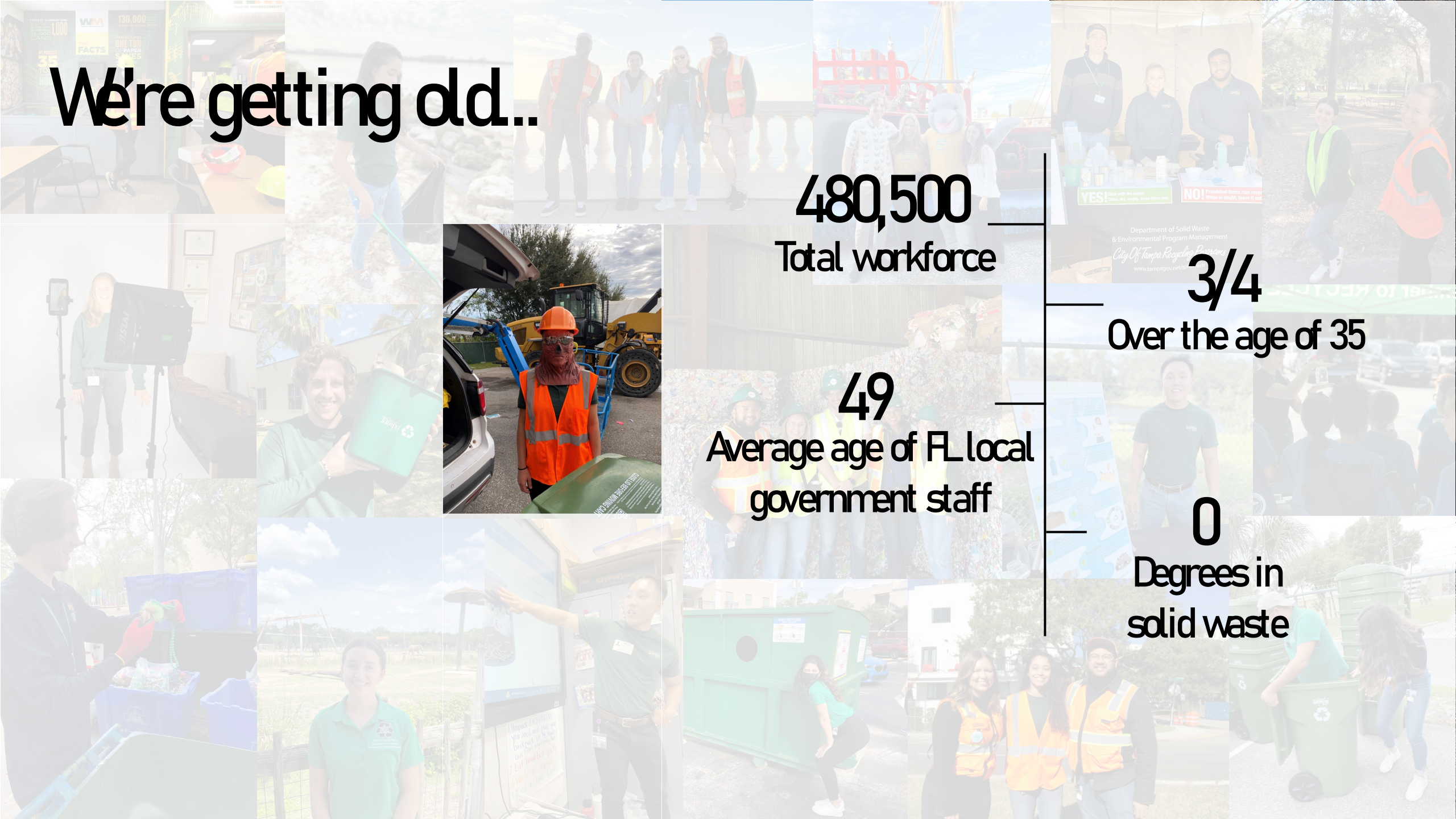
# We're getting old...

**480,500**  
Total workforce

**3/4**  
Over the age of 35

**49**  
Average age of FL local  
government staff

**0**  
Degrees in  
solid waste







Details matter...

**PAID**



Identify partners



Develop job roles & descriptions



Create a title

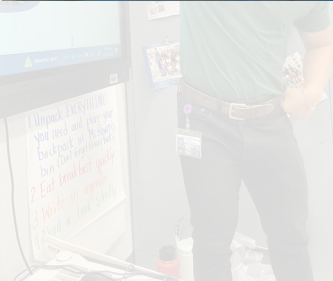
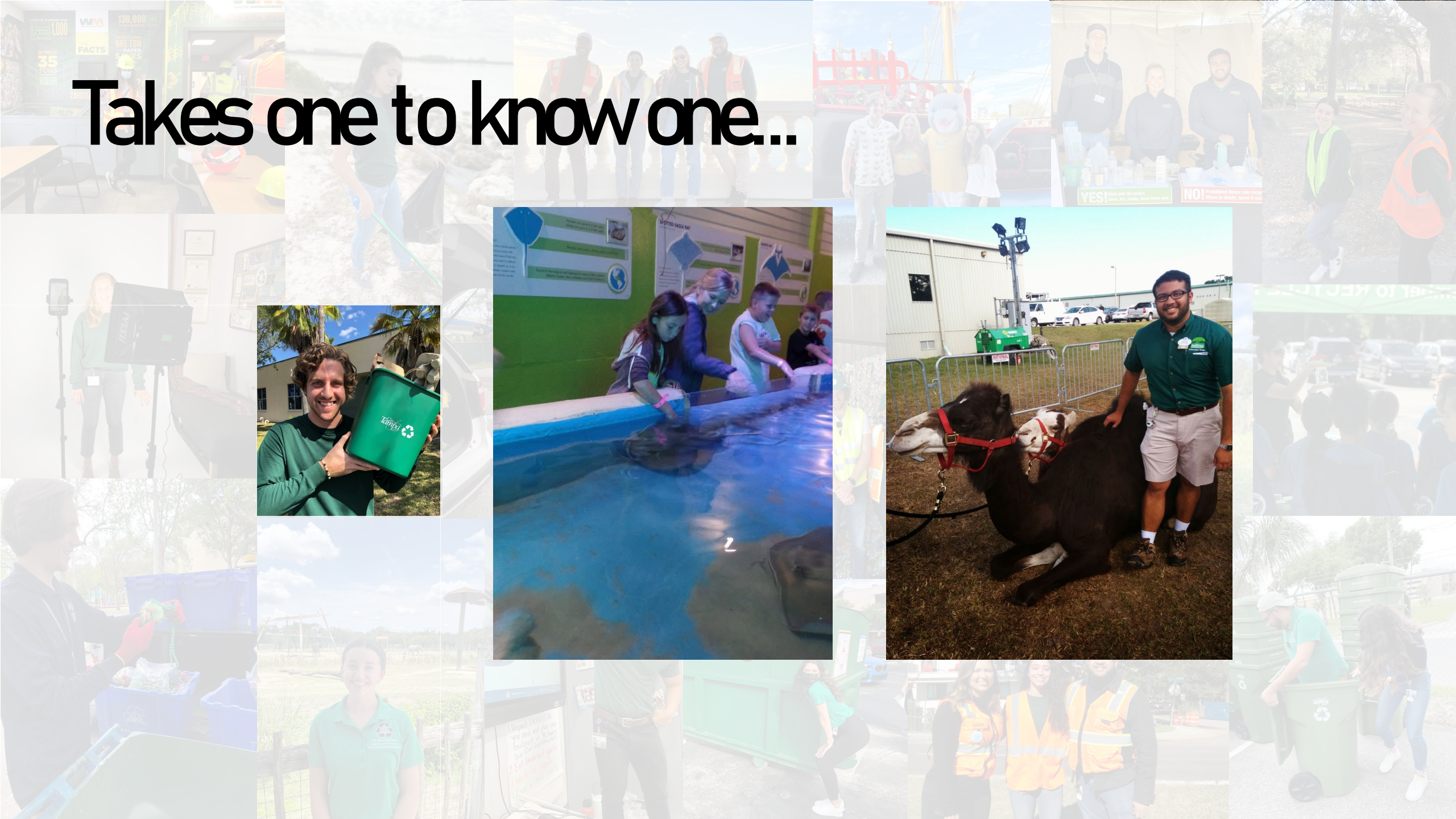


Build foundation of program

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# Takes one to know one..









People love trash,  
they just don't know it yet...

**Renad Uri**  
Recycling Program Manager  
Prince William County Solid Waste

**Jake Anderson**  
Solid Waste Program Coordinator  
Columbia County Public Works

**Kayla Caselli**  
Sustainability Coordinator  
City of Tampa Sustainability Office





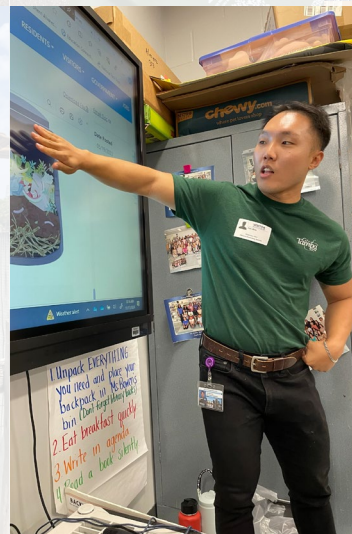
People love trash,  
they just don't know it yet...

Tessa Coulter  
Recycling Specialist  
City of Tampa Solid Waste

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& Environmental Program Management  
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Tatum Flowers  
Environmental Operations Specialist  
Clark County Solid Waste & Recycling

Johwan Kim  
Logistics Specialist  
Qcells Solar Panel Company









# Don't just take our word..

 **Communication**

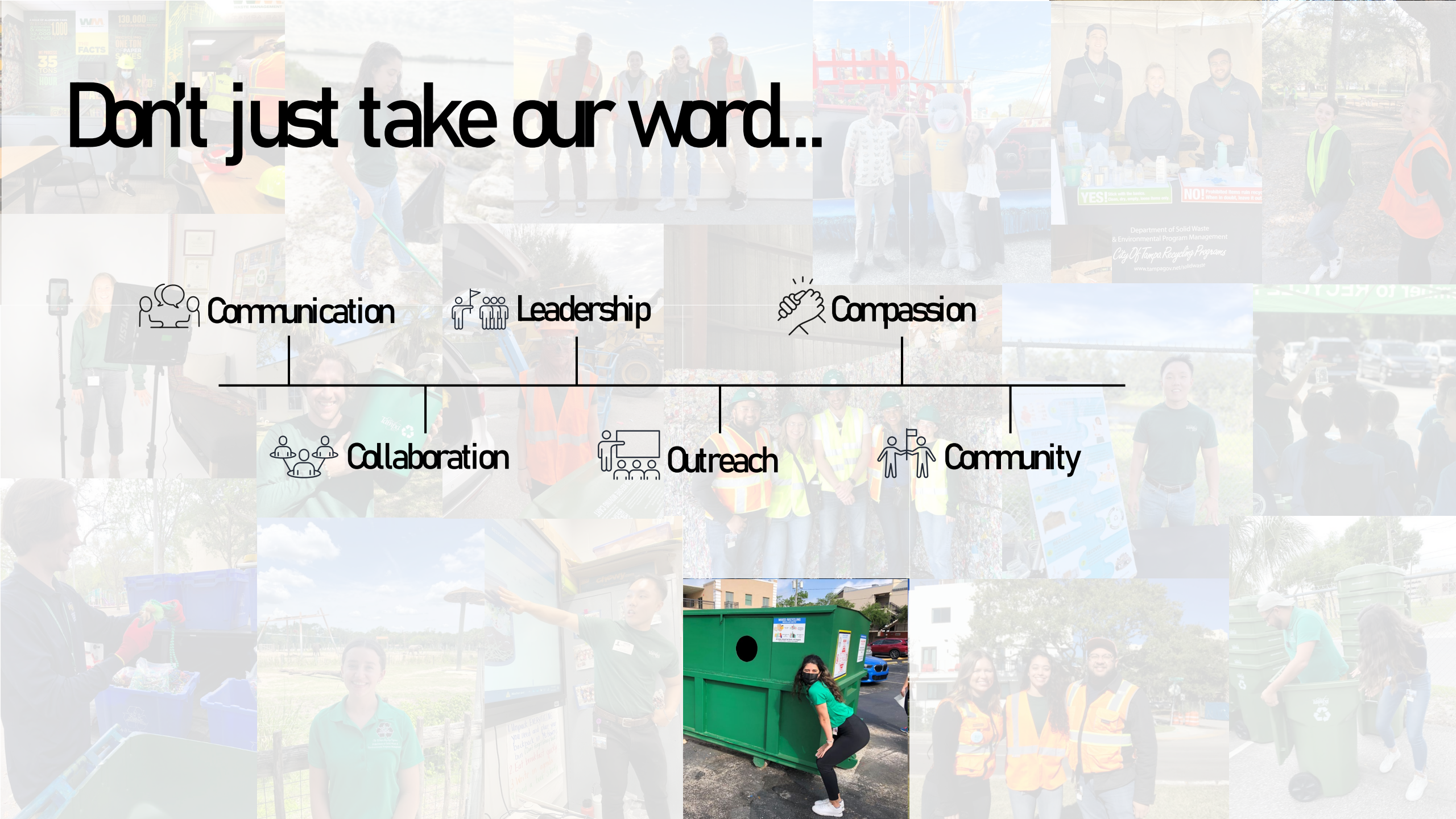
 **Leadership**

 **Compassion**

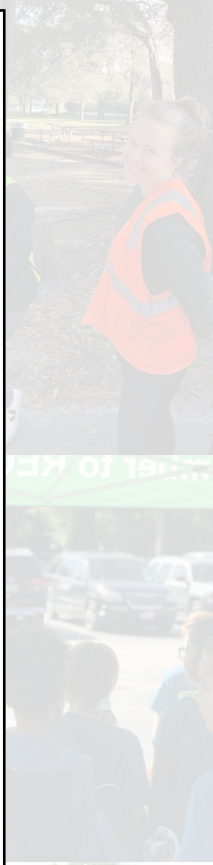
 **Collaboration**

 **Outreach**

 **Community**













# We prefer emails...

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**Shelby Lewis**

**Shelby.Lewis@tampa.gov**

**Austin Smith**

**SmithA@gainesvillefl.gov**

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Florida

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