OakDOT 2026 Internship program

Team Descriptions

Interns may join one of the following teams:

- Bicycle & Pedestrian Program
- Complete Streets Infrastructure Division
- Major Projects Division
- Parking & Mobility
- Traffic Engineering
- Complete Streets Design
- Traffic Capital Projects

Bicycle & Pedestrian Program: Planning, Data, & Design

Interns in the Bicycle & Pedestrian Program have a wide range of opportunities implementing the City of Oakland's Bicycle Plan and Pedestrian Plan plus supporting OakDOT with data management and analysis. The Program has three intern areas: planning, data, and design. Interns with broad interests and skills may work in multiple areas. Interns in the planning area contribute to bicyclist and pedestrian projects through GIS analysis (ArcGIS), fieldwork, community outreach, and graphic design (Illustrator). Data interns focus on GIS and databases to create, maintain, and improve important datasets on physical assets (e.g., traffic signals, speed humps, crosswalks) and traffic operations (e.g., traffic volumes, crashes, regulations). Design interns develop plans (AutoCAD), conduct fieldwork, and create photo-simulations for bicyclist and pedestrian projects.

Competitive candidates will have experience with ArcGIS or AutoCAD as well as strong skills in problem-solving and standard office applications. Successful candidates are expected to work at least 15 hours per week during the school year and may work up to full-time during breaks. Candidates are encouraged to pursue and plan for internships of at least eight months (and up to multiple years) to realize fully the opportunities for contributing to complex projects.

See www.oaklandca.gov/biking for additional information on the Bicycle & Pedestrian Program. Past interns have made core contributions to projects including the CityRacks Bicycle Parking Program; Bicycle Guide Signage Program; the design and production of Oakland's annual bikeways map; a socioeconomic analysis to inform OakDOT's equity-driven work; the development of design guidelines; prototyping for a project with protected intersections; the development of bicycle parking requirements for new development; community outreach for neighborhood traffic safety improvements; and supporting the Paint the Town Program. The Bicycle & Pedestrian Program is seeking up to four interns:

- *Planning Intern*: The planning intern in the Bicycle & Pedestrian Program has numerous opportunities to contribute to the implementation of Oakland's Pedestrian Plan and Bicycle Plan based on their skills and interests. Opportunities include hands-on work in supporting the installation of bicycle parking and signage, along with data management and mapping to track these and other assets. Opportunities also include project-specific community outreach, communications for citywide efforts, supporting the City's Bicyclist & Pedestrian Advisory Commission, and graphic design for these work areas. There are additional opportunities with the Paint the Town street mural program and with OakDOT's efforts to develop permanent Slow Streets.

- *Data Intern*: This internship in the Bicycle & Pedestrian Program will contribute to ongoing work on data creation and maintenance for specific GIS datasets with established workflows. The intern will help maintain established data and populate the required attributes for key datasets. The intern will also assist in performing refinements to existing data. The intern is expected to play a role in the initial phase of data validation. Work will include researching and identifying relevant raw data and documents to support the creation of GIS data on physical infrastructure to be used by various DOT programs. Examples of such datasets include crosswalks, medians, pedestrian safety islands, bus boarding islands, traffic volumes, speed bumps, face-of-curb, etc.

- *Design Intern*: The design intern in the Bicycle & Pedestrian Program will work with a team of transportation engineers and planners, supporting the design and implementation of bicycle and pedestrian infrastructure improvements. The Design Intern will contribute to citywide bikeway striping projects and Slow Streets neighborhood activation/traffic-calming projects, as well as help develop the City's growing library of design details for active transportation improvements. Typical duties include using AutoCAD to complete roadway striping construction plans, developing engineering cost estimates for roadway striping and other improvements, collecting measurements and information in the field, and applying collected information, design guidelines, and engineering best practices to bicycle & pedestrian infrastructure designs.

Complete Streets Infrastructure Division

The Compete Streets Infrastructure Division (CSID) seeks four interns: two Planning interns and two Engineering interns. CSID plans, designs, and delivers pavement, sidewalks, and curb ramp improvements, guided by an equity lens.

Planning Intern (Planning):

The Planning section leads conceptual design and outreach for paving projects that incorporate significant bicycle, pedestrian, and transit improvements that are delivered on a short timeline. The team's current projects in the planning phase include the Grand Avenue

Complete Streets Repaving Project, the Upper Telegraph Avenue Project, and the 105th Avenue Paving Project.

The planning intern will have the chance to support quick-build projects and the design and outreach of paving projects that incorporate significant bicycle, pedestrian, and transit improvements. The intern will collect and analyze data for corridor projects, develop maps and other outreach materials, create project webpages, attend outreach events, and learn how a project at OakDOT is delivered, from concept to design to construction. GIS and Adobe Suite skills strongly desired.

Planning Intern (Pedestrian Right-of-Way):

The planning intern supporting the Pedestrian Right-of-Way section will learn and support monthly reporting and analysis for curb ramp & sidewalks program, GIS analysis and mapping, development of an equity-based multi-year curb ramp and sidewalks work plan, and policy development for paving, curb ramps, and sidewalks programs.

Desired skill sets/educational background: education or interest in city planning, transportation planning, public administration, geography; great written and oral communication skills; knowledge and experience with software and webapps such as MS Word, MS Excel, ArcGIS, and basic web content management.

Engineering Intern (Design & Pavement Management):

The pavement engineering intern will learn or apply basic AutoCAD skills to prepare simple drawings and set up plan sheets, support with field inspections, develop cost and quantity estimates, and support GIS-based asset updating.

Desired skill sets/educational background: education or interest in civil or transportation engineering, city planning, transportation planning; ability or interest in learning basic AutoCAD skills and learning to interpret plans and specifications and support estimate development; fieldwork practices; knowledge and experience with software and webapps such as MS Word, MS Excel, ArcGIS, and basic web content management. Must have a valid CA drivers license.

Engineering Intern (Pedestrian Right-of-Way):

The engineering intern supporting the Pedestrian Right-of-Way section will learn and support curb ramp and sidewalk field inspections, tracking implementation of CIP sidewalk ordinances, developing quantity and cost estimates, and associated research.

Desired skill sets/educational background: education or interest in civil or transportation engineering, city planning, transportation planning; ability or interest in learning basic AutoCAD skills, fieldwork practices, and learning to interpret plans and specifications; knowledge and experience with software and webapps such as MS Word, MS Excel, ArcGIS, and basic web content management. Must have a valid CA drivers license.

Major Projects Division

The Major Projects Division (MPD) is a team of planners, engineers, and project managers within OakDOT that works collaboratively to deliver major transportation infrastructure improvements that uniquely affect the lives of Oakland community members. MPD seeks two (2) interns to start Summer 2026.

MPD Planners work with community, city partners, and stakeholders to advocate for equitable investment in Oakland's public streets, integrating racial equity and community priorities into the planning and delivery of safe, accessible, and transformative transportation projects.

MPD Engineers work hand-in-hand with MPD Planners and manage consultant teams to deliver projects through planning, design, and construction based on these priorities and direct feedback from our community and stakeholders.

MPD's current projects are capital projects developed through community engagement. These include streetscape improvements and bus-only lanes on Broadway, protected bike lanes on MLK Jr Way, street and sidewalk improvements on 8th Street and 9th Street in Chinatown, multi-modal improvements on 7th Street in West Oakland, and complete streets design on Hegenberger Road in the Coliseum Complex area. We also work closely with other agencies to assist with major regional project delivery, like the Oakland Alameda Access Plan. Some partner organizations have included East Bay Asian Local Development Corporation (EBALDC), East Oakland Collective, West Oakland Environmental Indicators Project (WOEIP); government partners have included AC Transit, Port of Oakland, and others.

Information about MPD current and upcoming projects can be found at the following link: https://www.oaklandca.gov/MPD.

MPD Planning seeks one intern to:

- Assist in transforming project scopes, designs, and updates into public-facing materials for in-person and virtual engagement opportunities. Includes development of clear and informative graphics, charts, maps, text, survey and activity design, to be used in a range of communication strategies like social media posts, webpages, flyers, postcards, email newsletters, etc.
- Support community engagement strategies on multiple projects, including assisting in facilitating in-person and virtual opportunities, documenting and analyzing feedback (quantitative and qualitative data), and other event logistics.
- Assist in compiling technical information and writing grant applications.
- Support project evaluation efforts, including data collection, analysis, project photos, and reporting through informational graphics, presentations, etc.
- Support the creation of an MPD photo library, to include high-quality images of project before/after photos, precedent street design photos, engagement event photos, and others as needed.

MPD Engineering seeks one intern to:

- Assist in developing engineering deliverables such as exhibits, figures, and plans.
- Assist in reviewing of consultant-designed plans, specifications, and estimates, and performing quantity takeoffs, quality control, and quality assurance.
- Develop preliminary cost estimates.
- Document construction activities such as paving, concrete sidewalk, curb, and gutter construction, construction staking and surveying, utility relocation, striping and signage.
- Collect data in the field to aid in the development of construction plans, specifications, and estimates.
- Review construction traffic control plans for major complex projects.

MPD interns are expected to:

- Have an understanding and interest in transportation projects and street designs that support and prioritize equity, safety, and sustainable mobility.
- Have experience or interest in engaging with members of the public, listening skills, and ability to speak knowledgeably and clearly about transportation themes and project designs.
- Have a collaborative approach to learning and task completion.
- Have experience using Microsoft Office/365 suite (Word, Excel) or similar.
- Have experience in data analysis (demographic data, statistics, others) and creation of maps, charts, or informational graphics that tell a story
- Have experience or interest in graphic design software (Photoshop, Illustrator, Canva, etc.) and/or web content management (OpenCities, Instagram, content creation, etc.). Have experience or interest in transportation and computer-aided design software (AutoCAD, Bluebeam, GIS, etc.).
- Preferences, not required:
    - Have experience in GIS and/or photography.
    - Have ability to speak, read, and/or write in Spanish, Cantonese, Mandarin Chinese, Vietnamese, or other language commonly used by Oakland residents.
    - Have local knowledge of Oakland communities and neighborhoods.

Parking & Mobility

With increasing demand for curb space and the rise of mobility services like bike share, car share, scooter-share and ride-share, there's never been a greater time to consider parking, mobility services and parking enforcement together. The Parking & Mobility Division is dedicated to efficiently managing the city's parking supply and valuable curb space through parking enforcement, electric vehicle charging, and shared mobility programs like E-scooter and bike share. Competitive candidates will have a strong interest in community engagement, program management and data analysis. Interns may select from one of two projects:

- **Parking and transportation demand management:** The Parking and Mobility Team operates the innovative "Universal Basic Mobility" program that aims to increase walking, biking, public transit, and shared mobility trips in West Oakland. Through this Pilot, pre-paid debit cards are distributed to West Oaklanders for buying trips or passes on public transportation (like BART and AC Transit) and shared mobility (bikeshare and e-scooters). In addition, the team is implementing grant-funded "Demand-Responsive Parking" (OakPark+) pricing in all commercial districts. This postition would support both projects by crafting outreach materials, developing policy, collecting data in the field, analyzing that data, contacting employers and creating reports.
- **All things E-bikes:** In September, the Parking and Mobility Team launched Oakland's first E-bike Lending Program. At the same time, we've expanded the City's bike sharing program with E-bikes and 18 new stations and purchased three e-bikes for use by Parking Control Technicians. This position would support all three e-bike projects through community engagement, social media, data analysis and report writing.

Traffic Engineering

The OakDOT traffic engineering group is seeking engineering interns that will support the following programs:

- Neighborhood Traffic Calming Projects
- School Area Traffic Safety Improvements
- Traffic Safety Investigations

Interns will come out with a strong understanding of engineering standards and practices used by local municipalities. The successful candidates are expected to work full time during Summer and Winter breaks and approximately 15 hours per week during the school year. The duration of employment is predicated on concurrent enrollment in an engineering program (preferably Civil Engineering or Transportation Engineering) at an accredited university (preferably local).

Typical duties may include, but are not limited to:

- Draft engineering design plans in AutoCAD including pavement marking and traffic sign layout plans that support traffic safety investigations and school safety improvements
- Review temporary traffic control plans submitted by private contractors
- Collect data in the field including traffic speed, volume, and classification, and geometric roadway conditions
- Analyze engineering data to determine appropriate traffic control
- Write engineering reports

Complete Streets Design Section

The Complete Streets Design Section is seeking one engineering intern.

The Complete Streets Design Section is responsible for preparing design plans for street improvement projects. Typical project elements include adding bicycle facilities to encourage sustainable travel, improving pedestrian facilities to enhance walkability, and modifying traffic control devices to ensure safe and efficient movement for all users.

The internship will provide meaningful exposure to the practice of civil and transportation engineering. The engineering intern will learn how to interpret design plans and construction documents and will see firsthand how design decisions translate into real-world improvements. You will work closely with experienced engineers who will guide you through the technical aspects of the work while also helping you understand the broader context of street design and construction.

The engineering intern will be immersed in the daily work of civil engineers, support the development of design plans and provide engineering assistance during construction. The engineering intern will have opportunities to learn and apply basic computer-aided drafting (CAD) skills to prepare and update design drawings, assist with data collection, and participate in field inspections.

We are looking for an engineering student with an educational background or strong interest in civil or transportation engineering. A willingness to learn software such as MS Word, MS Excel, Bluebeam, and AutoCAD is helpful.

This internship offers a unique opportunity to contribute to projects that improve the daily lives of community members. By the end of the experience, the engineering intern will have deeper understanding of how transportation engineering projects are delivered from design through construction.

Traffic Capital Projects

The Traffic Capital Projects Group is seeking one engineering intern.

This group is responsible for preparing design plans for street improvement projects. Typical project elements include designing pedestrian/bicycle intersection crossings to encourage sustainable travel, improving pedestrian facilities to enhance walkability, and modifying traffic control devices to ensure safe and efficient movement for all users.

The internship will provide meaningful exposure to the practice of civil and transportation engineering. The engineering intern will learn how to interpret design plans and construction documents and will see firsthand how design decisions translate into real-world improvements. You will work closely with experienced engineers who will guide you through the technical aspects of the work while also helping you understand the broader context of street design and construction.

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