Creating Your Own Workforce

Leveraging Partnerships

Opflow

Lessons Learned
- Seniors only
- Teacher support needed
- Length of program
- Teacher Participation
- Hands-on
- Job Modification
- Benefits beyond licensing
  - Appreciation for water
  - Improved SAT scores

What's Next?

Glenda Dunn
Teresa Bryant

Program
Glenda Dunn
Teresa Bryant

Lessons Learned
- Seniors only
- Top-down support needed
- Length of program
- Teacher Participation
- Hands-on
- Job Modification
- Benefits beyond licensing
  - Appreciation for water
  - Improved TAKS scores

What's Next?

Creating Your Own Workforce

Leveraging Partnerships

Program
City of Waco

- Municipal Government
- Council-Manager Governance
- Water and Wastewater Purveyor
- 196 Utilities Employees, 1600 City Employees
- Wholesale and Retail Services
- 10 Communities (200,000) Served
Why?

In 10 years

Average Utility Worker is 49.1 years old

Average US worker is 40 years old
Average US worker is 40 yrs. old
Average Utility Worker is 44 yrs. old
Retirement Eligibility in 10 yrs.

- Distribution / Collection: 43%
- Plant Operators: 30%
- Lab / Environmental: 55%
- Water Office / Meter Shop: 27%
In 10 years
39% of our workforce could be gone!
Leveraging Partnerships
Program
Time Spent:

Classroom: 52 hours

Field Trips: 33 hours (6 trips)
A.J. Moore – Basic Water – Class Schedule

Chapter 1 “Water Utility Operators”
   September 21-23 – Classroom

Chapter 2 “Public Relations”
   September 28 - Field Trip Water Office
   October 5 – Classroom

Meter Madness practice:
   October 7

Chapter 3 “Water Quality”
   October 11th – Field Trip Wetlands/DAF
   October 19-21 – Classroom

Chapter 4 “Ground Water Production”
   November 2 – Field Trip Well
   November 4, 16 – Classroom

Chapter 9 “Calculations”
   November 18, 30 – Classroom

Class Review & Meter Madness
   December 2, 14, 16

Chapter 5 “Surface Water Production”
   January 11 – Field Trip Mt Carmel/Riverside
   January 13, 25, 27 – Classroom

Chapter 6 “Disinfection”
   February 8, 10 – Classroom

Meter Madness Practice
   February 22, 24
   March 22, 24

Chapter 7 “Distribution”
   Apr 5, 7, 21 – Classroom
   April 19 – Field Trip Riverside

Chapter 8 “Safety”
   May 3, 5 – Classroom

Chapter 9 “Calculations”
   May 9, 11, 13 – Classroom

Review
   May 17th, 19th,

Test
   May 20th
# Costs

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<th>Item</th>
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<tr>
<td>Staff</td>
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<tr>
<td>Books</td>
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**Total:** $7,790

* Books provided by TWUA
** Testing fees and transportation provided by WISD
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- Seniors only
- Top-down support needed
- Length of program
- Teacher Participation
- Hands-on
- Job Modification

- Benefits beyond licensing
  - Appreciation for water
  - Improved TAKS scores
What's Next?
• Combined Water and Wastewater Curriculum
• Partnering with community college
• Promoting program in other communities
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