West Coast Water Utility Workshop on Workforce Development

East Bay Municipal Utility District and the Workforce Development Board of Contra Costa

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East Bay Municipal Utility District

- 1.3 Million Customers
- Service Area: 325 miles$^2$
- Average Day: 214 MGD
- Max Day: 340 MGD
- Six Water Treatment Plants
- 134 Pumping Plants
- 172 Distribution Reservoirs
- 2,000 Employees
Workforce Development Boards

Retirements
What is Process Technology (PTEC)?

“Process technicians” are skilled plant operators. To run a plant, they require excellent communications skills / “people skills”, math, chemistry, and technical training in process technology.
EBMUD O&M Department

781 Employees, primarily skilled trades workers

63 eligible to retire within one year

195 eligible to retire in the next 5 years

Most employees retire within 18 months of eligibility.
## Potential Retirements of Certified Operators

<table>
<thead>
<tr>
<th>Agency</th>
<th>Staffing Plan (Water/Dist.)</th>
<th>Next 3 Years</th>
<th>Next 4-7 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACWD</td>
<td>24</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>EBMUD</td>
<td>61</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>Marin</td>
<td>24</td>
<td>14</td>
<td>4</td>
</tr>
<tr>
<td>Pittsburg</td>
<td>10</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>SCVWD</td>
<td>35</td>
<td>17</td>
<td>10</td>
</tr>
<tr>
<td>TOTAL</td>
<td>154</td>
<td>60</td>
<td>36</td>
</tr>
</tbody>
</table>
# Salary Survey of WTP Operators

<table>
<thead>
<tr>
<th>AGENCY</th>
<th>MONTHLY SALARY</th>
<th>PLUS OVERCERT AND RETENTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACWD</td>
<td>$6,740</td>
<td>$7,246</td>
</tr>
<tr>
<td>Benicia</td>
<td>$5,495</td>
<td>$5,495</td>
</tr>
<tr>
<td>CCWD</td>
<td>$6,701</td>
<td>$7,371</td>
</tr>
<tr>
<td>EBMUD</td>
<td>$7,378</td>
<td>$7,403</td>
</tr>
<tr>
<td>Marin</td>
<td>$6,516</td>
<td>$6,842</td>
</tr>
<tr>
<td>Pittsburg</td>
<td>$6,830</td>
<td>$7,172</td>
</tr>
<tr>
<td>SFPUC</td>
<td>$6,533</td>
<td>$7,023</td>
</tr>
<tr>
<td>Santa Clara VWD</td>
<td>$7,339</td>
<td>$7,706</td>
</tr>
<tr>
<td>Zone 7 Water Agency</td>
<td>$7,197</td>
<td>$7,917</td>
</tr>
<tr>
<td><strong>Average Annual Salary</strong></td>
<td><strong>$80,972</strong></td>
<td><strong>$85,565</strong></td>
</tr>
</tbody>
</table>
Communication and Collaboration
Findings and Conclusions

• Shortage of T3, D3, and WW3 Operators
• Training and Plant Experience
• Intern/Apprentice Programs
• Outreach Programs
What is a Workforce Development Board?

- Workforce Boards are U.S. Department of Labor funded organizations in local communities designed to develop local talent/labor to meet industry needs.
- Over 600 Workforce Areas in the U.S. and 49 in California
- Oversee Career Centers in local regions
- Most currently working on industry sector projects or career clusters.
What is a Sector Initiative?

- They focus attention on the needs of multiple employers in a specific industry, community or economic region.

- They serve dual customers – delivering new solutions to employers in the target industry as well as to the workers or the unemployed who might improve both their short and long-term economic status by providing improved staffing in the industry.
What is a Sector Initiative?

They build in-depth knowledge of the industry and design multiple solutions to staffing and competitiveness challenges facing the industry by coordinating an array of resources to improve these challenges over time.

They promote community change that achieves win-win solutions for employers and workers in the industry. These can occur through

- shifts in industry practice
- reform of education and training systems
- improvements in recruiting and support systems
- the institution of new career ladders
Why Water Treatment Industry?

- The Aging “Baby Boomer” Workforce
- The Challenge of Finding Skilled Workers
- Misperceptions of the Next Generation of Workers
- Absence of Voc Training
- Highly Skilled and Paid Positions
- A growing need in key industry
Partner Roles

Industry
- Reviewing Curriculum
- Identifying Orientation, Assessment, Instructors
- Resource Leveraging: Including staff time, funding, equipment and supplies

Jobs
- Consulting and Guidance
- Partnering on PR and Political Support
Partner Roles

Workforce Boards/Job Training Orgs
- Grant development, management and tracking
- Business Development
- Sector Sustainability
- Documentation and Evaluation
- Pursuing linkages and collaboration with other programs and organizations
- Public Relations and Political Support
- One-Stop Career Centers to do recruitment, assessment, orientations, case management, job development and placement
Partner Roles

Education
- Leveraging of resources including funding, staff, space and equipment
- Delivering the training
- Assisting with sustainability
- Partnering on PR, Political Support
Partner Roles

Organized Labor
- Targeted recruitment
- Assistance with Orientations and Interviews
- Job Development Opportunities
- Leveraging of Resources including curriculum review
- Political support
Next Steps

- Labor Market Analysis
- Curriculum Development
- Union Issues
- Model Development
- Department of Public Health Approval
- Meet with ETP-Training Dollars
Questions