



**East Bay Municipal Utility District**

# **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<sup>2</sup>**
- **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

<b>Agency</b>	<b>Staffing Plan (Water/Dist.)</b>	<b>Next 3 Years</b>	<b>Next 4-7 Years</b>
<b>ACWD</b>	<b>24</b>	<b>10</b>	<b>7</b>
<b>EBMUD</b>	<b>61</b>	<b>15</b>	<b>15</b>
<b>Marin</b>	<b>24</b>	<b>14</b>	<b>4</b>
<b>Pittsburg</b>	<b>10</b>	<b>4</b>	<b>0</b>
<b>SCVWD</b>	<b>35</b>	<b>17</b>	<b>10</b>
<b>TOTAL</b>	<b>154</b>	<b>60</b>	<b>36</b>

# Salary Survey of WTP Operators

<b>AGENCY</b>	<b>MONTHLY SALARY</b>	<b>PLUS OVERCERT AND RETENTION</b>
ACWD	\$6,740	\$7,246
Benicia	\$5,495	\$5,495
CCWD	\$6,701	\$7,371
EBMUD	\$7,378	\$7,403
Marin	\$6,516	\$6,842
Pittsburg	\$6,830	\$7,172
SFPUC	\$6,533	\$7,023
Santa Clara VWD	\$7,339	\$7,706
Zone 7 Water Agency	\$7,197	\$7,917
Average Annual Salary	\$80,972	\$85,565

# 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**

# 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



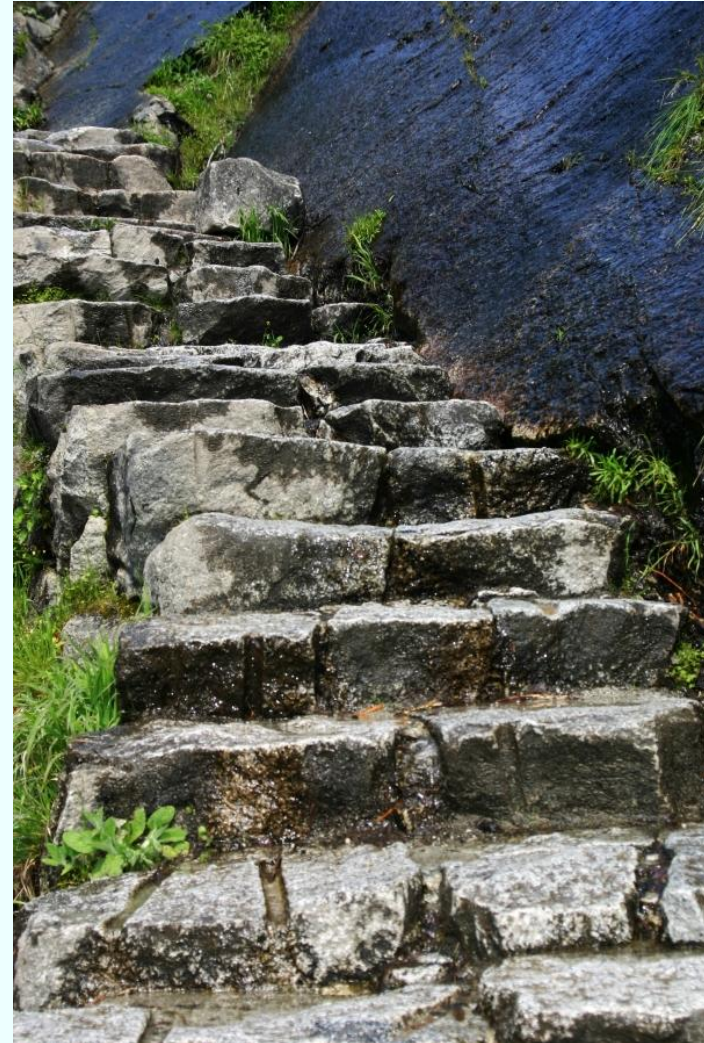
# Partner Roles

## 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



A long-exposure photograph of a waterfall, showing the water as a series of soft, white, flowing lines. The water is cascading over a dark, rocky ledge. The background is a blurred, light greenish-grey, suggesting a forest or a misty environment. The word "Questions" is overlaid in a bold, blue, sans-serif font in the upper right quadrant of the image.

# Questions