

Career Pathways Panelists:

- **Rischa Cole**, Secretary of the District, EBMUD
- **Nick Hansen**, Senior Wastewater Treatment Plant Operator, Central Contra Costa Sanitary District
- **Anthony Martinez**, Manager of Distribution & Construction, East Bay Municipal Utility District
- **Dane Wilkins**, Instrumentation Technician, Zone 7 Water

Questions

- How long have you worked at your agency/utility?
- How did you find out about this field?
- What did you do to prepare for your job?
- Did you take any courses?
- Do you recommend any training classes or companies that provide this kind of training?
- Do you think college is necessary for your job?
- Should high schools offer training programs that would enable students to be better prepared for skilled labor upon high school graduation? A) What are some examples of how that experience could be obtained?
- What can the water and wastewater industry do to better prepare and develop future candidates in your line of work?
- What could potential candidates do to gain experience to be successful in your industry/job classification?

Questions

- What type of characteristics do you think make for an idea? candidate in your job classification? (example: personality type, highly motivated, able to work in teams and alone, mechanical mindset, etc.)
- Based on what you have seen or heard what does the interview process typically involve for individuals applying for jobs in your profession? (such as oral interviews, written exams, practical exams, etc.)
- What are the key technical skills needed for someone to thrive in your job?
- What are the key soft skills needed for someone to thrive in your job?
- How has your career changed (skills needed, work environment, pay and compensation, advancement opportunities) between now and when you started. How do you see the field changing into the future?
- How are technology and computerization impacting how you complete your work?

- What are the biggest barriers you must continually overcome in order to do your job well?
- What some of the threats you fear which may prevent you and your company from being able to thrive in the future?
- What about your work gives you the greatest sense of satisfaction?
- Based on what you have seen or heard how is the work life of someone in your profession different if one compares working for a large utility as oppose to a small utility?
- If you could go back in time, what advice would you tell your past self about your career? A) What information would better prepare you to be successful?
- Looking forward to the future, where do you see yourself in 5, 10, 15 years? Same position? Promotion to supervisor/new career, retired, etc?