CASA 2022 Conference

Workforce Development: Identifying Need and Finding Long Term Solutions

8/11/2022
Our Partnership - BAYWORK, IEWorks, JVS

- Why partner on workforce issues?
- Bay Area Partnership - BAYWORK
- BAYWORK/JVS Report
- Replication in the Inland Empire – IEWorks
- Partner Investments
Our Partnership - BAYWORK, IEWorks, JVS

CASA Members

- **BAYWORK** signatory agencies
  - Castro Valley, Central Contra Costa, City of San Jose, City of San Mateo, Delta Diablo, DSRSD, EBMUD, Fairfield-Suisun, Las Gallinas Valley, Napa, North San Mateo Co, Novato, Oro Loma, Ross Valley, SFPUC, Silicon Valley Clean Water, Sonoma Co, Union San, Vallejo Flood & Wastewater

- **IEWorks** signatory agencies
  - Eastern Municipal WD, Inland Empire Utilities Agency, Rancho CA WD
Our Approach – Regional Industry Consortia

• Aggregating industry workforce demand
• Partnering with labor
• Building out existing training capacity
• Reaching new more diverse workers
Our Program Model

• Assess regional needs and existing capacity
• Leverage existing training opportunities
• Build new entry-level pathways into critical occupations
• Create new regional training capacity
• Partner with peer and adjacent industry sectors
Challenges and Pain Points

- Resources
- Internal training capacity
- Reluctance to challenge traditional hiring practices
- Lack of technical training capacity
- Awareness of the industry among younger workers
Finding the Next Generation of Employees

- Commit to hiring workers for entry-level positions
- Support regional industry consortium-building activities
- Contribute to consortium leadership activities
- Encourage staff to support training of new workers and career awareness activities
Finding the Next Generation of Employees

- California Water, Wastewater, and Energy Workforce Development Program (CalWED)

- Other partners – ACWA, CASA, CMUA, CWA, CAAWEF, WELL, BAYWORK, IEWorks, JVS
Questions?

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Links:
JVS
BAYWORK
IEWorks
BAYWORK/JVS Water Report