

JVS

**Assessing Regional
Workforce Needs: Water &
Wastewater Career
Pathways Report**

SFPUC/JVS

11/14/18



Agenda

1. Who are you?
2. Who are we? About BAYWORK and JVS
3. Water and Wastewater Career Pathways
4. Learning from best practices
5. Moving from research to implementation
6. Questions

Who is in the room?

- Organization, position, connection to workforce development

Who Are We?

- Lisa Beem, *San Francisco Public Utilities Commission, Baywork*
- Lisa Countryman, *Jewish Vocational Service*

About Baywork



Our 34
Signatory
Agencies

About JVS

Jewish Vocational Service helps people build in-demand skills, make connections and find jobs to transform their lives.

For over four decades and through five recessions, JVS has fought poverty by helping over **80,000** people find work.

Baywork/JVS Partnership

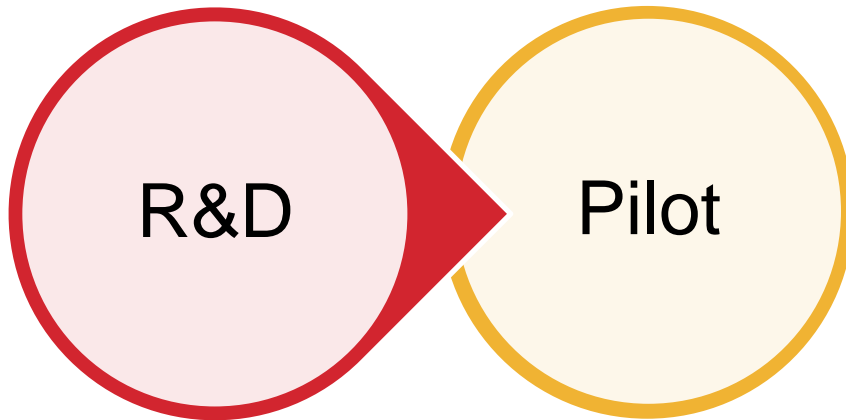
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**Water and Wastewater
Career Pathways**

*Connecting People to
Water Industry Jobs
in the Bay Area*

Focusing in...Moving from research to implementation



1. Begin with a **clearly defined** research question
2. Begin with **aligned goals** among partners
3. Take research all the way through to **defining an action plan** – address not just the ‘WHAT’ but the ‘HOW’ and the ‘WHO’
4. Deliverable: a robust, digestible presentation of our research process and findings

Challenges & Opportunities

- Water and wastewater agencies are facing a workforce gap in mission-critical skilled trades
- Locally, across 6 counties, more than 800 staff will be hired in the next 3-5 years
- This constitutes a rare job training opportunity that could help struggling job seekers access family-sustaining employment

Key Findings

After a close analysis of 9 mission-critical occupations, 3 rose to the top as high need, high volume and challenging to hire for:

- Electrician/Electrician technician
- Mechanic/Machinist
- Electronic Maintenance Tech/Instrument Tech

These roles cut across multiple sectors, adding to hiring competition, and maximizing the potential impact of career pathways programs.

Key Recommendations

1. Increase awareness of industry and trades
2. Increase classroom training capacity
3. Increase entry level job opportunities for mission-critical positions
4. Increase readiness of youth and other job seekers for trades
5. Address financial barriers to training leading to the trades

Learning From Best Practices

- Teacher Externships
- Internships, Pre-Apprenticeships
- Community College/Industry Partnerships
- Apprenticeships as a Gold Standard
- Regional Workforce Solutions for Regional Challenges

Moving from Research to Implementation

- History of Strong and Deep Partnerships
- Organizational Awareness
- Willingness to Partner Across Industry and Sectors
- Responsive Readiness of Partners
- A Work Plan that Includes a Broad Framework for Action
- Leveraging Diverse Funding Streams

Questions and Resources

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BAYWORK.org

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Discussion questions

- How does this apply to your work (workforce development, process, partnerships, research)