



Valley Water

Clean Water • Healthy Environment • Flood Protection

Next-Gen

CAREER PATHWAYS





AGENDA

1. Introduction
2. Next Gen Career Pathways Overview
3. Discover Valley Water College Internship Programs
4. Water Works Highschool Internship Program
5. Water Educator Training Program
6. Water Works College Stipend Program
7. Best Practices
8. Questions



INTRODUCTION

NERA BURTON

- High School STEM Educator
- **Certified by NASA's** Academy of Program, Project, and Engineering Leadership in program management, project management for systems engineering.





NEXT GEN CAREER PATHWAYS



OPPORTUNITY



- **Expand programs and outreach efforts** to increase awareness and reduce disparities in careers in the **STEAM industry**.
- **Targeted outreach** to high schools, local community colleges, and universities to obtain “home-grown” talent and diversity.
- Collaborate with partners to create an **alternative pathway for underrepresented communities** to obtain careers in the STEAM industry.

OUTCOME

- Create **employment pathways** for underrepresented local communities.

VALLEY WATER NEXT GEN CAREER PATHWAYS PROGRAM



Coordinated
system of programs



Support students
from disadvantaged
communities.



1. Water Works

•**6-month** work experience program for local college students earning \$2,000 at the completion of the program.

•**Target Audience:**

College students from Underserved Communities



3. Discover Valley Water

•**Increase candidate diversity** for the summer intern program by adding 10 additional summer intern positions for college students from Underserved Communities

•**Target Audience:** Minority Serving Institutions,

NEXT GEN PROGRAM



2. Wonders of Water

•**High School Career Pathways Internship Program**

•**Target Audience:**

Local high school students from Underserved Communities

4. Water Education Training (WET) Week

•Annual Valley Water, BAYWORK, The TECH STEM Pathways, & Ignited high school **teacher externship** program

•**Target Audience:** Local high school/K-8 educators who teach in Underserved Communities



PARTNERSHIPS



Santa Clara County
Office of Education



Minority Serving Institutions



Establish and improve connections with Minority Serving Institutions (MSI) to assist with recruiting diverse candidates for Valley Water internships.



DISCOVER VALLEY WATER

Recruitment



Enhance recruiting efforts by sending diverse leadership to speak to colleges and universities.



20

15

10

5

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SJCC

SJSU

SCU

Mission

West Valley

Evergreen

Deanza

Foothill

Gavilan

ITU

Laney

Hartnell

CET SJ

IBT

USV

Cabrillo

Las Positas

Merrit

San Mateo

CCSF

Chabot

LOCAL COLLEGES AND UNIVERSITIES WITH
WATER CAREER RELATED MAJORS





DISCOVER VALLEY WATER



**Hey, I'm Alexia and I'm
a summer intern at
Valley water**



Increasing Diversity for Valley Water's College Internship Program



scvwd



WATER WORKS HIGH SCHOOL INTERNSHIP PROGRAM



High schools in **underrepresented communities** are a major focus given demographic shifts in the county and the large number of staff retiring from Valley Water, and the water industry.

⏪ HIGH SCHOOL INTERNSHIP PROGRAM

EMPHASIS ON CAREER TECHNICAL EDUCATION

- Electrician
- Electronic Maintenance Technician
- Engineer
- Machinist
- Wastewater Treatment
- Water Distribution
- Wastewater Collections
- Water Treatment Operator



WONDERS OF WATER:

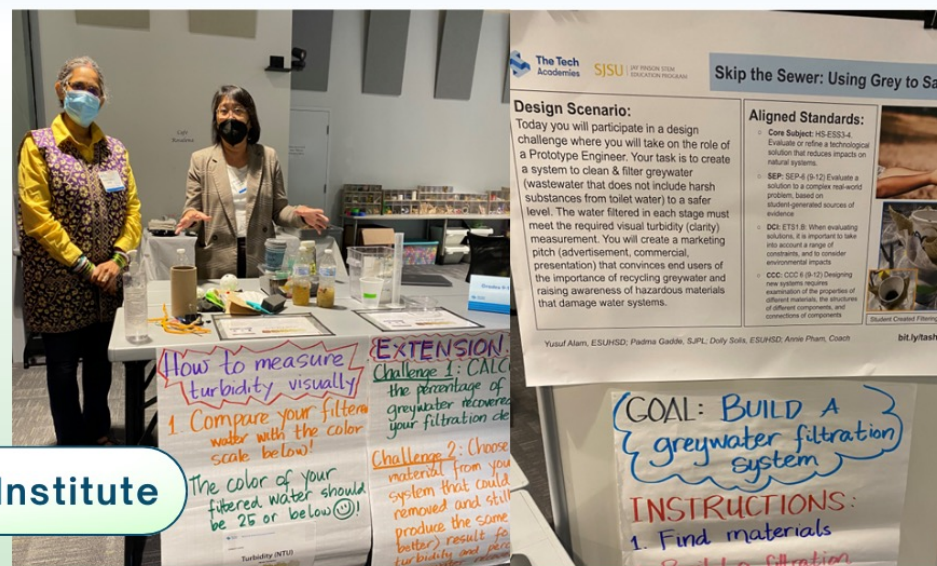
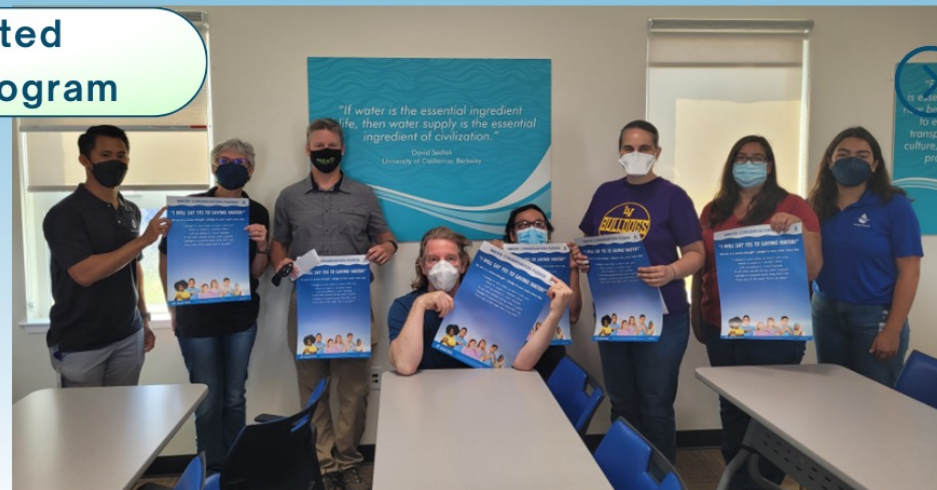
HIGH SCHOOL CAREER PATHWAYS INTERNSHIP PROGRAM



Cristo Rey San José Jesuit High School
Corporate Work Study Program Networking Day

Valley Water, BAYWORK, & Ignited High School Teacher Externship Program

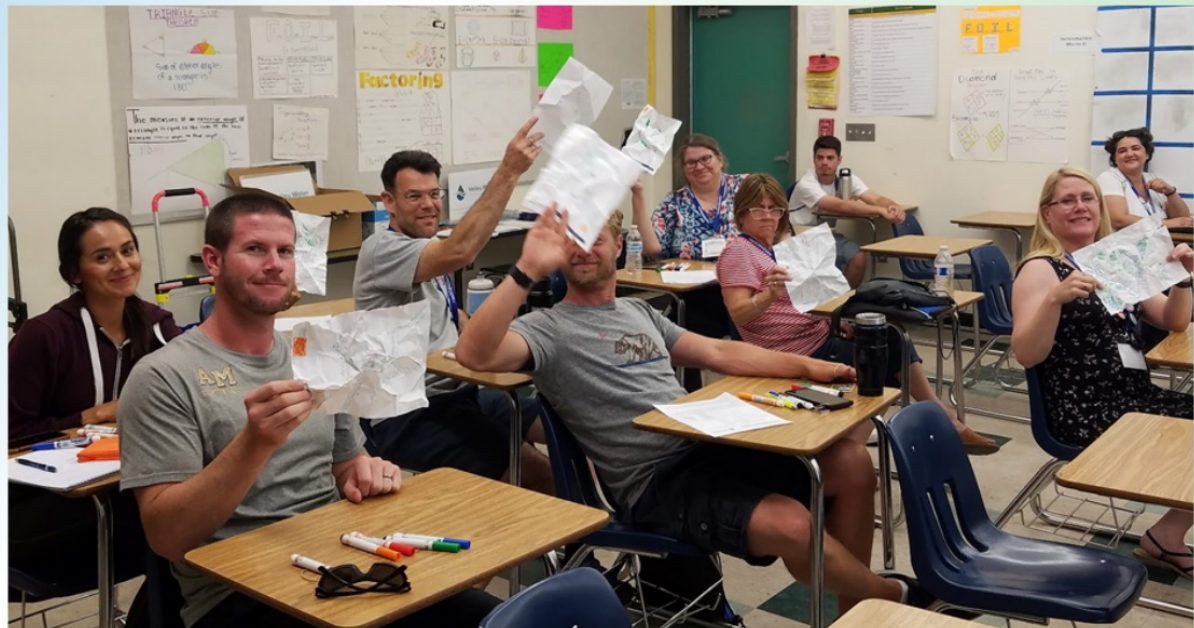
WATER EDUCATOR TRAINING (WET) PROGRAMS



The Tech STEM Academy Summer Institute



WATER EDUCATOR TRAINING PROGRAMS



WATER WORKS PROGRAM

- **6-month work experience** program for local college students earning **\$2,000** at the completion of the program.
- **Target Audience:** Local college students from Underserved Communities



**U.S. ENVIRONMENTAL
PROTECTION AGENCY**

Innovative Water Infrastructure Workforce Development Program

Project Area 1:

Targeted internships apprenticeships
for skilled water utility trades.



BEST PRACTICES:

BEST PRACTICE: CULTIVATING REGIONAL ECONOMIES

FOSTERING LOCAL TALENT

- The **Valley Water Next Gen Career Pathways Program** works closely with local **community based organizations** to ensure that education and training programs align with these needs.





BEST PRACTICE: STRENGTHENING EDUCATION-TO-CAREER PATHWAYS

SEAMLESS TRANSITIONS

- The **Valley Water Next Gen Career Pathways Program** promotes partnerships between K-12 schools, community colleges, universities, and employers.



BEST PRACTICE: TARGETED WORKFORCE DEVELOPMENT

- The **Valley Water Next Gen Career Pathways Program** actively **identifies, trains, and connects** local talent with employment opportunities in the water industry.





BEST PRACTICE: SUSTAINABLE PRACTICES

- The **Valley Water Next Gen Career Pathways Program** promotes **sustainable practices** within the water industry and employs home grown talent for future workforce needs.

BEST PRACTICE: STRENGTHENING EDUCATION-TO-CAREER PATHWAYS

EDUCATIONAL PARTNERSHIPS

- The **Valley Water Next Gen Career Pathways Program** collaborates with educational institutions to ensure that students have **clear, relevant, and effective pathways** to careers in the water industry.





BEST PRACTICE: SKILL-BUILDING

- The **Valley Water Next Gen Career Pathways Program** offers **skill-building workshops** that enable individuals to upskill and remain competitive.

BEST PRACTICE: ENSURING EQUITY AND INCLUSION THROUGH DEI STRATEGIES

Valley Waters
prioritizes diversity,
equity, and
inclusion in the
water industry
through the
**following
strategies:**



BEST PRACTICE:

ENSURING EQUITY AND INCLUSION THROUGH DEI STRATEGIES

- **Diverse Outreach:** Implementing targeted outreach efforts to reach underrepresented communities.
- **Diverse Recruitment:** Actively seeking candidates from underrepresented communities.
- **Equitable Access:** Eliminating barriers to access, such as financial constraints or geographic limitations.



BEST PRACTICE:

ENSURING EQUITY AND INCLUSION THROUGH DEI STRATEGIES



- **Mentorship and Support:** Providing mentorship and support programs to help underrepresented groups succeed.
- **Inclusive Work Culture:** Promoting inclusive practices and policies within water industry organizations.
- **Community Engagement:** Partnering with organizations that empower disadvantaged communities.

MOVING FORWARD...



It is imperative that **stakeholders continue to invest** in and support programs like this, recognizing their potential to transform not only individual lives but also the entire regional and statewide economy.



THANK YOU!

QUESTIONS?

