

# Building the Pipeline

Workforce Development

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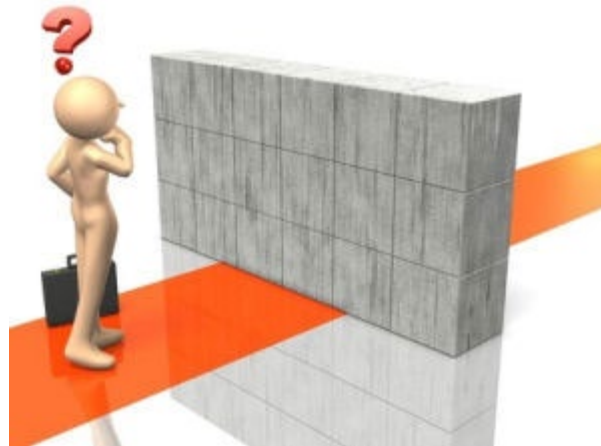
Montgomery County Environmental Services

# Current Barriers

The water/wastewater treatment industry is facing a shortage of qualified workers

Why?

- Retirement
- Number of qualified applicants looking to enter the field
- Competitive job market



# Challenges

- Develop alternative ways to prepare and develop the workforce for the future
- Develop ways to meet the demands of changing technology
- Develop the existing skill sets within the current work force



# Initiatives

- Provide tools and resources that would assist in developing a successful candidate
- Build a talent pipeline with the area high schools/tech prep schools/colleges
- Create a succession plan and professional development plan for current employees

# Tools and Resources

## Water Utility Technician Certificate Program

### Soft skills

- Customer Service
- Small Group Communications

### Technical Skills

- Water Distribution Systems
- GIS Mapping
- Wastewater Collection Systems
- Introduction to Backflow
- Wastewater Treatment
- Water Treatment
- Hazardous Waste Operations & Emergency Response (HAZWOPER)
- OSHA Construction Standards

### Academic

- Math
- Computer Applications
- English Composition

<http://www.sinclair.edu/program/params/programCode/WUT-S-CRT/>



# Program Outcomes

- To help students to develop skills necessary to perform job duties in the water/wastewater field.
- To prepare students to take the nationally recognized EPA test in wastewater collection water treatment, wastewater treatment, water distribution systems .
- To become familiar with and complete OSHA 10 Hour Safety Training and HAZWOPER Training.

# Talent Pipeline

MCES began to build a relationship with area high schools, Career Tech centers, colleges and universities

## Career Awareness/Exploration

- Promote water/wastewater careers through tours, presentations, and promotion of benefits (that are offered to employees of Montgomery County (e.g., healthcare, retirement, education); focused on displaced workers, and those looking for career change

## Career Preparation (Skill Development)

- Offer internships and cooperative opportunities in the identified gap areas, giving priority to students of the Water Utility Program



# Succession Plan/Professional Development

- Current employees participate in Environmental Services department in the water utility program to gain further knowledge of the industry and to prepare for higher-level positions
- Allows the employees to not only receive training to obtain EPA licenses, but assists in developing the soft skills that are needed for promotional opportunities
- Mentorship and Leadership development opportunities offered to current employees



# Current Outcomes

Since development WUT in 2013, and implementation 2014, and MCES intentional focus on pipeline and growth and development

75 employees have participated in the program

Six (6) students have received promotions

Five (5) students have successfully completed the program

One (1) is pursuing a Bachelor's degree in Engineering

One (1) intern has been hired to work fulltime in our facilities



# Next Steps

- Encourage employees to pursue the Associate's Degree in Environmental Engineering
- Sinclair Community College building proposals for Bachelors Degree program based upon Water Utility Program.

