



Opening the Door to a Wastewater Career

Training & Internship Offers Alternative Path

Speakers

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Building the Wastewater Workforce

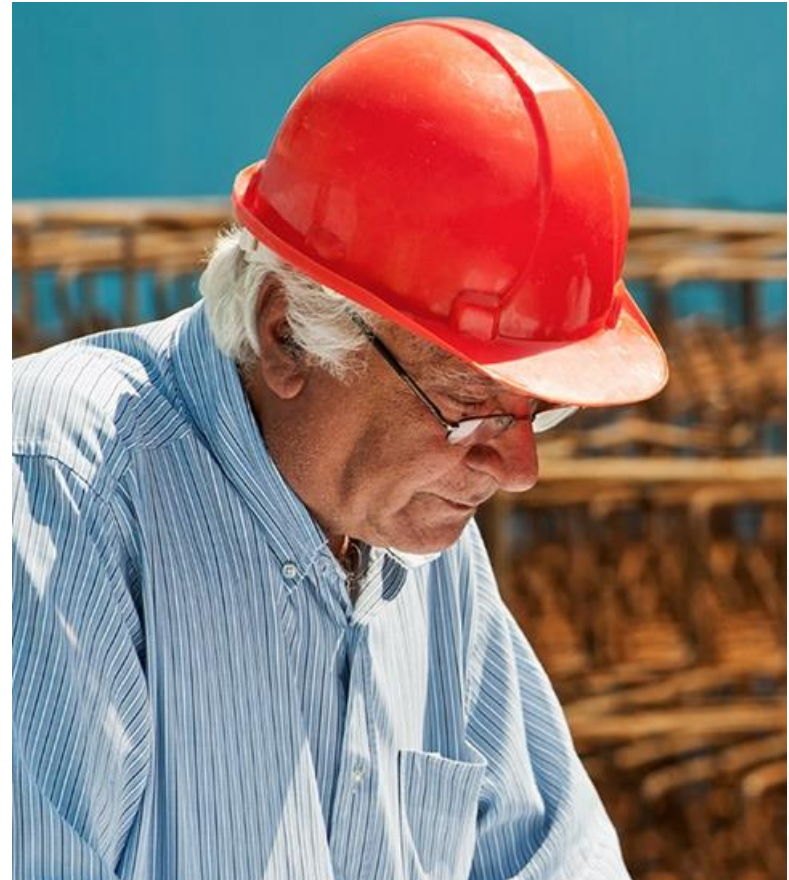
Matching opportunities to people



Woodard
& Curran

Workforce Needs

- ▶ Workforce is aging
- ▶ Utilities struggling to find qualified staff



Where Is the Next Generation of Operators?

- ▶ Conventional recruiting strategies aren't enough
 - Presenting to tech. schools
 - Advertising openings in newspapers/online
 - Local career fairs
- ▶ Need a proactive model that engages the community



Equity in Focus

- ▶ Wastewater profession not particularly diverse – why not?
 - Awareness
 - Opportunity
 - Financial hurdles
 - Transportation



A Different Approach: X-Cel Conservation Corps

- ▶ Focuses on un- and underemployed young people in Boston neighborhoods
- ▶ Offers hands-on training
- ▶ Support for licensing exams
- ▶ Support to obtain a driver's license and purchase a used vehicle
- ▶ Paid internships with employer partners



Discussion



How did you find out about X-Cel and why did you decide to participate?



Did you have any experience or knowledge of water/wastewater before?



How has your experience as a wastewater operator (and this career) compared with previous jobs you've held?



What could people in the industry do to find people like you who might be looking for a job opportunity?



Audience questions?

