

# X-CEL CONSERVATION CORPS



A WATER WORKFORCE  
DEVELOPMENT PROGRAM



- ADULTS, AGES 18-40
- HIGH SCHOOL CREDENTIAL REQUIRED, DRIVER'S LICENSE A PLUS
  - 10 WEEKS, CYCLES START IN MARCH, JUNE & SEPTEMBER

# COMMUNITY OUTREACH & RECRUITMENT

- FLYERS POSTED THROUGHOUT THE COMMUNITY
- REFERRALS FROM XCC GRADUATES
- REFERRALS FROM COMMUNITY ORGANIZATIONS



# COMPONENT 1: WATER CONSERVATION WORK PROJECTS



- FOCUS ON WATER CONSERVATION/IMPROVEMENT
- INTRODUCE SKILLS THAT APPLY TO WASTEWATER TREATMENT
- **DEVELOP WORK-READINESS SKILLS**

# COMPONENT 2 -CLASSES TO PREPARE FOR WASTEWATER OPERATOR EXAM

- IN-PERSON CLASSES PREPARE CORPS MEMBERS FOR MA GRADE 3 MUNICIPAL LICENSE
- 3 XCC STAFF INSTRUCTORS PASSED MA WASTEWATER LICENSE EXAMS
- IN-PERSON CLASSES
- ON-LINE VIDEO, PRACTICE QUESTIONS
- IN-PERSON WEEKLY EXAMS



# PAID STIPENDS

STIPEND: \$300/WEEK

\$150 FOR EACH  
THURSDAY  
WORK PROJECT  
ATTENDED

\$150 FOR EACH FRIDAY  
WEEKLY TEST WITH A  
SCORE  
OF 80% OR HIGHER



# SUPPORTS: DRIVING LICENSE PREPARATION AND SAVINGS PROGRAM FOR VEHICLE



# CONTINUING EDUCATION SUPPORT

WE OFFER MA  
GRADE 5 & GRADE 6  
WASTEWATER  
OPERATOR CLASSES  
TO GRADUATES TO  
SUPPORT CAREER  
ADVANCEMENT



# STORMWATER MANAGEMENT GREEN INFRASTRUCTURE TRAINING



# SUCCESSFUL JOB PLACEMENTS

## TO-DATE: 56 GRADUATES PLACED (\$25+/hr)



### **UPON ENTRY:**

62% unemployed \$0 income  
38% employed with average  
income of \$31,465/year,  
most with no benefits

### **AT JOB PLACEMENT:**

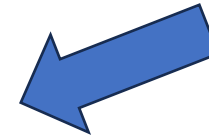
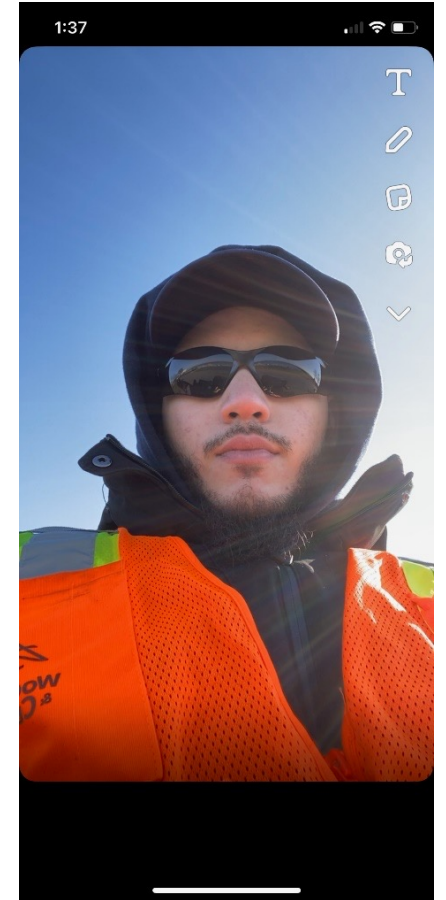
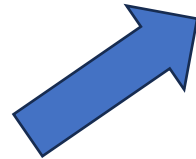
Average income of  
\$52,000/year  
with full benefits



### **AFTER 2-4 YEARS:**

Average income of  
\$64,480/year  
with full benefits

# WORD SPREADS...







## ***Program Directors***



**Aaron Dale (XCC-MA)**



**Lisa Holden (XCC-Boston)**

- Attracting & Developing a Diverse & Passionate Workforce



# Reducing Barriers to Workforce Entry

- Expand Recruiting to Urban Communities
- Provide free in-person wastewater license prep
- Consider Part-time programs with stipends
- Include Driver's License & Vehicle support
- Workforce Readiness Development



# THINK ABOUT....

- WORKING WITH LOW-INCOME COMMUNITIES
- PARTNERING WITH LOCAL NON-PROFITS
- TARGETING AGES 25-40
- HIRING INDIVIDUALS WITH NO EXPERIENCE
- INTERNSHIPS & OITs
- IN-PERSON LICENSE CLASSES





Contact: [dsands@x-celeducation.org](mailto:dsands@x-celeducation.org)

***Follow us on Instagram***

**x\_cel\_conservationcorps**