

An Initiative of the California Workforce Development Board

The California Municipal Utilities Association's (CMUA) California Water, Wastewater, and Energy Workforce Development Program will focus on diversity, equity, and inclusion and result in trained workers who will secure jobs in the water, wastewater, and publicly owned electric utility (POU) industry throughout the State. Through careful program development and pilot testing, the program will create a workforce pipeline for underrepresented populations and stable industry partnerships to ensure the ongoing placement of trained workers in industry jobs. This program will target new entrants and employees across the spectrum, including skilled tradespeople, operators, engineers, and management, and seeks to develop career pathways for underrepresented populations through entry-, mid-, and senior-level positions.

The program also will include statewide activities, including the establishment of a Statewide Advisory Council, multicultural materials for outreach and increased awareness of the industry, best practices for industry utilities, and support for training resources at partner organizations and other stakeholders.

PROJECT HIGHLIGHTS

- Train up to 70 new workers and 100 incumbent workers for high-quality jobs in the water, wastewater and POU sectors.
- Develop a stakeholder database that will serve as the foundation for diverse, multicultural engagements.
- Develop multicultural outreach/marketing materials targeted toward prospective African American and Latinx enrollees in the pilot and statewide training programs.
- In coordination with Statewide Advisory Council partners, establish best practices for HR/other positions to implement programs promoting underrepresented communities and diversity, equity, and inclusion.
- Provide funding to partner organizations to enhance existing training programs that will focus on target populations.
- Develop, pilot, and implement one new regional consortium in a specified area of the state that can be replicated in other regions.

KEY PARTNERS

- California African American Water Education Foundation
 - Water Education for Latino Leaders
 - Jewish Vocational Service
 - AFSCME Local 1902, AFL-CIO
 - California Special Districts Association
 - California Water Association
 - Contra Costa Water District
 - Metropolitan Water District of Southern California
 - Water Energy Education Alliance
 - BAYWORK
 - IEWorks
 - California Nevada Section of American Water Works Association
 - Association of California Water Agencies
 - California Association of Sanitation Agencies
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