



Building Community Trust Through Transparency & Inclusion

May 8, 2024





Create Tomorrow's Water Workforce Today

- Foundation Established in December 2022 by ACWA
- Attract and retain '**best and brightest**' to the water industry
- Build healthy organizations through **inclusion and trust**
- Provide **support & training** to water agencies, other organizations
- **Partner** with public entities, academia, corporations, non-profits
to **SCALE COLLECTIVE IMPACT!**



Current Landscape

Industry challenges

- Climate change
- Carbon neutrality
- Legislation / regulation
- AI



WORKFORCE!

Current Landscape

Workforce - data download



20-60% CA water utilities report hiring difficulty

Source: California Water Environment Association, 2023



51% CA electric utilities report hiring difficulty

Source: California Energy & Employment Report, 2023

Water industry is older and lacks gender and racial diversity...

- **Women = 47%** of workers across all occupations nationally -- only **15%** percent in water. *Gender gap most prominent in skilled trades.*
- **Black and Asians = 18%** of workers across all occupations nationally -- only **11.2%** in water. *People of color underrepresented in higher-level, higher-paying occupations, (engineering/management)*



85%

Male

2/3

White

37%

>50 years

Current Landscape

Next generation ...

By 2030 **GEN Z** will comprise 33% of workforce!



Young Californians are demographically distinct, ethnically diverse, and socially aware.

Current Landscape

Creating Healthy Organizations



**70% of employees now
demand purposeful work**

— McKinsey

- **People first** – beyond the paycheck
- Build a **diverse, inclusive** culture
- Shift to **servant leadership** model
- **Integrate talent** across organization
- Build trust with your **community**

Water industry needs:

➤ **New strategies, programs and practices to attract today's diverse candidates**



Out of 428 water employers surveyed by the OEC, **57%** said they didn't have, or didn't know if they had, a program related to diversity, equity and inclusion



A Reliable Workforce for Reliable Water Infrastructure

*ACWA 2024 Spring Conference
Solution Spotlight*

In partnership with:



ACWA FOUNDATION



American Water Works Association
California-Nevada Section



CMUA
CALIFORNIA MUNICIPAL UTILITIES
ASSOCIATION



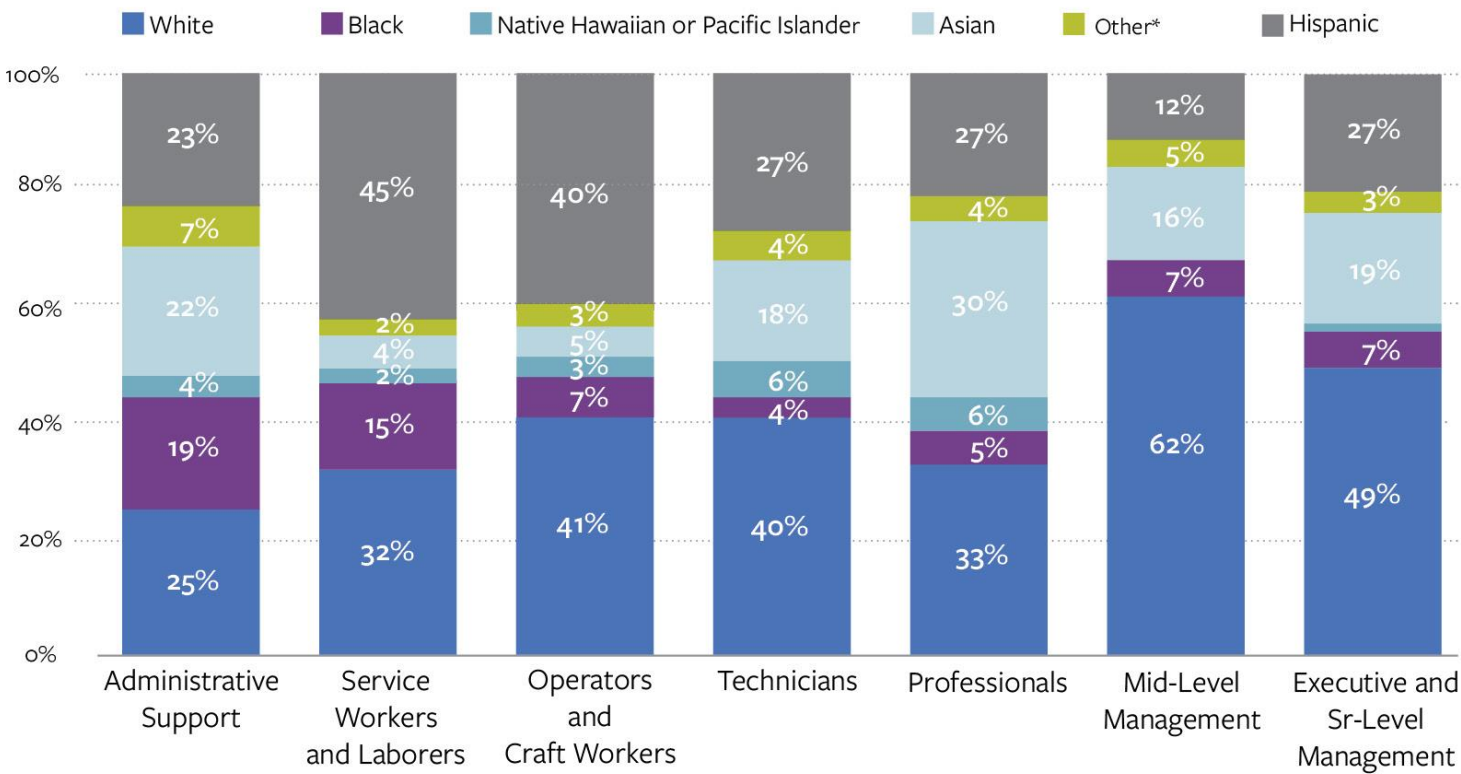
Photo credit: Los Angeles Department of Water and Power



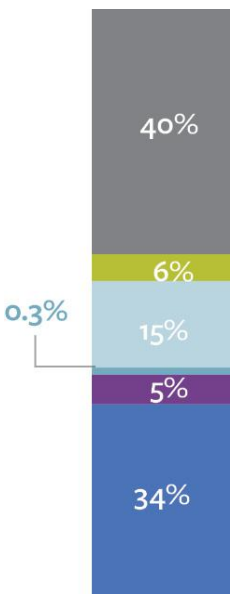
CALIFORNIA URBAN WATER AGENCIES

Building trust with a workforce of the community

CUWA agencies' workforce



California (overall)



Creating partnerships to achieve progress: LADWP Example

- On-the-job training and mentorship through International Brotherhood of Electrical Workers Local 18's Utility Pre-Craft Trainee (UPCT) program.
- Women's career and wellness expo.
- Partnership with Women in Non-Traditional Employment Roles (WINTER) to increase awareness of construction opportunities in the water industry.

LADWP has seen female participation in the UPCT program increase an average of 4x per class over 2023.



Photo credit: Los Angeles Department of Water and Power

Replicating local successes on a broader scale

Actions for the state

- Partner with the water industry to elevate workforce opportunities (e.g., CA Workforce Development Board)
- Model a statewide program after BAYWORK with a robust resourcing strategy

Actions for our fellow agencies



CUWA resources for building a workforce through transparency and inclusion

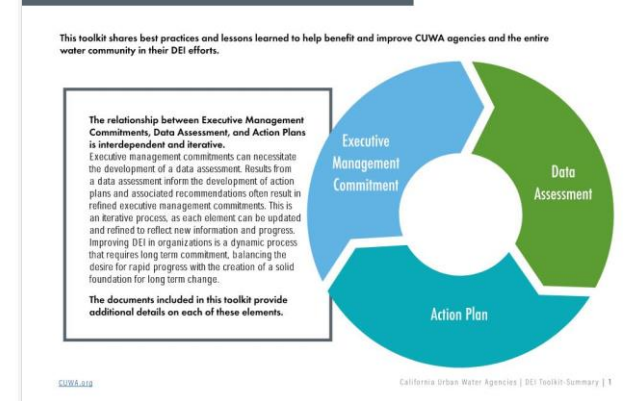
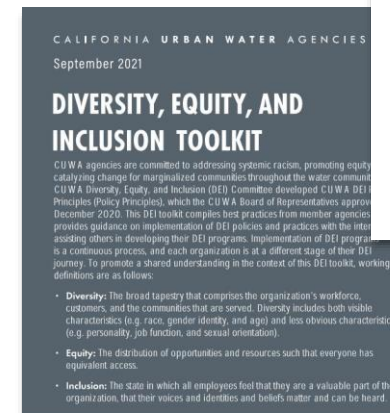
“A Reliable Workforce for Reliable Water Infrastructure”
(issue brief and slides):

www.cuwa.org/pubs/reliable-workforce

Diversity, Equity, and Inclusion (DEI) Toolkit:

www.cuwa.org/pubs/dei-toolkit

- ✓ Best practices from member agencies
- ✓ Lessons learned through DEI program implementation
- ✓ Resources and examples





Questions

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www.acwa-foundation.org



www.cuwa.org