Statewide Workforce Development Initiatives

Legislative/Human Resources Committee

May 13, 2025

Derry Moten, Special Assistant to the General Manager

Agenda

- Review of Statewide and Regional Efforts
  - BAYWORK
  - High Road Training Partnership
  - California Urban Water Association (CUWA) Diversity Committee
  - Rapid Response and Industry Transition
  - Community College Partnerships
  - California State University (CSU) Water Leadership

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Systematic Approach

The District's strategy is rooted in partnerships, diversity, and alignment with industry standards.

- Focus on entry points, upskilling pathways, and systemic collaboration across education, utilities, and government
- Emphasis on long-term workforce sustainability

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BAYWORK

Regional collaboration of water and wastewater agencies for workforce reliability.

- Stackable Internship
- Shared technical training initiatives (existing staff)
- Job fairs and career exploration events

District Actions: All interns from the stackable internship have been hired into the water/wastewater industry, with 2 hired by the District. District employees attend all BAYWORK trainings and conferences at no cost.

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High Road Training Partnership

California Workforce Development Board funded program facilitated by California Municipal Utilities Association (CMUA):

- Creating a Southern California workforce consortium, modeled after BAYWORK, to coordinate efforts among utilities, educators, and workforce boards
- Training 70 new and 100 incumbent utility workers in the Inland Empire region
- Launching a Statewide Advisory Council.

District Actions: The District is a member of the Statewide Advisory Council.

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CUWA and CSU Career Ladders

Statewide career mapping of water and wastewater careers.

- CUWA and CSU are modeling state ladders on EBMUD's successful frameworks
- Transparency = equity. Mapping career paths demystifies growth for workers
- Alignment of agency-specific tools to sector-wide strategy

District Actions: District staff are active members of the CUWA DEI Committee and are involved in the ongoing development of future collaboration and career development activities.

DEI = Diversity, Equity, and Inclusion

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Transitioning Workers into the Industry

Recently announced closures and operational modifications of refineries will potentially create opportunities for skilled workers to enter the water and wastewater industry.

- Valero Benicia - Announced closure
- Phillips 66 Rodeo Refinery – Conversion to renewal fuels
- Marathon Martinez Refinery – Downsizing and conversion to renewable fuels.

District Actions: Targeted outreach to Workforce Development Board Rapid Response and Career Centers.

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Community College Partnerships

Staff maintain ongoing dialogue, partnerships, and outreach with local community colleges that train potential and existing District talent.

- Peralta/Laney College – Cohort Learning, Machine Maintenance
- Los Medanos College – Electrical Technicians
- Solano Community College – Water and Wastewater Treatment

District Actions: Many of the participants in the BAYWORK Stackable Internships are participants in the community college programs.

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CSU Water Leadership

CSU's active statewide and local efforts to engage with the water industry.

- CSU East Bay (CSUEB): Civil Engineering and Construction Management programs (Adult learner emphasis)
- Exploring opportunities for partnership:
  - Internships
  - Curriculum sharing (University of California, Berkeley – CE112)

District Actions: Staff are in exploratory discussions with CSUEB regarding long term partnership with the Civil Engineering and Construction Management programs as possible extensions of the Peralta Cohort Program.

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Next Steps

Staff will continue with participation in regional and statewide workforce development efforts through:

- Participation in statewide strategic councils and pilot programs,
- Expansion of community partnerships and internal training alignment, and
- Evaluation of outreach efforts to transitioning workers, especially from industries undergoing economic shifts.

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Questions/Feedback

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Diversity, Equity, and Inclusion Strategic Plan Update

Legislative/Human Resources Committee

May 13, 2025

Beverly Johnson, Contract Equity Administrator

Contract Equity Program (CEP) Key Objectives and Goals

- Be a Positive Contributor to the Local Economy
  - Build long-term community partnerships
  - Enhance diversity, equity, and inclusion throughout the District contracting and contract execution processes
  - Promote equity for ALL business owners
  - Encourage local hires on District projects
- Reflect the District Values
  - Stewardship, Integrity, Respect, and Teamwork
- In conjunction with the District's DEISP, the Contract Equity Program goals are to:
  - Help "level the playing field" for local, diverse, small businesses by exploring ways to invest back
  - Continue to explore ways to increase diversity of contract awards
  - Continue to engage in aggressive outreach and education efforts.

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DEISP = Diversity, Equity, and Inclusion Strategic Plan

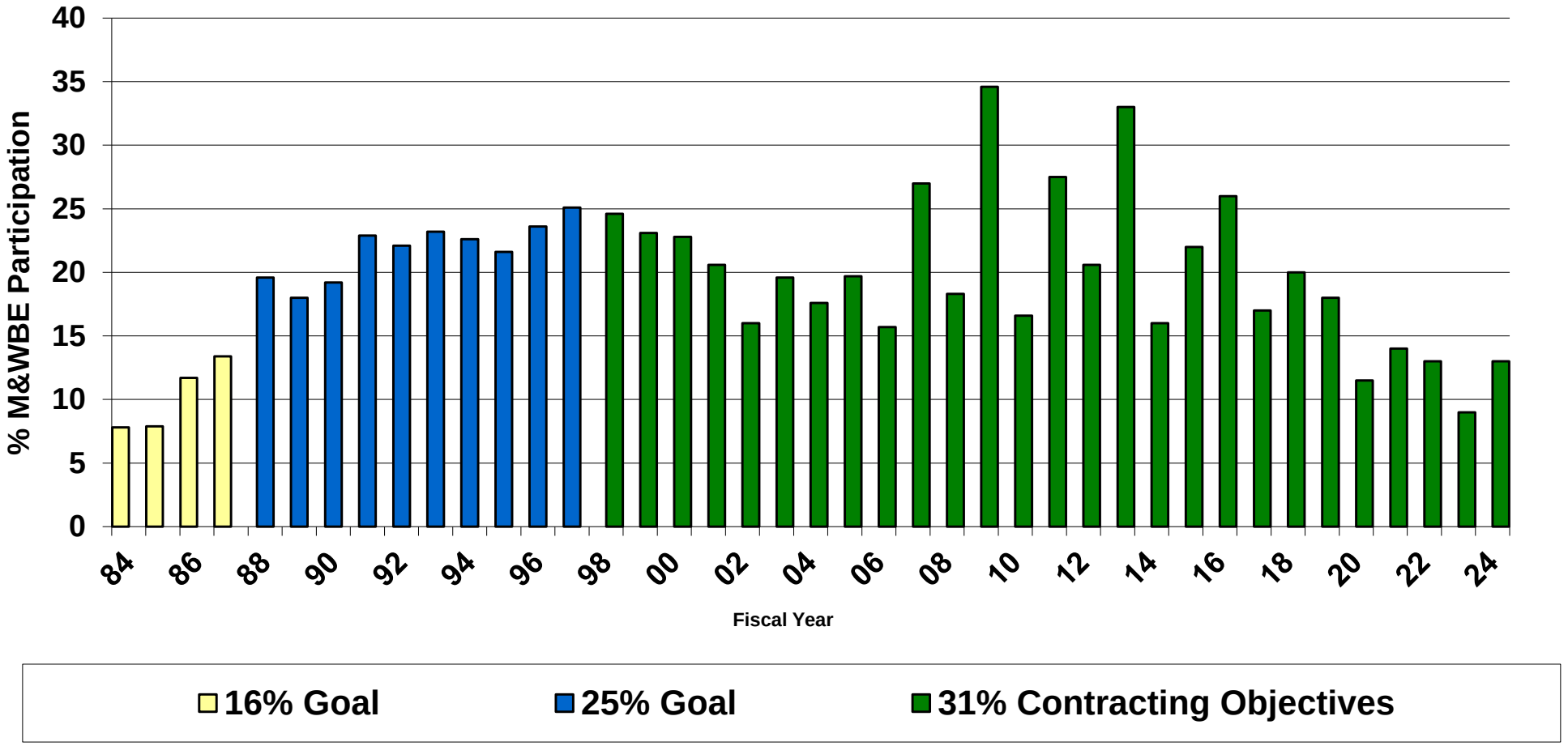
CEP Key Components and Successes

- Contracting Objectives
  - White Men
  - White Women
  - Ethnic Minorities (Men and Women)
- 7% Small Business Discount up to $150,000
- 25% Goal for Small Business First
- Encouragement of Local Businesses' Participation
- 50% Targeted Local Employment Goal on Construction Projects
- Successes over 40 years
  - Awarded over $5.8 billion in contracts with $1.07 billion (18%) to diverse businesses
  - Conducted over 165 business forums and participated in over 1,280 community outreach events (since 2011)
  - Received numerous recognition and awards



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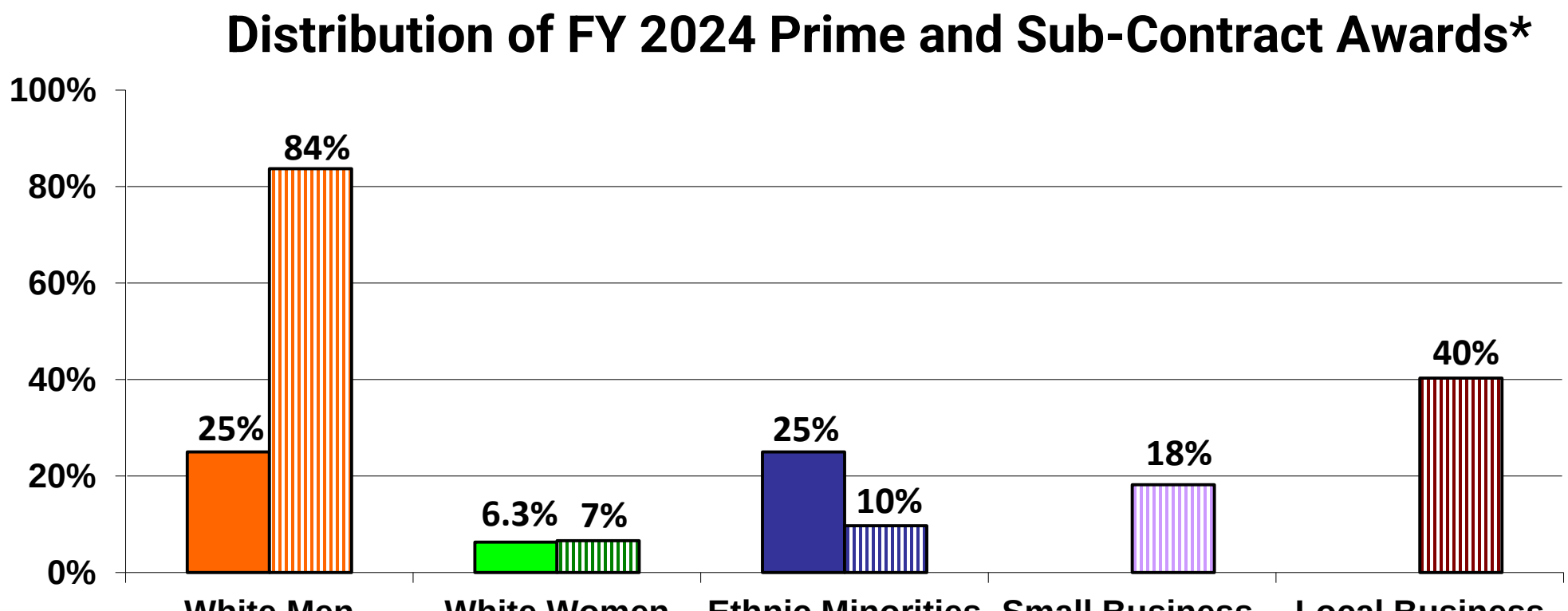
Historical Ethnic Minorities & White Women Business Participation FY 1984 – FY 2024



FY = Fiscal Year

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FY 2024 Contract Participation



*Contract awards reflect only those approved by the Board of Directors via a BD-001 or by the General Manager via a GM-001

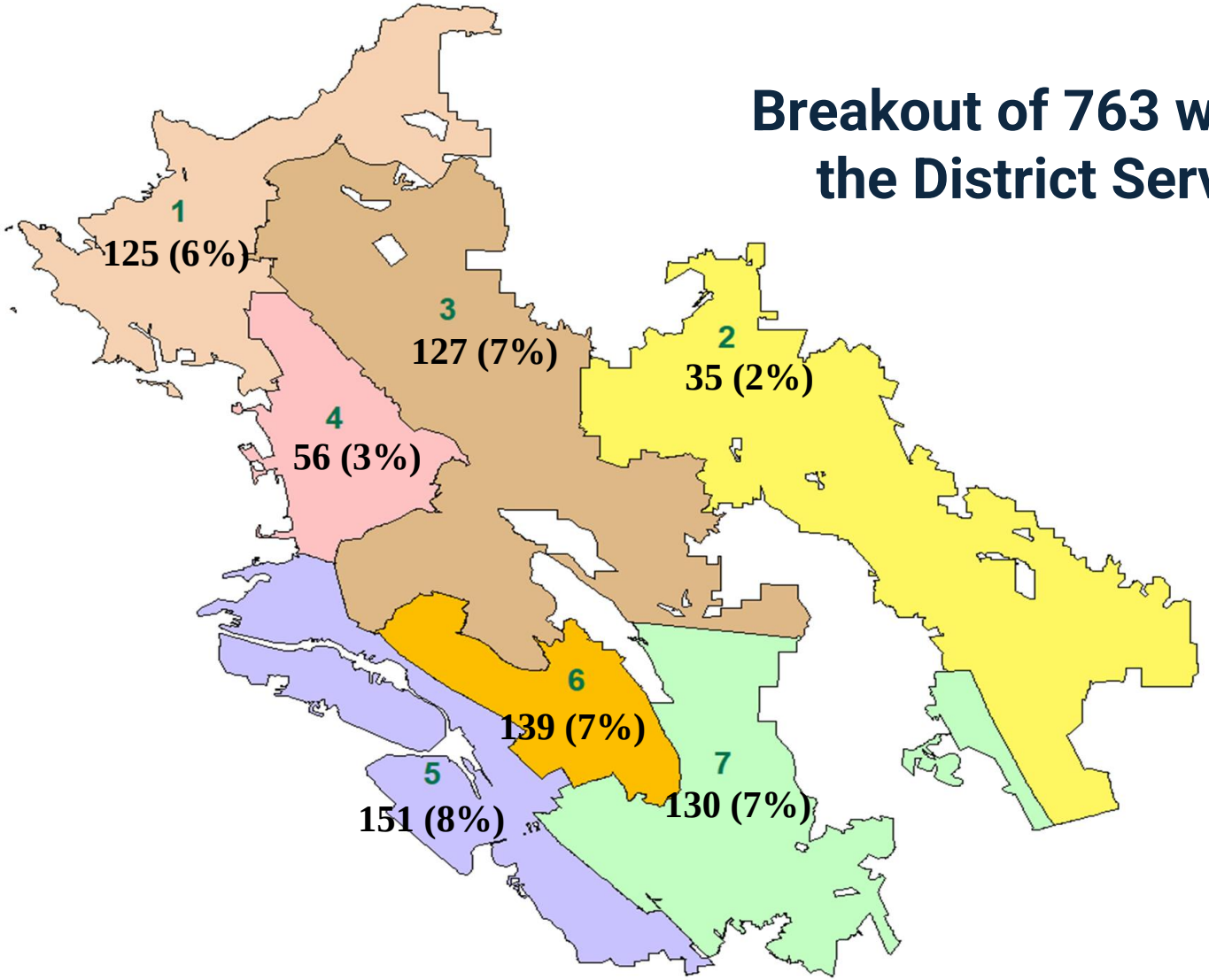
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FY 2024 Contract Awards ($)

Distribution of $258 million (M) in Contract Awards		
Availability Group	**Prime Awards**	**Prime + Subs Awards**
White Men	$167.0M (86.9%)	$160.6M (83.7%)
White Women	$8.3M (4.3%)	$12.6M (6.6%)
Ethnic Minorities (Men & Women)	$16.9M (8.8%)	$18.74M (9.7%)
Exclusions	*$66.3M*	*$66.3M*
Local Business	$107.3M (41.5%)	$104.2M (40.3%)
Local/Small Business	$30.8M (11.9%)	N/A
Small Business	$40.9M (15.8%)	$47.0M (18.2%)

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Local Hire Distribution by Ward



Breakout of 763 workers located within the District Service Area by Wards

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FY 2024 Outreach Activities

- Hosted one Small Business Resource Forum
- Participated in 61 community events/trade fairs/conferences
- Gave 17 contract opportunity presentations
- Produced The Equalizer newsletter quarterly
- Participated in:
  - American Indian Chamber of Commerce's Corporate Advisory Committee
  - Construction Resource Center's Industry Advisory Committee
  - Oakland Latino Chamber of Commerce's Board of Directors
  - University of California's Small & Diverse Business Advisory Council
  - Western Regional Minority Supplier Development Council's Construction Working Group



Staff at the Bay Area Construction Conference

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FY 2024 Accomplishments

- Awarding contracts in the following amounts:
  - $107 million to local businesses
  - $41 million to small businesses
  - $25 million to EM/WBEs
- Local Hires
  - Achieving 54 percent on 27 construction projects
  - Over $15.6 million in wages and benefits to local workers
- Contractor Compliance with Equal Employment Opportunity
  - Over 84 percent of contracts had a minority workforce reflective of at least 50 percent of their Metropolitan Statistical Area

EM/WBEs = Ethnic Minority and Women-Owned Business Enterprises

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Next Steps

- Continue implementation of the DEISP
- Provide update to Legislative/Human Resources Committee in June 2025
- Provide first CEP Economic Impact Report in February 2026

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Questions/Feedback

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