

EBMUD and Peralta Cohort Program

Legislative/Human Resources Committee

April 12, 2022

Peralta Community College District



Cohort Program Description



30 to 35 District Students will participate in an on-site learning program, facilitated by Peralta Instructors.

- Students will earn between 18-24 accredited units (Classroom and Work Experience)
- Students participate on their own time
- Tuition Reimbursement Program with tuition advancement option pilot



Peralta Partnership Goals



- Expand the engagement of District employees through continuing education and mentorship
- Leverage the District's current instructional capacity
- Certification/accreditation of existing District learning programs
- Engage Peralta as a recruitment partner to diversify applicant pools



The District's Workforce Development Goal

Create an environment that attracts, retains, and engages a high performing diverse workforce.

Strategy

Continue to develop employees to meet workforce demands.

DEI Strategic Plan



Strategic Pillar 2: Workforce Diversity

Intentional and focused effort is made to attract and retain applicants from diverse and underrepresented groups to achieve and maintain a workforce that is equitably representative across levels and functions.

Key Desired Outcome: EBMUD hiring and recruitment processes and practices result in a diverse and highly-talented EBMUD workforce that represents our community demographics.

Cohort Success



- **First Cohort 2017/2019** - 29 participants, 21 graduates
- **Second Cohort 2019/2021** - 27 participants, 22 graduates
- **Success Through the Pandemic 2020-2021** - Program evolved from in-person classroom to online format
- **22 participants promoted to higher level positions**

Participants' Classifications



Assistant Construction
and Maintenance
Superintendent

Cross Connection
Specialist

Customer Service
Representative

Dispatch Center
Representative

Environmental Health
and Safety Specialist

Engineering Designer

Field Services
Representative

Heavy Equipment
Mechanic

Janitor

Laboratory Technician
Maintenance Specialist

Materials Specialist

Meter Mechanic

New Business
Representative

Senior Mechanic

Water Distribution Crew
Forman

Water Distribution
Plumber

Participants' Promotions



Janitor —————> Janitor Foreman

Water Distribution Plumber III —————> Water Distribution Crew Foreman

Janitor —————> Water Distribution Plumber I

Customer Service Representative —————> Senior Customer Service Representative

Water Distribution Plumber III —————> Construction Inspector

Field Services Representative II —————> Senior Field Services Representative

Assistant Construction and Maintenance Superintendent —————> Construction and Maintenance Superintendent

Water Distribution Plumber III —————> General Pipe Supervisor —————> Assistant Construction and Maintenance Superintendent

Maintenance Specialist III —————> Power, Treatment and Transmission Maintenance Superintendent

Heavy Equipment Mechanic —————> Senior Mechanic —————> Equipment Supervisor

Success Stories



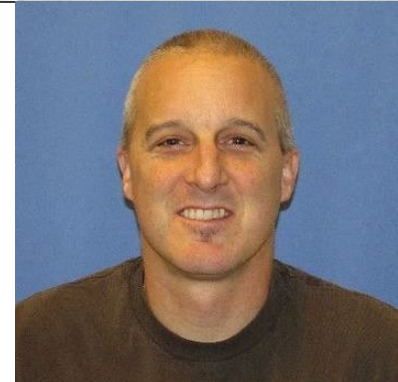
Gistand Williams (Cohort 1)

Heavy Equipment Operator to Assistant
Construction and Maintenance Superintendent



Darrold Withrow (Cohort 2)

Heavy Equipment Mechanic to Equipment
Supervisor



Leobardo Gonzales Jr. (Cohort 1)

Janitor to Water Distribution Plumber II



Next Steps



- Board considers Peralta agreement at its April 12, 2022 meeting
- Schedule Open House Event in May 2022
- Schedule preparation classes in June and July 2022
- First day of Peralta classes starts in August 2022