



Workforce Development Program Update

Legislative/Human Resources Committee

August 12, 2025

Sylvia Johnson, Senior Human Resources Analyst

Agenda

- Overview
- Long-Term Workforce Development Strategy
- Next Steps

Long-Term Workforce Development Strategy Overview

- Workforce Planning and Development Strategic Plan
 - Strategies for recruitment, retention, training, and talent sustainability
- Diversity, Equity, and Inclusion Strategic Plan
 - Expands on strategies through Workforce Diversity Pillar
- Equal Employment Opportunity Program Report
 - Good-faith outreach efforts and non-discriminatory recruitment practices inclusive of Protected Veterans and Individuals with Disabilities



Long-Term Workforce Development Strategy



Inspire interest in water and wastewater careers



Build partnerships with community organizations and educational institutions

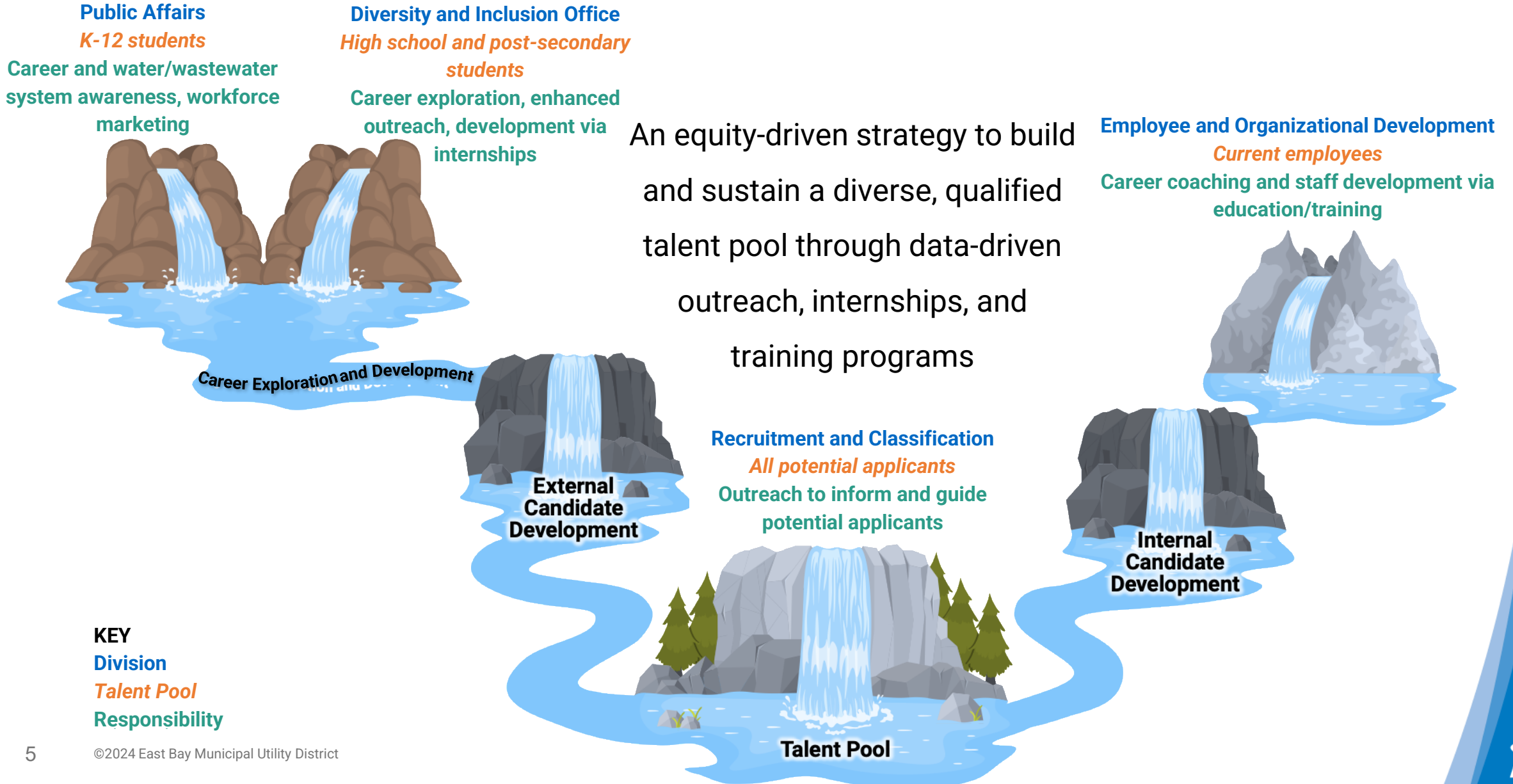


Support job readiness by linking individuals to resources



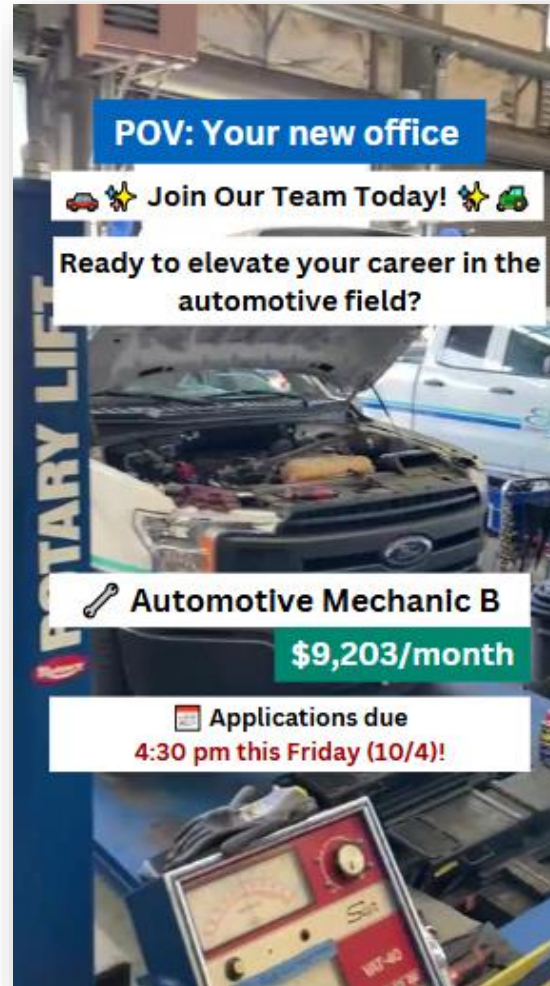
Strengthen the applicant pipeline through targeted outreach and relationship building

Long-Term Workforce Development Strategy - Key Drivers



Inspire Interest

- Fostered career exploration
 - High School Summer Internship program
 - Kennedy High School tour of Pipeline Training Academy
 - Alameda County presentations
- Enhanced EBMUD jobs social media content
 - "Day in the Life" videos
- Supported District Workforce Advertising Campaign



Left: "Day in the Life" video for Automotive Mechanic B.



Right: 2025 High School Summer Internship program students participating in a water main break simulation at Adeline Maintenance Center.



Build Partnerships

- Deepened sponsorship of 5 community-based organizations
- Participated in 2 CUWA career panels
- Presented at California Community Colleges conference



Top: District staff sharing career information with students at Cypress Mandela Training Center.

Bottom: District staff presenting at the 2025 CA Community Colleges "Unity in Diversity" conference.

California Urban Water Agencies (CUWA)



Support Job Readiness

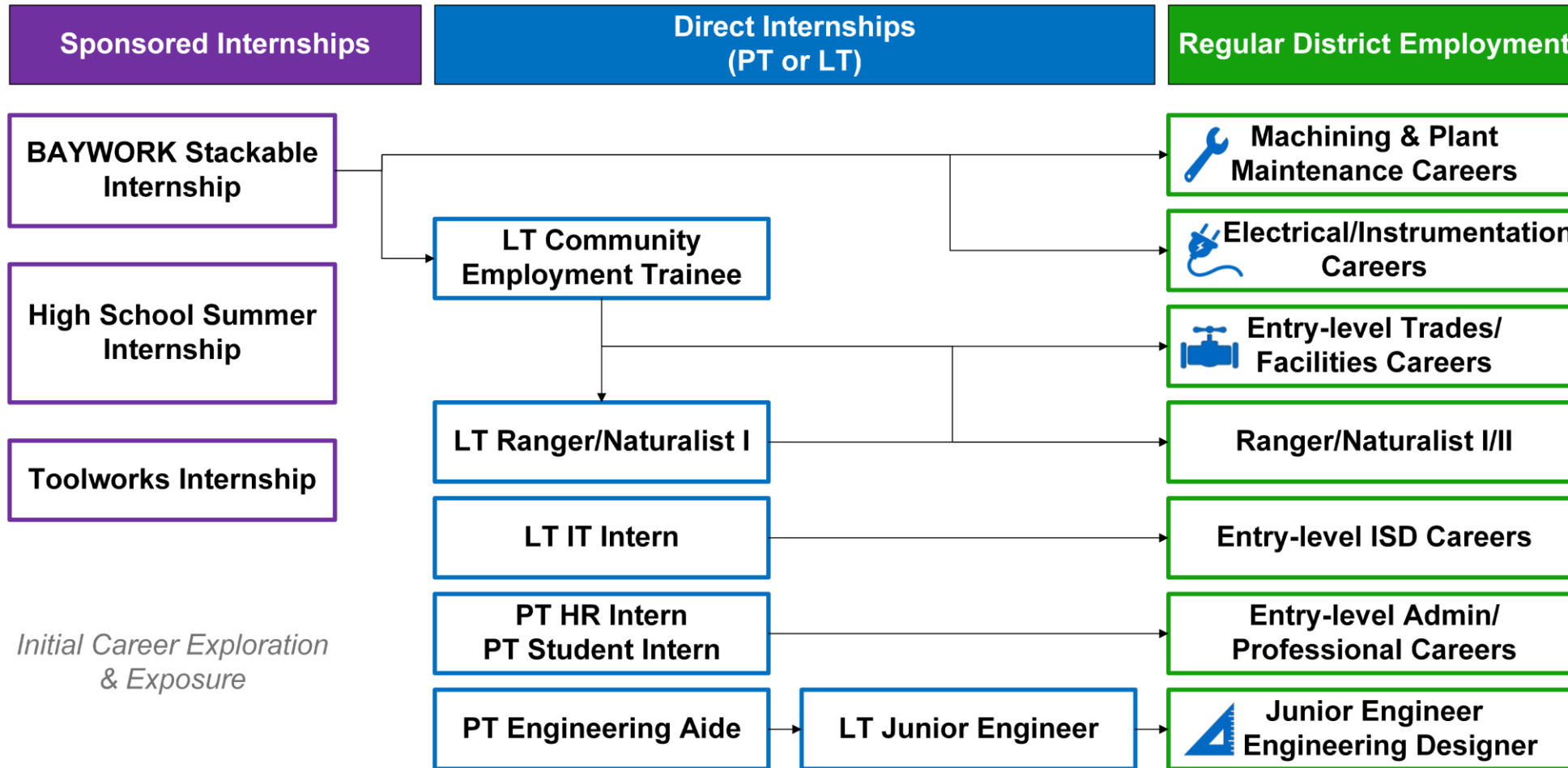
- Facilitated 2 mock interview workshops
- Supported career development of District interns through enrichment sessions
- Empowered Affinity Groups & Diversity Committee as outreach ambassadors and change agents
- Hosted sponsored and direct internships



District staff and Civicorps staff/trainees at Mock Interview event.



Support Job Readiness: Internship Pathways



Part Time (PT); Limited Term (LT); Information Technology (IT); Human Resources (HR); Information Services Department (ISD)



Support Job Readiness: Long-Term Successes

- 2 LT SEP Trainees promoted from the program to
 - 1 Water Treatment/Distribution Operator Trainee
 - 1 Wastewater Plant Operator Trainee
- 1 BAYWORK alumni hired as Electrical Worker II
- 2 BAYWORK alumni promoted to journey-level tradesperson positions
- 1 Engineering Aide promoted
 - LT Junior Engineer then hired as Engineering Designer I



Strengthen Applicant Pipeline

- Coordinated the District's first Workforce Development Month
- Attended 18 specialized job fairs and expos
- Maintained a listserv and promoting mission critical/difficult-to-fill positions to job developers



District staff and a trainee at Cypress Mandela Training Center Skilled Trades Fair.

Equal Employment Opportunity Program Report – RY 2024

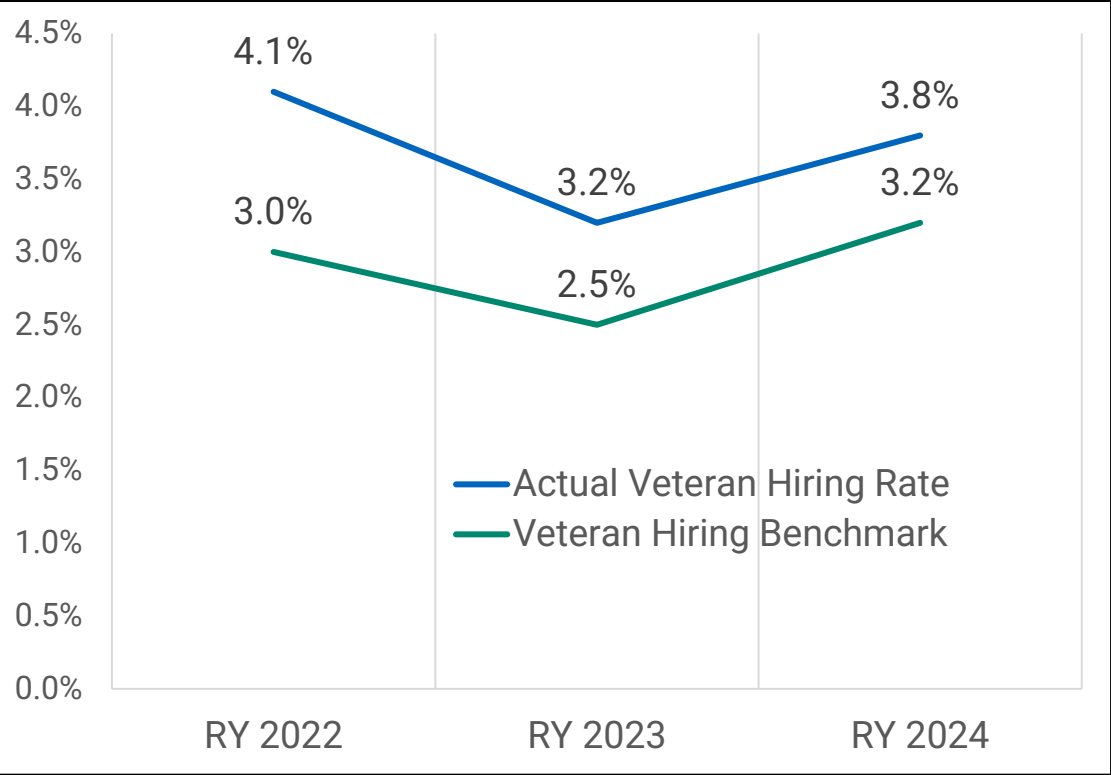
- 1/21/2025: Executive Order 14173 ended affirmative action requirements for race and gender
- 7/2/2025: Department of Labor Order 08-2025 resumed OFCCP enforcement of:
 - Section 503 for IWDs
 - Vietnam Era Veterans’ Readjustment Assistance Act for Protected Veterans
- Key Goals for EEOP Report:

Term	Group	What It Measures
Hiring Benchmark (3.2%)	Protected Veterans	Hiring Effectiveness (Hiring Benchmark vs. Hiring Rate)
Utilization Goal (7%)	IWDs	Workforce Inclusion (Representation within workforce/job groups)

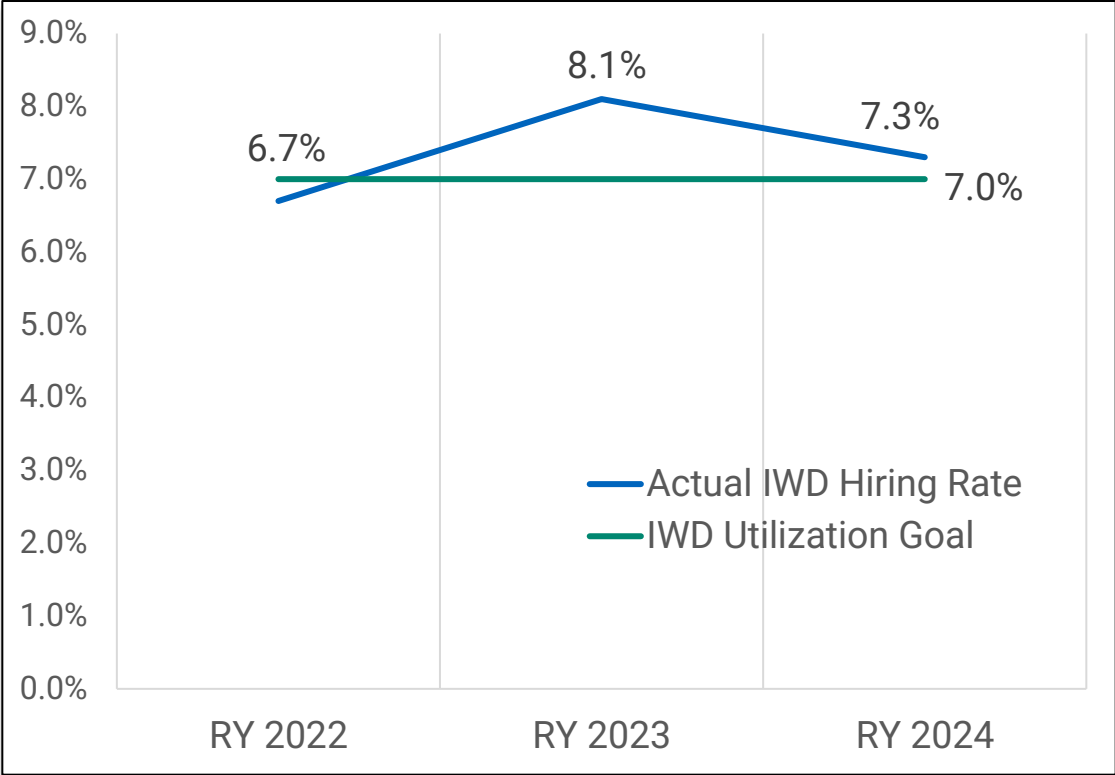
Office of Federal Contract Compliance Programs (OFCCP); Individuals with disabilities (IWDs); Reporting Year (RY)

Equal Employment Opportunity Program Outcomes – RY 2024

Protected Veterans: Hiring Benchmark vs. Hiring Rate



IWDs: Utilization Goal vs. Hiring Rate



Next Steps

- Continue implementation of long-term workforce development programming and strategies
- Recommend Board adoption of the EEOP Report at its August 12, 2025 meeting

Feedback or Questions





Board Appointed Positions

Legislative/Human Resources Committee

August 12, 2025

Vincent James, Manager of Recruitment & Classification

Overview

- Municipal Utility District Act (MUD Act) articulates the positions appointed by the Board
- Board shall appoint the General Manager
- Board may appoint the General Counsel, Secretary of the District, Director of Finance

Overview

- District civil service includes every employee except the following:
 - Officers and assistant officers
 - Other people appointed by the Board of Directors
 - Temporary construction, limited term, and part-time employees
 - Positions (not to exceed 15) requiring peculiar and exceptional qualifications, including scientific, professional, or expert character or of special confidence upon the recommendation by the General Manager for approval by the Board

Board Appointed Position Process

- Board has historically appointed General Manager, General Counsel, Secretary, and certain officers, assistant officers, and positions requiring peculiar and exceptional qualifications
- Examples include attorneys, Director of Wastewater, Manager of Distribution Maintenance and Construction (approximately 30 positions)

Option 1: Status Quo

- The Board will continue to appoint the General Manager, General Counsel, Secretary of the District, and the individuals recommended for appointment to the positions as described in Chapter 4 of the MUD Act.
- The General Manager will identify the positions (not to exceed 15) requiring peculiar and exceptional qualifications and recommend those positions to the Board for approval.

Option 2: Appoint Only the General Manager, General Counsel, and Secretary of the District

- The Board will appoint the General Manager, General Counsel, and Secretary of the District.
- The General Manager will identify the positions (not to exceed 15) requiring particular and exceptional qualifications and recommend those positions to the Board for approval.
- The General Manager will hire individuals on the Senior Management Team (SMT).
- The SMT will hire the individuals for the remaining positions.

Option 3: Appoint Only the General Manager, General Counsel, and Secretary of the District and Introduce SMT members to the Board

- The Board will appoint the General Manager, General Counsel, and Secretary of the District.
- The General Manager will identify the positions (not to exceed 15) particular and exceptional qualifications and recommend those positions to the Board for approval.
- The General Manager will hire individuals on the SMT and introduce the SMT member to the Board under the General Manager's Report.
- The SMT will hire the individuals for the remaining positions in the attachment.

Next Steps

- Committee feedback will inform staff recommendation.
- Recommendation will be presented to full Board for approval.

Questions



Flowing
into the
Future