

EBMUD and Peralta College Partnership for Workforce Education

**Legislative/Human Resources Committee
January 10, 2017**

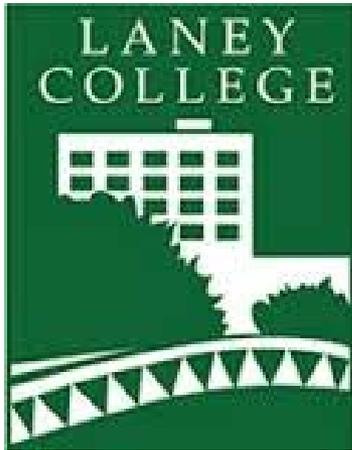
The District's Workforce Development Goal

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

Strategy

Continue to develop employees to meet workforce demands.

Peralta Community College District



Partnership Goals



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

Cohort Learning Project



30-35 District Students would participate in a on-site learning program, facilitated by Peralta Instructors.

- Students to earn between 18-30 accredited units (Classroom and Work Experience)
- Students participate on their own time
- Tuition Reimbursable

Continuing Education Survey



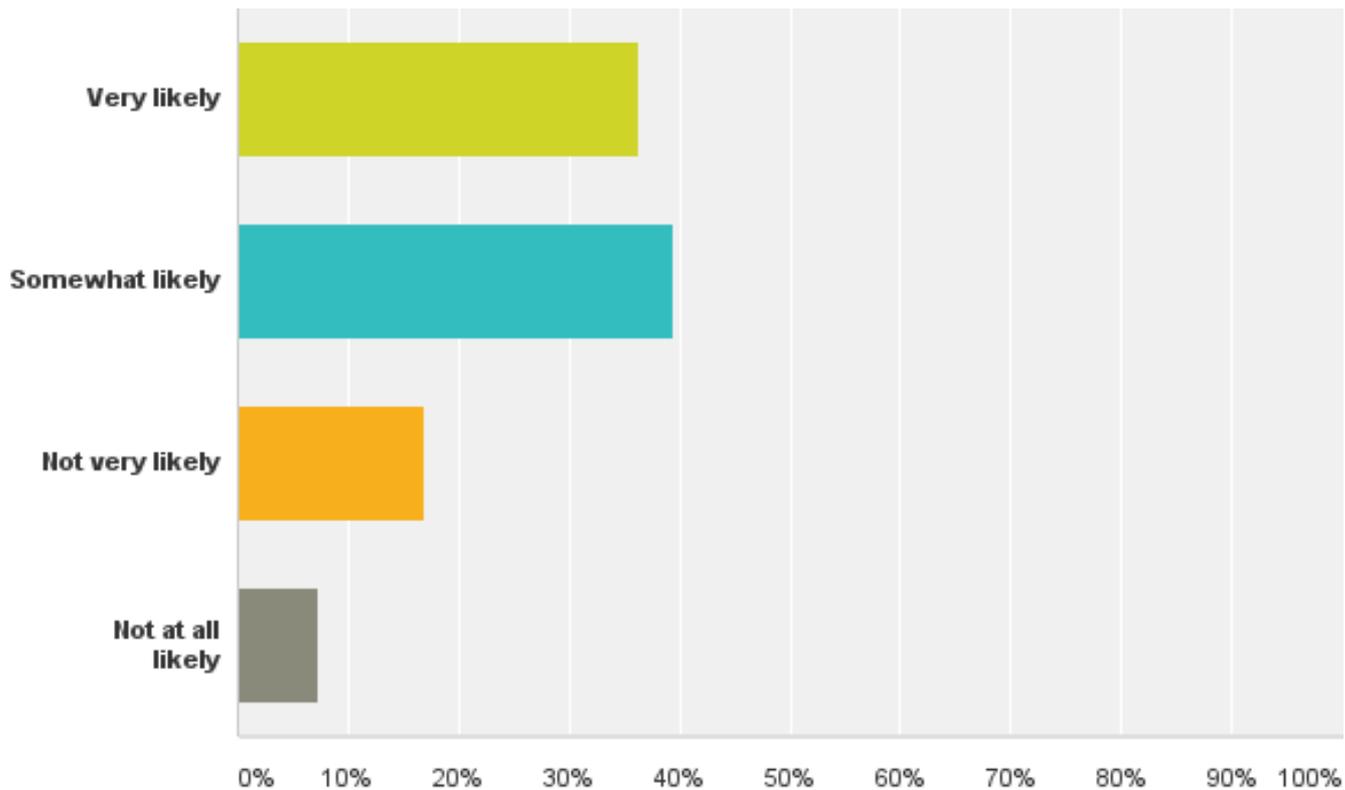
Continuing education survey key results.

- 261 respondents to the survey
- Key Findings
 - 72% of employees were likely to participate
 - Key courses desired
 - Supervisory Management
 - Project Management
 - Computer Skills
 - Communication Skills

Survey Data



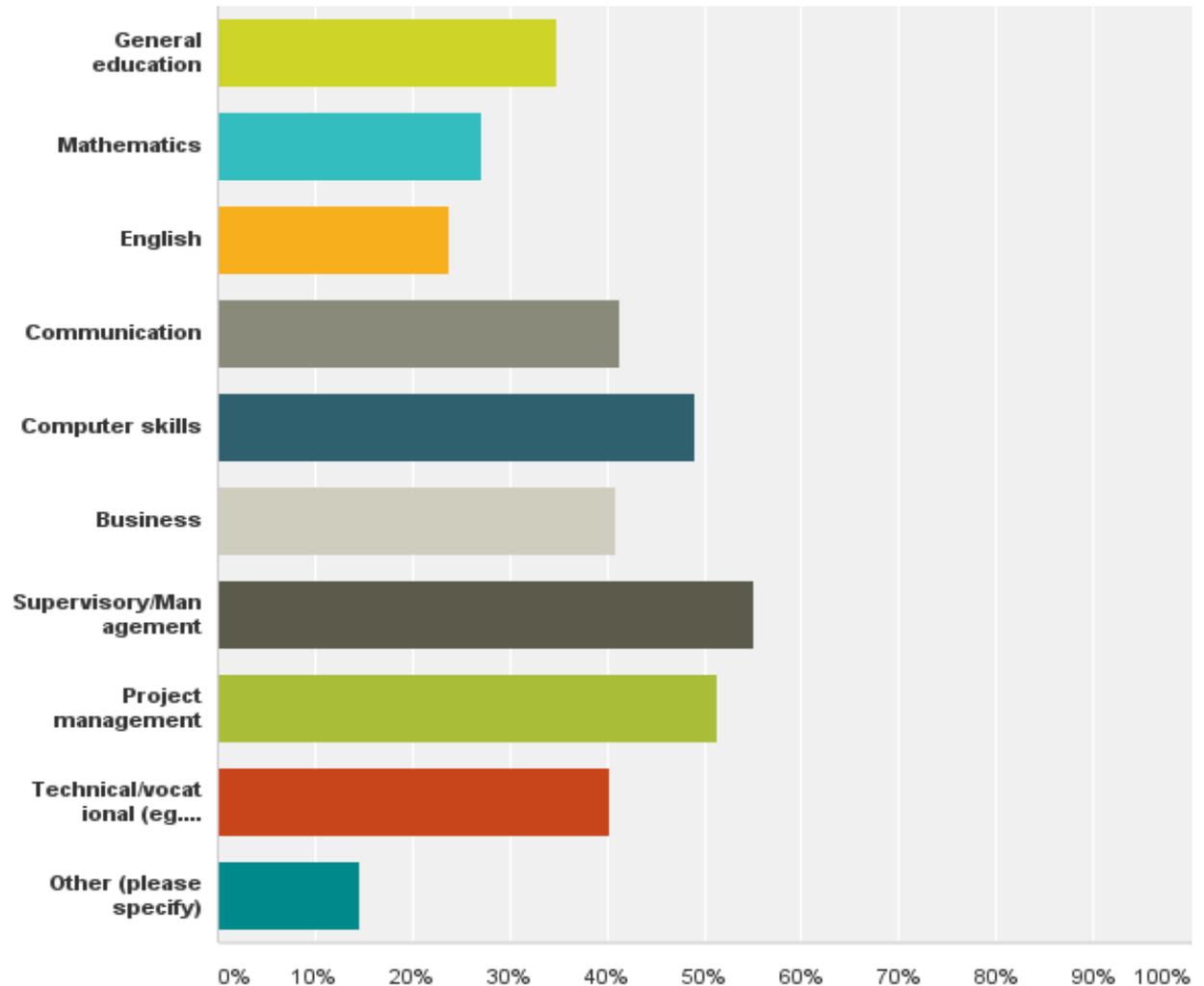
How likely are you to participate in the Continuing Education Program?



Survey Data



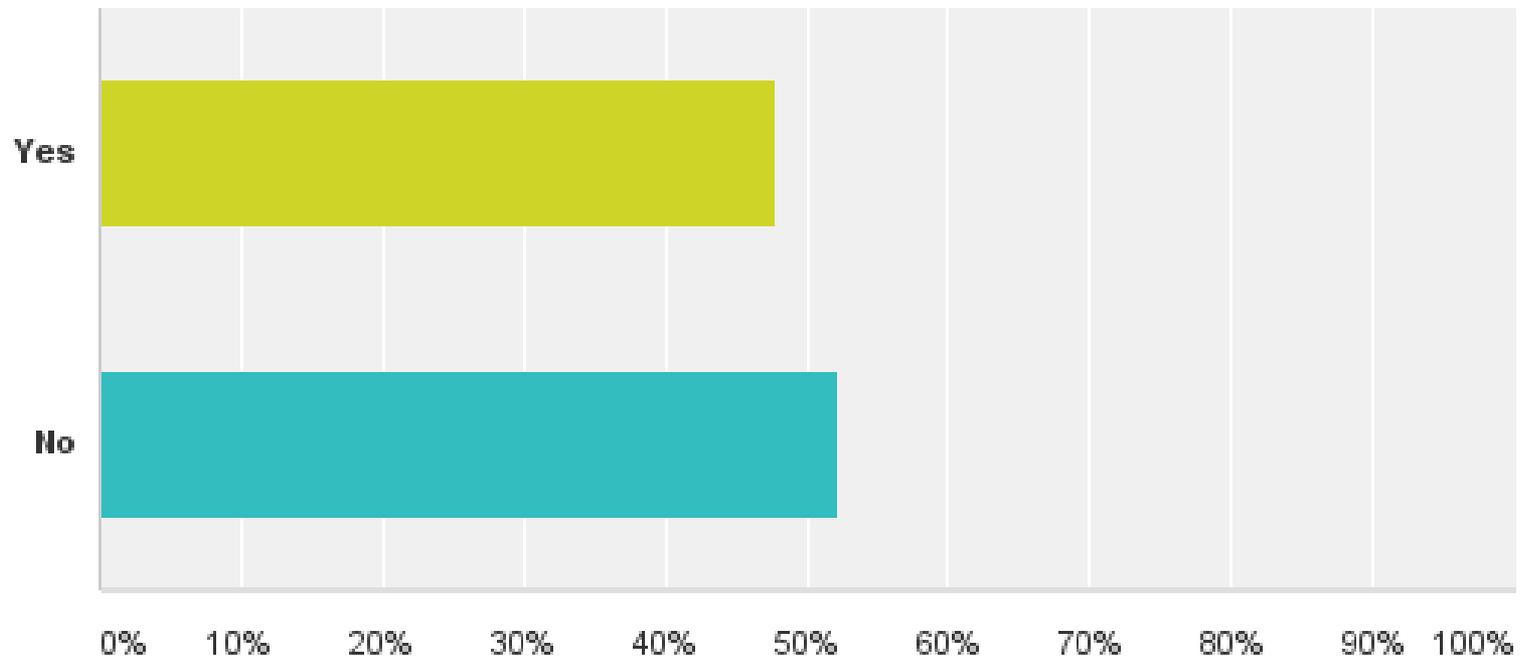
What course categories interest you?



Tuition Loan Program



Does paying for tuition up front present a financial difficulty?



Tuition Loan Program



District Employee – Carleton Royal (Meter Reader) shared the concept with Operations and Maintenance Manager Clifford Chan.

- Interest Free Loan
- Students must complete with a grade of “C” or better
- Employees may repay the loan through the Tuition Reimbursement Program.

Other Project Elements



Certification of existing learnings (Pipeline Training Academy).

District employees engaged as potential instructors at Peralta.

Diversification of applicant pools.



Next Steps



- The District and Peralta will draft a formal partnership agreement (no later than June 2017).
- Curriculum development for the Cohort Program.