



Community Outreach Workforce Planning Project

Tacoma Water

Public Utility Board Meeting
November 18, 2020



●●● OVERVIEW

Community Outreach Workforce Planning Project

- Request for new project resolution, continuation of current project through 2024
- History and success of current project
- Partnership with Tacoma Training Employment Program
- Employee Spotlight

● ● ● BACKGROUND & PURPOSE



- Advance **equity** and **diversity** in our **workforce**
- Directly supports Board **Strategic Directive #1 Equity and Inclusion**, and goals of the City of Tacoma's **Equity and Empowerment Initiative Framework**, including:
 - Workforce reflects the community it serves
 - Purposeful community outreach and engagement
 - Support human rights and opportunities for everyone to achieve their full potential

● ● ● BACKGROUND & PURPOSE

- Directly linked to Water's Workforce Development Strategic Initiative; component of pre-apprenticeship program
- Provides an **opportunity** to enter our talent pipeline, **gain hands-on experience** while earning a **living-wage**.
- **Goal** and ultimate measure of our combined success is gaining **permanent employment status**

HISTORY



Maurice Jackson

Current project (resolution #U-10903) began in January, 2017, expires at the end of this year.

- 3 full-time, project positions, Water Utility Worker classification
- Hired 5 project employees
- 1 permanent placement
- 2 currently in project positions
- 20+ year involvement with Youth Building Tacoma (YBT), Tacoma Training and Employment Program (TTEP)

●●● HISTORY

Since 1999...

32 program participants

15 permanent placements

2017 – 2020...

5 program participants

1 permanent placement

● ● ● OUTREACH

TTEP – Carol Wolfe and Clifford Armstrong

Purpose: To train and develop Tacoma Residents and residents of the Tacoma Public Utilities Service Areas so that the City and TPU can efficiently and effectively meet their obligations.

OUTREACH

Key Components & Recent Partners

- **Employment Readiness & Training** – Sound Outreach
- **Case Management & Barrier Reduction** – Sound Outreach
- Math & English Support - Goodwill
- Pre-Apprenticeship Training Program w/Math Component – Bates
TOOL Center
- **Job Placement Assistance** – Sound Outreach
- **3rd Party Evaluation** – BDS Consulting

Timeline Present – 2022 Budget Cycle

- 2020 Q4 – Identify training competency/curriculum for “cohort on demand” models
- 2020 Q4 – Draft TTEP Resolution for consideration
- 2020 Q4 – formally re-engage TTEP Advisory Committee
- 2021 Q1 – Draft RFP’s for 3 cohorts per year– 1 pre-apprenticeship / 2 cohort on demand
- 2021 Q1 – Develop Project Position pilot model for 2022

••• Water Utility Worker

- Foundation of our Workforce
- Wage starts at \$27.86 (\$57,949 Annually)
- Minimum qualifications: high school or GED, driver's license
- Extremely competitive candidate pool for permanent positions
- Water is experiencing strong need for WUW positions

●●● Benefits of Project Position

- Gain real life career experience and earn a living wage
- Strengthen resume and be prepared for a career in the trades
- Learn skills and knowledge to prepare for Civil Service Test
- For Top 10 ranking, can direct hire into Permanent Position
- This is an inside track for meaningful opportunities

Employee Spotlight



James Southern, Safety Coordinator

- Hired in 2004
- Other positions held:
 - Water Service Worker
 - Water Service Worker, Lead
- Involvement:
Safety Committee, Community Connection Team, TAP: Water's Recognition program, Water Service AMP - Advanced Meter, Lead Gooseneck Project

Employee Spotlight



Daniel Broussard, Water Quality Specialist

- Hired in 2005
- Other position held:
 - Water Utility Worker, Flush Truck
- Involvement:
 - Safety Committee
 - Coordinator for Water's Flush Program

Employee Spotlight

Daniel Broussard, Water Quality Specialist

“I've learned that **every interaction is an interview** so always present the best you when communicating with others. Also, there is a **whole world of positions and opportunities in the water industry, be open to them all and find which ones really interest you.** Lastly, trust your gut and do what's best for you and your family. When I was presented with the opportunity to fill a position on the flush truck I was told by many people that it was a bad idea and that I would get lost in the shuffle while working there, but **being on that truck gave me the knowledge and skills that I use on a daily basis. It also put me in front of my current supervisor and he noticed my skill set and desire to ensure our customers receives clean reliable drinking water.**”

Employee Spotlight



Toby Holland
Water Utility Worker

Hired: July, 2017
Permanent: July, 2019



D'Aaron Barksdale
Water Utility Worker

Hired: June, 2018



Rico Kelly-Tollefson
Water Utility Worker

Hired: November, 2019

●●● NEXT STEPS

- Request for Resolution will be presented at December 9, 2020 PUB meeting
- Special project of limited duration, 2021 – 2024
- 3 budgeted, full-time, project Water Utility Worker positions

●●● Thank you

What questions may we answer?