

JERSEY WATERWORKS CONFERENCE 2023

DECEMBER 13, 2023 | THE COLLEGE OF NEW JERSEY, EWING

The Value Of Water | New Jersey Edition

www.jerseywaterworks.org info@jerseywaterworks.org



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Partnering to Advance Water Workforce Initiatives in New Jersey



MICHAEL ASSANTE

Project Manager,
Bayonne, Municipal
Water Contract
Operations, Veolia North
America



NICOLE E. BROWN

Client Development
Manager,
Suburban Consulting
Engineers, Inc.; SITEM
(networks of women of
color in water), Emerging
Leaders Project



JENNIFER HARRIS

Project
Manager/Engineer,
Environmental
Resolutions, Inc.



JOHN LIBITZ

Contract Compliance
and Client Director,
Veolia North America



CATHERINA MIRASOL

Director, Continuing
Education & Workforce
Development,
Hudson County Community
College

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NEW JERSEY
AMERICAN WATER



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Welcome

Jennifer Harris

Project Manager/Engineer
Environmental Resolutions, Inc.



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Continuing Education & Workforce Development

Catherina Mirasol

Director, Continuing Education & Workforce Development,
Hudson County Community College



THE VALUE OF WATER | NEW JERSEY EDITION



Hudson County Community College + Jersey Water Works Water Workforce Program

*A Primer in Water & Wastewater System
Operations*





Utilities & Water Workforce Pilot Program: A Handbook for Utilities

Water Workforce Pilot Program

It is an 8-week, 50-hour-long program that introduces participants to a career in the water workforce.

Participants will be trained through both classroom and field experiences, and have the chance to be connected with utility companies for employment opportunities once they complete the program. This is also an Earn and Learn program.



Basic Skills, Career Exploration & Readiness



Introduction to OSHA and other measures of safety



Water Industry Introduction:
Provide an understanding of the water industry and what career paths are available



Stipends of up \$1,000 will be distributed to participants

Veolia Instructors



John Libitz

*Contract Compliance and Client Director,
Veolia (Jersey City, NJ)*

- Water Utility Operations
- Water Treatment & Distributions Operator Licenses
- Enjoys Camping & Outdoor activities
- Fun Fact: Studies Marital Arts - Taiji



Michael Assante

Project Manager, Veolia (Bayonne, NJ)

- Civil & Environmental Engineer
- Water Treatment & Distribution Operator Licenses
- Loves process improvement & learning from mistakes
- Fun fact: I really enjoy Brazilian-style social dance (Zouk & Lambada)

Workforce Development Programs: A Toolkit for Utilities

Value to Utilities in Participating in Program

- 15+ hours of getting to know potential employees: an extended interview
- Teaches you how well you know Operations Fundamentals
- Potential to access cross functional skill sets from other industries

Lessons Learned from Student Engagement

1. Ways to get real participation throughout courses through live polls
2. How do you know what you're communicating is landing?
3. Provide students with independent ways to navigate transitioning to the water industry
 - a. Specific career pages to search for job descriptions
 - b. Illustrate how natural talents in one area translate to available job positions in the industry

Value to Utilities in Participating in Workforce Program: Extended Interviews

Background of Student Class

- Wide ranges of ages and background
 - Train operator
 - Physics
 - Chemistry
 - Mechanical trades
 - Traffic coordinator

How to Approach Lessons to Learn About Students

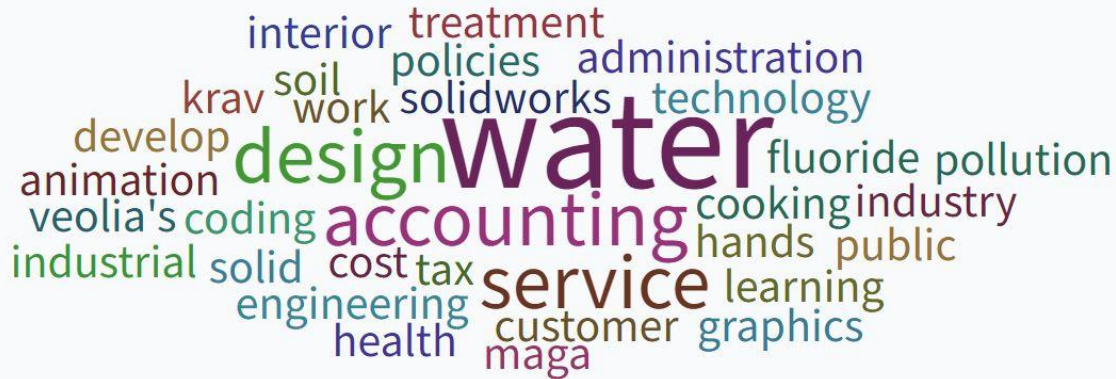
- Engage through live polling
 - Promotes more participation
- Ask for students' feedback on how to solve your current operational problems
 - Chemical usage
 - Workforce management

Value to Utilities in Participating in Workforce Program

When poll is active respond at PollEv.com/michaelassante249 Send [michaelassante249](https://PollEv.com/michaelassante249) and your message to 22333



What's a skill or subject you've been learning lately?



Value to Utilities in Participating in Workforce Program

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What is an example you can think of in your life in which bugs or bacteria can be helpful?

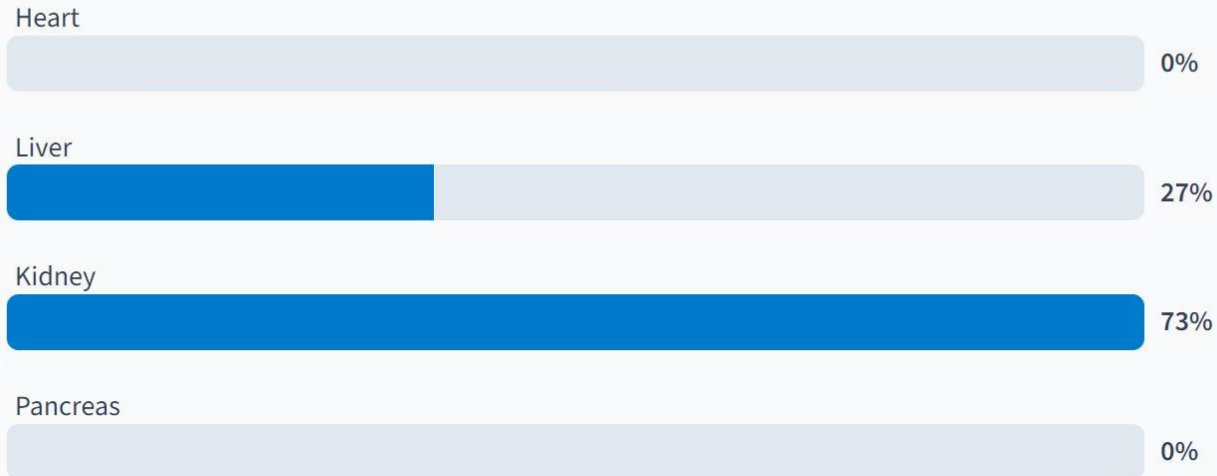


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What is the Our Body's Natural Filtration System



Value to Utilities in Participating in Workforce Program

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What is the Average Water Pressure in Jersey City?



Student Engagement: Identify Specific Career Choices and Break Down to Real Detail



LAW



MAINTENANCE & OPERATIONS
TECHNICIANS:
- Instrumentation
- Mechanic
- Electrician
- Machine Operator



COMMUNICATIONS



GEOGRAPHIC INFORMATION
SYSTEM
(GIS)



DATA ANALYTICS



RESEARCH



ACCOUNTING &
FINANCE



WATER TECH TREATMENT
PLANT
OPERATOR



CUSTOMER
SERVICE



ENVIRONMENTAL
SCIENTISTS &
ENGINEERS

Water Distribution System Operator Career Spotlight:

May be a good career for you if:

- You don't mind working outdoors
- You like to find out how things work and how to fix them
- You like variety in your work day
 - Working in a variety of locations
 - Solving Problems
 - Interacting with customers.
- Reading maps - GIS / GPS
- Operating digital platforms - CMMS
- The opportunity to work Overtime
- Responding to Emergencies
- Shift work (sometimes)

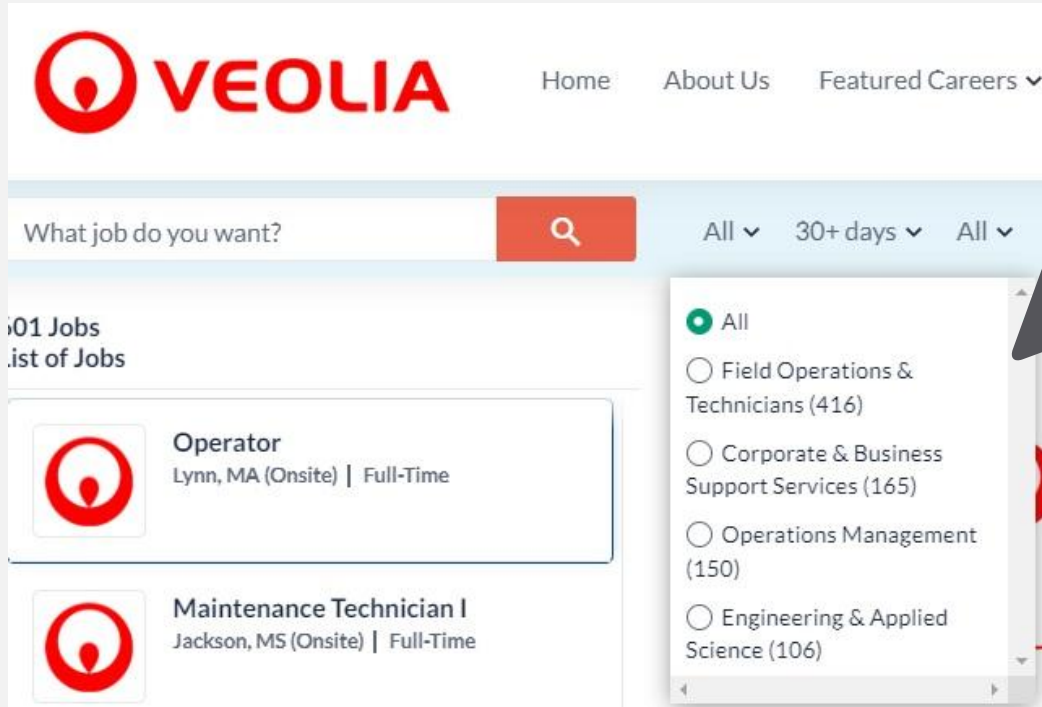


Top 3-4 Career Search Terms:



1. Water Distribution Utility Person
2. Water Distribution System Inspector
3. Water Distribution Sample Collector.
4. Water Distribution Customer Service Meter Repair Person.

Different Career Paths: Current Career Opportunities



The screenshot shows the Veolia careers website. At the top left is the Veolia logo. To its right are navigation links: Home, About Us, and Featured Careers. Below the logo is a search bar with the placeholder text "What job do you want?". To the right of the search bar is a red search button with a magnifying glass icon. Further right are filters: "All", "30+ days", and "All". A dropdown menu is open, showing the following options: "All" (selected), "Field Operations & Technicians (416)", "Corporate & Business Support Services (165)", "Operations Management (150)", and "Engineering & Applied Science (106)". On the left side of the page, there is a section titled "101 Jobs" and "List of Jobs". Two job listings are visible: "Operator" in Lynn, MA (Onsite) | Full-Time, and "Maintenance Technician I" in Jackson, MS (Onsite) | Full-Time.

Over 800 jobs available in Veolia today!

[Link to American Water Works Association \(AWWA\) Career Site:](https://careercenter.awwa.org/)

<https://careercenter.awwa.org/>

[Link to Veolia Careers:](https://www.veolianoorthamerica.com/careers)

<https://www.veolianoorthamerica.com/careers>



Q & A





Creating Safe Spaces Lead to Success

The creation and execution of the Emerging Leaders Project



**SPRING
POINT
PARTNERS**



PRESENTED BY
Nicole E. Brown
Client Development Manager



The Importance of

Community



You must **SEE** it to **BE** it



Creating My Community



Finding My Space at Suburban Consulting Engineers

Identifying the Needs



Building leadership with intentionality



Program Purpose

- Career advancement action plans
- Professional growth strategies
- Critical soft skills
- Community and industry connections
- Sustainable knowledge exchange platform
- Diverse talent pool of emerging leaders



Emerging Leadership Circle – Planning



Collaboration with other professional organizations:

- NJ American Water Works Association
- NJ Water Environment Association
- NJ Water Association
- Jersey Water Works Water Workforce Task Force
- Association of Environmental Authorities New Jersey
- Environmental Professional Development Academy



Emerging Leadership Circle – Planning



Advisory Board:

- Private NJ Water/Wastewater Utility
- Public NJ Water/Wastewater Utility
- Large Public Water/Wastewater Utilities outside of NJ
- Large Consulting Firm
- Mid-sized Consulting Firm
- Retired Utility Executive



Emerging Leadership Circle – Planning



Session Topics:

1. Defining Your Path to Leadership
2. Intentionality & Goal Setting
3. Effective Connecting
4. Cultivating Your Entrepreneurial Self
5. Perseverance & Commitment





EMERGE

As a Leader

**GROW YOUR
KNOWLEDGE, SKILLS,
AND NETWORK**

06/07/23

**Leadership Circle for
Emerging Water
Leaders of Color**

Paula Figueroa-Vega, Director of Jersey Water Works Collaborative

In the water sector, where nearly 85% of water workers are male, and two-thirds are white, it is essential to support emerging leaders who are Black, Indigenous, and People of Color (BIPOC) as a step toward a more equitable future. Emerging leaders need and deserve a clear pathway to advance to leadership roles in the drinking water and wastewater systems.

EXCELLENCE • ECONOMY • ENVIRONMENT



SUBURBAN
CONSULTING
ENGINEERS^{INC.}

Emerging Leadership Circle – Execution



Participants Feedback:

- ▶ Breakout groups
- ▶ Homework
- ▶ Learned tools / Practiced skills
- ▶ Inspirational messages
- ▶ Sharing stories
- ▶ Guest speakers from Advisory Board
- ▶ Time for individual confidential advice
- ▶ Positive changes in real time



CONTACT ME



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THANK YOU

Connect With Us



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Questions &
Answers

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Thank You!

Stay Involved!

Jersey Water Works



www.jerseywaterworks.org