



Water Workforce Cohort touring Veolia's Oak Street Facility in the City of Bayonne, NJ.

New Jersey Water Workforce Training Inventory

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Jersey Water Works
Water Workforce Task Force
June 2024



New Jersey Water Workforce Training Program Inventory

Updated by the Jersey Water Works Water Workforce Task Force, April 2024

Jersey Water Works is a collaborative effort of many diverse organizations and individuals who embrace the common purpose of transforming New Jersey’s inadequate water infrastructure by investing in sustainable, cost-effective solutions to provide communities with clean water and waterways; healthier, safer neighborhoods; local jobs; flood and climate resilience; and economic growth.

The goal of the Jersey Water Works Water Workforce Task Force is to pursue partnerships to advance water workforce development and career pathways. One of the committee’s 2024 work plan items is to update the inventory and continue to develop recommendations and resources that would encourage hiring from environmental justice communities for local water workforce jobs, link residents to stable careers through job training programs, and connect utilities and unions to these training programs to find qualified workers. This water workforce inventory directly informs and supports this project.

Description

The purpose of this inventory is to bring visibility to the multiple opportunities available for individuals living in New Jersey to pursue a career in the water industry. The list of training programs provided can help individuals find opportunities to begin or further their career path in the field. Additionally, utilities and other training providers can use this inventory to advertise their training programs. Most of the training providers included in the list are organizations and unions in New Jersey that focus on construction, engineering, green infrastructure, and related trades.

The following table contains four main categories: operations, operations/construction, construction, and other. There are six columns that provide information on the training programs: the name of the program and/or training provider, basic information including the credentials one would receive from the program, the application process, the eligibility requirements to apply, additional information about the program, and any links and contact information to learn more about the organization or program. In instances where there is no related information, the cell is labeled “N/A.” This inventory will be maintained and updated twice a year.

The original version of the New Jersey Water Workforce Training Program Inventory, published in December 2020, was a compilation of information prepared by the Jersey Water Works CSO Committee. .

Water Occupations

According to [Renewing the Water Workforce: Improving water infrastructure and creating a pipeline to opportunity](#), there are various water occupations available in the water sector. These include:

1. Plumbers, Pipefitters, and Steamfitters
2. Construction Laborers
3. Water and Wastewater Treatment Plant and System Operators
4. Operating Engineers and Other Construction Equipment Operators
5. Heating, Air Conditioning, and Refrigeration Mechanics and Installers
6. First-Line Supervisors of Construction Trades and Extraction Workers
7. Office Clerks, General Helpers–Pipelayers, Plumbers, Pipefitters, and Steamfitters
8. Heavy and Tractor-Trailer Truck Drivers
9. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
10. Electricians
11. Pipelayers
12. General and Operations Managers
13. Hazardous Materials Removal Workers
14. IT/Computers

Acknowledgments

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For more information, please email info@jerseywaterworks.org.

Category	Training Provider	Information & Credential(s)	Contact Info
Introduction to Water Sector	Water Workforce Introductory Program at Hudson County Community College	Provides non-credit, workforce development training in water utilities for CEWD clients utilizing approved training curriculum and materials. Program focused in Hudson and Essex County is scheduled for June 2024.	Contact Joyce Alvarez, Continuing Education & Workforce Development Coordinator. Office: (201) 360- 5482, jsalvarez@hccc.edu
Introduction to Water Sector	<u>WaterUp! from NJ American Water</u>	Provides workforce development training to create a career path for qualified individuals from underserved communities in the company's service areas by helping them identify and pursue utility career opportunities that fit their interests and skills. Program has been offered in Camden, Plainfield, and Egg Harbor City. Check the website for updates on upcoming classes.	Denise Venuti Free Senior Director of Communications & External Affairs Denise.Free@amwater.com
Free Virtual Courses	<u>Veolia Academy</u>	Offers various free virtual courses including Wastewater Treatment, Wastewater Collection Systems, Water Distribution, Water Treatment Maintenance, Electrical Fundamentals, Pumps & Pumping, Reuse/Recycle, Solids Processes	https://academy.veolia.us/contact-us/
Construction	<u>Construction Industry Career Day</u>	Usually held in May, this annual two-day event showcases the construction industry's educational opportunities and occupations, while providing participants with hands-on activities within many of the trades. Usually held at NJ Convention & Expo Center, Edison.	Maira Santana 908-289-0262 or msantana@edcnj.org
Construction	<u>Elizabeth Development Company of NJ and LIUNA Laborers Local 3 and 77 - WICT (Women in Construction Trades) Program</u>	Pre-apprenticeship training, workforce readiness/employability skill development, and a structured work experience that emphasizes vocational-based training for entry-level skills in the construction trade unions. A free program for unemployed adults to receive comprehensive training while earning an income that includes building trades and construction job preparation in Elizabeth, NJ.	Phone: 908-289-0262 Email: elizdevco@edcnj.org

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Crane Operator	<u>International Union of Operating Engineers (IUOE) - Local 825 - Operating Engineers Certification Program (OECF)</u>	Offers a training program for Certification of Crane Operators (i.e., CCO certification) that is supported by Operating Engineers Certification Program (OECF) training provided through the IUOE.	Phone: 973-671-6900 Email: info825@IUOE825.org
Heavy Equipment Operator and Mechanic	<u>International Union of Operating Engineers (IUOE) - Local 825 - Apprenticeship</u>	Offers an apprenticeship program with the Operating Engineers Local 825 to prepare individuals to work as a heavy equipment operator and mechanic in the construction industry.	Phone: 973-671-6900 Email: info825@IUOE825.org
Construction	<u>Hudson County Community College Construction Management Certification</u>	Offers courses that lead to Construction Management Certification in Jersey City, NJ.	Phone: (201) 714-7200 or text: (201) 509-4222 Email: admissions@hccc.edu
Construction	<u>LIUNA - NJ Construction Craft Laborers Apprenticeship Program (NJCLAP)</u>	The New Jersey Construction Craft Laborers' Apprenticeship Program is an innovative labor-management fund that recruits and trains men and women for careers as a Union Laborer. NJCLAP is the state's only federally approved apprenticeship program for construction craft laborers.	Email: njclap@njlaborers.org Phone: 732-521-0200
Construction	<u>Utility and Transportation Contractors Association (UTCA) - Construction Industry Advancement Program (CIAP)</u>	College students in this program are placed with construction companies through the apprenticeship.	info@ciapofnj.org


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Construction/ Operations	<u>National Green Infrastructure Certification Program (NGICP)</u>	Provides the base-level skill set needed for entry-level workers to properly construct, inspect and maintain Green Infrastructure (GI).	Phone: +1 (279) 888-6911 Email: info@envirocert.org
Construction/ Operations	<u>PowerCorps Camden</u>	Recruits young people to serve full-time in a six-month AmeriCorps program to revitalize public land in the city of Camden.	Phone: 856-394-3611 Email: access@centerffs.org or powercorps@centerffs.org
Construction/ Operations	<u>Women in Sustainable Employment (WISE)</u>	The program is the Energy Industry Fundamentals program for individuals who are interested in jobs in the energy, utility, or construction industries; housed at Rowan College of Burlington County.	Alison DeJoseph Program Contact Phone: 856-242-5312 Email: adejoseph@rcbc.edu
Sheet Metal	<u>SMART Sheet Metal, Air, Rail, Transportation</u>	Joint apprenticeship & training, sheet metal worker's local union No. 25. Recruit and train. Check the website for regular updates for the open apprenticeship period.	Sam Figueroa JATC Training Coordinator www.smw25.net Email: sfigueroa@smw25.org
Leadership Professional Development	<u>Water Environment Federation</u>	<u>Water Environment Federation (WEF)</u> is a not-for-profit technical and educational organization. <u>Water Leadership Institute</u> educates, trains, and provides opportunities that enable developing and emerging leaders to build strong lasting relationships within the water industry.	Phone: 1-703-684-2400 or 1-800-666-0206
Operations	<u>AWWA Operator Education</u>	Offers facilitated Water Treatment Operator courses.	Please contact EducationServices@awwa.org AWWA Headquarters Phone: 303.794.7711 or 800.926.7337
Operations (Apprenticeship)	<u>New Jersey Water Association (NJWA) Water and Wastewater Systems</u>	The program provides a pathway for newly hired employees to develop knowledge and skills in the operation and management of water and wastewater utilities.	Matthew Maffei, NJWA Apprenticeship Coordinator Email: Matt@njwater.org

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	<u>Operations Apprenticeship Program</u>		
Operations - Advance	<u>American Water College: water operator training</u>	Offers training in Water Treatment, Water Distribution, Wastewater Treatment, and Wastewater Collection	Phone: (661) 874-1655 or Email: info@americanwatercollege.org
Operations Advance and Construction Management	<u>Atlantic Cape Community College: Water and Wastewater Operations Courses</u>	This course prepares the student for the T2 and W2 and higher drinking water license and Construction Management courses at their Mays Landing Campus.	Email: workforce@atlanticcape.edu or Phone: 609.343.5655.
Operations - Advance	<u>NJIT: Continuing Education Courses</u>	Educational courses for water and wastewater professionals seeking New Jersey Water Supply & Wastewater Treatment Operators licensure.	Email: ceewatercourse-group@njit.edu.
Operations - Advance	<u>Office of Continuing Professional Education New Jersey Agricultural Experiment Station Rutgers, The State University of New Jersey</u>	Offers several NJ Drinking Water/Wastewater Operator Training classes.	Email: registration@njaes.rutgers.edu or Phone: 848-932-9271, option 2
Operations - Advance	<u>Rutgers University: Drinking Water and Wastewater Operations Courses</u>	Offers various courses from instrumentation and industrial waste to safe drinking water and sanitary sewers, as well as the Training Contact Hours (TCHs) to maintain operator license.	Carol Broccoli at Email: carolbr@njaes.rutgers.edu or Phone: 848-932-7207.


Category	Training Provider	Information & Credential(s)	Contact Info
Operations (License Information from NJDEP)	<u>NJDEP Licensed Operator Program</u>	NJDEP website outlines information regarding the eligibility for a Licensed Operator in New Jersey, which requires a combination of experience, educational course prerequisites, and passing an exam.	For general questions: www@dep.nj.gov For TCH questions: tch@dep.nj.gov Exam applications are sent to: operatorexams@dep.nj.gov
Other: Job Board	Camden Works Job Board	Connects Camden residents to local companies and allows them to take advantage of local job opportunities.	Email Camdenworksccp@gmail.com to receive the Camden Works Job Board electronic newsletter.
Geographic Information System	HopeWorks	Provides skill development and real-world job experience, including training GIS, locations include Camden, NJ and Kensington, PA.	Complete Trainee Lee Form: https://hopeworks.org/apply/
Other	<u>NJ Pathways To Career Opportunities</u>	Brings together employers, industry associations, labor unions, education institutions, and workforce development partners to provide students and workers with the education and career pathways they need to find new careers and opportunities to achieve a competitive wage, and to ensure that employers have access to a highly skilled workforce to meet critical labor market needs.	Phone: (609) 392-3434
Other	<u>The New Jersey Apprenticeship Network (NJAN)</u>	The Office of Apprenticeship is the primary contact and technical resource for employers, educational institutions, trade associations, and current/future apprentices for all statewide NJAN initiatives.	New Jersey Office of Apprenticeship Email: apprenticeships@dol.nj.gov
Various	<u>American Water Works Association (Professional Development)</u>	Provides various career development opportunities, including <u>Women in the Water Sector</u> opportunities.	For more information: Phone: 303.794.7711 or 800.926.7337

Category	Training Provider	Information & Credential(s)	Contact Info
Various	<u>National Rural Water Association</u>	Offers Utility Management Certification and <u>Water Pro Academy</u>	Email: training@waterproacademy.org .
Various	<u>Rural Community Assistance Partnership (RCAP)</u>	RCAP offers interactive, participant-based in-person and online training and workshop opportunities led by subject matter experts on a wide-range of topics to support small, rural communities. Topics can range from subjects related to serving small water, wastewater and solid waste systems to broader issues related to economic and community development.	Northeast RCAP Solutions 191 May St Worcester, MA 01602 (800) 488-1969 www.rcapsolutions.org
Various	<u>Water Professionals International (WPI)</u>	WPI offers a voluntary certification program to water treatment, distribution, collection, wastewater treatment, industrial waste operators, water and wastewater laboratory analysts, plant maintenance technologists, and biosolids land appliers.	Email: certification@gowpi.org .
Resources for K-12 curriculum			
Resources for K-12 curriculum	<u>WaterWorks</u>	WaterWorks aims to improve students' preparation in environmental engineering and topics related to water jobs by offering a varied and accessible curriculum and educational approaches for K-12 educators.	Kauser Jahan, Ph.D., P.E. Henry M. Rowan College of Engineering Rowan University, Jahan@rowan.edu
Resources for K-12 curriculum	<u>Educators Resource Hub</u>	This page is for teachers, school counselors, utility staff, and anyone who wants to teach young people (K-12+) about drinking water, wastewater, water reclamation, and all the unique and amazing jobs in the water field.	https://efcnetwork.org/resources/educators-resource-hub/
Resources for K-12 curriculum	<u>Educational Resources For Inside and Outside of School</u>	This list was compiled by the Jersey Water Works Water Workforce Task Force to foster a robust and thriving future for the water industry.	https://www.jerseywaterworks.org/resources/educational-resources-for-inside-and-outside-of-school/



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