Baltimore Water Mentorship Program
“How did it get started?”
WEFMAX 2018
Overview

• What is the Problem?
• How did we find a Solution?
• Who was involved?
• What was the Solution?
• Did it work?
“Two Problems”

- US Department of Labor Statistics:
  - Unemployment Rate 5.5%
  - 20-24 year olds – 10%
  - 16-19 year olds – 17.1%

- Baltimore Statistics
  - Unemployment Rate 10%
  - 20-24 year olds – 18.8%
  - 16-19 year olds – 35.6%
  - 16,000 not engaged

- “Graying of the work force”
  - 10,000 Baby Boomers turn 65 each day through to 2035
  - 20% of Workforce is 55 plus

- Baltimore DPW
  - Over 400 open Positions
  - Entry Level Positions
“One Solution”
(March – December)

- Initial team members identified from CWEA and DPW
- Multiple Meetings to identify a game plan - Green Light
- Look at High School and Trade School based programs
- Identified additional team members – MOED
  - MOED Director, Ernest Dorsey
    - “This is what we do”
- Invited BBBS to join the team
  - “This program is unlike any in the country”
Chesapeake Water Environment Association (CWEA)

- ~900 Members
- Annual Budget $150,000
- Multiple State Association
- 35 Standing Committees
- Awarded “2015 WEF Member Association Achievement Award”
- Mission Statement: ....public education & training....
- Separate CSAWWA and WWOA Associations in the Region
City of Baltimore
Department of Public Works

- Founded in 1729
- Population 625,000
  - Largest Independent City
- Director Rudy Chow
- Wastewater
  - Collection and Treatment
- Water
  - Distribution and Production
- Solid Waste
- Storm Water
“One Solution” (March – December)

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City of Baltimore
Mayors office of Employment Development

• Mayor and City Council

• Director MOED
  - Coordinates and directs workforce development initiatives responsive to the needs of Baltimore City employers and job seekers in order to enhance and promote the local economy.

• Youth Works Program

• Hire One Program
Phase I - Recruitment (January – February)

• Recruit 20 or more interested Participants (17-24 years old)
• Conduct assessments of youth
• Code of Conduct and Good Business Practices Training Provided
• Multiple Presenters provide participants with an overview of the water industry and its career opportunities
• Provide training sessions for those Professionals interested in serving as career mentors
• Interview Panel conducts Formal Program interviews for final 15 Participant selection
Big Brothers and Big Sisters of the Greater Chesapeake

• Managed Mentor Application Process
• Interviewed Participants
• Matched the Participants and Mentors
• Provided Mentor Training
  • Difficult Situations
  • How to Engage Participants
  • Support Services
Phase II - Industry Exposure (March – June)

- Take part in a safety training workshop
- Meet twice per week for a total of eight hours a week to;
  - job-readiness sessions
  - water industry career exploration activities
  - worksite tours
  - job shadowing experiences
  - guest speaker lectures, etc.

- Match up the career mentors from DPW and CWEA
- Register for Hire One Youth by March 31
Phase III - Industry Job Experience (June – August)

• Participants Placed in Water Industry Positions through Hire One

• Participant attended the APWA Heavy Equipment Rodeo

• Mentors Continue to connect with Participants

• Job Fair to connect Participants with water industry employers

• Participants Interviewed with Municipal and Private companies
Baltimore Water Industry Mentoring Program
Phase IV – Career Placement (September)

- Identify and Start a long-term career in the Water Industry
- DPW hired 14 of 17 Participants
- Consultant Hired the 15th
- Two Participants found other jobs outside the Industry
Leadership Lessons

• Recognize the “Problem”

• Identify the right “Team”

• Push, Push and Push for Action

• Driver’s License

• Review and Improve
Baltimore Water Industry Mentoring Program

Program Outline

• Brainstorming and Conceptualization (March 2014 - December 2014)
• Phase I - (January - March)
  • Youth Recruitment
• Phase II (March - April)
  • Resume, Interview Training, Panel Interviews, Industry Field Trips,
  • Coach Recruitment and Training, Job Shadowing
• Phase III (April – June)
  • Internships through the City Youth Works Program
• Phase IV (June – October)
  • Secure Full Time Employment
Questions

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