



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

Governance Committee

Wednesday, November 8, 2023

9:00 a.m.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Meeting ID: 286 462 120 214

Passcode: 3CMv6s

Or call in (audio only)

[+1 202-753-6714,,909032479#](#)

Phone Conference ID: 909 034 279#

- 1. Call to Order Christopher Herrington, Chairperson**
- 2. Roll Call Michelle Rhodd, Board Secretary**
- 3. Annual DC Water Works Report FY23.....Korey Gray, Vice President
Contract Compliance and Business Development**
- 4. Other Business..... Christopher Herrington, Chairperson**
- 5. Executive Session***
- 5. Adjournment..... Christopher Herrington, Chairperson**

This meeting is governed by the Open Meetings Act. Please address any questions or complaints arising under this meeting to the Office of Open Government at www.opengovoffice@dc.gov.

The DC Water Board of Directors may go into executive session at this meeting pursuant to the District of Columbia Open Meetings Act of 2010, if such action is approved by a majority vote of the Board members who constitute a quorum to discuss certain matters, including but not limited to: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); terms for negotiating a contract, including an employment contract, under D.C. Official Code § 2-575(b)(2); obtain legal advice and preserve attorney-client privilege or settlement terms under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security matters under D.C. Official Code § 2-575(b)(8); disciplinary matters under D.C. Official Code § 2-575(b)(9); personnel matters under D.C. Official Code § 2-575(b)(10); third-party proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop Board members and staff under D.C. Official Codes § 2-575(b)(12); adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters or violations of laws or regulations where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14); and other matters provided under the Act.



District of Columbia Water and Sewer Authority
David L. Gadis, CEO and General Manager



FY 23 Annual Report

Presented to the

Governance Committee

Christopher S. Herrington, Chairperson

November 8, 2023



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Workforce Development is a part of DC Water's Strategic Plan



DC Water Blueprint
2.0 Strategic
Initiatives



Sustainable

Ensuring efficient use of economic resources
Resources are required to upgrade aging infrastructure, protect against impacts of climate change, undertake digital transformation, retain talent and institutional knowledge among other necessary costs. It is critical that we maintain our usual level of service and pivot to the future, while balancing this with ensuring our rates are affordable for all. An operational efficiency program to identify opportunities to better control expenditures will enable us to find cost savings and invest them back in the organization. A new investment model will be considered to ensure we continue to make optimal investment decisions.



Equitable

Ensuring inclusive and diverse representation
We cannot deliver the best for our customers, employees and wider communities if we do not reflect them. We need to continue to ensure diversity flows through all levels of our organization and is embedded in our culture. Our diverse leadership team is setting the example for our organization to follow. We must ensure the principles of diversity, equity and inclusion are an integral part of our decision making and extend to the talent we attract and retain at DC Water.



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DC Water Works Program



Program Overview

In 2016, DC Water established its Water Works Program designed to empower local and District residents to establish a meaningful employment on DC Water construction and service projects.

Program Elements

- New Hire Goals: Seventy-Five percent (75%) of new jobs created by contracts or procurements entered into by DC Water with contractors will be filled by local residents.
- Job/Candidate Referral Process
- Job Readiness and Skills Training Program
- Community Outreach
- Comprehensive Monitoring and Reporting



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DC Water Works Program

Program Overview

Wrap Around Support

Supported by the District Department of Employment Services (DOES)



CASE MANAGEMENT



COUNSELING
(INDIVIDUAL & FAMILY)



MENTORSHIP



TRANSPORTATION
SUPPORT



EDUCATION & SPECIAL
SERVICES



CHILDCARE SUPPORT



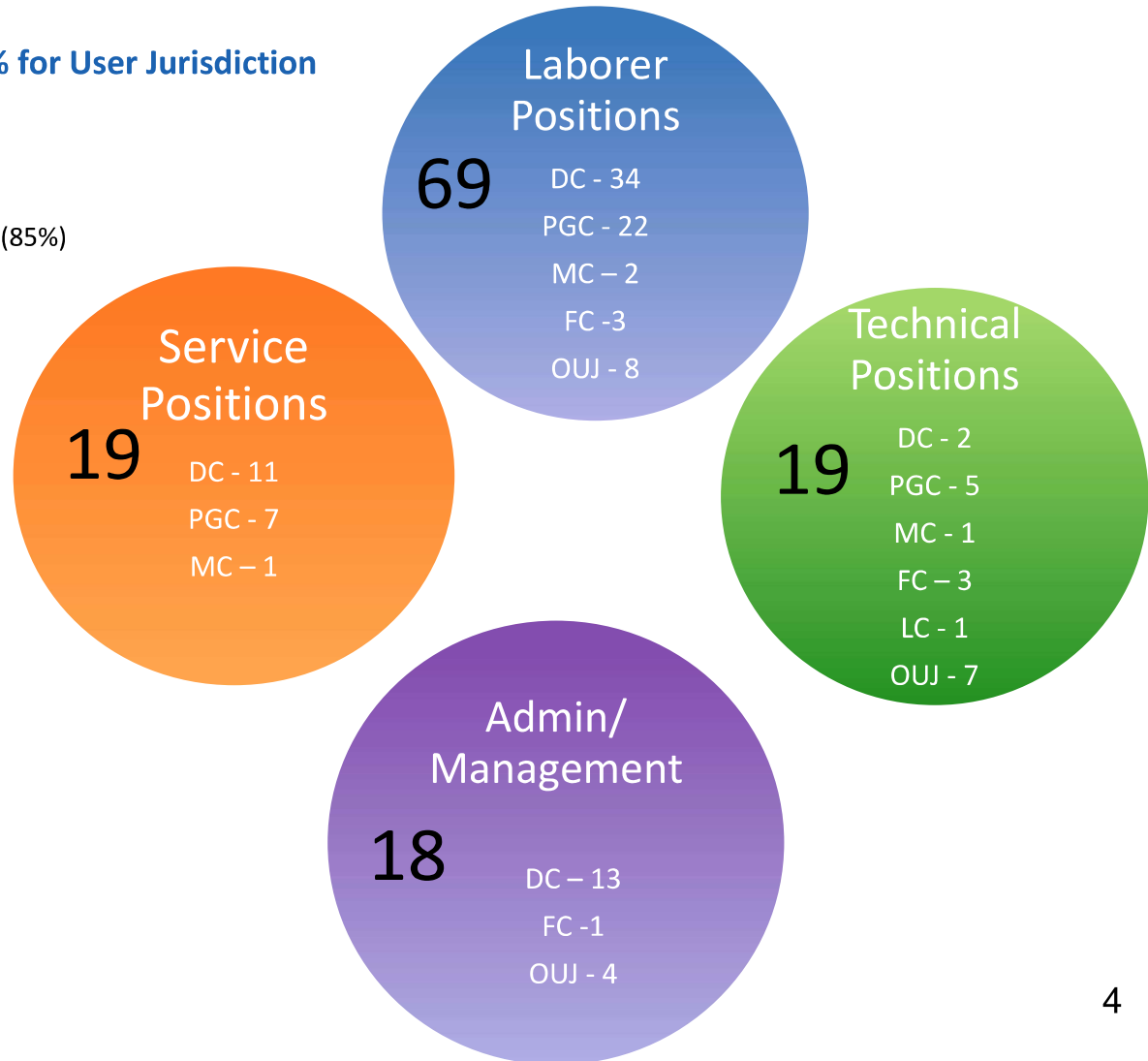
New Opportunities filled through Water Works (October 1, 2022 – September 30, 2023)

DC Water Works New Hire Goal: 75% for User Jurisdiction

- Total Number of Positions Filled: 125
- Total User Jurisdiction Residents Hired: 106 (85%)
 - Total DC Residents Hired: 60 (48%)
- Total Outside User Jurisdiction: 19

New Hires By Gender

- Male - 89
- Female - 36



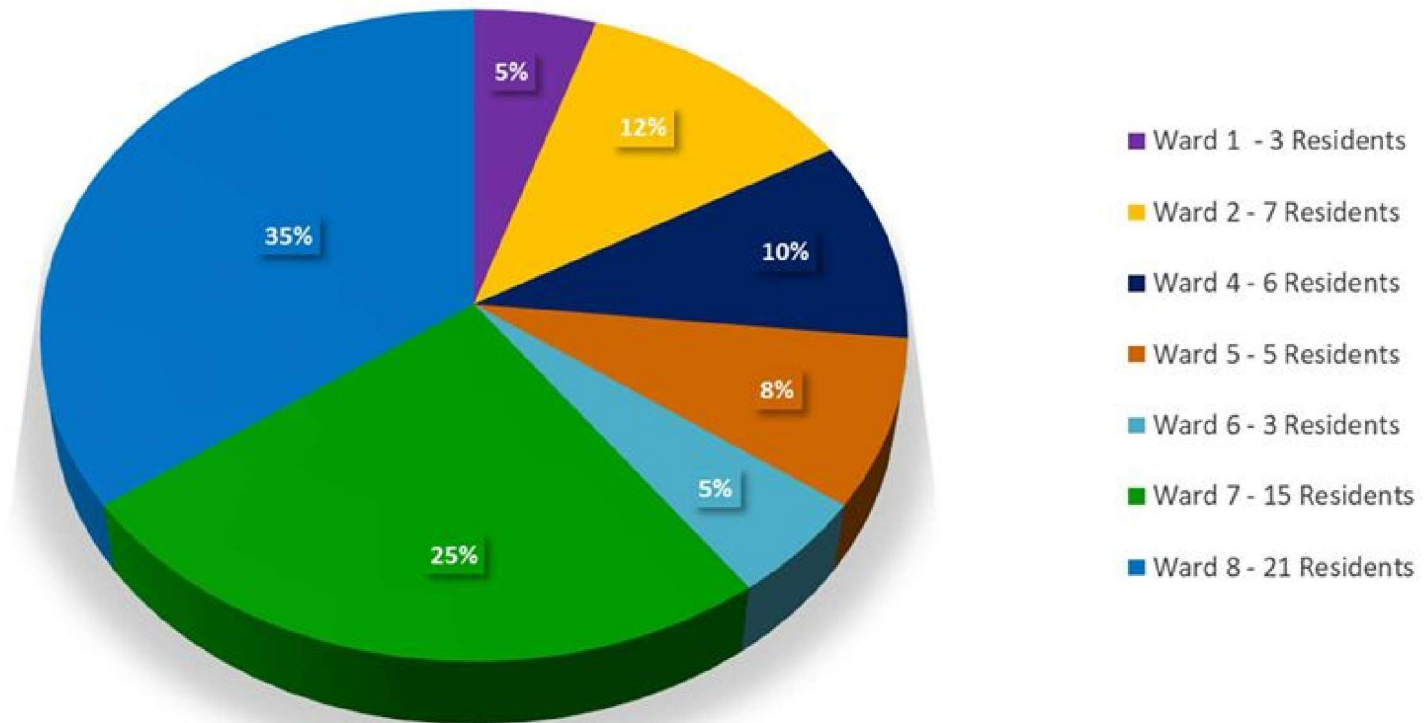


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New Opportunities filled through Water Works (October 1, 2022 – September 30, 2023)

DC Resident Hires by Ward
Total DC Resident Hires: 60

DC Resident Hires By Ward





Strategic Partner Referrals

DC Water Works maintains a set of Strategic Partners consisting of: Government agencies, community-based organizations, private contractors and union-affiliated groups that act as referral partners for contractor employment and training opportunities.

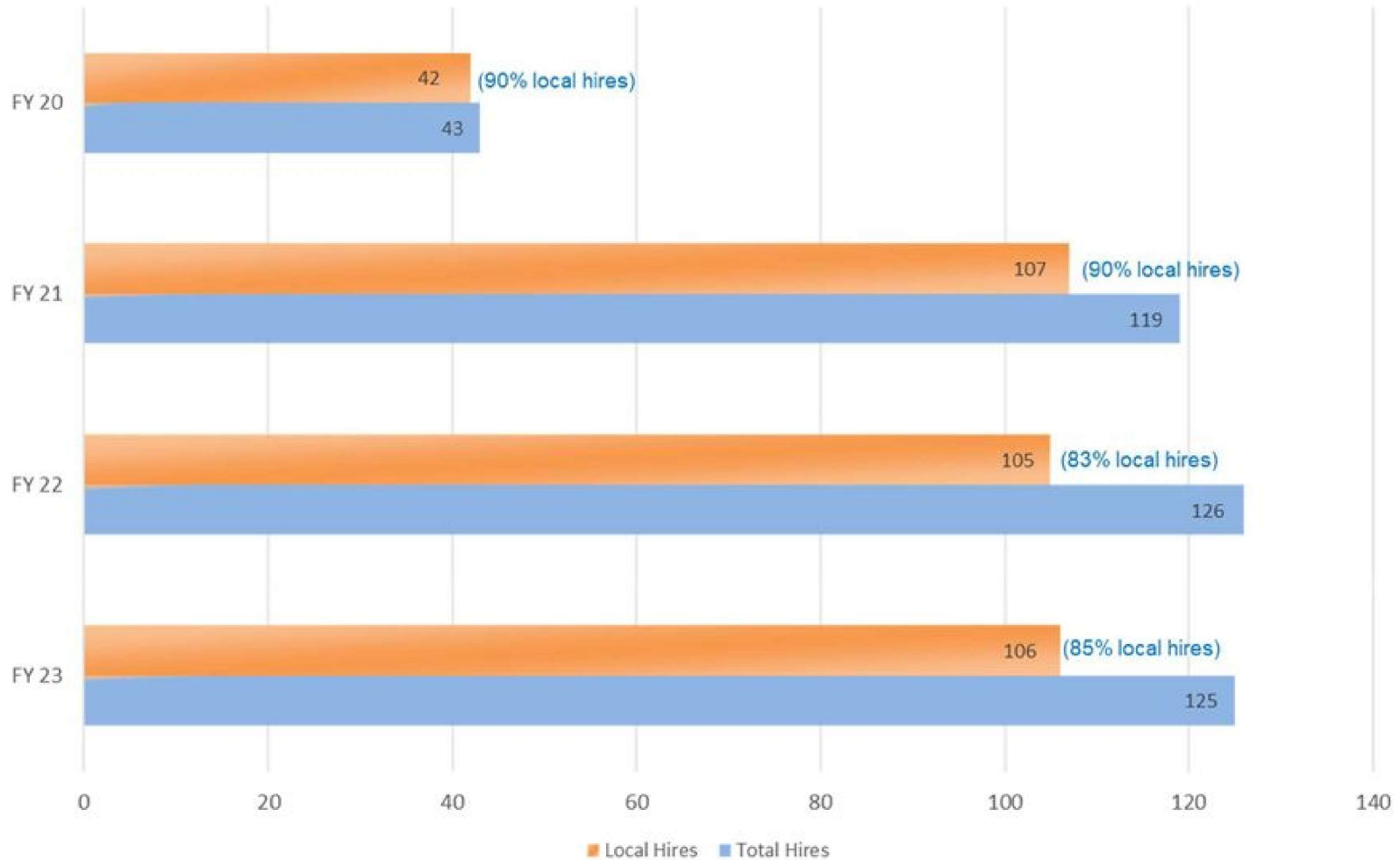
In FY 23, the Strategic Partners contributed to the placement of 13 individuals on DC Water projects or training programs.

Partner	Number of Placements	Placement Type(s)
District Department of Employment Services (DOES)	5	Administrative – 1 Technical – 4 (Apprentices)
District of Columbia Infrastructure Academy (DCIA)	4	Technical – 4 (Apprentices)
District of Columbia Sustainable Energy Utility (DCSEU)	4	Administrative – 1 Technical – 3



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Employment Opportunities Filled Through DC Water Works FY 20 – FY 23
(75% Local Hiring Goal)





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Skills Training Programs through Water Works (October 1, 2022 – September 30, 2023)

Lead-Free DC Community Activators Initiative





About The Lead-Free DC Community Activators

- In 2023, DC Water established the Community Activators which was designed to connect District of Columbia residents with training and employment opportunities related to Lead-Free DC.
- By making this investment, DC Water is expanding on its push for greater Diversity, Equity, and Inclusion within Lead-Free DC
- 20 Trainees
 - 100% Minority
 - 50% Women



- DC Water completed a MOU with the District Department of Employment Services to implement.
 - Trainees are paid for by the District Department of Employment Services
 - Participants have a dedicated mentor from the District Department of Employment Services

Process Overview

Recruiting

Strategic Partner Referrals

DC Water works Database

Job Fairs



Enrollment

Participants enrolled in DOES

Job Readiness Training



DC Water

Graduates transferred to DC Water/ Contractors

10



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Community Activators at Work!





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Skills Training Programs through Water Works (October 1, 2022 – September 30, 2023)

DC Water Apprenticeship Program





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ABOUT THE DC WATER APPRENTICESHIP PROGRAM

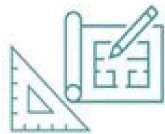
In 2018, DC Water established an Apprenticeship Program designed to empower District of Columbia and local residents to establish a long-term career with DC Water. By creating new employment pipelines, we are helping the economy of the local community to grow organically and nurturing a ratepayer first mindset.

Key Components of a Registered Apprenticeship Program



DC Water Involvement

- Our Registered Apprenticeship program is based on our strengths and workforce needs. We are specifically dedicated to expanding our workforce pipeline.



Structured On-the-job Learning

- Apprentices receive paid “On-The-Job Learning” from an experienced mentor. (Minimum of 2,000 hours per year)



Related Training And Instruction

- Apprentices receive technical education either on-line or at the job site. (Minimum of 144 hours per year)



Rewards for Skill Gains

- Apprentices progressive wage increases as they gain higher level skills.



National Credential

- Upon completion, apprentices receive a nationally-recognized credential.





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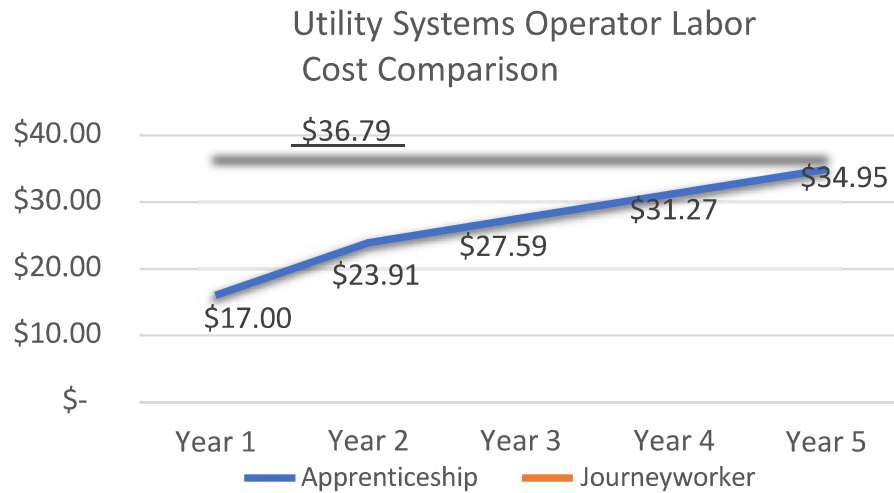
**DC WATER
APPRENTICESHIP PROGRAM
(COHORT 2)**

Trade	# of Apprentices	Length of Apprenticeship	Journeyman Title (Upon Graduation)
FACILITIES			
Buildings and Grounds	2	2 Years	Building and Grounds Maintenance Worker (RW 07)
Paint Shop	1	3 Years	Painter (RW 09)
PUMPING AND SEWER OPERATIONS			
Utility Systems Operations	4	5 Years	Utility Systems Operator (RW 11)
Utility Services	2	2 Years	Utility Service Worker (RW 8)
WASTEWATER OPERATIONS			
Maintenance Services (Mechanical)	1	4 Years	Maintenance Services Worker (Mechanical) (RW 10)



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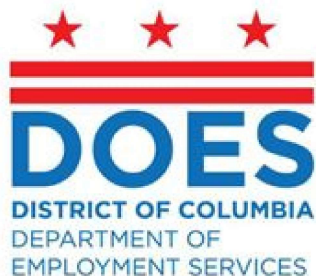
Investing in DC Water’s Future through Apprenticeship





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Skills Training Programs through Water Works (October 1, 2022 – September 30, 2023)



Department of Sewer Services Summer Training Program

- DC Water’s Department of Sewer Services in partnership with the District Department of Employment Services selected 1 District resident for a two month On the Job Training program.
 - Fully sponsored by the District Department of Employment Services
 - Participants have a dedicated mentor from the District Department of Employment Services
 - Participants receive classroom-style training inclusive of:
 - Conflict Resolution
 - Workplace Safety

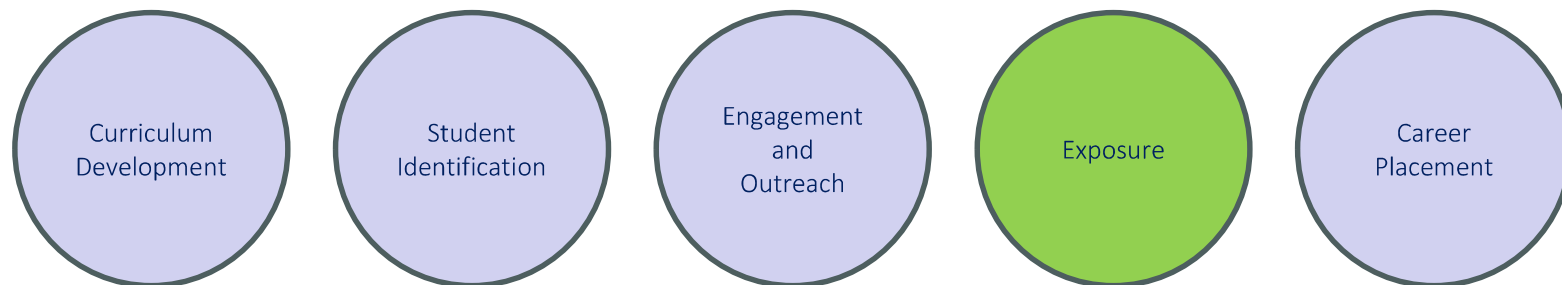


New Initiative

High School Internship Program

The District Workforce Investment Council, District of Columbia Public Schools in concert with DOES, the DC Infrastructure Academy, and local utilities is establishing a Career Bridge Program, to develop curriculum for high school seniors with an interest and aptitude for utilities. Included is an Internship Program (Youth Internship) to provide students with professional skill building, career exploration, and internship opportunities and help them plan for after graduation. By creating new employment pipelines, we are helping the economy of the local community to grow organically and nurturing a ratepayer first mindset.

	Goals	Strategies
Training and Skills Development	Improve Community Access to Workforce and Education Services: All District residents—including people with disabilities, individuals with multiple barriers to employment and those who are underemployed—will have improved access to jobs, education, training, career information and support services necessary to advance in their career pathway.	<p>2.1-The District will develop business-driven career pathway maps for high-demand occupations and industry sectors within and around the local area to provide jobseekers information on the knowledge, skills, competencies, and credentials required to secure initial employment and progress in their selected careers, as well as provide information on how to access relevant career, education, training, and support services.</p> <p>3.2-The District will increase its capacity to provide quality work-based learning opportunities and business-driven training options that respond quickly to demand, including apprenticeships, on-the-job training, and customized training for businesses with significant hiring needs.</p>





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About The (Proposed) High School Internship Program

Key Components of the Program

Youth Internship Program is designed for high school seniors and some identified juniors, the program is a 24-week course for District of Columbia Public and Charter School students focused on preparing district school youth for the workforce and connecting them to opportunities through on-the-job training and classroom instruction.

In-school youth internship allows participants to earn practical education and experience through meaningful work experience in certain industries including, IT and business operations – all while graduating on-time

By the conclusion of the program, participants will acquire:

- *Paid, on-the-job learning
- *Supervised classroom-based instruction
- * Relevant On-the-job industry experience



Program participants earn up to \$17.00 per hour during the program. Wages will be distributed on a certified debt card given to program participant in a designated time.

Eligibility

- Participant must be a HS senior or junior enrolled in a District Public or Charter High School
- Students must complete a program application, school administration interview, sponsor exam, and other required documentation
- Be at least 18 at the time the Program starts
- Maintain passing GPA during internship





OJL Experience

Participating DC Water Departments

Department	OJL Experience	Number of Participants
Customer Care	Meter Inspection/ Testing	2
DETS	Design	2
Utilities	Utility Services	2-3
Pumping	Pumping Operations	2

Participants' class schedules may be adjusted to accommodate the program with the assistance of school counselors working with participants ensuring academic requirements are met and on track to graduate on time.



Classroom Experience (Provided by Learning and Development)



- Conflict Resolution
- Effective Communications
- Professional Development

In conjunction with DC Water Works

- Financial Literacy
- Resume Writing/ Interviewing

In conjunction with DC Water IT

- Office 365



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Activities and Recognitions

- **October 2022**
 - DC Water apprenticeship Cohort 2 Kickoff

- **November 2022**
 - DC Water Recognized as a “Apprenticeship Sponsor of the Year” by the District of Columbia Apprenticeship Council
 - DC Infrastructure Academy Infrastructure Industry Conference
 - Presentation to the Environmental Protection Agency Workforce Webinar

- **December 2022**
 - Presentation at the Environmental Protection Agency’s “Transforming the Water Workforce” National Discussion

- **February 2023**
 - DC Sustainable Energy Utility Commencement Ceremony Speech

- **April 2023**
 - Department of Employment Services Project Empowerment Graduation Speech

- **May 2023 (Infrastructure Week)**
 - DC Water Recognized as an “Outstanding Partner” with the DC Infrastructure Academy

- **July 2023**
 - Five (5) Apprentices graduated from Cohort 1

- **August 2023**
 - Washington Metropolitan Area Transit Authority CDL Graduation Ceremony and Job Fair

- **September 2023**
 - Career Fair and Leadership Panel
 - DC Water recognized with Training Employment & Partner Award at the Annual Shining Star Award Gala

