

# **New Jersey Water Workforce Training Program Inventory**

*Prepared by the Jersey Water Works CSO Committee, December 2020*

## **About**

[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 Combined Sewer Overflow (CSO) Committee is to have municipalities and utilities adopt innovative CSO Long Term Control Plans with cost-effective solutions that meet or exceed permit requirements and provide multiple community benefits. One of the committee's 2020 projects entailed developing 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 ultimate goal of this inventory is to help prepare residents to deal with issues surrounding combined sewer systems and become eligible for employment in the water workforce sector. This inventory was created to help New Jersey residents find training programs that could help them begin, or otherwise further, a career path in the water industry. Additionally, utilities and other training providers can use this as a tool to publicize their training opportunities. Many of the training providers on 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.

For more information, please contact Kimberley Irby ([kirby@njfuture.org](mailto:kirby@njfuture.org)).

## New Jersey Water Workforce Training Inventory

A product of the Jersey Water Works CSO Committee

Last Updated: 1/7/2021

Category	Program/Provider	About/Credential(s)	Application Process	Eligibility Criteria	Additional Information	Contact Information
Operations - Within Utility	<a href="#"><u>Passaic Valley Sewerage Commission (PVSC)</u></a>	PVSC offers introductory and advanced wastewater classes for operator licensing, as well as a collection system class.	Contact the <a href="#"><u>Institute of Contemporary Careers</u></a> for the wastewater classes and the <a href="#"><u>Hudson County Schools of Technology</u></a> for the collection system class.	<a href="#"><u>Minimum requirements for the various license classes</u></a>	There is a fee associated with taking the classes. Contact the schools for this information.	<i>Thomas Laustsen</i> Chief Operating Officer 973-817-5980 TLaustsen@pvsc.com
Operations - Within Utility	<a href="#"><u>NJDEP Licensed Operator Program - in coordination with the Association of Environmental Authorities of New Jersey (AEA)</u></a>	This program is for those who wish to become a licensed operator for a public water system in NJ, for which there is high demand. After the initial certification, recertification is required every three years. The type of license issued is based on the type of waterway and systems involved.	The individual must take and pass a State examination for the license sought. There are education and experience requirements needed to take each exam. More information can be found at <a href="#"><u>this operator certification FAQ</u></a> .	<a href="#"><u>Minimum requirements for the various license classes</u></a>	The AEA Human Resources Committee helps with recruitment and works with the NJDEP on training. The application closing dates are Feb. 1 for the March exam, June 1 for the July exam, and Sept. 1 for the October exam. Applications must be postmarked by the closing date. There are some application fees.	N/A
Operations	<a href="#"><u>Water and Wastewater Systems Operations Apprenticeship Program - New Jersey Water Association (NJWA)</u></a>	The NJWA Apprenticeship Program is registered with the US Department of Labor as a Workforce Development Initiative. It covers knowledge and skills in the operation and management of water and wastewater utilities.	<a href="#"><u>Application procedures and application form</u></a>	<ul style="list-style-type: none"> <li>- 18+ years old</li> <li>- High school diploma</li> <li>- Pass a drug screening</li> <li>- Pass a background check</li> <li>- Valid driver's license</li> </ul>	This is a two-year program consisting of 4,000 hours of on-the-job learning and 228 hours of technical instruction. Apprentices receive a paycheck that is guaranteed to increase as training progresses and established milestones are completed.	609-242-7111 info@njwater.org (use "Apprenticeship Question" in subject heading)

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Operations / Construction	<a href="#"><u>Local 825 Apprenticeship - International Union of Operating Engineers (IUOE)</u></a>	This apprenticeship program is for those who wish to be heavy equipment operators and mechanics in the construction industry. It is set up as a four-year program, with a minimum of 144 hours of classroom and on-the-job, hands-on training each year.	<a href="#"><u>Information request form</u></a>	<ul style="list-style-type: none"> <li>- Proof of residency for at least 6 months</li> <li>- 18+ years old</li> <li>- Copy of birth certificate, valid driver's license, Social Security Card</li> <li>- Copy of high school diploma and transcript or GED test scores</li> </ul>	It is beneficial for applicants to have good mechanical aptitude and manual dexterity. It is also important for them to be in good physical condition.	973-671-6900 info825@IUOE825.org
Operations / Construction	<a href="#"><u>Various Training - International Union of Operating Engineers (IUOE) Local 825</u></a>	Local 825 offers comprehensive programs for apprentices, mechanics, field engineers, journey-level engineers, and members to perfect their skills, cross-train to learn new ones, and stay ahead of changes in equipment and technology.	Contact the general email listed for more information.	For those already in the field; must be at the apprenticeship level at minimum.	Local 825 has two training facilities, one in Dayton, NJ (next to South Brunswick) and one in Wawayanda (New Hampton), NY. Training includes: heavy equipment operator, emergency response, hazardous waste operations, and OSHA requirements.	973-671-6900 info825@IUOE825.org
Operations / Construction	<a href="#"><u>Energy Industry Fundamentals (EIF) Certificate Program - Rowan College</u></a>	This certificate program provides an extensive overview of the energy and utility industry to prepare individuals for occupation-specific training and pre-employment testing.	<a href="#"><u>Information request form</u></a>	<a href="#"><u>Minimum requirements found here</u></a>	Program modules include: Basic & Emerging Principles and Concepts, Safety Compliance, Electric Power Generation, Electric Power & Natural Gas Transmission, Electric & Natural Gas Distribution. It is funded through the NJ Department of Labor's Women and Minorities in Construction grant.	<i>Alison DeJoseph</i> Program Contact 856-242-5312 adejoseph@rcbc.edu

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Operations / Construction	<a href="#"><u>Women in Sustainable Employment (WISE) - Rowan College</u></a>	The WISE program is the Energy Industry Fundamentals (EIF) program for women who are interested in jobs in the energy, utility, or construction industries.	<a href="#"><u>Information request form</u></a>	<a href="#"><u>Minimum requirements found here</u></a>	The modules for the program include: Basic & Emerging Principles and Concepts, Safety Compliance, Electric Power Generation, Electric Power & Natural Gas Transmission, and Electric & Natural Gas Distribution. It is funded through the NJ Department of Labor's Women and Minorities in Construction grant.	<i>Alison DeJoseph</i> Program Contact 856-242-5312 adejoseph@rcbc.edu
Operations / Construction	<a href="#"><u>National Green Infrastructure Certification Program (NGICP)</u></a>	The National Green Infrastructure Certification Program (NGICP) provides the base-level skill set needed for entry-level workers to properly construct, inspect, and maintain green stormwater infrastructure. Certification requires completion of a training course and a subsequent exam.	<a href="#"><u>Application form</u></a> (effective beginning July 15, 2020)	- High school diploma or equivalent	Certification increases competitiveness in the job market and provides a pathway to higher paying positions. Certified individuals also have access to the NGICP certification database with jobs in green infrastructure.	ngicp@wef.org
Operations / Construction	<a href="#"><u>PowerCorps Camden - Center for Family Services</u></a>	This is an AmeriCorps program. Members receive training in water quality, stormwater management, green infrastructure, and clean and green initiatives; life skills training; and a living allowance of \$559 biweekly.	<a href="#"><u>Apply online</u></a> through Center For Family Services	- Camden City resident - 18-26 years old - High school diploma or equivalent - Able to serve on a full-time basis for 6 months	PowerCorps alumni receive intensive transition support in order to assist with post-secondary education, continuing national service, and/or securing meaningful work in career-related fields.	856-394-3611 access@centerffs.org

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Construction	<p><a href="#"><u>Construction Industry Advancement Program (CIAP) - Utility and Transportation Contractors Association (UTCA)</u></a></p>	<p>CIAP is a non-profit trusteeship created to provide construction education, scholarships and research; improvement and standardization of public-sector contracts and technical specifications; and public relations and promotion of the industry within New Jersey.</p>	<p>Create an account for the <a href="#"><u>Student Login page</u></a> and apply through that portal</p>	<p>Participants must be sophomores or juniors in college with a major related to construction management or engineering. UTCA has relationships with universities and community colleges in New Jersey as well as the University of Delaware.</p>	<p>Roughly 55 students are selected for the 12-week program. College students in this program are placed with construction companies through the apprenticeship.</p>	<p>info@ciapofnj.org</p>
Construction	<p><a href="#"><u>NJ Construction Craft Laborers Apprenticeship Program (NJCLAP) - LIUNA</u></a></p>	<p>Laborers may also get a green infrastructure certification. The training center gives the equivalent of an Associate of Arts (AA) degree. The union also has a program for operating engineers.</p>	<p>Reach out to local leaders on projects or contact your specific branch about opportunities.</p>	<ul style="list-style-type: none"> <li>- NJ resident with a high school diploma or equivalent</li> <li>- Residents in certain cities have to contact their local LIUNA (e.g., Newark: Local 472)</li> </ul>	<p>NJCLAP is the state's only federally-approved apprenticeship program for construction craft laborers. Through a combination of classroom and on-the-job training, new members gain the skills to become a construction craft laborer. All new LIUNA members participate in a comprehensive apprenticeship program, consisting of 4,000 hours of on-the-job training with an additional 400 hours of classroom training.</p>	<p>njclap@njlaborers.org</p>

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Construction	<a href="#"><u>WICT (Women in Construction Trades) Program - Elizabeth Development Company of NJ and LIUNA Laborers Local 3 and 77</u></a>	This program includes 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.	Reach out to contact listed for more information.	<ul style="list-style-type: none"> <li>- Reside in Essex/Union County</li> <li>- 18+ years old</li> <li>- High school diploma or equivalent</li> <li>- Valid driver's license</li> <li>- Score at least a 7th grade level on the Test of Basic Adult Education (TABE)</li> <li>- Remain drug-free throughout training and placement</li> </ul>	This is a partnership between LIUNA Laborers Local 3 and 77 and the Elizabeth Development Company of NJ to recruit and assist women in the construction trade industry. It is funded by grant money from the NJ Department of Labor. More information can be <a href="#"><u>found here</u></a> .	<i>Edgar Lopez</i> 908-289-0262 elopez@edcnj.org
Construction	<a href="#"><u>Professional Women in Construction (PWC) Mentorship Program</u></a>	PWC-NJ offers this program for mentoring young and experienced women in construction. Sharing past experience and providing advice for work situations, career goals and home/work life balance is a way PWC-NJ fosters and promotes success for women in this industry.	Reach out to contact listed for more information.	NJ women already in the construction industry	The program's mission statement revolves around the notion that all members can learn and benefit from the experience and knowledge of individuals of all careers, regardless of personal career paths within the construction industry.	<i>Erin Allen</i> eallen@torcon.com
Construction	<a href="#"><u>Construction Industry Career Day</u></a>	This two-day event showcases the construction industry's educational opportunities and occupations, while providing participants with hands-on activities within many of the trades.	Reach out to contact listed for more information.	June 1, 2021 is open to the public. June 2, 2021 is reserved for high school students only.	This event is sponsored by union partners and construction industry trade groups.	732-225-2519 jschiff@accnj.org

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Other	<a href="#">Camden Works</a>	Camden Works is a four-year private pilot initiative constructed to fill employment opportunities with Camden residents by streamlining the connection between employers and residents seeking jobs.	Contact the general email listed for more information.	Camden resident	Camden Works offers holistic support to residents of Camden looking for pathways to a viable career by providing resources, case management, and wrap-around services to encourage job-retention.	877-922-2377 access@centerffs.org
Other	<a href="#">Green Infrastructure Certification - The Watershed Institute</a>	This is a new, voluntary credential for professionals who design, install, and maintain sustainable landscapes in NJ and surrounding areas. Candidates must pass a written exam after the class for certification.	<a href="#">Registration</a>	\$450 fee includes training and materials, lunch, webinars, and the certification exam.	The Watershed Institute is collaborating on a 3-day certification class, with the Chesapeake Bay Landscape Professional organization, in an online platform on Feb. 4-5, 2021 and in-person on Feb. 12, 2021.	<i>Kory Kreiseder</i> 609-737-3735 ext. 15 kkreiseder@thewatershed.org
Other	<a href="#">Building Conservation through Diversity &amp; Teamwork - Friends of Hopewell Valley Open Space</a>	High school students receive leadership and ecological training from a team of experts to address growing environmental needs for clean water, air, and protected habitat.	Reach out to the contact listed for more information.	High school students from Hopewell Valley and the Boys & Girls Clubs of Mercer County	Students learn to appreciate public land, assist with green infrastructure projects, work with municipal organizations, and improve career readiness.	609-730-1560 info@fohvos.org
Other	<a href="#">Registered Apprenticeship Program - New Jersey Apprenticeship Network (NJAN)</a>	This program uses a training model that combines paid on-the-job learning in conjunction with classroom instruction.	<a href="#">Apprenticeship interest form</a>	NJ residents	Employers may subsidize some or all of the cost of the outside training and education. Depending on their program and path, some apprentices will earn a degree and/or a nationally recognized industry credential.	apprenticeships@dol.nj.gov