

## **CWEA Desert and Mountain Section (DAMS)**

Tomorrow's Talent is a leading workforce development and education consulting firm dedicated to bridging the gap between education systems and the workplace. We specialize in developing programs that enhance collaboration between educational institutions and industry partners, focusing on creating opportunities for learners to gain practical experience and develop skills that align with employer needs. Our approach goes beyond traditional work-based learning (WBL), emphasizing innovative program development and collaborative design processes that bring together educators, teachers, and industry teams to create meaningful educational experiences.

To work collaboratively to help create a long-term solution toward strengthening the workforce pipeline for the collective association of water agencies within the CWEA DAMS network. We propose the following scope of work to help establish a lasting pool of highly qualified candidates who are interested, willing, and able to enter the water industry and produce the quality workforce needed to sustain this critical infrastructure. A high level landscape analysis and successful implementation of a Pathfinder Day activity may serve as proof of concept for a more robust future collaboration that may include development of a shared pool of highly qualified candidates for entry level and seasonal jobs.

### **PIPELINE DEVELOPMENT WITH COLLABORATIVE PATHFINDER DAY**

The development of a shared workforce pipeline for the Desert and Mountain Section Water Agencies marks a critical step toward sustaining a skilled local workforce rooted in community talent. By building a pipeline centered around local students, we aim to create clear pathways into water industry careers, filling essential roles with individuals who understand and are committed to the unique needs of the region. Development of this workforce pipeline will begin with a high-level landscape analysis, identifying local strengths, challenges, and opportunities to optimize pathway success. Through this foundational understanding, we can strategically align educational and workforce initiatives to ensure long-term workforce sustainability and opportunity for local talent. Within this initial six month term, we will host a collaborative Pathfinder Day Experience that will consist of a half-day immersion at an agency worksite. Students will observe and engage with professionals in various positions. Hands-on activities will be integrated into each experience, allowing students to actively participate and gain practical skills relevant to their career interests.

**GOALS:** Each agency participating in workforce pipeline development receives an annual roadmap of education engagements aimed at stimulating greater interest in water careers while engaging in a collaborative work-based learning activity, Pathfinder Day.

1. As a demonstration of the efficacy of this program, each agency would like to see the development of a Pathfinder Day in which all partnered agencies may participate.

2. A formal report detailing the findings of a high-level landscape analysis and the Pathfinder Day success. The report will include a plan of future services and recommendations for the development of a robust workforce pipeline program for each agency.

**OBJECTIVE:** To develop a strategic partnership allowing for the cross-identification of a formal shared workforce pool. This pool will be generated for collaborative workforce development along with key staple events such as Pathfinder's Day.

Time	Work / Activity	Product / Outcome
<b>ONGOING</b>	Attend partnered agency meetings throughout the duration of this agreement.	To better understand the individual agencies, and key areas of support needed, and develop relationships with key stakeholders and partners.
<b>Jan 2025</b>	Meet with each agency's key contacts to schedule meetings and benchmarks for project delivery and review draft survey for workforce pipeline development.	Schedule of Meetings and Activities
	Develop an interest and capacity survey to assess department leaders / staff initial perspectives about participating in education outreach as part of a workforce pipeline strategy.	Interest and capacity survey
<b>Feb 2025</b>	Conduct launch meetings at each agency to orient participating department leaders and identify appropriate possible experiences.	Menu of potential experiences for the Pathfinder Day.
	Identify priority schools for connection based on menu opportunities identified	Crosswalk of schools/ pathways to specific experiences.
	Create marketing materials and forms to promote and facilitate the experience for students	Flyer, sign-up forms, waivers.
	Deploy the staff survey, collect and analyze the results.	Report of survey results
<b>Mar 2025</b>	Conduct outreach to schools and pathway leaders to invite participation in Pathfinder Day and discuss general interest in water agency connections.	Commitments from schools to participate in the experience.
	Meet with each agency's department leaders to define the specific Pathway Day experience based on school commitments, and assess long-term interest in	Pathfinder Day plan and checklist for each participating department

	supporting school engagement.	
	Develop a menu of opportunities based on school interest and staff survey results to support planning for creation of an annual roadmap for connecting with schools.	Menu of opportunities document that describes each type of experience by school.
<b>Apr 2025</b>	Conduct outreach, and make classroom presentations to recruit participation in schools where necessary.	List of interested students.
	Provide Pathfinder Day orientation and professionalism workshop to prepare students for participating in the experience.	Final roster of expected students
	Collaborate with the agency to develop a recommendation for an annual plan of school connect based on current state activities, school interests, agency capacity, and needs.	Draft annual plan of engagement.
<b>May 2025</b>	Collect participation waivers and photo releases for all participating students.	Waivers and photo releases for all participants
	Host a Pathfinder Day introducing 25-50 high school students to Water / Wastewater careers at each partnering agency.	Photos and video capture of the event experiences.
	Post-event evaluation of experience by all participants (department leaders, students, teachers, project managers)	Survey results
	Develop plan justifications, workforce pipeline roadmap, and recommendations for implementation.	Final workforce pipeline roadmap plan
<b>Jun 2025</b>	Prepare a presentation to recap the experience and present recommendations for ongoing engagement with the school community for workforce pipeline development	Presentation to stakeholder group (i.e. Board)