

“As many as 3 million workers will need to be replaced over the next decade due to retirements in the water and wastewater industries.”

– WaterWorld Magazine



# Advancing Water Careers in Our Communities

Fulfilling our District’s mission is not possible without a skilled workforce. West Basin achieved the following as part of its efforts to advance career pathways to our industry.

- ✓ District enrolled a new class of interns for Fiscal Year 2024-25 (Engineering, Human Resources, Information Technology, Operations, Finance, Public Information, Public Administration, Water Policy)
- ✓ Entered into a partnership with the South Bay Workforce Investment Board to host student interns at West Basin work sites
- ✓ Offered career-themed recycled water treatment facility tours, live classroom career presentations, and pre-recorded water industry professional panel interviews
- ✓ Participated in local school career fairs and community events
- ✓ Staff leadership on association workforce development committees
- ✓ Served on the advisory board for Career Technical Education programs at local high schools
- ✓ Hosted high school students for job shadow opportunities with water industry professionals
- ✓ Held the District's first Water Industry Careers Night in March 2024 to showcase technical career pathways and connect students with employers in the water industry
- ✓ Pursued partnerships to expand educational offerings and career pathway programs with local community colleges and educational organizations for Fiscal Year 2024-25

## West Basin Board of Directors



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West Basin Municipal Water District

# Career and Workforce Development 2024-25



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# Discover a Career in Water

The water industry needs you. With billions of dollars being invested in Southern California’s water infrastructure and an aging workforce creating many openings in the workplace, the West Basin Municipal Water District wants you to consider a career in water. We hope you will discover the fulfilling work, good pay and benefits, and training opportunities available to help meet the critical water needs of our communities and environment.

## Types of Water



Drinking Water



Waste Water



Recycled Water



Advanced Treated Water

## Types of Employers



Cities



Special Districts



Investor-Owned Utilities



Private Companies

## Fields

- Electrician
- Mechanic
- Construction Inspector
- Water Treatment Operator
- Engineer
- Pilot
- Diver
- Hydrologist
- Water Systems Technician
- Environmental Compliance
- GIS Technician
- Water Safety Specialist
- Water Policy
- Public Affairs
- Finance
- Information Technology



## Benefits

- + Essential Service
- + Professional Training Programs
- + Good compensation with health insurance, paid vacations

## Annual Salary Ranges

### Wastewater Treatment Operator

Apprentice/Trainee  
\$56,000 to \$70,000

Journey-level  
\$73,000 to \$100,000

### Maintenance Mechanic

Apprentice/training  
\$56,400 to \$67,200

Journey-level  
\$69,600 to \$86,200

### Environmental Compliance Inspector

Entry-level  
\$36,000 to \$90,000

Senior-level  
\$45,600 to \$102,000

Salaries will vary based on qualifications and other factors.  
Source: [cawaterjobs.org/career-paths](http://cawaterjobs.org/career-paths)

## Read Up, Reach Out!

There are many organizations and resources to help you discover the water career path that is right for you.



Scan to discover more!

### Industry Associations

- Association of California Water Agencies (ACWA)
- American Water Works Association (AWWA)
- California Water Environment Association (CWEA)

### Training and Apprenticeship Programs

- Metropolitan Water District of Southern California
- Department of Water Resources
- Los Angeles County Sanitation Districts

### Scholarships

- AWWA, California-Nevada Section  
Training as a drinking water treatment or distribution operator
- ACWA and AWWA  
Undergraduate and graduate studies in a water resources-related field

### Water Education

- Los Angeles Trade-Technical College, Los Angeles  
Water Systems certificate and associate degree
- Mt. San Antonio College, Walnut – Water Technology certificate
- Citrus College, Glendora – Water Technology associate degree
- Santiago Canyon College, Orange – Water Distribution, Water Treatment and Wastewater/Environmental Sanitation certificates and associate degrees

### Private Sector Educational Opportunities

- Veolia Academy – free online courses

### Job Listings

- [cawaterjobs.org](http://cawaterjobs.org)
- [waterdistrictjobs.com](http://waterdistrictjobs.com)
- BC Water Jobs
- California Special Districts Association Career Center
- ACWA Careers
- California American Water
- California Water Service Careers
- [governmentjobs.com](http://governmentjobs.com)
- Golden State Water Company Employment Opportunities