

# OC SAN'S EMPLOYEE DEVELOPMENT PROGRAM

The Orange County Sanitation District (OC San) is a public agency that provides wastewater collection, treatment, and recycling for approximately 2.6 million people in central and northwest Orange County. Our mission is to protect public health and the environment by providing effective wastewater collection, treatment, and recycling. In order to do so, we are committed to creating the best possible workforce in terms of safety, productivity, customer service, and training.

OC San recognizes the natural attrition of knowledge and experience as well as the challenge for retention in a tight labor market. OC San has and will continue to evaluate development programs and initiatives that target identified gaps. Each of the workforce development components described below focuses on developing resources that benefit the future and sustainability of the agency.

OC San's significant investment in employee training and development is a pathway to a highly skilled workforce equipped to meet the evolving needs of the organization and the community we serve. Through a culture of learning, OC San provides opportunities for skills enhancement and career preparation which in turn support the organization's retention and succession planning efforts.



## Mentoring

OC San's Mentoring Program is built on a collaborative, voluntary relationship between a mentor and a mentee. Throughout the defined mentorship period, mentors provide guidance, support, and advice to help mentees pursue their established goals.

## Partnerships

OC San has hosted numerous training sessions in the past on industry specific topics, and continues to do so, benefiting not only its employees but also sister agencies and local cities. OC San partners with professional associations, such as the California Water Environment Association, to organize certification training events onsite that are open to other agencies.

## Centralized Training in Human Resources

OC San's Centralized Training Program encompasses all aspects of training to ensure greater consistency, transparency, and accessibility for all employees. It is designed to be responsive to OC San's needs and aligns with the agency's goals. Human Resources has built and maintains training profiles—which encompass regulatory, agency-required, and skill building enhancement training—based on roles, classifications, and work groups as part of its Centralized Training Program.

## Education and Certification

OC San maintains Certification and Tuition Reimbursement Programs designed to encourage employees to broaden and further develop their job skills. The certification program is designed to encourage employees to participate in certification programs, whether required or preferred by OC San, for the purpose of increasing capabilities in their present positions within the agency or updating professional and/or technical capabilities that are pertinent and beneficial to OC San.

## Internships

Vocational students from the water utilities science programs at Santiago Canyon College and Los Angeles Trade Technical College are selected through a competitive process to work 28 hours a week and rotate through five technical trades for 52 weeks in our Operations and Maintenance Department. OC San has experienced success through this paid Vocational Internship program with 23 of the participants selected through competitive recruitments for full-time employment since program inception, providing a talent pipeline. Additionally, OC San offers a paid Student Internship Program that allows undergraduate and graduate students from local universities an opportunity to work with professionals in their field of study.

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Workforce  
Development

