

MMSD'S WORKFORCE DEVELOPMENT TRAINING & PLACEMENT PROGRAM

WORKING TO INCREASE THE DIVERSITY OF THE WATER SECTOR WORKFORCE

"While Milwaukee is a water-centric city, our water workforce does not reflect the diversity our residents. To build a more diverse workforce we are investing in and partnering with community-based workforce partners and other water sector employers – there is no such thing as a "go it alone" approach when developing our future workforce."



MMSD'S FIVE WORKFORCE INITIATIVES HAVE THREE DISTINCT PHASES:

IN 2021 WE PROVIDED \$1.1 MILLION IN WORKFORCE FUNDING • 55 PARTICIPANTS IN TRAINING AND PAID WORK EXPERIENCE

CAREER AWARENESS

Speakers Bureau,
Career Fairs,
Tours, Green
Schools

CAREER EXPLORATION

Fresh Coast
Ambassadors

CAREER PREPARATION

MMSD Intern /
Co-op Program

RISE (Regional
Internships in
Science &
Engineering)

Construction
Pre-Apprentice
Program with
Internships

CAREER AWARENESS

We engage at the youngest levels via water-career related education on how water reclamation systems play a role in public health and protecting and improving the environment.



CAREER EXPLORATION

Fresh Coast Ambassador Program

This entry-level green infrastructure (GI) program introduces 14- to 21-year-olds to water industry education & career pathways, watercourse topics, and GI along with personal and professional development.



CAREER PREPARATION

MMSD Internship Program, in place for 30+ years, create a diverse talent pipeline for technical and professional positions at MMSD. Students and co-ops can intern with MMSD throughout the year, working in various departments such as engineering, laboratory services, and water quality protection.

The Regional Internships in Science and Engineering is for students who attended high school in MMSD's service area and are studying engineering, construction management, or science in college and are placed with District Contractors and Consultants. Since 2009, RISE has provided internships to 87 students, 66 participants have graduated college, with 80% employed in their desired field.

Pre-Apprenticeship Training & Placement Program works to create a robust, diverse talent pipeline for the construction industry from underserved communities and through community connections. In the last eight years, approximately 27% of the apprentices on MMSD projects received pre-apprentice training. Comparatively, only 8% of the remaining apprentice pool are African American.

