

C&C HONOLULU – ENVIRONMENTAL SERVICES ENV Training, Development & Retention (TDR) Program

NEAA26 WORKFORCE DEVELOPMENT



National Environmental
Achievement
AWARDS

Classroom Weeks (7)

Classroom style lectures led by wastewater experts
Quizzes, test prep
Other activities including lab analysis, WW math lessons, OM Manual review, field exposure, team building exercises, etc.



Field Weeks (3)

Led by CCH trainers to reinforce lessons learned in the class
Activities including equipment scavenger hunts, troubleshooting assessments
Rotating WWTP field week locations



Home Baseyard Weeks (2)

Trainees spend time in their designated baseyards
Helps to get acquainted with their plant and team
Led by CCH plant supervisors



55 new staff hired since the TDR program kicked off in 2022
100% Pass rate on Grade 1 license exams



ENU
Department of Environmental Services
Wastewater Treatment & Disposal

PLANT OPERATOR TRAINEE PROGRAM

- **NO EXPERIENCE NECESSARY**
- **PAID TRAINING, STARTING PAY AT \$56,000/YR**
- **TRAINING TO EARN YOUR PLANT OPERATOR CERTIFICATION**
- **GAIN EXPERIENCE, BECOME CERTIFIED, EARN OVER \$78,000/YR**
- **LOCATIONS ACROSS OAHU**

OTHER BENEFITS INCLUDE:

- **MEDICAL, DENTAL, & VISION PLANS FROM THE DAY YOU START**
- **RETIREMENT PLAN**
- **21 DAYS OF VACATION, 21 DAYS OF SICK, 13 FEDERAL & STATE HOLIDAYS**
- **WORK AS PART OF A TEAM IN A DYNAMIC AND EXCITING ENVIRONMENT**
- **HIGH POTENTIAL FOR CAREER ADVANCEMENT**

 WASTEWATER TREATMENT PLANT OPERATOR TRAINEE LIMITED TERM APPOINTMENT \$4,895/MO., \$56K/YR DAY SHIFT ONLY PAID TRAINING GAIN EXPERIENCE TOWARDS THE ASST OPERATOR IN 6 MONTHS	 ASSISTANT WASTEWATER TREATMENT PLANT OPERATOR \$5,288/MO., \$83K/YR DAY SHIFT ONLY TRAINING AND TUTORING TOWARD A STATE BOARD CERTIFICATION	 WASTEWATER TREATMENT PLANT OPERATOR IV \$6,551/MO., \$78K/YR SHIFT WORK	 WASTEWATER TREATMENT PLANT SUPERVISOR \$7,870/MO., \$94K/YR SHIFT WORK
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City and County of Honolulu, Department of Environmental Services' Training, Development, and Retention Program

Member Spotlight

The City and County of Honolulu's Department of Environmental Services' (ENV) Training, Development, and Retention (TDR) Program is an initiative designed to provide participants with the training, experience, skills, and certification pathways necessary for successful careers in wastewater operations. Brown and Caldwell worked to develop the program in partnership with ENV, with support from its key sponsor, ENV Director Roger Babcock. It is an intensive educational experience to provide a foundational level of understanding and readiness for work in the wastewater operations field.

The program spans over a few months and is divided into different weekly learning formats. 'Classroom weeks' refer to conventional classroom instruction with subject matter experts. It focuses on wastewater topics and foundational theory in process relationships; mathematics; chemistry; microbiology; and the fundamentals of pumps, valves, hydraulics, and instrumentation. These classroom materials are then reinforced through 'field weeks' and 'on-the-job training weeks' at each of ENV's nine wastewater treatment plants, designed to give participants experience with a variety of systems and unique processes.

The TDR Program empowers participants to successfully enter ENV's workforce. Since 2022, the TDR Program has successfully graduated a group of fifty-five trainees across four cohorts, including new recruits from local communities of diverse backgrounds (including but not limited to Native Hawaiian, Samoan, and Filipino backgrounds). It has fostered new career pathways within ENV by enabling entry-level positions to enroll into the TDR Program and gain the required experience for a career in wastewater operations.

Upon graduation, each trainee receives Continuing Education Units that enable them to take their Grade 1 and Grade 2 certification exams once they have completed one year of experience. Prepared with advanced knowledge from the program, trainees seeking to fast track their career progression can take advantage of this benefit. As of August 2025, **60%** of students who were eligible to take the exam obtained Hawaii State Licensure for Wastewater Operations on their first attempt and continue to test, a significant improvement from an average State passing rate of **31%**.

This program constitutes a transformative investment in ENV's workforce and its commitment to public service. By equipping individuals with a cohort, the necessary tools and training to succeed, the program serves multiple community needs in providing career pathways in environmental stewardship while developing a robust and resilient wastewater operations workforce capable of protecting the environment and public health.