



Community & Workplace Culture Committee

Quarterly Workforce Development Update

Item 6a

November 17, 2025

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Item 6a

Quarterly Workforce Development Update

Subject

Quarterly Workforce Development update

Purpose

Regular, high-level update on Workforce Development activities to the Community and Workplace Culture Committee.

Recommendation and Fiscal Impact

N/A

Quarterly
Workforce
Development
Update

Veterans
Subcommittee

Connecting Veterans to Careers in Water

Increase **Awareness**

- Provide information and resources to job developers assisting veterans with job placement
- Educate veterans on how their military occupational skills (M.O.S) are a strong match for many water jobs

Improve **Communication**

- Develop and provide tools to assist veterans with translating military skills to civilian language
- Provide education and awareness to recruitment analysts and hiring managers about the existing skills veterans offer

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Connecting Veterans to Careers in Water

Develop Clear Career Pathways

- (M.O.S) to J-O-B - create a guide that connects Military Occupation Skills
- Ensure clear skills alignment in job postings

Support Recruitment

- Develop collaborative guides & resources to understand military language and technical skills
 - Create collateral that includes benefits for veterans
 - Include G.I. Bill-qualified training & educational opportunities related to water in marketing material

Next Steps

- Convene the **veteran subcommittee** every other month
- Develop **collaborative guides & collateral** to assist HR recruiters, hiring managers and job developers
- Continue **broad outreach** to connect with qualified candidates and **raise industry awareness**
- Update the **Board** on progress

Discussion

