

Water and Wastewater Occupations in the Bay Region

A joint project of BAYWORK (Bay Area Water/Wastewater Workforce Development Collaborative) and the California Community Colleges' Centers of Excellence.

Survey employment data for Alameda and Contra Costa counties

The following table contains the sample data collected for the seven mission critical occupations in the Water and Wastewater Occupations study for utilities and/or agencies located in Alameda and Contra Costa counties. Employers were asked to detail their current employment, project future growth (new jobs), and estimate retirement eligibility (replacement jobs).¹ For each occupation, the following job levels were included: apprentice or trainee, journey-level, and supervisory. In Alameda and Contra Costa counties, the sample data set includes information collected from 16 employers.

- The 16 water and wastewater utilities and agencies that responded to the workforce survey collectively employ more than 640 workers in the target occupations. In five years, there may be as many as 310 new and replacement jobs for these positions.²
- Wastewater treatment operator is the largest occupation surveyed, with more than 170 jobs in 2009. Retirement eligibility for wastewater treatment operators may be as high as 33% over the next five years and the demand for workers could exceed 80 jobs (new and replacement jobs).
- Mechanic/Machinist is the second largest occupation of the group, with close to 115 workers currently employed. With a replacement rate of 59%, Alameda and Contra Costa employers may need workers to fill as many as 70 positions within five years.

Water and Wastewater Occupations	2009 Employment	5-year Growth Rate (new job growth)	Eligible to Retire in 5 years (replacement rate)	New & Replacement Jobs (in 5 years)
Water Treatment Operator	90	0%	54%	48
Water Distribution Operator	67	0%	36%	26
Wastewater Treatment Operator	171	16%	33%	83
Wastewater Collections Operator	83	6%	27%	27
Mechanic/Machinist	113	4%	59%	70
Electrician/Electrician Technician	59	2%	47%	28
Electronic Maintenance Technician/ Instrument Technician	58	7%	48%	31
Total	641	7%	43%	313

¹ Data shown here reflects 5-year expectations.

² New and replacement job totals are calculated from raw survey data. New job growth and replacement rate percentages are rounded to the nearest whole number.