

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 San Mateo and Santa Clara 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 San Mateo and Santa Clara 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 San Mateo and Santa Clara counties, the sample data set includes information collected from 22 employers.

- The 22 water and wastewater utilities and agencies that responded to the workforce survey collectively employ more than 510 workers in the target occupations. In five years, there may be as many as 140 new and replacement jobs for these positions.²
- Water distribution operator is the largest occupation surveyed, with more than 115 jobs in 2009. However, retirement eligibility for wastewater treatment operators may only be as high as 14% over the next five years and the demand for workers is estimated at 15 jobs (new and replacement jobs).
- Wastewater treatment operator is the second largest occupation of the group, with more than 100 workers currently employed. With a replacement rate of 34%, San Mateo and Santa Clara employers may need workers to fill as many as 34 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	74	3%	34%	26
Water Distribution Operator	116	0%	14%	15
Wastewater Treatment Operator	104	1%	34%	34
Wastewater Collections Operator	79	5%	22%	21
Mechanic/Machinist	88	2%	30%	27
Electrician/Electrician Technician	20	0%	38%	7
Electronic Maintenance Technician/ Instrument Technician	29	3%	32%	10
Total	511	2%	27%	140

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.