



Building Our Future Talent Through Internships and Apprenticeships

July 2022 | Patricia Butler, Manager, Organizational Development

Internship Purpose



Provide on-the-job learning and real-world experience to successfully prepare students for careers in the water sector while **equipping students** with essential skills to achieve lifelong success and **building GLWA's talent pipeline.**

Summer Intern Requirements

- ◆ Active, good standing with post-high school accredited educational institution
- ◆ Minimum Student Status: Rising sophomore
- ◆ Related degree program to internship



Summer Intern Program Statistics

💧 Program Announced: March 2022

💧 Program Launched: May 2022

💧 8 Interns Hired

💧 2 Legal

💧 4 Engineering

💧 1 Construction Engineering

💧 1 Science

Recruiting begins this fall for the Summer 2023 Internship Program



School To Registered Apprenticeship (STRA)

Target Audience: Recent High School Graduates

◆ Summer Internship

- ◆ Career Introduction
- ◆ Job Shadowing
- ◆ Work Experience
- ◆ Learn GLWA Culture

◆ Post Internship

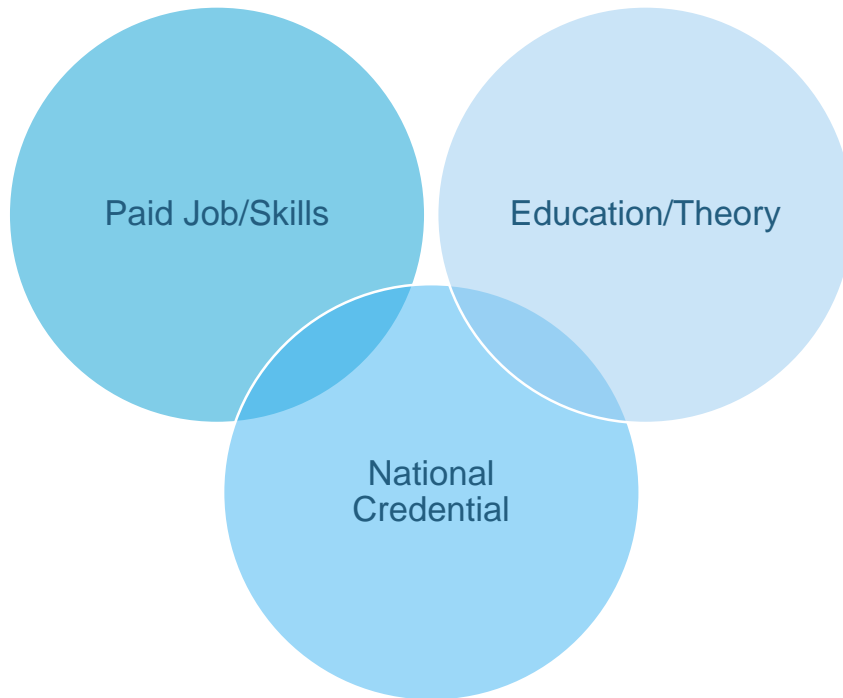
◆ Join GLWA

- ◆ Apprentice
- ◆ Match with GLWA Job Openings

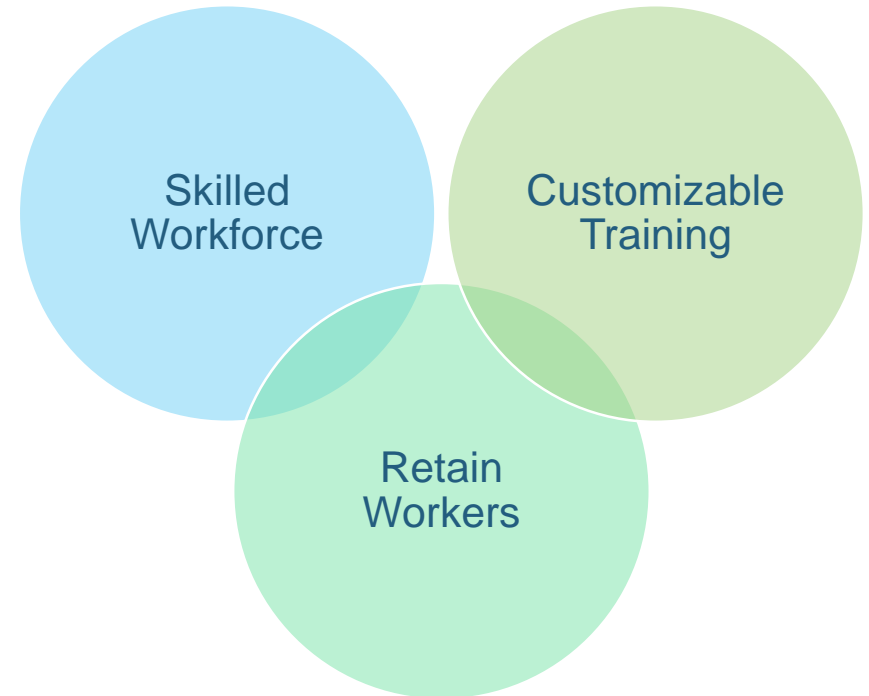
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Registered Apprenticeship Benefits

Apprentice



Employer



Earn While You Learn Model

Employer Led Collaborative

- ◆ Employer-driven talent solutions
- ◆ State of Michigan Grant (MICA 3.0) Awarded
 - ◆ Focus: HOPE: Convener
 - ◆ GLWA: Lead Employer
 - ◆ Employers, Community Colleges, Labor
 - ◆ Talent Pipeline Management (TPM) Process
 - ◆ Executive Committed - TPM Academy Graduates (June 2020)
 - ◆ 3 GLWA Team Members

Apprenticeship Media and Presentations

- ◆ The Oakland Press: October 2020
- ◆ Municipal Water Leader magazine: April 2021
- ◆ National Apprenticeship Week event & panel participant: November 2021
- ◆ Fox News: December 2021
- ◆ State of Michigan EGLE Conference: May 2022
- ◆ U.S. EPA: Case Study – pending

Apprenticeship Grants

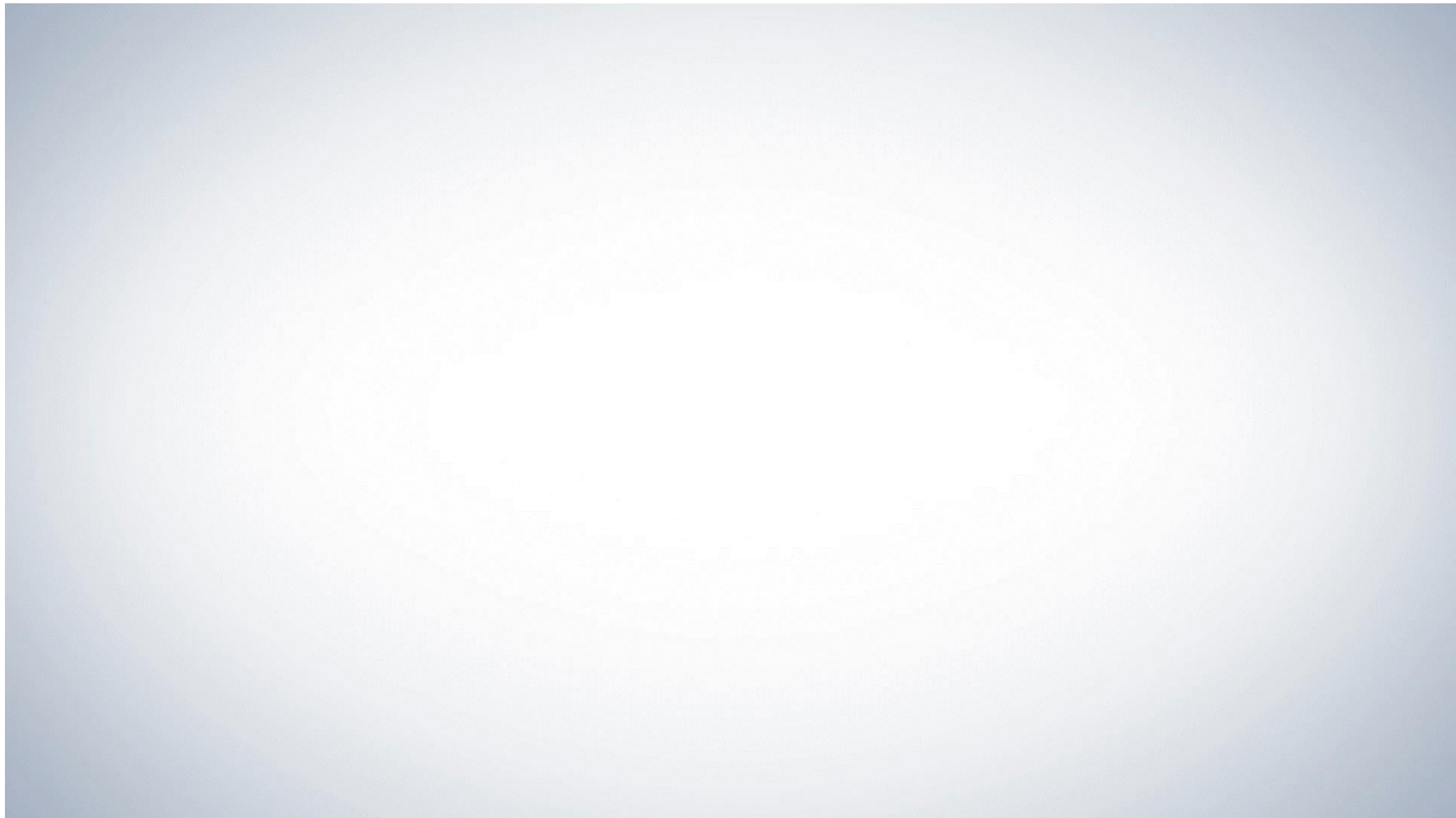
- ◆ Macomb Community College: \$2,225 per Water Technician Apprentice for Related Training Instruction (RTI)
- ◆ Focus: HOPE/MICA 3.0: \$1,000 per Apprentice for RTI
- ◆ DESC: Master Agreement with Detroit At Work: \$5,000 per apprentice expected over the next two years for apprentices who reside in Detroit and are registered with Detroit At Work; based on funding sources

GLWA Apprenticeships

Apprenticeship	Start	End	Program Length (years)
Mechatronic Tech (EICT-I)	Jan-17	Jun-20	3
Maintenance Mechanic (Maintenance Technician)	Jan-19	In progress	4
Electrician Maintenance (EICT-E)	Mar-20	In progress	5
Water Treatment Plant Operator (Water Tech)	Mar-22	In progress	3

GLWA Apprenticeship Statistics

App Program	# of App Hired	# of App Grads	App Grad Rate	# Current App/Grad	Current Retention Rate
Mechatronics	20	20	100%	15	84.2%
Maintenance	7	N/A	N/A	2	28.6%
Electricians	20	N/A	N/A	16	80.0%
Total/Retention Average	47	N/A	N/A	33	72.3%



GLWA Apprentice Graduate Video

<https://youtu.be/w1TFeDe1akI>



Thank You