

# **Hampton Roads Public Works Academy**

# **Mission Statement**

**Promoting cooperative public works and utilities workforce development for Hampton Roads high school students and professionals.**

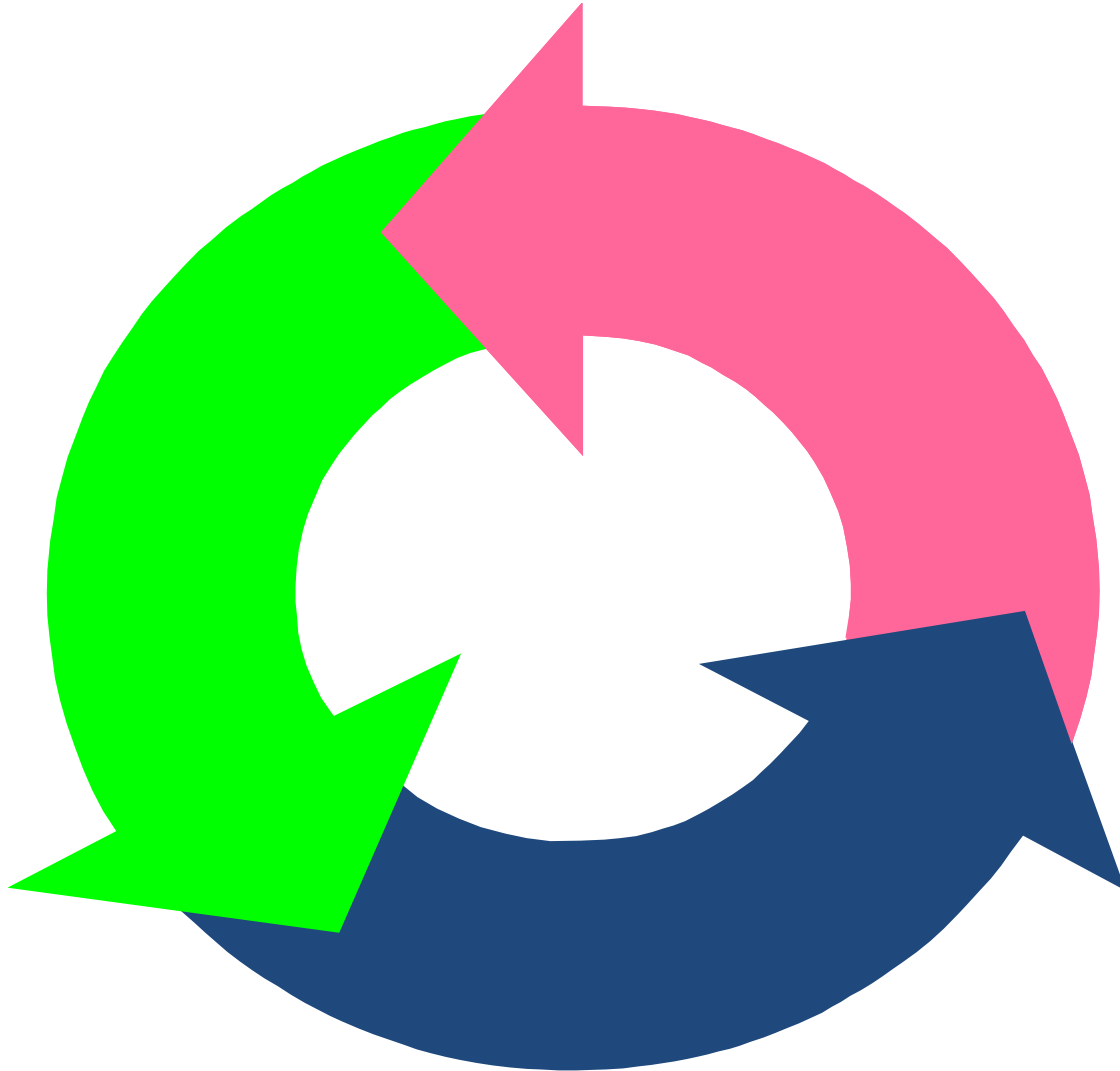
# HRPWA

- ✓ Non-profit organization
- ✓ Governed by a board from member cities

## **BENEFITS –**

- Train current employees
- Recruit future employees
- Obtain lowest cost for training employees
- Regional cooperative effort and networking

# **Synergistic Effect: Members, Students and Educators**



# Board Member Obligations

- ∩ Pay Annual membership dues (based on number of employees, from \$500-\$2,000)
- ∩ Attend monthly meetings
- ∩ Provide SMEs to teach classes
- ∩ Hire summer interns
- ∩ Allow use of facilities and instructors for training

# Current Members and Associated Organizations

## **Cities:**

Chesapeake  
Hampton  
James City County  
Newport News  
Norfolk  
Portsmouth  
Southampton  
Suffolk  
Virginia Beach

## **Associations:**

APWA  
HRSD

## **Colleges:**

Paul D. Camp Community  
Thomas Nelson Community  
Tidewater Community

## **Schools:**

New Horizons REC  
The Pruden Center  
Virginia Beach TCEC

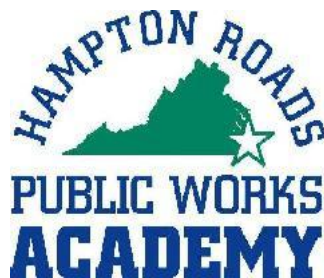
# Cadet Program

Joint venture between members and

Pruden Center - **Established in 2000**

New Horizons - **Established in 2009**

Virginia Beach TCEC - **Established 2014**



**Established 1999**

# Class Topics

Automotive Services

CDL License

CPR/First Aid

Customer Relations

Emergency Operations

Emergency Vehicle Technician

Employability Skills

Engineering, Surveying, Drafting

Environmental Quality

Facilities and Buildings

Flagger Certification

GIS Use in Public Works

Heavy Equipment Operations

Inspections

Job Safety

Math Review

Natural Resource Management

Physical Plant Maintenance

Recycling

Security

Solid Waste

Storm Water Management

Street Operations

Structures and Buildings

Traffic Engineering

Utility Locator

Vector Control

Wastewater Collection

Wastewater Treatment

Water Distribution

Water Treatment

You're Hired! Now What?



# Mutual Benefit

## Students:

Build an alternative career path  
and intern in the field

## HRPWA:

Public Works and Utilities can hire  
pre-trained and motivated employees

# Program Specifics

- ❑ 32 different courses and field trips
- ❑ Taught by SMEs – Subject Matter Experts from member organizations
- ❑ Classes – typically 2 per month
- ❑ Class size – 15-20 students
- ❑ Program Length – 2 years
- ❑ Summer intern placement

# Student Requirements

- ✓ Complete application
- ✓ Provide copy of transcript
- ✓ Receive recommendation from teacher
- ✓ Attend interview
- ✓ Have a minimum 1.8 GPA to apply
- ✓ Maintain 2.0 GPA or above

# HRPWA Cadet Quote

“Attending the Public Works Academy has been one of the most rewarding choices in my life for many reasons. One is because in these tough economic times stable employment is very hard to find and by attending the Public Works Academy I have obtained such employment. Another is because I have been exposed to the various jobs that the Public Works Department offers to an individual.” Joshua Spratley, HRPWA Graduate

# Workforce Development Planning

## **During monthly board meetings:**

- Brainstorm training topics
- Determine course curriculum
- Agree on date and member location
- Discuss trainer requirements and suggest names
- Establish fees if needed
- Use new web system to register and track

# Workforce Development 2015

## Training Courses Offered:

- Backhoe – 3 classes
- Erosion and Sediment Control
- IBC 2012 Code Changes
- Front End Loader – 2 classes
- Excavator – 2 classes
- Trenching and Shoring
- Snowplow - 2 classes

**Total HRPWA Member Savings - \$78,648(est.)**

# Contact Information

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# Q & A



**THANK YOU**