Meeting Summary
Virtual Human Resources Committee
August 26, 2020 - 5:00 p.m. to 6:10 p.m.

Committee Members: Jody Eimers (Committee Chair), Yinka Ayankoya, Robert Morgan, John Morris and Ray DuBose (Ex-Officio)

Other Board Members: Ruchir Vora and Bruce Runberg

Staff: Todd Taylor, Robert Epting, Stephanie Glasgow, Mary Darr, Stephen Winters, Kelly Belcher, Andrea Orbich and Richard Wyatt

Public: None

The Human Resource Committee met on Wednesday, August 26, 2020 to discuss OWASA current efforts to expose young people to careers in the water industry and consider the merits of adding an apprenticeship program with emphasis on expanding career opportunities for underrepresented people.

Stephanie Glasgow, Director of Human Resources and Safety, provided a presentation that covered:

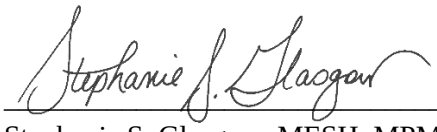
1) Overview of Current Career Exposure Efforts
    a. Recruitment Efforts and Strategies
    b. Orange County Living Wage
    c. Involvement with Chapel Hill/Carrboro City Schools
    d. Youth, Citizen and People Academies
    e. Empowerment Career Explorers Program
    f. Examples of Recent Internships
    g. Relationship with National Caucus on Black Aging
2) Career Development Opportunities
    a. Defined Apprenticeships and Interns
    b. Bob Epting discussed the Civil Rights Act and selection of minority candidates for such programs
    c. Identified Potential Positions for Internship opportunities
3) Potential Next Steps
    a. Explore potential partnerships (North Carolina Rural Water Association)
    b. Steps needed to develop our own Apprenticeship program

The Committee:

- Requested that staff proceed with exploring a partnership with North Carolina Rural Water Association's Apprenticeship Program with the goal of including consideration of an apprenticeship program for OWASA in the Fiscal Year 2022 Budget.
- Requested that staff explore the opportunities available for OWASA to participate in college level work/study programs (cooperative program) (specifically in the fields of Engineering and Environmental Sciences) at Historically Black Colleges and Universities.
- Requested information regarding internships over the last five years to include numbers of interns and length of assignment.

Staff will provide an update at the February 2021 Board Work Session and email the Board the requested information regarding internships as soon as the information is available.

Meeting summary prepared by:



Stephanie S. Glasgow, MESH, MPM, PHR, SHRM-CP
Director of Human Resources and Safety