



# REQUEST FOR COUNCIL ACTION

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**Title:** Request for Council Action - Occupational Skills Training Program with Chemeketa Community College

**Preferred Agenda:** April 26, 2022

**Submitted By:** Steven Haney, Utilities Manager

**Reviewed By:** Greg Springman, Public Works Director

**Type of Action:** Resolution \_\_\_\_ Motion \_\_\_\_ Roll Call  X  Other \_\_\_\_

**Relevant Code/Policy:** N/A

**Towards Council Goal:** Goal 1.2: Infrastructure Needs

**Attachments:** Training Site Agreement, Student Agreement

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## **Purpose of this RCA:**

The purpose of this RCA is to seek Council approval to utilize the Occupational Skills Training Program through Chemeketa Community College and authorize the City Manager Pro Tem to enter into an agreement for the program.

This program is used by various local community colleges as an opportunity to train students to perform work in treatment plants at little to no cost to the treatment facilities.

Students are not compensated by the City. Their insurance and worker's compensation are handled by Chemeketa Community College, so the risk to the city is very slight. We can choose who we work with and who we do not work with, we are not committed to keeping someone for the full length of training agreement if we have cause.

## **The Challenge/Problem:**

It is difficult nationally to find qualified treatment facility operators. This program will allow us at near zero cost train operators that are participating through a program with Chemeketa Community College. These operators will then be available after the program to provide a deeper recruitment group regionally.

## **Stakeholders:**

- Sweet Home City Council – Council will help increase the pool of applicants for future vacancies.
- Sweet Home Residents – Residents deserve qualified treatment operators to handle these essential duties, this program will help ensure an adequate supply of operators exist moving forward.
- Sweet Home Staff – Staff would gain a deeper understanding of required tasks by having to go through the task of training others to do said tasks.

- Chemeketa Students– Students will be provided with opportunity to learn job skills to help them find employment after the program.

**Issues and Financial Impacts:**

The financial impact would be minimal. City is responsible for training, creating periodic reports to the college, and providing Personal Protective Equipment (PPE) for anyone performing work on site at our treatment facilities.

**Elements of a Stable Solution:**

A stable solution includes city staff and the Community College working in partnership to provide opportunities both for students in the program and current staff to learn from training activities to ensure a more robust workforce in the future.

**Options:**

1. Option 1 – Do Nothing. Not recommended.
2. Option 2 – Move to participate in the Occupational Skills Training Program and authorize the City Manager Pro Tem to enter into an agreement. Recommended.
3. Option 3 – Seek more information before deciding. If requested a representative from Chemeketa Community College has offered to come and answer questions about the program.

**Recommendation:**

Staff recommends Option 2 – Move to participate in the Occupational Skills Training Program and authorize the City Manager Pro Tem to enter into an agreement.