The Baltimore City Water Industry Career Mentoring Program provides area young adults a pathway to a career in an often overlooked industry. Launched in 2015, the water mentoring program provides on-the-job-training and support from water industry veterans to equip young workers with the skills needed to fill entry-level positions. The result is a pipeline of future water industry workers.

The mentoring program is a joint effort of the Baltimore City Department of Public Works (DPW), the Mayor’s Office of Employment Development (MOED), and the Chesapeake Water Environment Association (CWEA).

DPW Director Rudy S. Chow, P.E., describes this innovative program as an antidote to a “succession planning crisis in the water industry” as utilities nationwide grapple with how to replace veteran water and wastewater system employees who are eligible for retirement within the next decade.

Access to Water Industry Careers
The Baltimore area water industry offers immediate, entry-level job opportunities and stable, well-paying careers with potential for job growth and advancement. Participants receive basic job readiness training, plus:

- Water industry career exploration
- Worksite tours and job shadowing experiences
- Connection with a career coach/mentor
- A summer job through YouthWorks/Hire One Youth
- Opportunities to interview for full-time, entry-level positions

The program is open to young adults between the ages of 18 and 24, with a high school diploma or GED, and who are unemployed or underemployed, and are not currently engaged in job training or post-secondary education. Applications are accepted in January; the program begins in February and runs through the end of August.

For more information:
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