

Workforce and Resilience

Advancing Diversity & Developing Career Pathways for a Greener Future



PHILADELPHIA
WATER
— DEPARTMENT —

Candi B. Jones, MPA, SHRM-CP
Assistant Deputy Commissioner, HR
Philadelphia Water Department

About my role:

- Hiring & Strategic Staffing
- Workforce Development
- Diversity, Equity and Inclusion
- Employee Relations
- Employee Benefits
- Training



We provide the City with integrated water, wastewater, and stormwater services

PWD maintains a network of more than 3,100 miles of water mains, 3,700 miles of sewers, six treatment facilities, and 34 pumping stations.

PWD has over 2,100 employees, 1100 of which are in operations



Growth Opportunity: Workforce Development that Reflects our Community

- Our Solutions:
 - Building sustainable partnerships
 - Developing internal programs
 - Gap Year Program
 - Apprenticeship Program
 - The Mentorship Program
 - Intern to Hire Program
 - Sourcing from our Veteran Population



PWD & PowercorpPHL | PARTNERSHIP



- Partnership established in 2013 with focus on green stormwater infrastructure maintenance: Green City, Clean Waters
- Targets: young adults and returning citizens 18-28
- Mutual Commitment-City and Utility leadership collaboration was essential to success.



Growth Opportunity:
Civil Service Hiring &
DEI Considerations

Our Solutions:

Across organization look at diversity in staffing at all levels in all functional areas

Champion and support changes to Civil Service rules to allow more flexible hiring practices

Partner with Citywide HR department to create career pathway opportunities for employees

Upskilling internal candidates and seeking external talent to support DEI efforts