

Building a Workforce that Flows into the Future



At the Orange County Water District (OCWD), commitment to recruitment, career exposure, and leadership programs ensures a culture of innovation and water resiliency. By fostering professional growth, maintaining strong community partnerships, and supporting long-term employee retention, OCWD is preparing its staff and the next generation of the water workforce to succeed in the evolving industry.

Partnering with Colleges to Build Career Pathways

Partnerships with local colleges provide career exposure and direct recruitment for maintenance and operations roles, helping students transition seamlessly from education to employment. OCWD partnered with Santiago Canyon College to secure a California Opportunity Youth Apprenticeship (COYA) planning grant, paving the way for a Water/Wastewater Technology Apprenticeship program.

Offering Internship Opportunities

OCWD internships span technical and administrative roles such as engineering, lab work, planning, public affairs, and more, where interns gain hands-on experience that enhances their career prospects. OCWD ensures a steady pipeline of skilled interns and graduates ready to contribute to the water industry.

Inspiring Careers through Educational Programs

Programs like the Children's Water Education Festival and Next Generation Water Leaders inspire thousands of students annually, providing hands-on experiences that introduce them to careers in water science, engineering, and environmental stewardship.

Fostering Mentorship and Professional Development

Employees have access to education reimbursement programs, leadership development opportunities, and tailored in-house training for supervisors and managers. Beyond the District, staff extend mentorship to researchers, industry colleagues, and students, sharing expertise to support broader water industry advancement.



For more information about OCWD,
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