

Recruiting and Maintaining an Effective Workforce for Now and the Future

What Can the Data Tell Us?

Keisha Kelley, Program Manager
State Water Resources Control Board
Division of Financial Assistance
Office of Operator Certification



"Preserve, Enhance, and Restore California's Water Resource"



How to contact us

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(916) 341-5819, (916) 449-5611, or (916) 449-5610

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You must leave a detailed message to receive a call back

Keisha Kelley, Program Manager

Valerie Gregory, Unit 1 Manager
Examinations and Renewals

Jon Hermison, Unit 2 Manager
Certifications, Plant Classification, Contract Operators

Certifications



Number of Valid Certificates

Date Range: 7/1/2023 – 6/30/2024

	July 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	June 2024
OIT	587	589	588	603	615	627	742	737	735	728	720	705
Grade I	789	790	790	797	801	790	817	815	813	812	810	787
Grade II	1,494	1,500	1,503	1,508	1,512	1,471	1,539	1,536	1,530	1,526	1,524	1,468
Grade III	1,809	1,814	1,822	1,826	1,829	1,791	1,850	1,845	1,839	1,836	1,834	1,786
Grade IV	442	443	442	440	440	432	440	437	437	436	437	424
Grade V	1,091	1,095	1,095	1,096	1,099	1,078	1,108	1,108	1,107	1,107	1,107	1,083
Total	6,212	6,231	6,240	6,270	6,296	6,189	6,496	6,478	6,461	6,445	6,432	6,253

Date Range: 7/1/2024 – 6/30/2025

	July 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	June 2025
OIT	568	602	635	669	691	691	693	709	704	722	735	742
Grade I	735	748	761	774	783	783	783	792	796	794	798	808
Grade II	1,394	1,413	1,432	1,451	1,466	1,470	1,474	1,469	1,469	1,481	1,482	1,476
Grade III	1,737	1,756	1,775	1,794	1,805	1,806	1,807	1,809	1,815	1,820	1,835	1,840
Grade IV	408	410	412	414	415	416	417	420	419	419	418	416
Grade V	1,056	1,059	1,062	1,065	1,069	1,069	1,069	1,078	1,078	1,076	1,076	1,083
Total	5,898	5,988	6,077	6,167	6,229	6,235	6,243	6,277	6,281	6,312	6,344	6,365

Certified Operators by Age

Wastewater Treatment Operators Age - October 2019											
Age	< 25	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 65	> 65	Total
OIT	58	125	138	110	71	60	42	27	15	3	649
Gr I	8	53	90	94	88	93	102	106	76	62	772
Gr II	15	77	161	167	154	163	178	244	196	149	1,504
Gr III	16	99	182	230	207	186	218	286	252	169	1,845
Gr IV	1	7	20	46	45	41	60	78	91	71	460
Gr V	-	25	67	121	72	95	130	184	184	192	1,070
Total	98	386	658	768	637	638	730	925	814	646	6,300

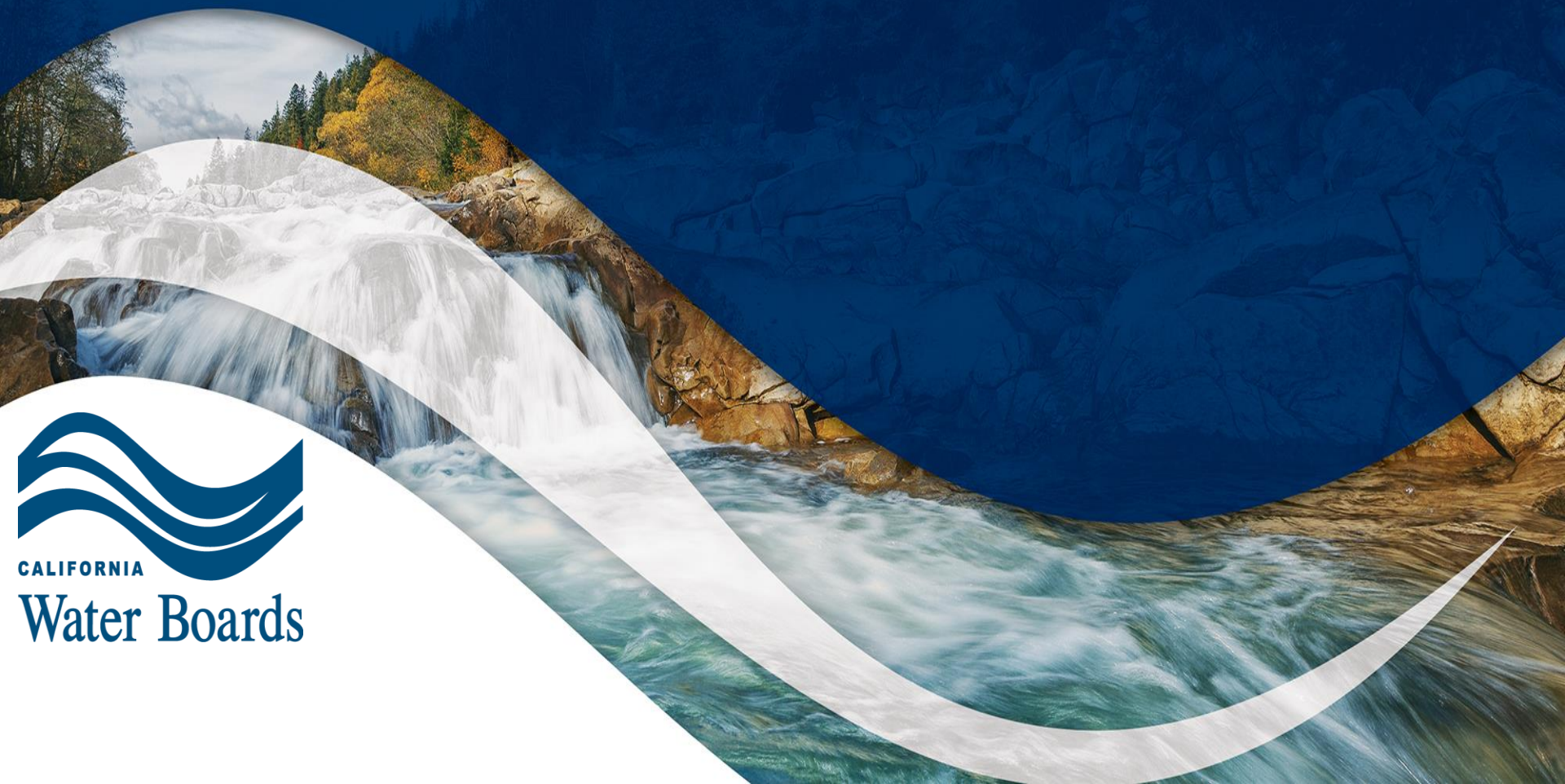
Wastewater Treatment Operators Age - March 2025											
Age	< 25	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 65	> 65	Total
OIT	96	128	129	103	95	53	27	19	11	3	664
Gr I	18	59	107	120	114	87	84	78	74	58	799
Gr II	15	64	144	201	209	186	158	166	196	130	1,469
Gr III	3	61	171	256	284	216	180	195	256	196	1,818
Gr IV	-	1	21	37	50	56	41	48	73	92	419
Gr V	1	14	59	117	153	92	99	127	187	233	1,082
Total	133	327	631	834	905	690	589	633	797	712	6,251

Certified Operators by Age

Wastewater Treatment Operators Age October 2019			
	Avg. Age	>60	>55
OIT	36.9	2.8%	6.9%
Gr I	46.9	17.9%	31.6%
Gr II	48.6	22.9%	39.2%
Gr III	48.4	22.8%	38.3%
Gr IV	52.8	35.2%	52.2%
Gr V	52.4	35.1%	52.3%
Total	48.1	23.2%	37.9%

Wastewater Treatment Operators Age March 2025			
	Avg. Age	>60	>55
OIT	35.6	2.1%	5.0%
Gr I	45.1	16.5%	26.3%
Gr II	47.7	22.2%	33.5%
Gr III	48.5	24.9%	35.6%
Gr IV	53.1	39.4%	50.8%
Gr V	52.4	38.8%	50.6%
Total	47.5	24.1%	34.3%

Examinations



CBT Pass/Fail Data Cumulative

Exam Date Range: 2/20/2021 (CBT Inception) -- 6/30/2025

	Number of Examinees	Number Passed	Number Failed	Percent Passed
Grade I	1619	876	743	54%
Grade II	1661	907	754	55%
Grade III	1524	551	973	36%
Grade IV	427	117	310	27%
Grade V	736	210	526	29%
Grand Total	5967	2661	3306	45%

CBT Pass/Fail Data FY 23/24

Exam Date Range: 7/1/2023 -- 6/30/2024

	Number of Examinees	Number Passed	Number Failed	Percent Passed
Grade I	350	196	154	56%
Grade II	373	219	154	59%
Grade III	321	125	196	39%
Grade IV	94	25	69	27%
Grade V	168	48	120	29%

Grand Total	1306	613	693	47%
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CBT Pass/Fail Data FY 24/25

Exam Date Range: 7/1/2024 -- 6/30/2025

	Number of Examinees	Number Passed	Number Failed	Percent Passed
Grade I	396	209	187	53%
Grade II	416	210	206	50%
Grade III	383	151	232	39%
Grade IV	86	21	65	24%
Grade V	170	43	127	25%

Grand Total	1451	634	817	44%
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Exam Score Summary Report - FY 23/24

Exam Date Range: 7/1/2023 -- 6/30/2024

The minimum passing score is 70% overall, including at least 50% in math

			Multiple Choice			Math Multiple Choice			True/False			Essay Multiple Choice									
Max Points Scored	Min Points Scored	Avg Points Scored	Max %	Min %	Avg %	Max %	Min %	Avg %	Max %	Min %	Avg %	Max %	Min %	Avg %							
EXAM -- Wastewater Treatment Grade 1			25 (2pts)			10 (4pts)			45 (1pt)												
Must get at least 95 points total (20 points min. in Math)																					
Grade I (Version 1)	130	43	99	92	16	63	100	10	80	98	53				78						
Grade I (Version 2)	132	61	97	100	28	66	100	30	72	98	60				78						
Grade I (Version 3)	125	48	93	92	24	63	100	20	73	98	49	73									
EXAM -- Wastewater Treatment Grade 2			30 (2pts)			10 (4pts)			50 (1pt)												
Must get at least 105 points total (20 points min. in Math)																					
Grade II (Version 1)	145	51	116	100	23	78	100	10	73	96	52	81									
Grade II (Version 2)	139	57	101	87	27	63	100	20	68	94	50	72									
Grade II (Version 3)	141	61	106	97	30	68	100	20	69	94	60	76									
EXAM -- Wastewater Treatment Grade 3			20 (2pts)			10 (2pts)			25 (1pt)			6 (2pts)									
Must get at least 68 points total (10 points min. in Math)																					
Grade III (Version 1)	85	35	61	95	20	62	100	10	61	80	44	65	100	17	66						
Grade III (Version 2)	91	30	65	95	15	67	100	10	62	92	48	72	100	17	62						
Grade III (Version 3)	91	29	66	100	20	73	100	0	54	100	44	70	100	17	67						
EXAM -- Wastewater Treatment Grade 4			20 (2pts)			15 (2pts)						24 (2pts)									
Must get at least 90 points total (15 points min. in Math)																					
Grade IV (Version 1)	100	46	72	80	32	52	100	20				54							83	29	61
Grade IV (Version 2)	104	40	79	84	28	57	100	13				65							88	21	64
Grade IV (Version 3)	110	42	85	100	44	76	100	7	69				88	25	54						
EXAM -- Wastewater Treatment Grade 5			25 (2pts)			16 (2pts)						29 (2pts)									
Must get at least 98 points total (16 points min. in Math)																					
Grade V (Version 1)	112	52	82	84	32	59	88	13				50							79	34	63
Grade V (Version 2)	122	46	92	92	28	62	100	25				73							86	28	66
Grade V (Version 3)	112	46	81	100	28	63	94	0	64				76	24	51						

Exam Score Summary Report - FY 24/25

Exam Date Range: 7/1/2024 -- 6/30/2025

The minimum passing score is 70% overall, including at least 50% in math

			Multiple Choice			Math Multiple Choice			True/False			Essay Multiple Choice			
Max Points Scored	Min Points Scored	Avg Points Scored	Max %	Min %	Avg %	Max %	Min %	Avg %	Max %	Min %	Avg %	Max %	Min %	Avg %	
EXAM -- Wastewater Treatment Grade 1			25 (2pts)			10 (4pts)			45 (1pt)						
Must get at least 95 points total (20 points min. in Math)															
Grade I (Version 1)	131	41	95	96	16	60	100	20	75	100	53				78
Grade I (Version 2)	131	52	97	100	32	66	100	10	73	98	56				76
Grade I (Version 3)	133	48	96	100	28	64	100	0	75	100	56	75			
EXAM -- Wastewater Treatment Grade 2			30 (2pts)			10 (4pts)			50 (1pt)						
Must get at least 105 points total (20 points min. in Math)															
Grade II (Version 1)	148	65	111	100	37	74	100	0	66	96	60				80
Grade II (Version 2)	137	50	99	90	23	62	100	10	65	92	48				71
Grade II (Version 3)	140	49	105	97	27	68	100	10	66	94	54	75			
EXAM -- Wastewater Treatment Grade 3			20 (2pts)			10 (2pts)			25 (1pt)			6 (2pts)			
Must get at least 68 points total (10 points min. in Math)															
Grade III (Version 1)	83	32	61	95	25	64	100	10	59	84	44	65	100	17	64
Grade III (Version 2)	87	33	64	95	25	68	100	0	62	92	52	71	100	17	60
Grade III (Version 3)	93	1	66	100	0	73	100	0	55	96	4	70	100	0	68
EXAM -- Wastewater Treatment Grade 4			20 (2pts)			15 (2pts)						24 (2pts)			
Must get at least 90 points total (15 points min. in Math)															
Grade IV (Version 1)	116	46	76	88	16	54	100	7				58			
Grade IV (Version 2)	110	44	79	80	32	56	100	13				68			
Grade IV (Version 3)	110	58	79	96	36	71	100	33	66				67		
EXAM -- Wastewater Treatment Grade 5			25 (2pts)			16 (2pts)						29 (2pts)			
Must get at least 98 points total (16 points min. in Math)															
Grade V (Version 1)	118	48	82	88	24	57	94	13				57			
Grade V (Version 2)	120	50	91	92	32	62	100	19				71			
Grade V (Version 3)	116	44	84	96	28	65	100	19	70				72		

Exam Results Letter

WASTEWATER TREATMENT PLANT OPERATOR EXAMINATION RESULTS

We regret to inform you that you did **not** pass the Wastewater Treatment Plant Operator – **Grade III** examination you took on «Exam_Date». The exam has been graded on a pass/fail basis. To achieve a passing grade, a person must attain a minimum of 68 points (70% of the 97 available in the examination) **and** at least 10 points (50%) on the math section.

UNFORTUNATELY, YOUR SCORE FELL BELOW THE MINIMUM PASSING SCORE.

For your personal information, your score on this **Grade III** examination is as follows:

True/False Questions

YOUR SCORE: «Score 1»

Multiple Choice Questions

YOUR SCORE: «Score 2»

Math Problems

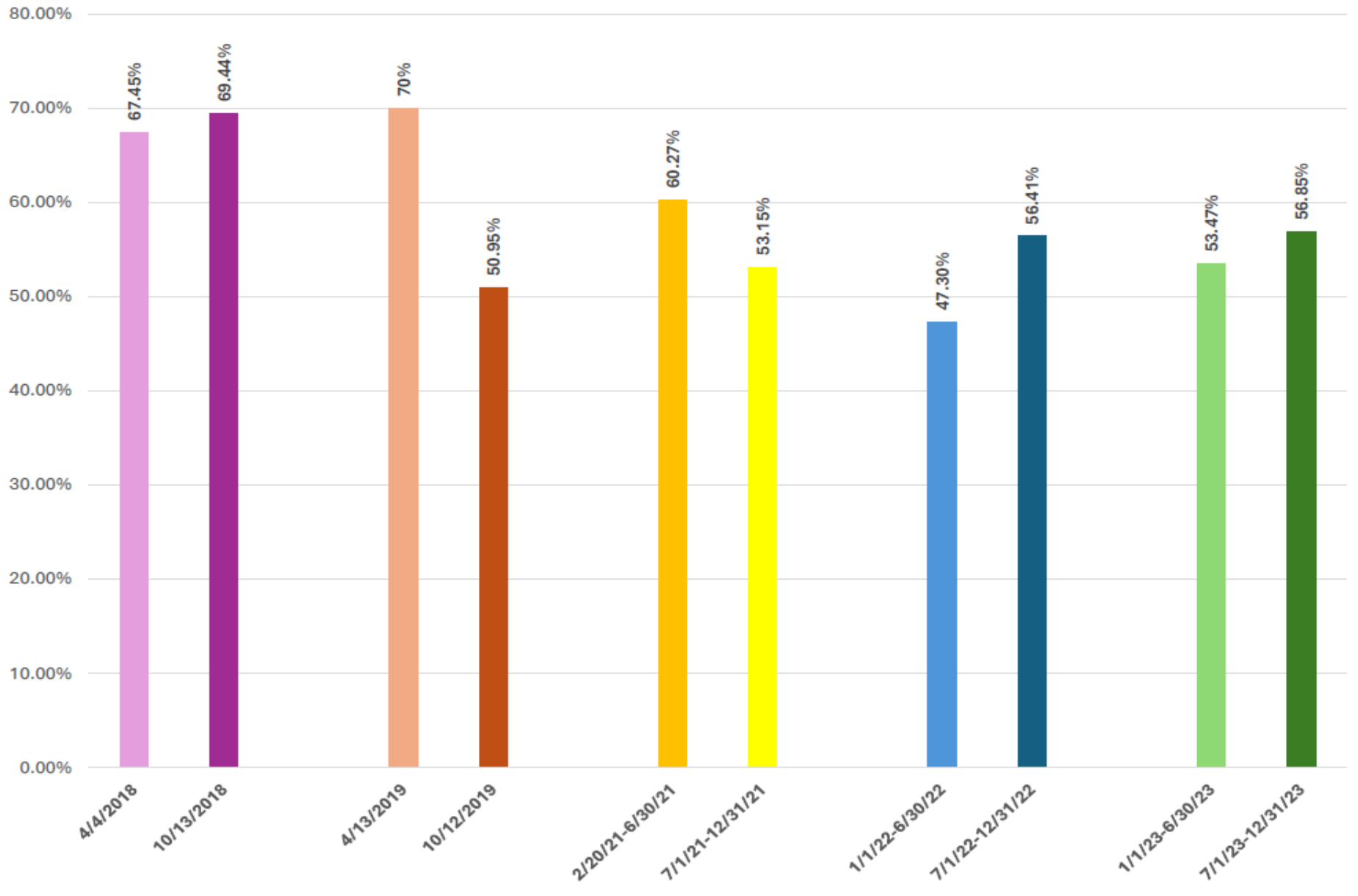
YOUR SCORE: «Score 3»

Essay Questions

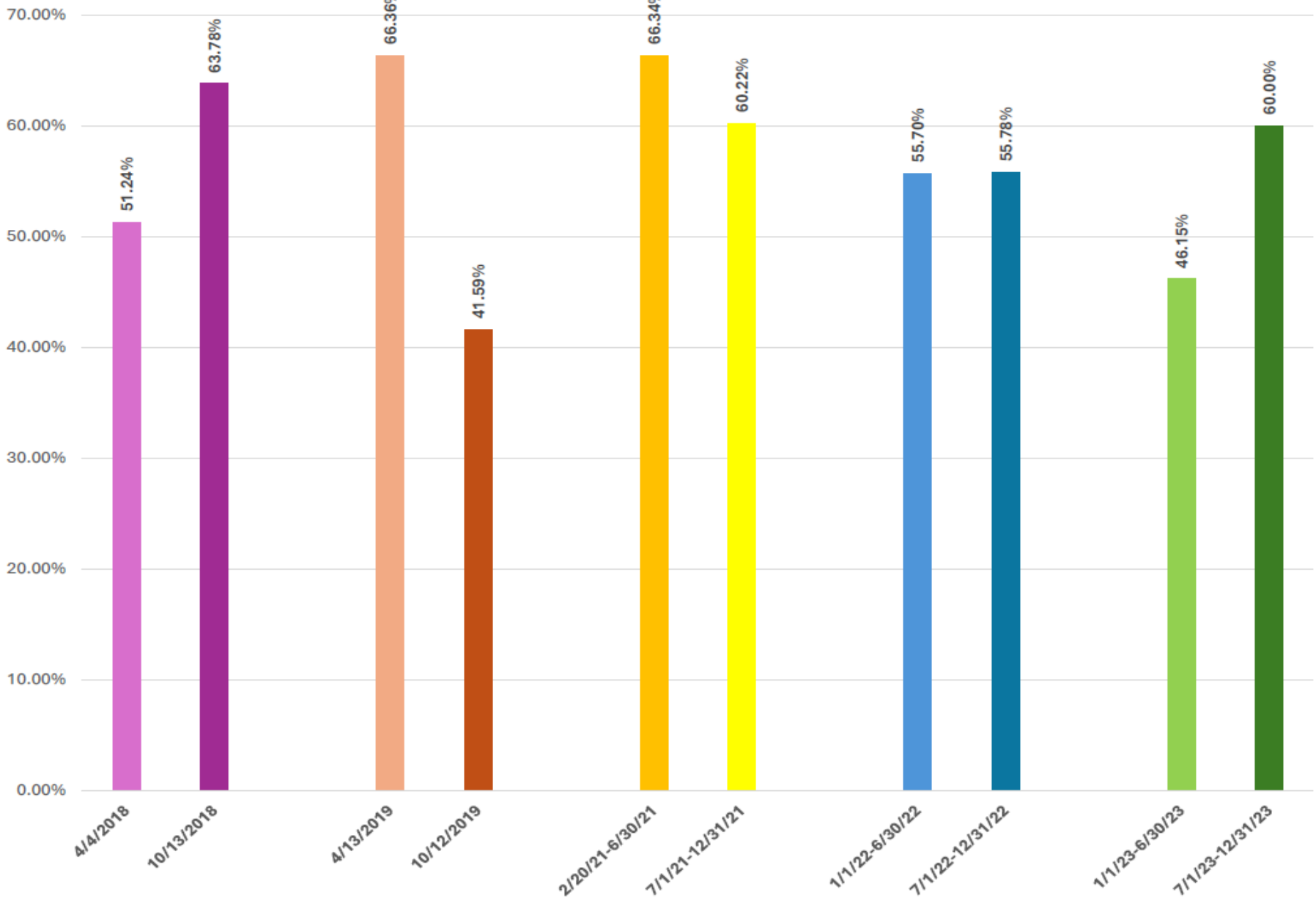
YOUR SCORE: «Score Essay»

TOTAL SCORE: «Total»

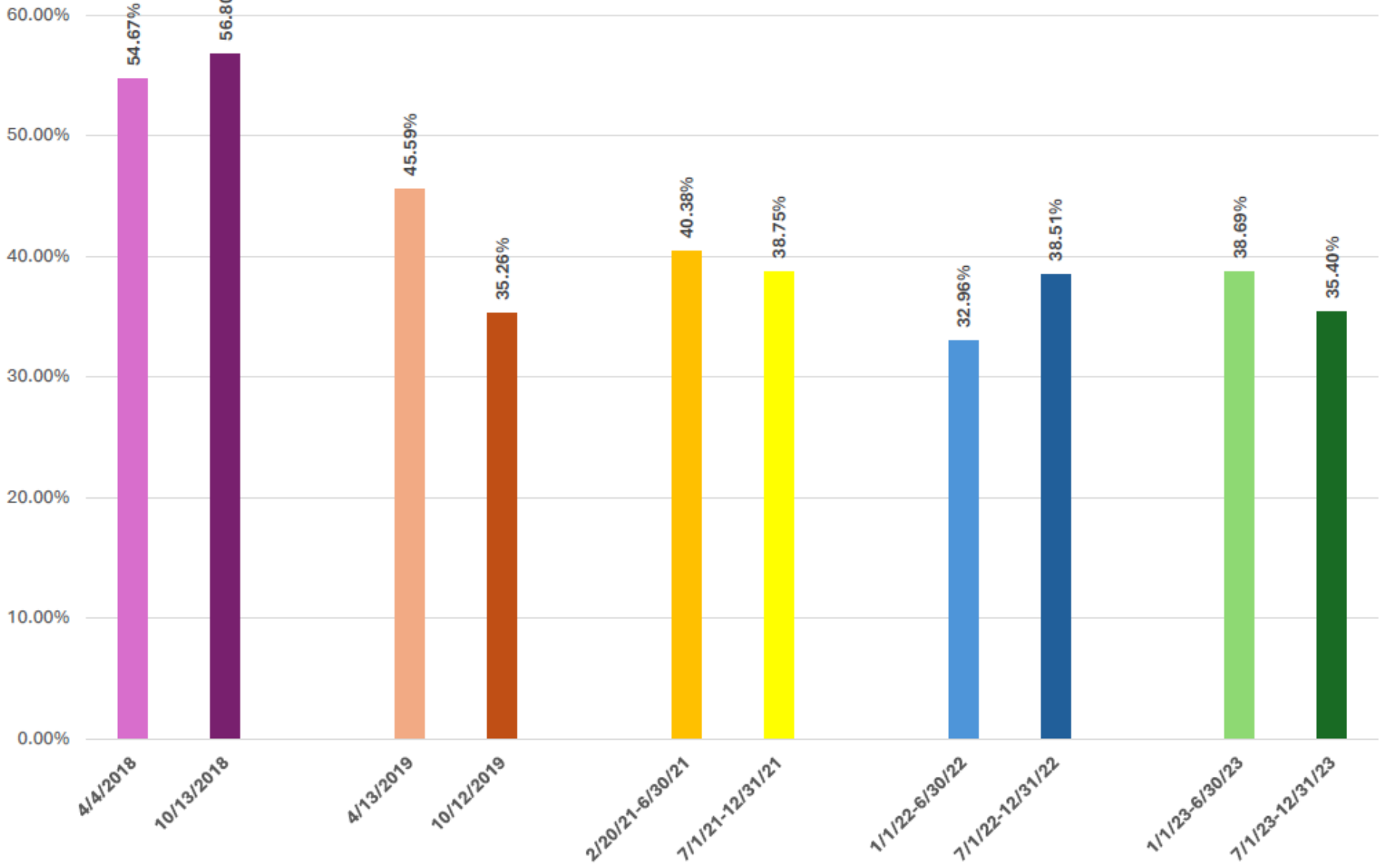
Grade I



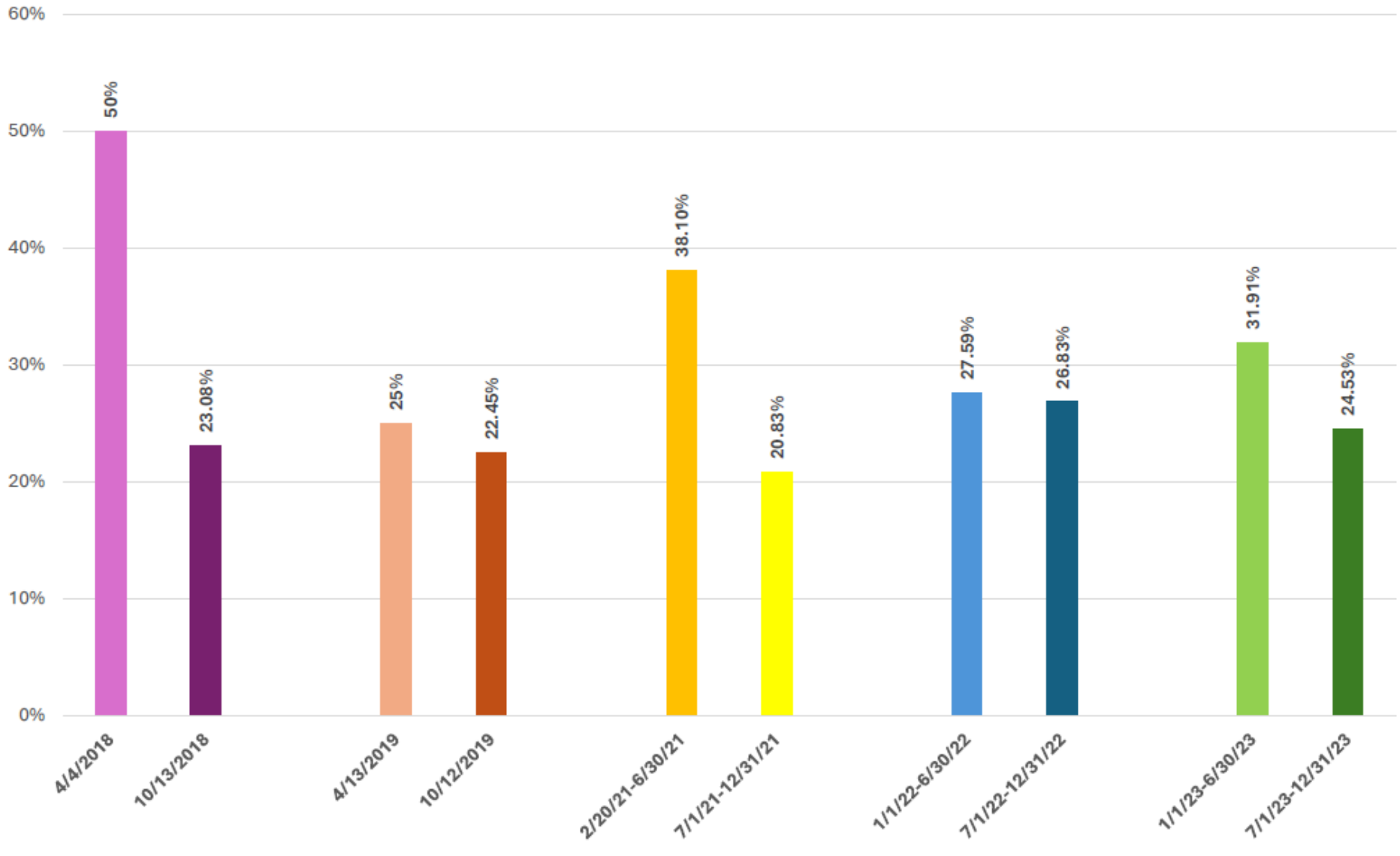
Grade II



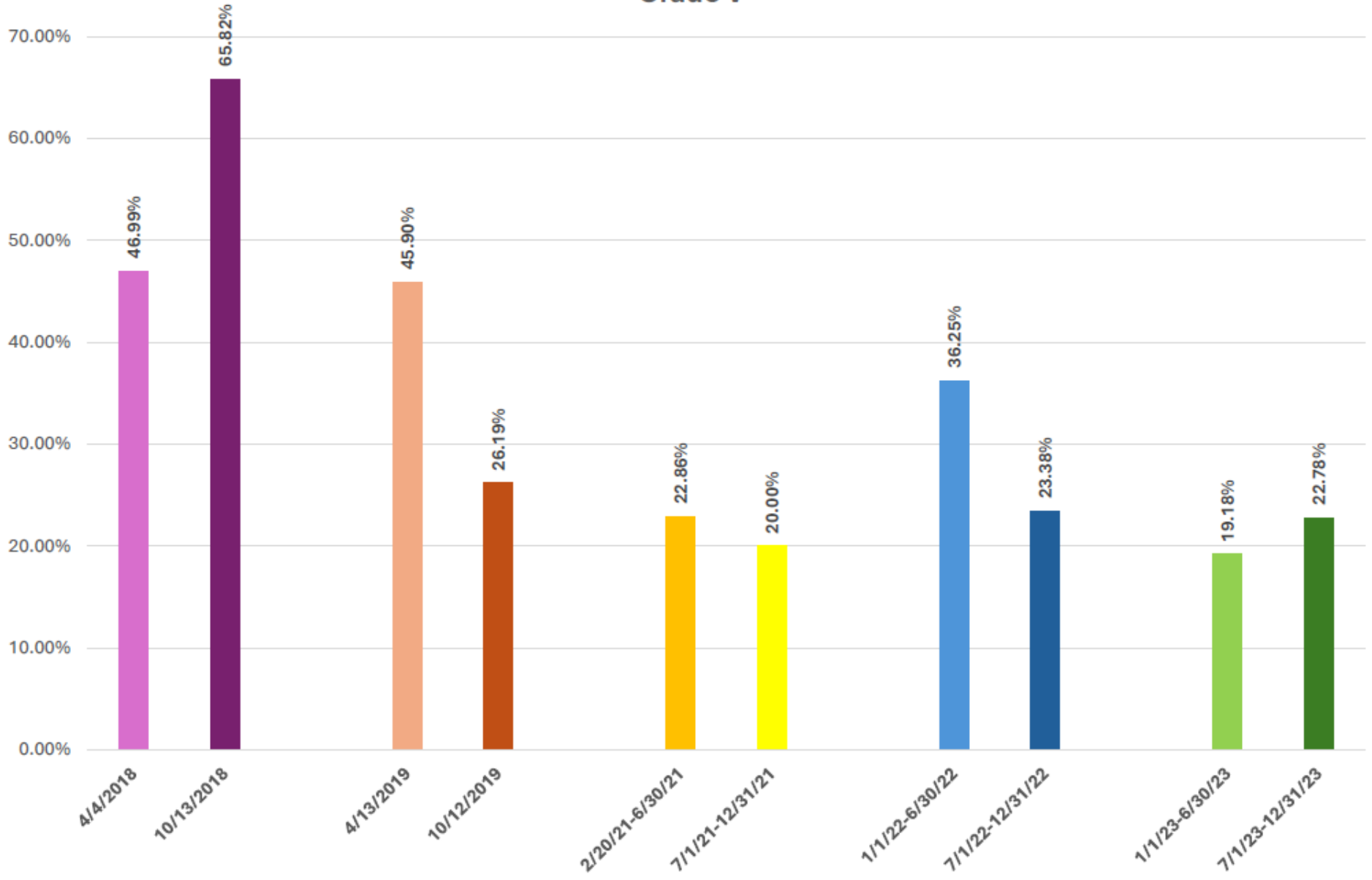
Grade III



Grade IV



Grade V



Recruiting and Maintaining an Effective Workforce for Now and the Future

What Actions Can We Take?





How to contact us

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