



2025 Program Report

XCC-Boston & XCC-MA Six Cohorts Enrolled:

Spring 2025



XCC-Boston



XCC-Massachusetts (Worcester)

Summer 2025



XCC-Boston



XCC-Massachusetts (Springfield)

Fall 2025



XCC-Boston



XCC-Massachusetts (Worcester)



XCC-Boston (group photo)



XCC-Mass (group photo)

2025 Program Directors



Lisa Holden (XCC-Boston)



Aaron Dale (XCC-MA)

Thank you to our organizational partners who trained 2025 XCC crew members in green infrastructure, water quality assessment, habitat assessment and culvert assessment.



Number of XCC crew members who completed program
in 2025:

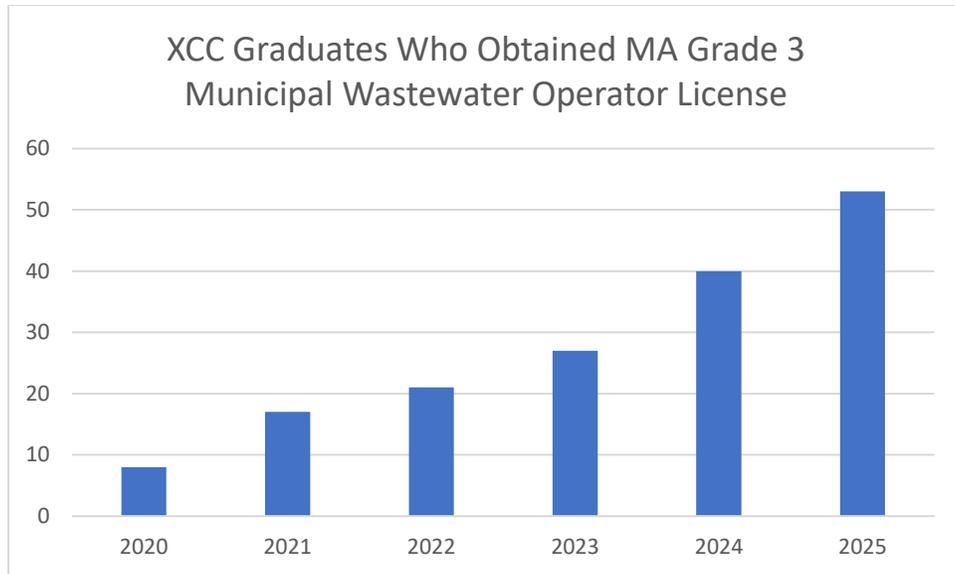
53

All 2025 XCC crew members attended weekly classes to prepare them for the MA Grade 3 Municipal Wastewater Operator's License exam.



Number of XCC graduates who obtained MA Grade 3 Municipal
Wastewater Operator's license to-date:

166

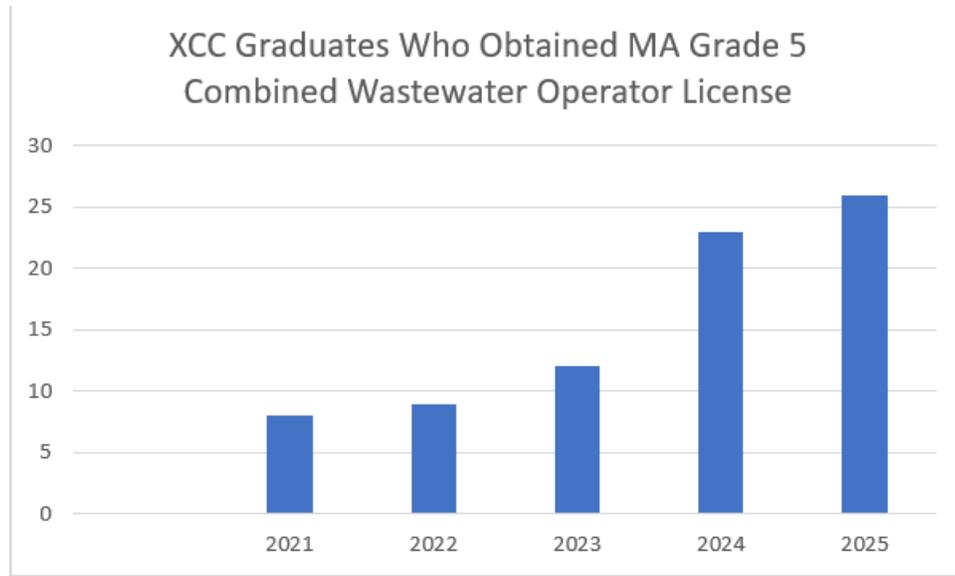


We also offered classes to prepare XCC graduates for the MA Grade 5 & Grade 6 Combined Wastewater Operator's license exam immediately after they obtained their Grade 3M license and also in the evening so they could attend after work.



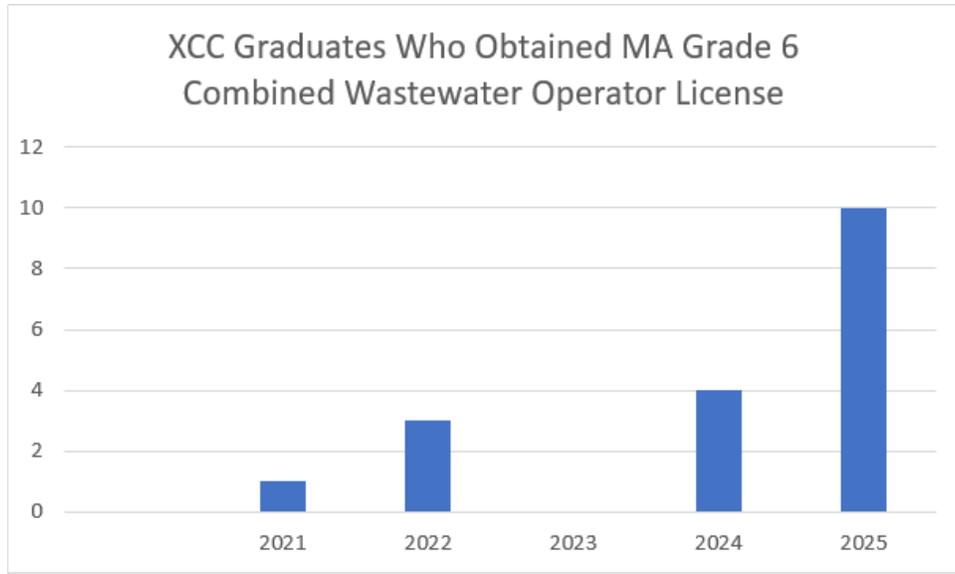
Number of XCC graduates who obtained MA Grade 5 Combined Wastewater Operator's license to-date:

78



Number of XCC graduates who obtained MA Grade 6 Combined Wastewater Operator's license to-date:

18



We bring each XCC cohort on a tour of a wastewater treatment plant. Recently, for the first time, an XCC graduate, who has been working as a wastewater operator for three years, gave us the tour! It was inspiring and exciting for our new XCC crew members to be given a tour by a graduate from the same program they are enrolled in!



Kervin Joseph – 2022 XCC Graduate

Number of XCC graduates who were placed into full-time wastewater operator positions to-date:

69



Our commitment to continual improvement in X-Cel Conservation Corps has resulted in the effective program model we have today. Each challenge that our corps members have dealt with over the past several years, has led us to implement innovative solutions to help the corps members overcome those challenges. In 2023 there was a drop in job placements because we enrolled a higher number of young adults who did not have a driver's license and a significant number of them did not obtain their driver's license. To address this challenge, in 2024 and 2025 we prioritized applicants who already had a driver's license and those who didn't we enrolled in driving classes earlier in the process. This contributed to a 55% increase in job placements in 2024 compared to 2022 and an additional 57% increase in 2025.

Names of XCC Graduates Hired in 2025 and Locations of Jobs:



Chris (Hingham, MA)



Daniel (Providence, RI)



Chris (N. Kingstown, RI)



Charles (Lawrence, MA.)



Kaylee (Mobile)



Louis (Milbury, MA)



Jaizel (Cohasset, MA)



Naquqn (Boston, MA)



Martin (Lowell, MA)



Mike (Milbury, MA,)



Tim (Bridgewater, MA)



Jamal (Marlborough, MA)



Nicolas (Fitchburg , MA)



Reggie (Taunton , MA)



Henry (Mobile)



Jibrail (Chicopee, MA)



Gabriel (Attleboro, MA)



Carlos (New Bedford , MA)



Najib (Chicopee, MA)



Jeury (Hull, MA)



Ashwayne (N. Hampton, MA)



Luis (Taunton, MA)

Companies who hired XCC graduates in full-time
wastewater operator positions with benefits in
2025:

Woodard & Curran

Veolia

City of Fitchburg, Wastewater Division

Taylor Farms

Wind River Environmental

Upper Blackstone Clean Water

Civil & Environmental Consultants, Inc.

Town of Bridgewater, Water Pollution Control

Vestis Services, LLC

City of Lowell

Weston & Sampson

City of Chicopee, Water Pollution Control

Ennovi

Dav-Tech Plating, Inc.

Coca Cola



In 2025, upon enrollment, of XCC crew members:

62% were unemployed with \$0 income

38% were employed with average income of
\$31,465/year, most with no benefits

In 2025, upon XCC program completion:

XCC graduates were placed into positions with an average income of ***\$52,000/year, with full benefits***

In 2025, after 4-5 years in full-time wastewater operator positions:

XCC graduates were earning an average income of ***\$76,052/year, with full benefits***

X-Cel Conservation Corps is committed to not only help place graduates into well-paying full-time wastewater operator positions, but to support those graduates to continue to advance up their career ladder in the water industry. This work includes assisting them to prepare for higher-level wastewater licenses, obtain additional training, move into better-paying positions with more responsibility, and provide them with coaching and information to do all of the above. As part of this effort, we hold regular alumni get-togethers to share information and support.



2025 XCC Alumni BBQ at Houghton's Pond/Milton, MA.

X-Cel Conservation Corps breaks the cycle of poverty by preparing Boston young adults for careers in water management and conservation that lead to economic self-sufficiency through training and paid conservation projects to improve water quality and build environmental resilience in Eastern Massachusetts.

www.x-celeducation.org/conservation-corps

Follow us on Instagram at: [x_cel_conservationcorps](https://www.instagram.com/x_cel_conservationcorps)