



# 2019 SPECIALTY CONFERENCE & WORKSHOP SERIES



**Thursday, November 14 / Marriott Hartford Cromwell, Connecticut**

**W**orkforce Sustainability is an important and current topic in the clean water industry for maintaining a consistent level of service to our customers. The clean water industry is responsible for delivering a vital service that protects human health and ensures a healthy environment. With unemployment low and the baby boomers retiring, maintaining a workforce requires strategic planning to avoid shortfalls in the future. The conference will start with a discussion on opportunities for introducing workers to the industry. We need to get them to better understand clean water work from all levels including high school to young professionals.

In the afternoon we will discuss programs and changes to build workforce sustainability and then discuss training and the future needs of the new workforce. Specifically, the conference will discuss opportunities for youth to experience the clean water industry as a career field. We will discuss creating a diverse workforce, providing career ladders for employees and filling the knowledge gap created by retirements in the first part of the program. Later in the program we will look at planning for changes to your workforce and keeping new employees involved. Training practices, and training needs for the next generation of employees are all going to be part of the agenda. This conference will highlight some of the ways that are being used to mitigate the “gray tsunami” that is affecting the clean water industry.

**Who should attend:** Executive Directors, General Managers, Plant Managers, Superintendents, Human Resource staff, Education Administrators, Regulators.

### CONFERENCE SCHEDULE

- 8:00 **Registration/Continental Breakfast**
- 8:45 **Welcome and Opening Remarks**
  - Ray Vermette, NEWEA President
  - Gary Zrelak, Utility Management Committee Chair
- 9:00 **Right Now: The Best Time to be in Water**  
**Keynote Speaker - Tom Kunetz, WEF Past President**
- 9:30 **Engaging Youth in the Environment: Successful Summer City Programs for Youth**
  - Thomas Groves, NEIWPC
- 10:00 **Building Sustainable Talent Pipelines**
  - Christopher Leveque, MDC
- 10:30 **Break**
- 11:00 **Planning for the Future—Success Stories from New England Wastewater Management Programs**
  - Thomas Groves, NEIWPC and Leeann Hanson, JETCC
- 11:30 **Attracting, Retaining and Growing Young Professionals**
  - Colin O'Brien, Brown and Caldwell
- Noon **Lunch** (included)
- 1:00 **Infusing Youth in the Water Industry**
  - Tyler Feeny, Woodard & Curran
- 1:30 **RWA's Transformational Journey**
  - Beth Nesteriak, RWA
- 2:00 **Break**
- 2:30 **What We've Learned from Training 10,000 Operators**
  - John Rickerman, Jacobs
- 3:00 **Smart Utility and Technology for the Next Generation of Workers**
  - Michael Karl, Brown and Caldwell
- 3:30 **Closing Remarks / Adjourn**

**REGISTRATION FORM: NEWEA Utility Management Specialty Conference—Workforce Sustainability Thursday, November 14 / Courtyard by Marriott Hartford Cromwell, Connecticut**

Last Name \_\_\_\_\_

First Name \_\_\_\_\_

Affiliation/Co. \_\_\_\_\_

Address \_\_\_\_\_

City/State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

**Payment:**  \$130 pp NEWEA Members/Speakers(\$160 pp after 10/31/19)  
 \$40 pp Regulator Member  \$90 pp Regulator Non Member\*  
 \$175 pp Non Members (\$205 pp after 10/31/19)  
 \$130 pp HumanResource/Education Administrators

Membership ID # \_\_\_\_\_

Check enclosed / Made payable to NEWEA

Purchase Order # \_\_\_\_\_

Visa/MC/Discover/AMEX

# \_\_\_\_\_ Security/CVC \_\_\_\_\_

Exp. \_\_\_\_\_ Signature \_\_\_\_\_

**Register online at <https://sforce.co/2kSJOoC>**

\*Includes NEWEA membership. **If interested in sponsoring this event, visit [newea.org](http://newea.org) for more information.**

**Mail to:** NEWEA, 10 Tower Office Park, Suite 601, Woburn, MA 01801  
**FAX to:** 781-939-0907 **Questions:** Contact the NEWEA office at 781-939-0908 or [mail@newea.org](mailto:mail@newea.org). **Registration Deadline—10/31/19**  
**Cancellations:** If unable to attend, please contact us prior to 10/31/19. Space is limited. First-come, first-served. No refunds.