



# Infusing Youth in the Water and Wastewater Industry



**Tyler Feeney**

# The Collective Eye Roll



**37% of water**  
workers and  
**31% of wastewater**  
workers will retire in  
**the next 10 years.**



# Usual Job Recruitment Tools

- Classifieds
- Online Job Boards
  - NEWEA Job Bank



## NEWEA Job Bank

### Free for NEWEA Members and Non-members

NEWEA's Job Bank is continually updated with dozens of new employment listings every month for opportunities in the water industry, including water and wastewater management, operations, consulting engineering, and other career paths for water quality. Post your openings or search up-to-date job listings for career opportunities today.

Check out our new [Career Brochure](#) for information on water quality professionals and the different career opportunities in the water quality industry.

### Employers

Find qualified candidates to fulfill staffing needs quickly and easily and build company awareness with direct links to your website. [Start posting jobs today – no need to sign in!](#)

If you need to modify your job listing, please [contact the NEWEA office](#).

### Job Seekers

Whether you're looking for a new job, or ready to take the next step in your career, we'll help you find the opportunity that's right for you. Start your search today by searching the categories listed below.

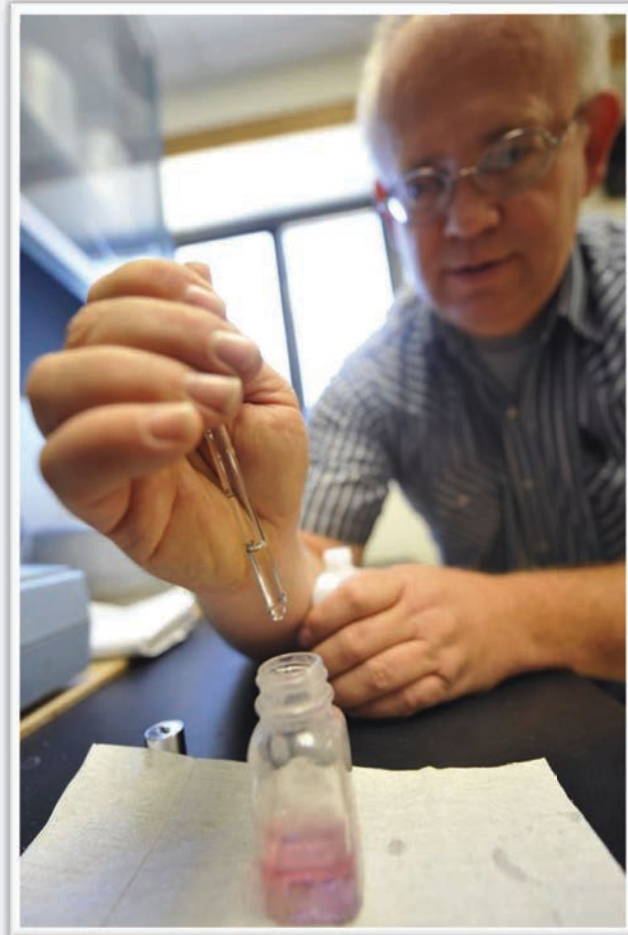


☒ Freelance ☒ Full Time ☒ Internship ☒ Part Time ☒ Temporary

# Infusing Youth in the Field

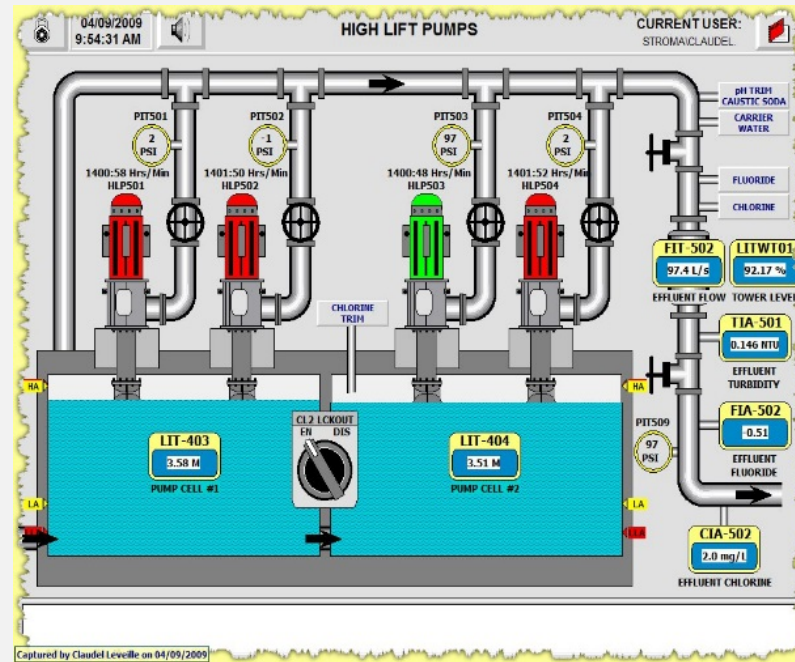


# Gone are the days of...





# Now are the days of...



# The Dreaded “Brain Drain”



# Groupthink

*Groupthink is a psychological phenomenon whereby pressure within a group to agree results in failures to think critically about an issue, situation or decision.*



Pearl Harbor Attacks



Automotive Industry, 1970's

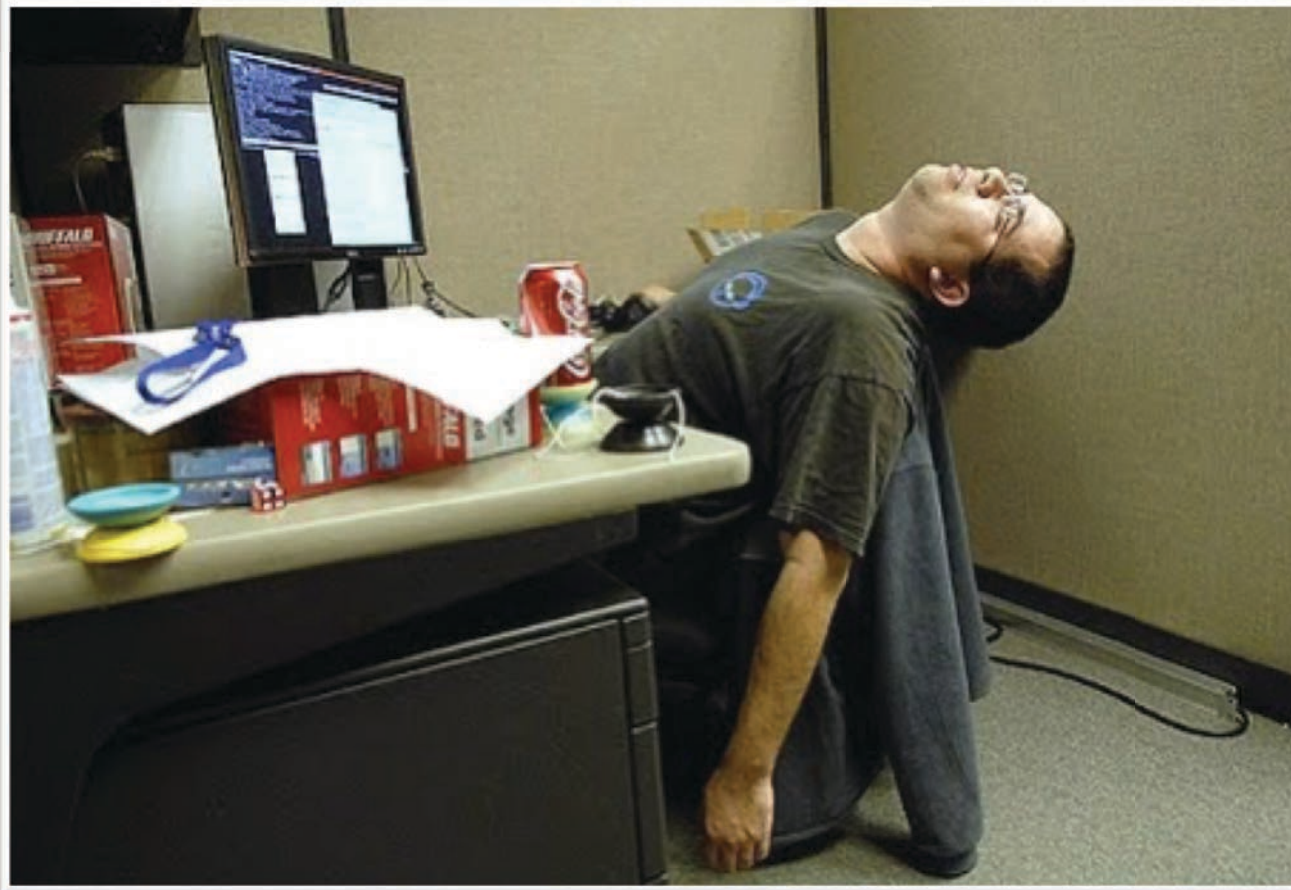


2007 / 2008 Financial Crisis

**Problem – Mandate – Shake Up**



# Future Staffing Issues



**QUALIFIED OPERATOR?**

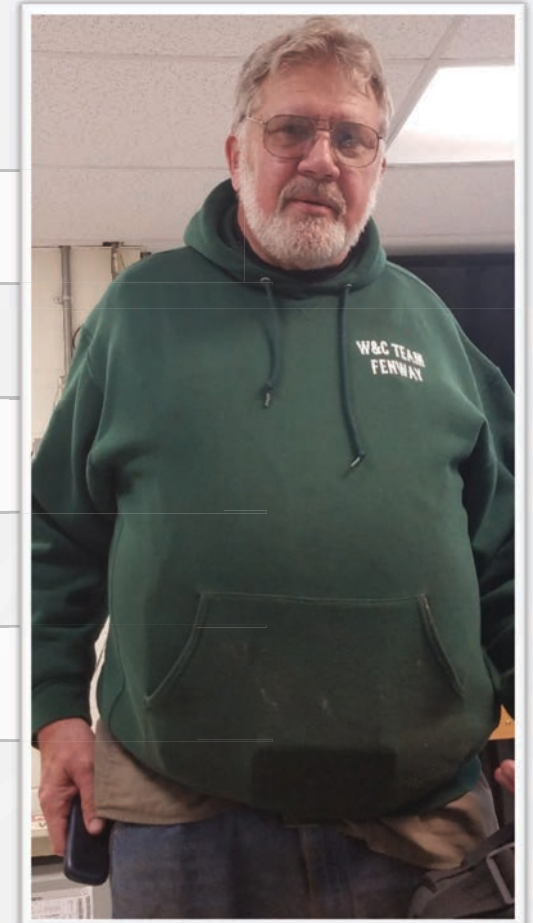


**INJURIES, FATIGUE, ILLNESS**

# A Tale of Two Operators



Mike	<b>Name</b>	Kenny
24	<b>Age</b>	60
Newbie	<b>Experience</b>	Grizzled Veteran
Oh Yea!	<b>Enthusiasm</b>	Not Likely
Duh?	<b>Smartphone</b>	But my flip phone



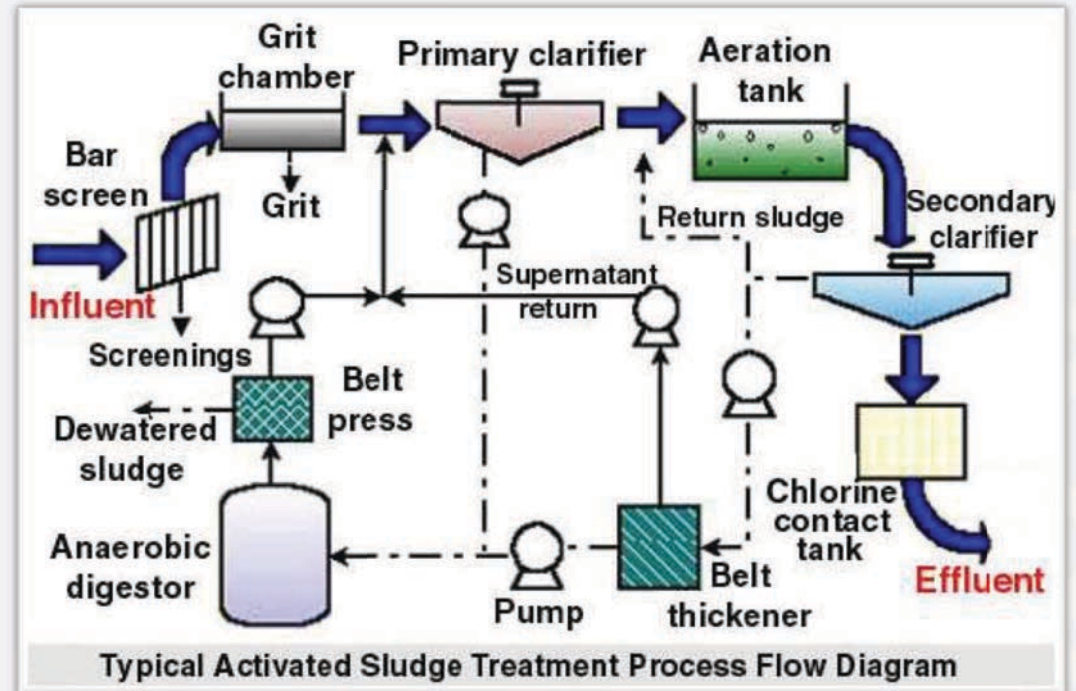


# Meshing the Inexperienced with the Experienced

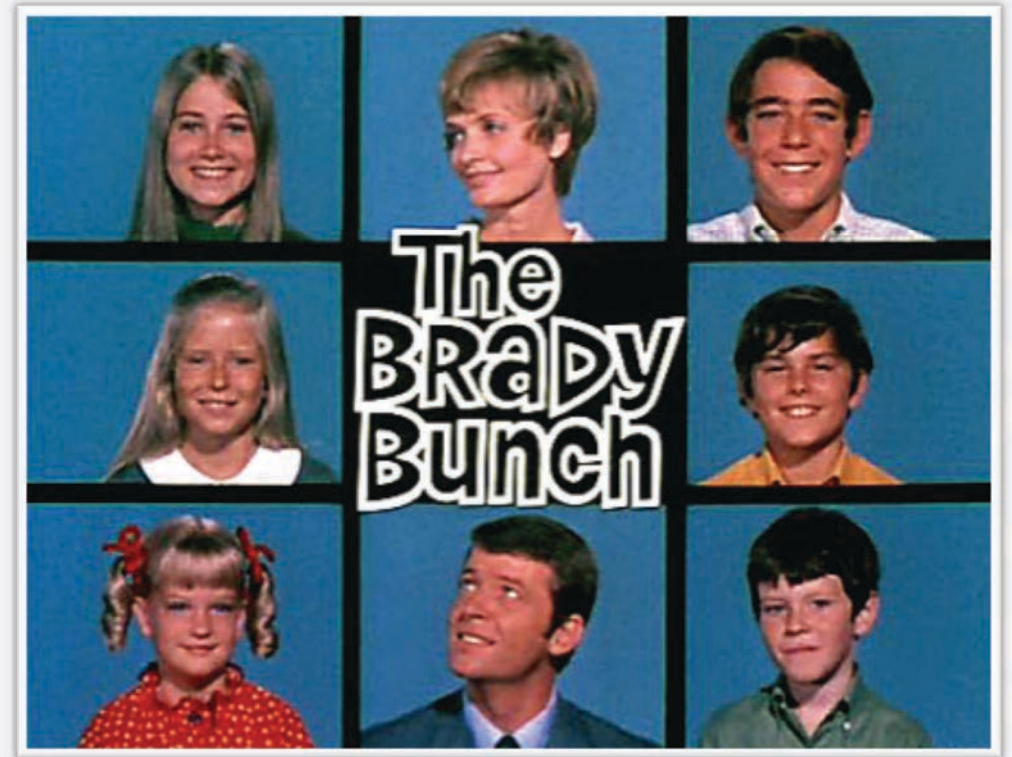




# Learning From Each Other



# Understanding a New Generation





# A Tale of Two Job Postings



“We are seeking a **reliable and hard-working** pump truck driver. This position is responsible for residential and commercial pumping and disposal of non-hazardous waste.”

Some Brewery is seeking an off-centered full-time Wastewater Driver to join our **awesome** Wastewater Team during our busy season! You'll help keep our wastewater moving from our brewery to the fields for land application to ensure our beer can be continuously made.

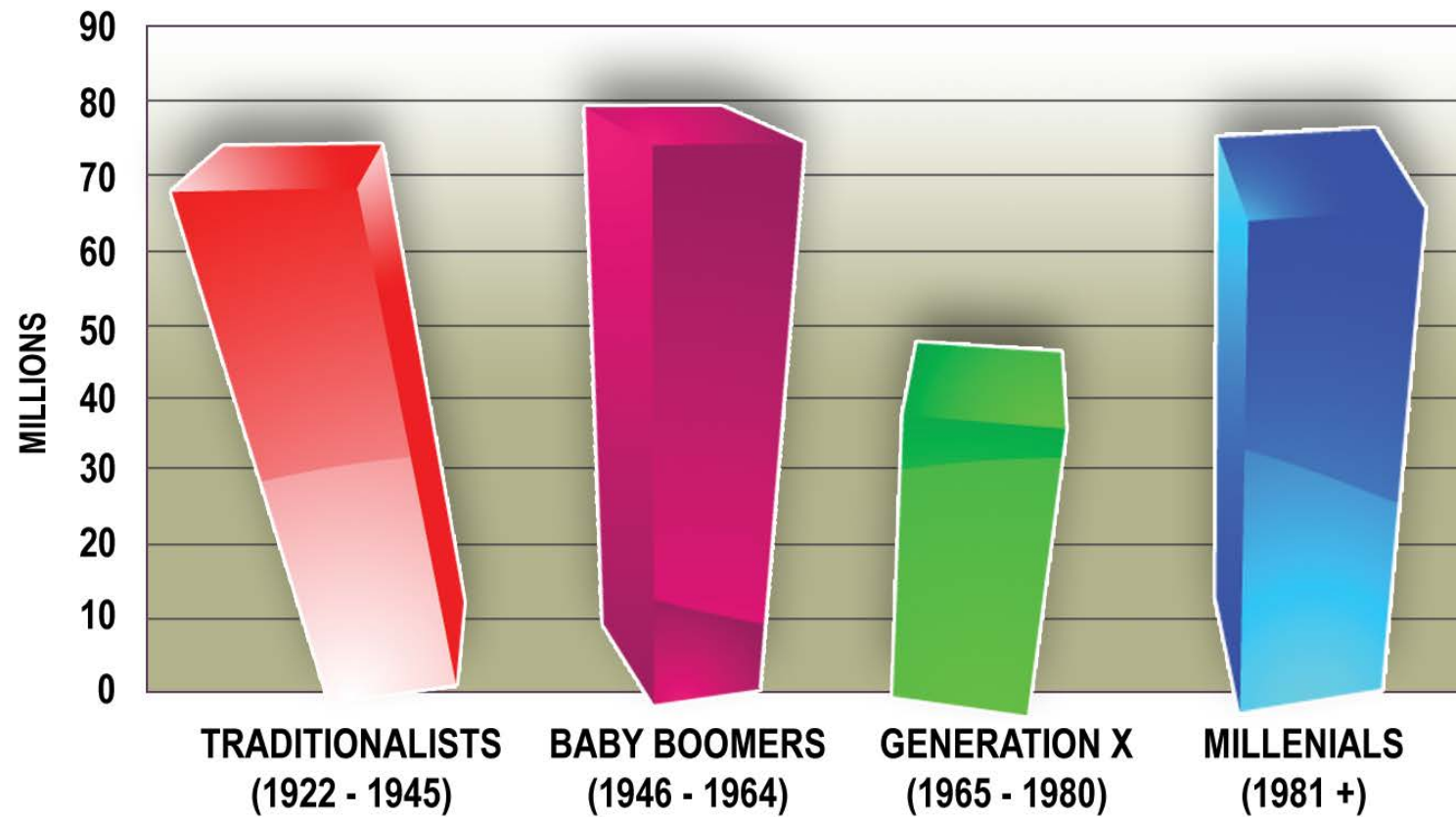
**You'll be on top of your game** maintaining and updating detailed application logs and other required paperwork regarding the wastewater program.

If this sounds like your kind of seasonal work, **then we can't wait to hear from you!**

**What You Need to Land This Gig:**



# Oh the Millennial Issues...



**1. IMPACT**

**2. FLEXIBILITY**

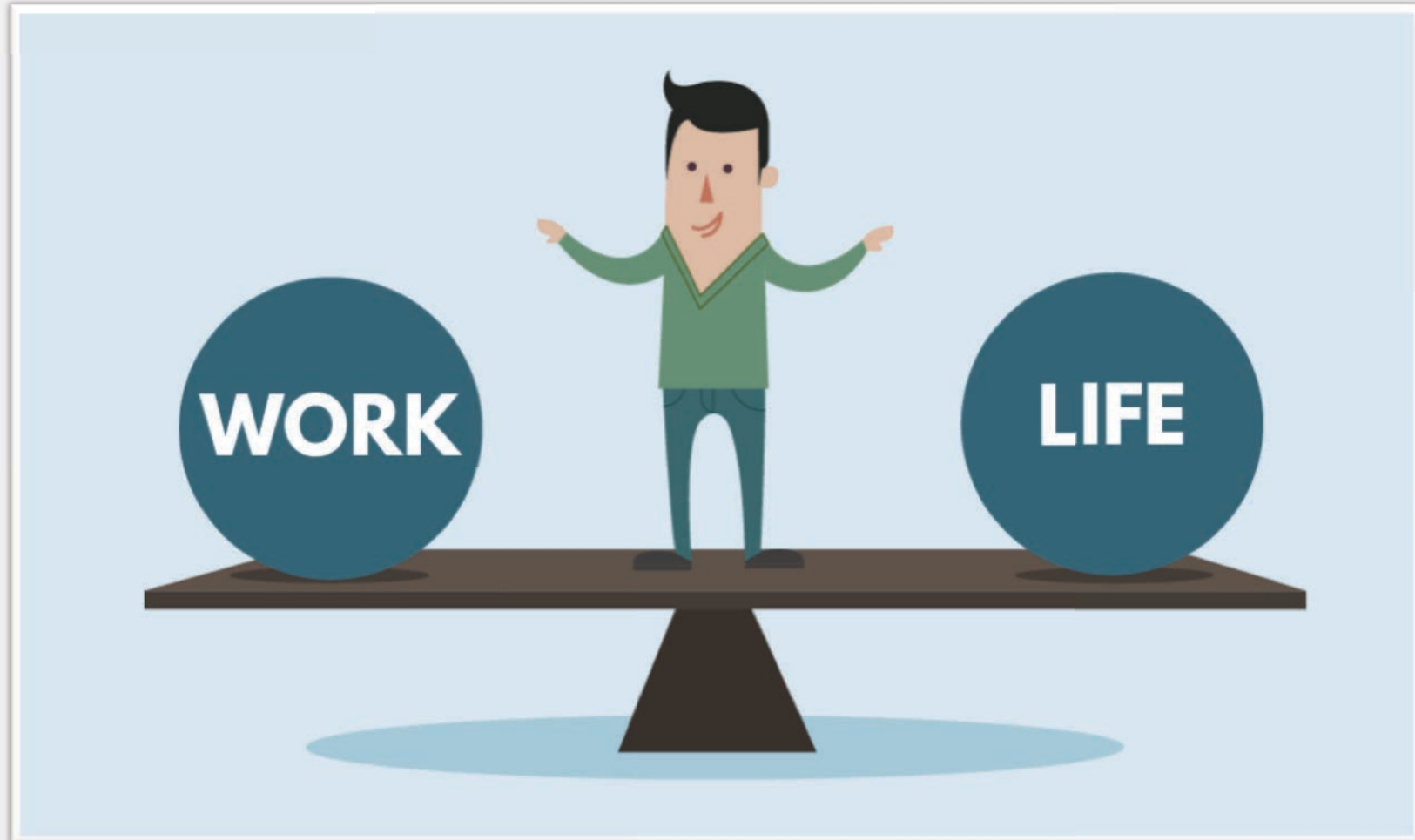
**3. SECURITY**

**4. GROWTH**

# 1. Impact



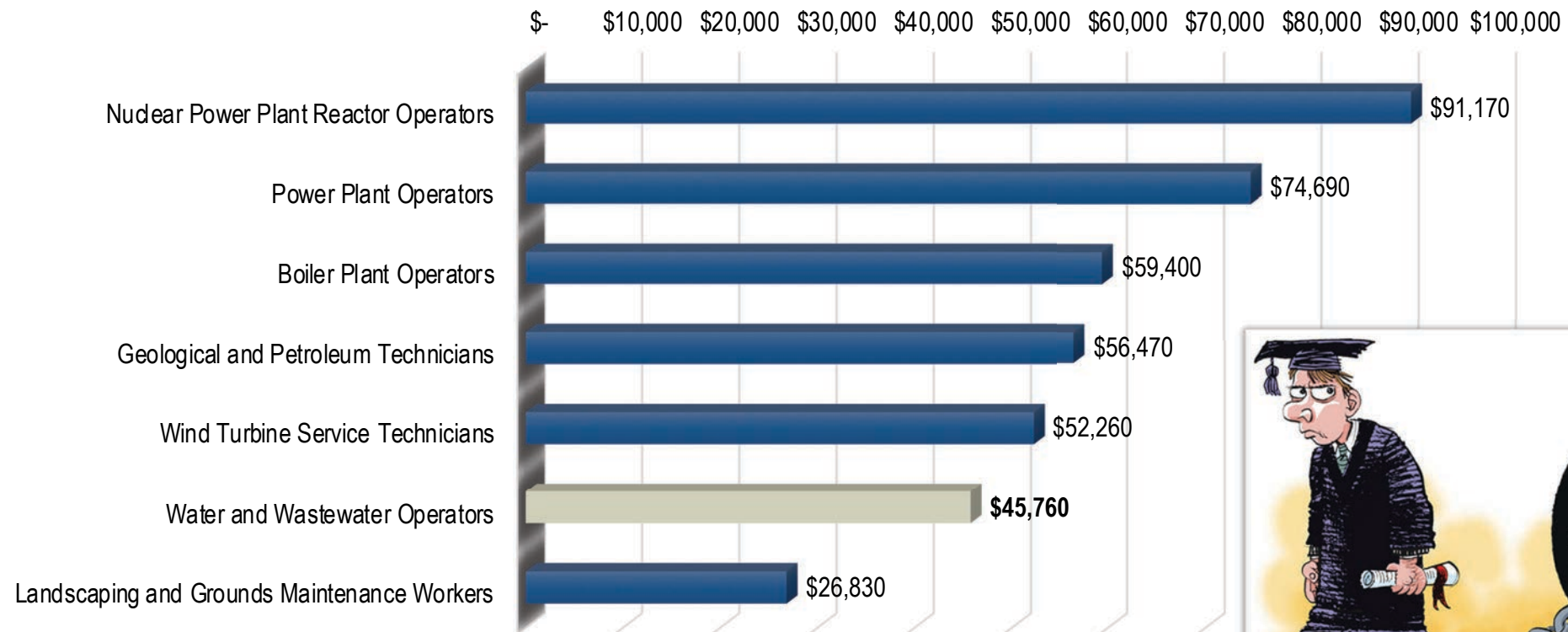
## 2. Flexibility



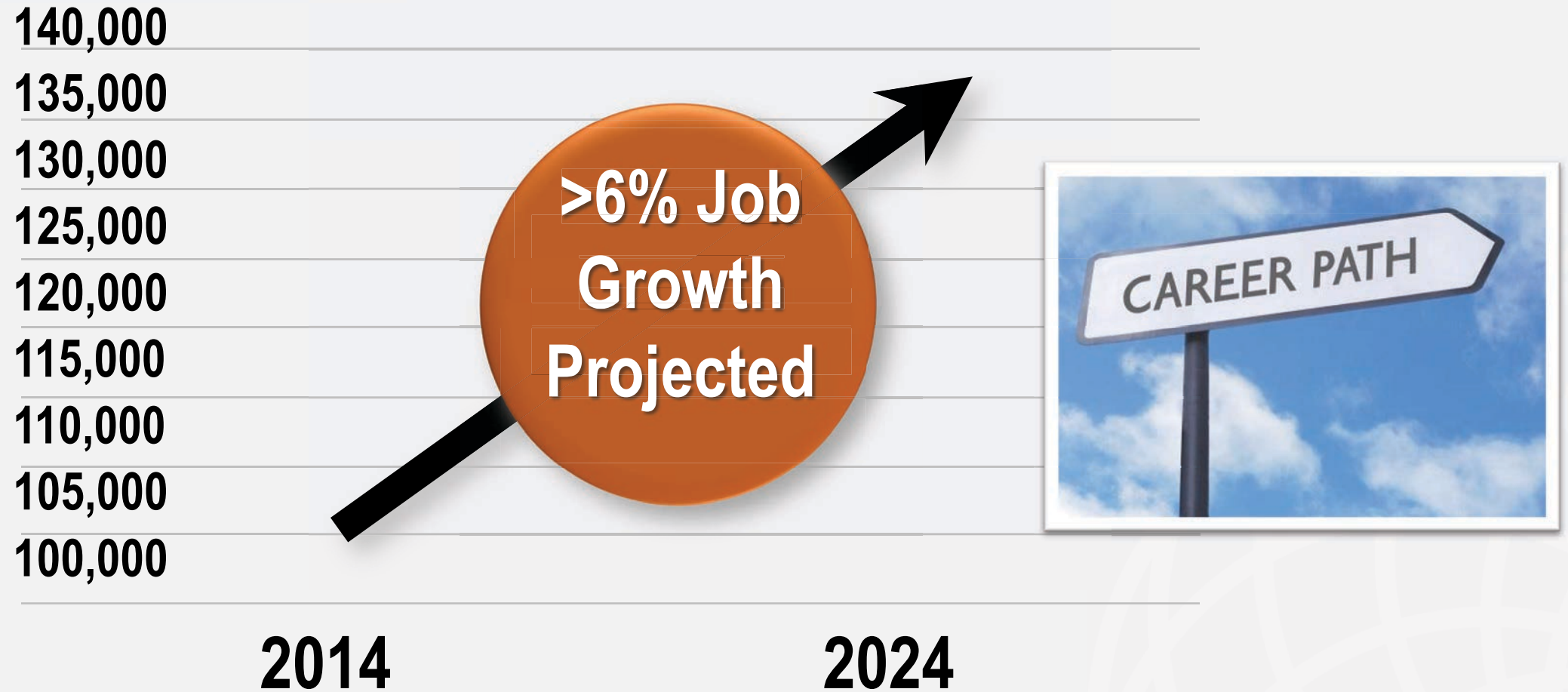


## 3. Security

### Utility Employee Annual Median Wage Comparison



## 4. Growth



# Action Items

- Change how jobs are marketed
  - Postings in papers and online
  - Marketing specific information that is appealing to candidates
- Communicate how young operators fit into the picture
- Provide competitive packages with other operator professions
- Create other career pathways from being an operator





# Things We are Doing Well

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## 1. IMPACT

Environmental Health, Community Support

## 2. FLEXIBILITY

Work / Life Balance

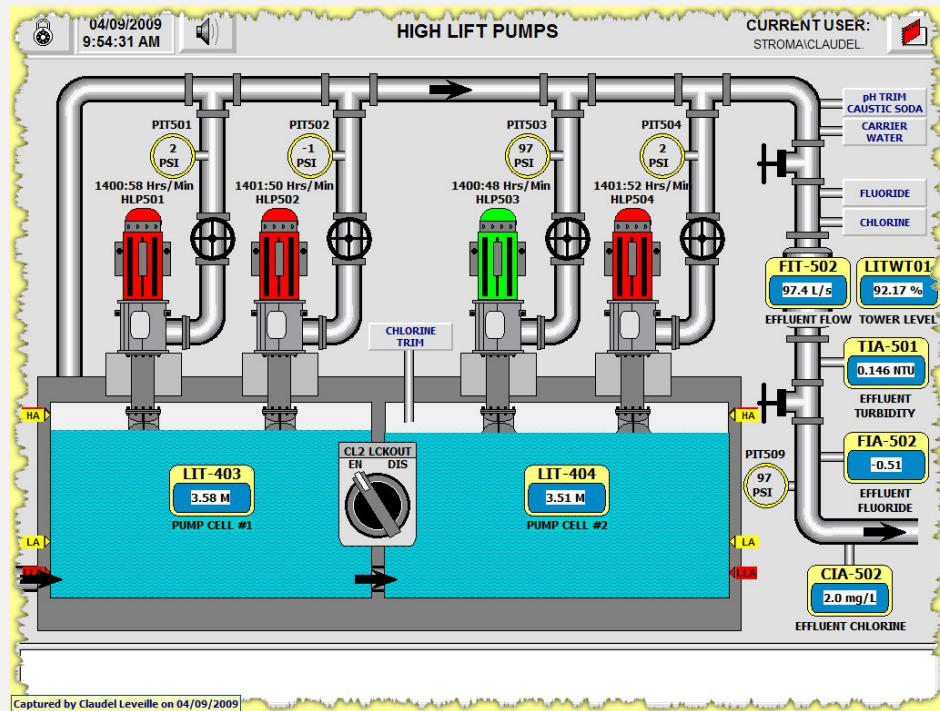
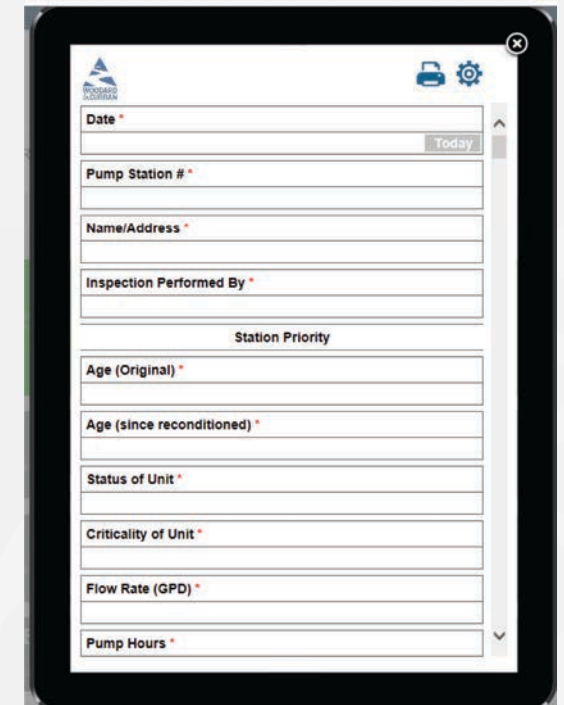
## 3. SECURITY

Many Job Opportunities, Union Profession, Pension

## 4. GROWTH

Avenues for Continuing Education

# The Draw to The Water & Wastewater Field

**Inspection Form:**

- Date \*
- Pump Station # \*
- Name/Address \*
- Inspection Performed By \*
- Station Priority
- Age (Original) \*
- Age (since reconditioned) \*
- Status of Unit \*
- Criticality of Unit \*
- Flow Rate (GPD) \*
- Pump Hours \*

# Water & Wastewater Careers are Important





# Questions?



**Tyler Feeney**