MA SHARING SESSION

Nebraska WEA
Illinois WEA
AZ Water
Ohio WEA
Michigan WEA
Enhancing Engagement and Collaboration In NWEA: Successes, Challenges, and Strategies for the Future
April 11, 2024

Brittni Stephens-Yates | Public Communication and Outreach Committee Chair
Lucas Billesbach | Incoming WEF Delegate Board Member
Overview

What Works

What Doesn’t

What We Are Doing

What We Want to Do
What Works: NWEA Overview

Nebraska Water Environment Association (NWEA)

- International Members: Columbia
- Other States: California, Arizona, Colorado, Kansas, Missouri, Minnesota, Tennessee, Georgia, Illinois, Ohio, Rhode Island
What Works: Organizational Structure

- 400 - 600 members
- Nebraska Wastewater Operators Division (NWOD)
- 25 committees
What Works: Board and Committee Leadership
What Works:

- Newsletter – The Effluent Line
- Web-page (www.nebwea.org)
- Scholarship Endowment Fund
- Yearly Held Conferences
  - Great Plains – Spring (Omaha)
  - Joint (NWEA/APWA/AWWA) – Fall (Kearney)
  - Heartland Operators – Summer (Kearney)
  - Operator’s Snowball – Winter (Kearney)

- Awards & Scholarships
  - Safety Recognition
  - Scott Wilbur Award
  - Golden Manhole Society
  - 5S Society
  - Arthur Sidney Bedell Award
  - Burke Award
  - William D Hatfield Award
  - Laboratory Award
  - Life Membership
  - Bruce Bates Service Award
  - Quarter Century Operators Club
What Works: 2021 Annual Retreat

● Objectives
  ● Provide understanding of historical communications approach
  ● Investigate and define “where do we want to go from here”
  ● Gain perspective from WEF best practices and other MAs

● Deliverables
  ● SWOT Analysis
  ● Member Experience Analysis
  ● Strategic Action Plan

● Findings
  ● Delegate tasks with limited volunteer resources
  ● Focus on valuable communication
  ● Know Your Audience / Membership
  ● Utilize Existing Tools
What Doesn’t Work: SWOT Analysis

**Strengths**
- High Level Board Involvement
- Good Fiscal Management

**Weaknesses**
- Improve Valuable Content
- Measurement Local Impact
- Not proactive in Recruitment Efforts
- Efficient Use of Communication Platforms

**Opportunities**
- Increase Awareness of Resources
- Expansion of Existing Programs to educate/engage/outreach
- Improve use of Communication Platforms

**Threats**
- Time Available to Volunteer
- Sponsorship
What Doesn’t Work: Know Your Audience

Generational
- Student
- Young Professional
- Mid-Career Professional
- Senior Member
- Retired / Lifetime Member

Engagement Level
- Eligible Non-Member
- Passive Member
- Active Member
- NWOD Member
- Committee Chair
- Section Leadership
- National Leadership
- 5S Group
- Public
- Elected Officials (Local, State, National)

Career Type
- Academic
- Operator
- Engineer
- Public, Private, Industrial, Policy
- Technicians
- Regulator
- Vendor / Exhibitor
- Contractor
- Student Engineering Chapters
- Utility Partnership Program - Systems (Small, Medium, Large)
What We Are Doing: Unlock the Power of WE

Unlock the power of WE

The Water Environment Federation (WEF) ... We are the water quality people.

As a global water sector leader, our mission is to connect water professionals; enrich the expertise of water professionals; increase the awareness of the impact and value of water; and provide a platform for water sector innovation.

Get connected, engaged and make the most of WEF membership!

1. I've never heard of the local MA and/or don't know the difference between national and MA membership.
2. I've heard of WEF and the local MA, but don't see value in belonging and/or had a bad prior experience.
3. I'm a member, but in name only, I don't participate in anything.
4. I occasionally participate in meetings, virtual conversations on website.
5. I participate frequently in many aspects of the WEF and/or local MA.
6. I am a willing, fully-participating and well-performing volunteer.
7. I'm a willing, fully-participating and well-performing local MA board member.

Step 2: Memberships

Goal: Assist WEF Member Associations to help prospects and members move up the ladder.

Leadership Development & Succession
Seek, Engage & Mobilize Volunteers
Relationship Building
Relevant Offerings
Combining Value Proposition
Increase Awareness
Mandatory Processes and Procedures
Member Prospecting
Volunteer & Leadership

The Water Environment Federation: The Water Quality People!

Advance your career
Tap into the leading career network for the water community. WEF's Job Bank, where dozens of new jobs are posted each month.

Sharpen your professional skills
Stay informed about the latest innovations, trends, and proven solutions through WEF's publications and educational programs, including: WEFTEC®, WEF Specialty Conferences, and free WEF webcasts (learn CEUs and PDHs). WEF members receive exclusive discounts on our educational programs and products.

Network and build relationships
Within WEF and local Member Associations (MAs), members work to help each other develop and grow professionally, while building valuable relationships with industry partners and prospects. Join WEF's Local MA membership ensures your access to professional resources at both national and regional levels.

Impact the future
WEF's committees are a driving force behind the organization's work. Committee participation is a great opportunity to get involved, make a difference in the organization and contribute to our work within this sector.

Increase awareness and recognition in your industry
Each year, WEF recognizes individuals making outstanding contributions to the water environment profession with awards, fellowships and other distinguished honors. WEF members also gain access to speaking and publishing opportunities.
### What We Are Doing: Ideal Membership Experience Take Aways

<table>
<thead>
<tr>
<th>Audience</th>
<th>Advance your career</th>
<th>Sharpen your professional skills</th>
<th>Network and build relationships</th>
<th>Impact the future</th>
<th>Increase awareness and recognition</th>
</tr>
</thead>
</table>
| Student        | Internship Exposure | • Participated in a resume review session  
• Participated in an interview Practice | • Attended 1 NWEA event (i.e. conferences, socials, activity)  
• Participated in Mentorship Program  
• Had 2 conversations with private/public sector opportunities | • Get an internship/job in Nebraska  
• Connected class learning to world needs | • Presented at a conference  
• Recognized at a conference  
• Invited to apply for a scholarship |
| Young professional | • Got exposed to job openings  
• Was invited to a mentoring relationship | • Attended 1 NWEA event (i.e. conferences, socials, activity) | • Attended two or more in-person (non-YP) association events  
• Attended at least one YP association event | • Invited one other YP/student to an activity  
• Volunteered for a task on a committee | • Been invited to an NWEA role that forms a pipeline to leadership |
| Mid-career member | • Worked with a mentor  
• Worked with a mentee  
• Heard about two attractive job opportunities | • Share upcoming opportunities with new technologies/processes | • Attended two or more in-person association events  
• Participated actively in at least one committee | • Invited one other non-member to an activity | • Encourage others to participate on a committee |
| Senior member  | n/a                 | • Share upcoming opportunities with new technologies/processes | • Mentored someone younger | • Help foster succession within organization | • Nominated ("voluntold") a committee and/or board member |
| Retired/lifetime member | n/a                 | • Mentored someone younger | • Recorded an experience for an oral or written history | • Invited to self-nominate or nominate a colleague for recognition |
What We Are Doing: Ideal Membership Experience Take Aways

- Members / Volunteers
  - Raise Your Hand
  - Attend Membership Drives
  - Participate in a Mentorship Program
  - Volunteer for a Committee

- Annual Conferences
  - Great Plains – Spring (Omaha)
  - Joint (NWEA/APWA/AWWA) – Fall (Kearney)
  - Heartland Operators – Summer (Kearney)
  - Operator’s Snowball – Winter (Kearney)

- Tools
  - Effluent Line (4x year publication)
  - Website Reconfiguration
  - Facebook / LinkedIn
  - Phone Calls
  - Lunch and Learns (WHOVA)
  - Membership Lists (Conference / Event Lists)
  - Other
What We Want To Do: NWOD to NWEA Transition & Growth

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>NWOD</td>
<td>389</td>
<td>126</td>
</tr>
<tr>
<td>NWEA</td>
<td>634</td>
<td>341</td>
</tr>
</tbody>
</table>

Problem statement:
- Transition and growth of operator membership has been slow or declining.

Goal for Retreat:
- Develop tangible objectives that are achievable to both transition previous NWOD members as well as grow overall operator membership in NWEA.

Goal for Year:
- Increase professional operator members from 126 to 250 by 2025 fall conference.
"The best conversations happen not when we try to talk well, but when we try to listen well."

Brittni Stephens  bstephens@olsson.com

Nebraska Water Environment Association - Home Page (nebwea.org)
IWEA – IAWPCO Collaboration

Illinois Water Environment Association
WEFMAX 2024 – Alexandria, VA
Lynn Kohlhaas and Lou Storino
Agenda

History
Challenge – Location
Challenge – Equal Participation
Opportunity – InFLOW
Opportunity – Operators Challenge
Opportunity – Operators Exam Review Classes
Memorandum of Understanding
Key takeaways
History of IWEA Conference

Historically Held Own Conference

Joint Conference with Illinois Section AWWA WATERCON

Joint Conference with IAWPCO IWPC

Online Joint Conference IWPC


Own Conference

Conference Cancelled COVID Pandemic

Whova App

IWEA – IAWPCO Collaboration
Challenge - Location

Take risks to lead in product innovation

Test with customers until you get the product right.
Challenge – Equal Participation

Conference Planning

Volunteers

Program
Opportunity – InFLOW

IAWPCO – SIU Environmental Resources Training Center Students
IWEA – College Students
Opportunity – Operators Challenge

Started on our own but enhanced through IAWPCO participation
Opportunity –
Operator Exam
Review Classes

IAWPCO
initiative
supported
by IWEA
Memorandum of Understanding
Planning, Conduct and Financials for Joint Conferences
Illinois Water Environment Association
Illinois Association of Water Pollution Control Operators

By way of this Memorandum of Understanding, the Illinois Water Environment Association (IWEA) and the Illinois Association of Water Pollution Control Operators (IAWPCO) agree to hold a Joint Annual Conference and Exhibition in Springfield, Illinois in April of 2017. To that end, the following procedures and arrangements will apply to this joint endeavor.

Conference
The Joint Conference will be held under a title not previously associated with either organization. The event title will be agreed upon by both organizations. In the event of Joint Conference dissolution neither organization will hold an event by the Joint Conference title. IWEA and IAWPCO shall endeavor to present the conference at all times as a fully joint effort. Both organizations shall collaborate on marketing materials and the creation of a new joint conference web page, separate from each organization’s current webpage, as the portal to conference information.

Joint Leadership Executive Committee
Leadership will fall under the auspices of a Joint Executive Committee comprised of representation from both IAWPCO and IWEA. This committee will be responsible for the coordination of the program, local arrangements, exhibits, and financial oversight for the Joint Conference.

This committee will be comprised of 3 representatives from the IAWPCO and 3 representatives from IWEA. Association staff from each organization will assist and advise this committee, but representation shall be from the volunteer leadership. This Joint Committee shall have the full support of their respective Boards of Directors to make decisions as needed for the Joint Conference.

Joint Conference Committee
Volunteers from each organization will serve on the Joint Conference Committee. This committee will consist of select members from both organizations including representatives from programs, operations, student and Young Professionals (YP) committees and others as deemed necessary. This committee shall meet on a mutually agreed upon schedule. The Joint Conference Committee will meet monthly starting in August of the year prior to the conference, bi-weekly in January and February and then weekly from March through the start of the conference via conference call or in person if deemed necessary.

Joint Manufacturers Advisory Committee (MAC Committee)
Volunteers from each organization will serve on the MAC Committee. The MAC Committee is responsible for all facets of the exhibit hall and the events surrounding the exhibit hall.
Key Takeaways

1. Communication is Key

2. Set Joint Goals and Expectations

3. Diverse Ideas Expand Outreach and Meet Goals

4. Ensure MOU Written to Build Trust and Confidence, but also Manage Risk and Provide Accountability

5. Follow-up on Progress to Ensure Accountability

6. Maintain Strong Relationships
Thank you

Lynn Kohlhaas – KohlhaasL@mwrdd.org

Lou Storino – StorinoL@mwrdd.org

www.iweasite.org
Statements of fact and opinion expressed are those of the author(s)/presenter(s). AZ Water, AZAWWA, and AZWEA assume no responsibility for the content, nor do they represent official policy of the Association.
Member Recognition
Pathway to Collaborative Engagement
Recognition Tools
Engaging Volunteers through Encouragement

- 5S
- Featured Members:
  - Quarterly Newsletter
  - Social Media Platforms
  - Website
- “You Make a Difference”
  - Challenge Coins
  - Website
- Conference
- Letters to Supervisor
AZ Water Councils and Committees
Councils and Committees

**Advocacy**
- Conservation
- Customer Service
- K-12
- Leadership
- Tap Into Quality
- Utility Forum
- Water Resources

**Engagement**
- Annual Conference
- Awards
- Communication
- Luncheon Programs – Phoenix and Tucson
- Member Services
- Operators Network
- Scholarship
- Water For People
- Young Professionals

**Environmental**
- Conservation
- Energy Management & Sustainability
- Pretreatment
- Research
- Stormwater

**Infrastructure**
- Infrastructure
- Biosolids & Residuals
- Construction & Safety
- Security/AZWARN
- Wastewater Collection
- Wastewater Treatment
- Water Distribution
- Water Treatment
Council Chair Authority

• Layer of Leadership
• Easier Administration
• Better Collaboration
• Knowledge Sharing
• Consistent Succession Planning
• Committee Budgeting
• Resource Sharing
• Supporting Initiatives

Making Councils Effective

• Annual Committee Report
• Committee Sunsetting Protocol
• Recommendations to the Board
  • Featured Members
  • AZ Water Leadership
  • New Initiatives
How can we improve?
History and Success of a Joint One Water Conference
History of Ohio’s One Water

2014 – First One Water Conference held with OAWWA in Columbus, Ohio
2018 – Second One Water Conference held with OAWWA in Columbus, Ohio
2019 – OWEA and OAWWA entered into a six year MOU to continue the One Water Conference
2021 – Kick off of the six year Conference Plan that will rotate the One Water Conference through the four OWEA sections
Structure of One Water

• Both organizations have agreed to having a One Water Task Force which has representatives from both OAWWA and OWEA.
  • These taskforce members don’t rotate like board members and provide continuity.
  • They provide recommendations to the respective boards.
• This joint taskforce has been key in working through challenges and the growth of One Water.
One Water Division of Duties

OWEA
• Fiscal agent
• Website/Registration
• Food and Beverage

OAWWA
• Abstracts and Contact Hours
• AV
• Majority of One Water on Demand
One Water History of Attendance

• 2014 – 1,585
• 2018 – 1,542
• 2021 – 991
• 2022 – 1,342
• 2023 – 1,875
• 2024 – TBD, but booths are 90% sold out for our August 5-8 event!
Successes and Challenges

Successes

• Higher combined attendance than each organization had on their own.
• Dual licensed operators can get CHs easily.
• Dual vendors can see all clients at a reduced cost.
• Specialized programming for engineers.
• Sense of all being on one team.
• Each organization still maintains their own identity, specifically through awards.
• Each organization nets more profit than we did on our own.
• We have more buying power and have solved the issue of being too big for a hotel but not quite big enough for a convention center.
Successes and Challenges

Challenges

• Staff must be comfortable working together and work well together – we are lucky, we do!
• Missing of previous individuality.
• Higher registration fee in some cases.
• Not as many frontline operators attending.
• We have more buying power and have solved the issue of being too big for a hotel but not quite big enough for a convention center.
• As we grow, there could be challenges for locations. We currently are pretty much maxing our 2024 location.
• As we grow, our legal exposure increases and we have had to make some modifications concerning liability.
BREAK

2:15 – 2:45 pm
DRIVING WORKFORCE DEVELOPMENT

Virginia WEA
WEF
ENGAGING AND DEVELOPING THE NEXT GENERATION OF WATER WORKERS THROUGH COMMUNITY PARTNERSHIPS AND MEANINGFUL INTERNSHIPS

Dorissa Pitts-Paige
Dr. Christina Perez
Mackenzie Rickard
Hampton Roads Public Works Academy (HRPWA)
Youth Summer Intensive (YSI)
Introducing Future Leaders to Opportunities in Water (InFLOW)
Statewide Apprenticeship Program
Promoting cooperative public works and utilities workforce development for Hampton Roads high school students and professionals.
Regional coalition promoting public works and public utility cooperative training in Southeastern Virginia

Coordinates lower-cost training for current public works/utility employees

Educates area high school students to develop pre-trained public works/utility employees

Provides networking opportunities to member organizations
Two-year, hands-on program geared toward high school students participating in Vocational and Technical Center Programs

Selection process begins with an application, teacher recommendations, followed by interviews with HRPWA member organizations

Cadets take 32 courses in major areas of work within Public Works and Utilities

Complete a paid summer internship with a member organization
Interviewed and selected by a panel consisting of member organization employees

Interns experience all aspects of employment

On-line applications

Pre-employment screening

Onboarding

Safety Training

Hands on job training
HRSD’S HRPWA INTERNSHIP SUCCESS

- Over 97% have successfully completed internships
- Twelve have returned for a second summer
- Five have been hired part-time
- Fifteen have been hired full-time
- Eight have been promoted
- Five have utilized continuing education benefits

HRPWA Interns Hired As HRSD Employees

- 73% Summer Interns
- 20% Full-Time Hires
- 7% Part-Time Hires
<table>
<thead>
<tr>
<th>Position</th>
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<tbody>
<tr>
<td>Plant Operator Apprentice</td>
</tr>
<tr>
<td>Maintenance Operator Apprentice</td>
</tr>
<tr>
<td>Lab Assistant</td>
</tr>
<tr>
<td>Engineering Assistant</td>
</tr>
<tr>
<td>Interceptor Technician Apprentice</td>
</tr>
<tr>
<td>Customer Care Center Representative</td>
</tr>
<tr>
<td>Maintenance Assistant</td>
</tr>
<tr>
<td>Interceptor Assistant</td>
</tr>
<tr>
<td>Electrical &amp; Instrumentation Specialist</td>
</tr>
<tr>
<td>Heavy Equipment Operator</td>
</tr>
<tr>
<td>Cybersecurity Analyst Support Analyst</td>
</tr>
<tr>
<td>Interceptor Specialist</td>
</tr>
<tr>
<td>Human Resources Coordinator</td>
</tr>
<tr>
<td>Chief Maintenance Management</td>
</tr>
</tbody>
</table>
2019 NATIONAL ENVIRONMENTAL ACHIEVEMENT AWARD FOR WORKFORCE DEVELOPMENT

HRPWA INTERNS HIRED BY HRSD

“I recently celebrated my 10-year anniversary. It is definitely an accomplishment to be able to grow up and move up. It has truly been a blessing. Without this career, a lot would not be possible! I cannot thank HRSD enough for seeing so much in me that I did not or could not see in myself.”

Anita Handy, HRSD Plant Operator, Ann Bate Treatment Plant, Virginia Beach, VA

HAMPTON ROADS PUBLIC WORKS ACADEMY PROGRAM PARTNERSHIP

There is no substitute for experience. Internships provide hands-on learning, give students the opportunity to explore the world of work, align interests and skills determine fit, find mentors and make meaningful connections. Employers benefit because they can “test drive” new talent, develop mentoring capacity and build community relationships. Since 2007, HRSD has successfully partnered with Hampton Roads Public Works Academy (HRPWA) as a member organization to provide paid summer internships for high school students enrolled in HRPWA’s Cadet Program.

Over the past eleven years, HRSD has provided 75 summer internships at various worksites including Automotive, Facilities Support, Treatment Plants, Interceptor Systems, Information Technology, Safety and Human Resources (HR). Interns experience all aspects of employment including online applications, panel interviews, pre-employment screening, onboarding, safety and on-the-job training and supervisor evaluations.

“Because of the internship, I have had many opportunities. I have a stable, well paying, lifetime career with benefits, promotional opportunity, retirement, and endless learning. I cannot thank HRSD and HRPWA enough for the opportunity of a lifetime that has truly changed my life.”

Patrick Ruff, HRSD Maintenance Operator, Atlantic Treatment Plant, HRPWA Cadet 2019, Virginia Beach, VA

“I completed an internship in HRSD’s HR office which has absolutely made a difference in my life. It allowed me to connect with adults in a professional setting which is invaluable. I have grown as a person, not only figuring out my interests but also my strengths and weaknesses.”

Darnell Faison, Graduation Specialist, Patrick Porto, Joseph Williamson, Javon Zampara Smith, Anita Handy, Keegan Amiel, Latasha Bell, Alex Hendelinger, Bruce Olen, Trevor Oliphant, Michael Johnson, AJ Brewer

Anastasia Richardson and Lera Schilling

Investing in interns is a proactive way to address gaps in the water workforce and to leverage opportunities to ensure HRSD’s future success in alignment with our vision: “future generations will inherit clean waterways and be able to keep them clean.”

Briana Smith, HRSD Human Resources Intern, HRPWA Cadet 2019, Virginia Beach, VA

Sasha Smith, HRSD Marketing Intern, HRPWA Cadet 2019, Virgina Beach, VA

Tribeca Freeman, Student Intern, Community Engagement and Project Delivery, HRSD Engineering

Cytos Technology
Youth Summer Intensive (YSI) Program
PARTNERSHIP

HAMPTON ROADS WORKFORCE COUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.
How do you market water agencies to new candidate pools?

Aim to involve youth populations!
• For every youth participant you involve, they involve four adults.
• Their prospective employment works to resolve youth unemployment and factors into community engagement.
• Awareness starts with the youth population!
YSI Training Schedule
• 9-week program
• Includes 4 apprenticeship courses
• On-the Job Training in wastewater operations
• Employee development to bridge school-to-work transition
• Real experience in an industrial professional setting
Eliminating barriers to employment for the Water Sector

- Partnership with the local workforce board
- HRSD provided technical expertise
- Workforce board provided recruitment and wrap around services
- Together – overcame most common barriers to employment for youth population
Introducing Future Leaders to Opportunities in Water

For more information, visit: www.wef.org/inflow
THE WEF INFLOW PROGRAM AIMS TO ENHANCE DIVERSITY AND INCLUSION IN THE WATER WORKFORCE
DIVERSITY, EQUITY, & INCLUSION (DE&I) COMMITTEE

The VWEA Board of Directors approved the formation of a DE&I Committee in November 2021.

The VWEA DE&I committee will:

• Explore initiatives to promote DE&I within VWEA
• Integrate DE&I into VWEA Committee discussions and membership
• Consider ways to include DE&I in VWEA events

COMMITTEE LEADERSHIP

Shawn Heselton
HRSD
Chair

Dorissa Pitts-Paige
HRSD
Vice-Chair

Sarah Lothman
Burns & McDonnell
Board Liaison
VWEA INTRODUCING FUTURE LEADERS TO OPPORTUNITIES IN WATER (INFLOW)

A scholarship program to enhance diversity and inclusion in the water workforce.

2023 VWEA InFLOW Scholars
<table>
<thead>
<tr>
<th>Year</th>
<th>Scholars Details</th>
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<tbody>
<tr>
<td>2022</td>
<td>VWEA implements WEF's STEMpath InFLOW Scholars Program</td>
</tr>
<tr>
<td></td>
<td>5 African-American Scholars</td>
</tr>
<tr>
<td></td>
<td>Norfolk State University, NSU</td>
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<tr>
<td>2023</td>
<td>9 Scholars from underrepresented groups, variety of majors</td>
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<tr>
<td></td>
<td>Hampton University, HU</td>
</tr>
<tr>
<td></td>
<td>Old Dominion University, ODU</td>
</tr>
<tr>
<td>2024</td>
<td>Up to 15 Scholars from underrepresented groups, variety of majors</td>
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<tr>
<td></td>
<td>Northern VA Community College</td>
</tr>
<tr>
<td></td>
<td>HU</td>
</tr>
<tr>
<td></td>
<td>Virginia State University, VSU</td>
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<td></td>
<td>ODU</td>
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2022 VWEA InFLOW Scholars Testimonials

“It was a great opportunity and I’m glad I spent it with y’all” - Genevia Williams

“It was fun being with you all this week. WaterJAM was a great experience.” - Aariana Tucker

“I had a nice time and I’m glad I got to meet some new people” - Matthew Lawson

DE&I COMMITTEE LAUNCHES INFLOW PROGRAM TO WATERJAM

The Diversity, Equity, and Inclusion (DE&I) Committee kicked off VWEA’s inaugural InFLOW (Introducing Future Leaders to Opportunities in Water) program at this year’s WaterJAM. InFLOW was designed to introduce underrepresented groups to professional careers in the water sector.

The program allowed five Virginia students to attend WaterJAM with the objectives of educating them about career opportunities in the water industry, providing networking opportunities with water professionals, and solidifying their interest in working in the water sector. Student scholars were also paired with a mentor from the graduating Leadership Academy class to provide them with a resource as they move forward in their career journey.

The scholars, Genevia Miles-Williams, Matthew Lawson, Aariana Tucker and Khonstance Taylor of Norfolk State, and Mackenzie Rickard of Old Dominion University, were fully immersed in the WaterJAM experience. Their first day kicked off with an orientation lunch with Dorissa Pitts-Paige, Vice Chair of the VWEA DE&I Committee where they learned more about WaterJAM, their schedules over the two days of their attendance, and met with their mentors. The group had the opportunity to network with members of both VWEA and VA AWWA during Opening Night’s Meet and Greet. On Tuesday, they attended the keynote session and the DE&I panel discussion. During the VWEA Awards Luncheon, the group was recognized as InFLOW scholars and learned more about VWEA and its initiatives. Day three included technical sessions, attending presentations for VWEA’s Student Design Competition, and an opportunity to network with water industry leaders at the Young Professionals and Student Reception.

At the conclusion of WaterJAM, the scholars met with DE&I Committee members for a final wrap-up. The participants shared that the inaugural InFLOW program experience exceeded their expectations.

In the coming year, the DE&I Committee plans to continue its engagement with underrepresented groups in the water industry and also to expand the program for WaterJAM 2023.
<table>
<thead>
<tr>
<th>VWEA INFLOW SCHOLARS PROGRAM</th>
</tr>
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<tbody>
<tr>
<td><strong>In-person or Virtual Introductions and Orientation</strong></td>
</tr>
<tr>
<td><strong>Dinner Meet &amp; Greet</strong></td>
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<tr>
<td><strong>Resume Review &amp; Feedback</strong></td>
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<tr>
<td><strong>WaterJAM Registration, Transportation, Meals &amp; Accommodations Provided</strong></td>
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<tr>
<td><strong>Mentor Pairing-Water Leadership Institute and Young Professionals</strong></td>
</tr>
<tr>
<td><strong>Agenda specifically designed to provide students with a well-rounded experience at WaterJAM</strong></td>
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<tr>
<td><strong>Chaperone/Guide</strong></td>
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<tr>
<td><strong>Post Conference Survey for Scholars Feedback</strong></td>
</tr>
<tr>
<td>Monday 9/12</td>
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<tr>
<td>-------------------------</td>
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<tr>
<td>8:30 a.m.-12:00 p.m.</td>
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<tr>
<td>Service Project</td>
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<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
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<tr>
<td>Lunch with Dorissa</td>
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<td>3:30 p.m. – 4:30 p.m.</td>
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<tr>
<td>Possible Hotel Check-in</td>
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<tr>
<td>4:30 p.m.-6:00 p.m.</td>
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<tr>
<td>VWEA InFLOW Scholars Orientation</td>
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<tr>
<td>6:00 p.m.-7:00 p.m.</td>
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<td>Hotel Check-in</td>
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<td>7:00 p.m.-10:00 p.m.</td>
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<td>6:30 p.m.-7:00 p.m.</td>
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<td>7:00 p.m.-10:00 p.m.</td>
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VIRGINIA COLLABORATIVE APPRENTICESHIP MODEL (VCAM)

Grant Proposal

**Project Narrative**

Response to RFA EPA-R-OW-OWM-23-02

Project Title: Virginia Collaborative Apprenticeship Model
Project Area: Project Area 1

Applicant: Hampton Roads Sanitation District

Total Project Cost: $1,545,950

Key Personnel:

Christina Perez, Ed.D.
Learning & Development Manager
Hampton Roads Sanitation District
cperez@hrsd.com; (O) 757-460-4226; (C) 757-274-9080
Project Role: Project Manager

Ryan L. Hendrix
Executive Director
Pepper’s Ferry Regional Wastewater Treatment Authority
rhe@pfwta.com; (O) 540-639-3947 x 1000; (C) 540-357-0430
Project Role: Assistant Project Manager
VCAM – TRAINING FOR OPERATORS

Adult-focused work-based learning program

- Work-related training
- Assistance license preparation
- CPE credited training classes
- Helpful for new and experienced water workers
Leverage expertise to reduce costs

- New Operators
- Operators needing licensure
- Licensed operators needing CPEs
Thank You!

Questions?

Comments?

Suggestions?
WEF UPDATE ON WORKFORCE STRATEGY EFFORTS

John Ikeda, WEF Staff
Chief Mission Officer
NEXT STEPS – ACTION PLAN

Dave Galbraith – HOD WEFMAX Chair
WEFMAX DAY 1
WRAP & ADJOURN

Sarah Lothman – President, VWEA