



PNWS-AWWA 2020 Vision Spring 2017 Trustee Report

Profoundly Uniting Young Professionals and the Water Industry by Year 2020

Thank you Trustees for your continued support this year! We are proud to share with you a few examples of our accomplishments since our last update. Below is a summary of our activities, accomplishments and goals for the coming year.

Current 2020 Vision Involvement

During this past year, the 2020 Vision Committee has been working to identify two Young Professionals and one Seasoned Professional from each subsection to work with the 2020 committee to help with encouraging YP and Student involvement and membership in the water industry. This will be an ongoing effort by the 2020 Vision Committee to continue to encourage involvement within each subsection. Some challenges that occur are members moving, members taking jobs outside the water industry, lack of time, and lack of interest or involvement. We are have currently filled 27 of 36 positions. We continue to update our liaison list as these changes occur.

We are looking to fill YP/SP vacancies in the following subsections: Cascade to Coast, Lower Columbia, and Eastern Oregon. We are currently focusing our outreach efforts on Cascade to Coast and Eastern Oregon participation, however we have not had any response from members of these subsections. **Please see the attachments section for a complete list of Subsection Liaisons.**



2020 Vision
 Profoundly Uniting Young Professionals
 and the Water Industry by Year 2020



PNWS - AWWA SUB-SECTION LIAISONS

Position	Name	YP/SP	Email
Northwest Washington	Bridger August	YP	baugust@geconinc.com
	Eric Schey	YP	eric.schey@tetratech.com
	John McClellan	SP	michael.norton@seattle.gov
Central Washington	Anthony Wellington-Buttice	YP	abutlice@wallawalla.gov
	Patry Newman	YP	pnewman@east.com
Sub-Section Contact	James Dean	SP	james.dean@yakimawa.gov
Inland Empire	open	YP	
Sub-Section Contact	Kristen Zimmer	YP	kzimmer@spokane.org
Sub-Section Contact	Dan Kegley	SP	dkegley@spokane.org
King County	Lynn Williams	YP	lwilliams@bcwa.org
	Dan Reisinger	YP	dreisinger@carollo.com
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Sub-Section Contact	Laura Farthing	SP	laura.farthing@web.org
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	Ryan Carney	YP	RyanCarney@kenedjenks.com
Sub-Section Contact	Joe Rogers	SP	rogers_joe@comcast.net
Southern Oregon	Julie Smitherman	YP	julie.smitherman@ashland.or.us
	Amie Batham	YP	amie.batham@cityofmedford.org
Sub-Section Contact	Max Woody	SP	Max.Woody@centralpointoregon.gov
Lower Columbia	open	YP	
	open	YP	
Sub-Section Contact	John Roth	SP	john.roth@cityofwashougal.us
Eastern Oregon	open	YP	
	open	YP	
Sub-Section Contact	open	SP	
South Sound	Michael Lubovich	YP	Michael.lubovich@kenedjenks.com
	Matt Hubbard	YP	MJHubbard@ci.tacoma.wa.us
Sub-Section Contact	Jacki Masters	SP	jackim@ntvev.com
Blue Mountain	open	YP	New YPs coming soon!
	Gale Renzelman	SP	grenzelman@ci.moscow.id.us
Sub-Section Contact	Cory Baune	SP	cbaune@jub.com



PNWS 2020 Activities

PNWS YP Career Fair Kits

The 2020 Vision Initiative, in conjunction with the YP Committee, have been working to make participation in career fairs and other events easier for our members. Since last October we have been continuing to improve the new portal on the PNWS-AWWA website that hosts printable materials for career fairs, networking events and supporting student chapters. Take a look at the 2020 webpage for “materials to print” for use at career fairs.

Last summer each subsection was provided with an outreach kit for use at career fairs and other events. These kits have proved to be very helpful for our subsections as they prepare and participate in career fairs within

in their region. We have recently embarked upon an effort to gather feedback from subsections on the kits, the event itself and successes and challenges that were experienced.



The advertising documents are on the website and can be downloaded and printed locally for events. Please visit the 2020 Vision Initiative page (<https://sites.google.com/a/pnws-awwa.org/2020-vision-initiative-committee/home>) for help planning your event! **See Attachment for an example.**

2016/2017 Career Fairs

In early January, Kevin Wyckoff sent an email out to each Subsection Liaison listing known PNWS career fairs and asking for any additions to the list. We also reminded subsections about the materials that were sent out to aid in career fair set up. We asked that if any subsections needed more materials to let us know and we would place an order for more. Participation in career fairs has really increased in the PNWS this past year thanks to the “Booth in a Box” kit. **Our Section has even gained national recognition for our efforts in promoting career fair participation.**





We continue to add helpful documents for people participating in career fairs. Recently, we added a “Job List” handout to the available materials for career fairs. It outlines some of the jobs in the water industry and their corresponding salaries. This document was prepared by Kristen Zimmer and has been very popular with students. **See Attachment.**



In conjunction with our career fairs and our young professional events, we have designed a post event questionnaire. This will provide us with information on successes and challenges, additional supplies needed for the “booth in a box” and gives us the ability to track the number of events we are participating in as a section. Don’t worry, it won’t be a long questionnaire. ;)

2017 National YP Summit

Julie Smitherman presented on PNWS career fairs at the National YP Summit February 6-7 2017 in Tampa, Florida. The event was widely attended by Young Professionals from across the Country including four PNWS representatives, Corianne Hart, Enoch Nicholson, Kysa Cronrath and Julie Smitherman. **See Attachment** to view the YP Summit Career Fair presentation.



Student Chapter Involvement

Support our existing Student Chapters at Portland State University, Clackamas Community College, Lane Community College, and University of Washington.

- Support the creation of new Student Chapters at WETRC, Boise State University, Spokane Community College, Walla Walla and Washington State University.

Assist subsections with sponsoring local student events, in particular student chapter events to encourage the formation of a student chapter. An event to help form a student chapter could include YP & SP Liaisons from a particular subsection who would explain to students how to start and maintain a student chapter. Develop a straight forward how to guide to help YPs and SPs easily explain the process to the students and faculty.

PNCWA- PNWS Partnership

The 2020 Vision Committee has a standing goal to partner with the PNCWA Young professionals on at least 10 events per year. The following is an example of an event held in partnership with the PNCWA and PNWS YPs.



2016 Pacific Northwest YP Summit

On November 4th, 2016 the PNWCA and PNWS-AWWA Young Professional (YP) chapters joined together for the second annual Pacific Northwest YP Summit in Puyallup, Washington. The full-day program was centered around the theme of “Leadership in the Water Industry”. The program started with a presentation from key note speaker, Nicki Pozos (HDR), a well-known leader in the engineering community, followed by several interactive sessions focusing on skills for young professionals to elevate their careers.



Last year’s event sold out, with about 90 YPs and SPs in attendance. There was a lot of good feedback on how to continue to improve the program for future events, such as creating more subjective continuity and more time for networking. Last year’s event highlighted the limitation of holding the summit in a single venue. This year we are considering the possibility of setting up satellite locations that can allow YPs and SPs to attend virtually from across the region.

2017 Pacific Northwest YP Summit

We are beginning the planning process for this year’s event, which will likely be held in November somewhere along the I-5 corridor. This year the PNWS will take the lead in organizing the event. We are currently recruiting for volunteer to help lead this year’s event. One of our goals for this year is to have two satellite campuses for YP’s who cannot travel to the Summit location

- Large enough to host up to 30 local YP’s
- Equipped with A/V adequate to broadcast the Summit live
- One Summit planning committee member at each location to lead local YP’s through exercises happening at the main event

The 2020 Committee will also be providing scholarships to students who would like to attend the event in person.

Progress on Goals

Student Survey

We recently developed a Student Survey and circulated it around to all our college and university contacts in our section. We had 36 students respond and awarded 4 of those students with a scholarship to the conference. Our final question asked, “What interests you about the water industry?”



Here is an example of a portion of one student's entry. "Water is generally taken for granted and is under-valued despite its importance. Being aware of different water problems across the world, from contamination to unequal access and distribution, I became interested in joining the water industry to help find solutions. My long term goal is to make potable water more accessible in rural communities domestically and internationally". This is a great example of exactly why it is so important to reach out to these students and help provide them with the tools and resources they need to succeed in the water industry. **Please See Attachment.**

Mentorship Program We have completed the initial steps to mirror PNCWA's Mentorship Program and implement among our members. This project is still evolving and the planning process is moving forward. Thus far we have had a few meetings and developed a solid outline of what the program will look like. We have begun to develop an intake survey form for both mentors and protégés. We have finalized the design of a mentorship guide, drawing heavily from the example set by the PNCWA. The most important aspect, that we are currently developing, is the creating an annual timeline by which this program runs. We have already started to identify volunteers who would like to serve as mentors in this new program.

From the student survey, we had 30 students express that they would be interested in being paired up with an experienced mentor in the water industry. That's a big deal!! So, we are currently developing a Mentorship program, all we need is volunteers. We have created a mentorship guide that will take you through the mentoring process step by step. We anticipate having the mentor and student meet in person or on the phone for at least five one hour sessions throughout the school year. If you are interested in being a mentor to one of these students, please let the 2020 committee know. **Please see Attachments for more information.**

We anticipate that in the next few months we will identify funding needs for: mentorship brochures, career coaching services, resume writing courses, how to interview courses etc. As we develop a structure for this program our biggest identified need continues to be identifying a champion for this program to serve as a Mentorship Program Coordinator.

Membership: Benchmarking Success – We are developing ways to track how many new students and YPs are becoming members. Whether it be from the conference, a networking event or attending a career fair, it is important for us to know which outlet is working or not working to attract new membership and students. We are continuing to work with the membership committee to improve on tracking membership. From that effort, each subsection has received a link to an ongoing membership database specifically for their subsection. This will allow the YP and SP liaisons as well as current members know when someone new has signed up for membership.

The 2020 vision committee is helping subsections and committees by distributing a template welcome letter to be sent out when a subsection/committee receives an email that there were new members added to their subsection. There should be a letter template for each type of member, one for students, YPs and Seasoned Professionals. This will help connect the new member with their local



subsection and committees that reflect their interests. These letters will also help the liaisons to the 2020 committee place them with the correct mentor and get them moving in the right direction.

Website: Design a page on the PNWS AWWA website that can serve as a central place for connecting YPs, students, and other water professionals. This page could display current job openings, available internships and a way for students to upload their resumes and connect with potential employers. Kyle Kihs has indicated that he is working with consultants to launch the new and improved site in June 2017.

Operator training programs

Continue to connect with and support operator training programs. We are currently working closely with Walla Walla Community College to help promote their training program as well as others across the section.

Water Matters: Highlight a Young Professional

It is important to show students and other YPs the benefits of being involved in AWWA and the doors it can open for your career. The 2020 Vision Committee will highlight a YP for the water matters magazine that is printed quarterly.

2020 Succession Planning

The 2020 committee has a formal chair, co-chair, and past-chair leadership structure to ensure the committee stays active and strong. This structure allows the committee to retain its knowledge and traditions; however, a new co-chair does need to be recruited at each annual conference. In addition, the 2020 liaison on the Board is key to providing support and knowledge to the committee. This year we have a couple of candidates interested in taking on the role of 2020 Co-chair. This position will be voted on at the YP/2020 joint committee meeting on May 4th at noon at the Kennewick Conference.

Follow us on Social Media

Communications

We have put together three PowerPoint Slides to showcase the 2020 Vision Committee at the Section conference in Kennewick. Additionally, we presented the 2020 Committee's efforts at this year's winter Trustee meeting. **See Attachments for both presentations.**

The Young Professionals Committee has kept a steady presence on social media throughout the year. The Facebook page is updated at least weekly with event, job and training announcements, and we continue to get new followers. Kristen Brastad has taken over as our Communications Coordinator. Our page has seen an increase in followers in the past year,





from around 300 last May to currently 342 followers. Visit our Facebook page: **PNWS of AWWA Young Professionals** to stay connected with us!

Also, check out the 2020 Committee webpage for updates on meetings and events. To submit information or pictures for the 2020 webpage please contact Kevin Wyckoff at kevinwyckoff@gmail.com. To submit information on events and/or pictures for the YP webpage please contact Kristen Brastad at Kristen.brastad@gmail.com.

For questions about the 2020 Committee, please contact Chair Julie Smitherman at Julie.smitherman@ashland.or.us or Co-Chair Kevin Wyckoff at kevinwyckoff@gmail.com

Thank you Trustees for all of your support!

Respectfully submitted,

Julie Smitherman

Julie Smitherman, Chair 2020 Vision Committee

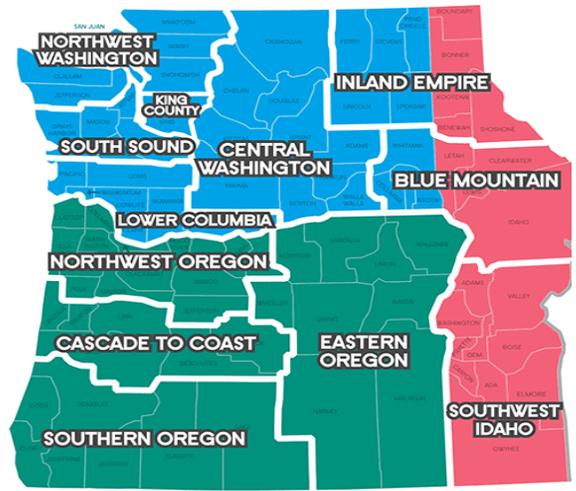
Attachments

Subsection Liaisons
Think Water Think Career Brochure
Career Fair Presentation
List of Jobs with Salaries
Student Survey Results
PNWS Mentorship Program Guide
2020 Presentations
2020 Vision Implementation Plan



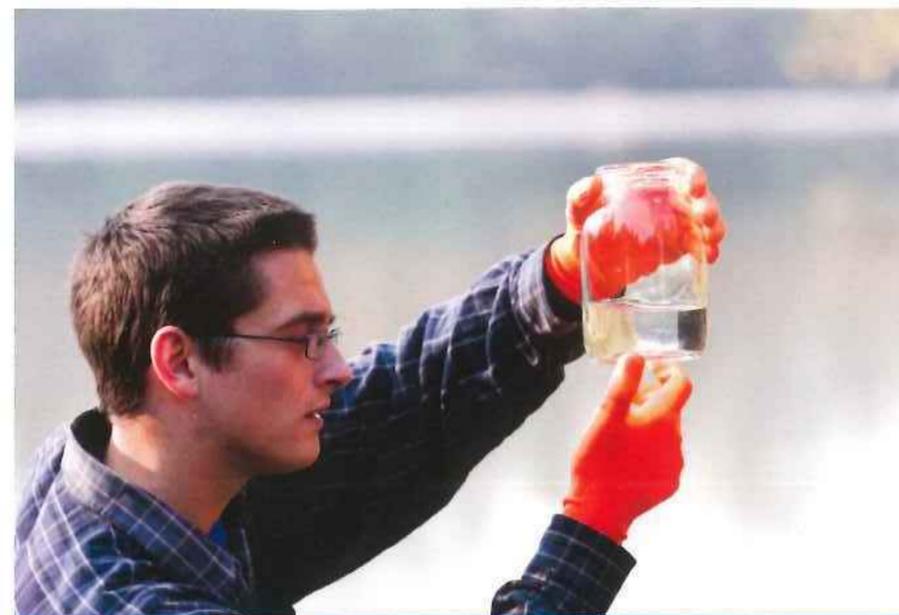
2020 Vision

Profoundly Uniting Young Professionals
and the Water Industry by Year 2020



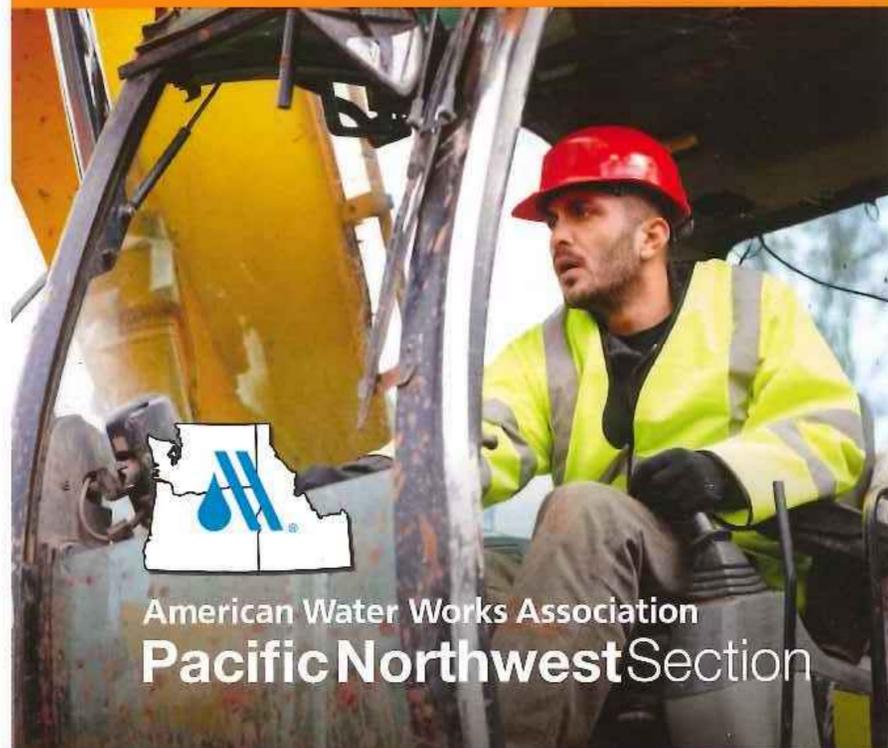
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Sub-Section Contact	<i>Dan Kegley</i>	SP	dkegley@spokanecity.org
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Lower Columbia	<i>open</i>	YP	
	<i>open</i>	YP	
Sub-Section Contact	<i>John Roth</i>	SP	jroth@clarkpud.com
Eastern Oregon	<i>open</i>	YP	
	<i>open</i>	YP	
Sub-Section Contact	<i>open</i>	SP	
South Sound	<i>Michael Lubovich</i>	YP	MichaelLubovich@kennedyJenks.com
	<i>Matt Hubbard</i>	YP	MJHubbard@ci.tacoma.wa.us
Sub-Section Contact	<i>Jacki Masters</i>	SP	jackim@mtvewater.com
Blue Mountain	<i>Kyle Rainer</i>	YP	krainger@ci.moscow.id.us
	<i>Nate Suhr</i>	YP	nsuhr@ci.moscow.id.us
Sub-Section Contact	<i>Gale Renzelman</i>	SP	grenzelman@ci.moscow.id.us



JOIN THE TIDE OF CHANGE

View all current job openings at:
www.pnws-awwa.org/career



American Water Works Association
Pacific Northwest Section

www.awwa.org
www.pnws-awwa.org

THE WATER SITUATION

Water faces many challenges in the near future from water pollution and scarcity to climate change. Managing our resources to ensure access to fresh clean water for everyone is a critical job.

In the US, water workers are in high-demand and will be a vital resource in protecting and managing our water for years to come. Working for water means a fulfilling career with competitive benefits and work-life balance while doing something to protect and preserve the environment for years to come.





**THINK WATER.
 THINK CAREER.**

Help to protect and preserve
 Earth's greatest resource.



American Water Works Association
Pacific Northwest Section

It's easy to take water for granted, but clean, fresh water is essential for our survival.

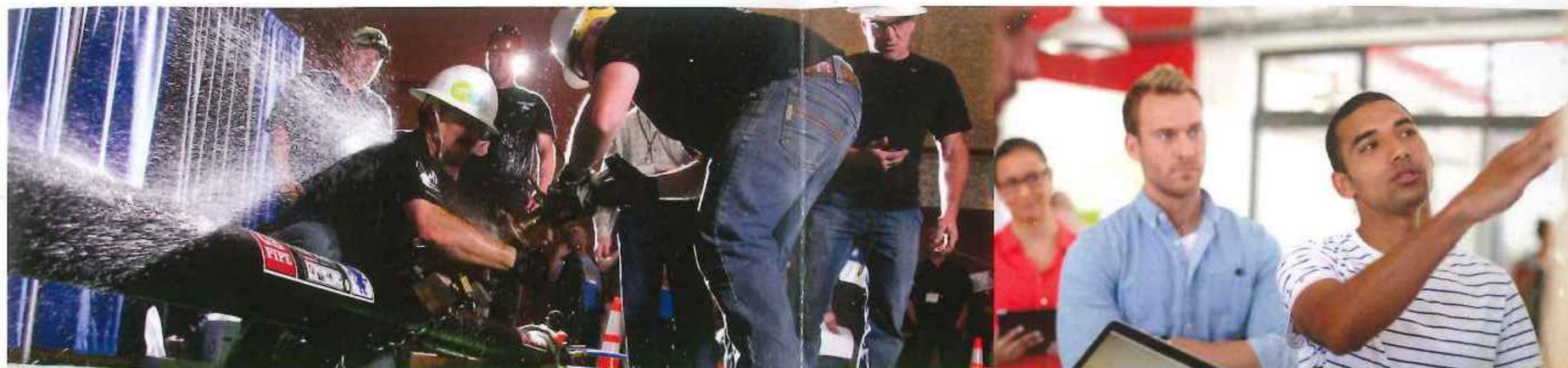


WHY A WATER MANAGEMENT CAREER?

With a career in water, you'll find purpose, great benefits, relaxed culture, collaborative colleagues and interesting work.

Opportunities in water are virtually unlimited and the chance to make a difference is unmatched. You'll be providing an environmental and community service that makes a difference. Everyone needs clean, safe water, which is why you'll always have a good career and good future in the water industry.

Beyond competitive salaries and liberal vacation policies, many careers in water allow for flex scheduling, telecommuting, rapid career growth, a comprehensive reward system, and work-life balance.



JOB OPPORTUNITIES

You'll find a wide range of rewarding job opportunities in water with educational requirements just as diverse. Whether you have on-the-job education, are considering a two- or four-year degree, or are working on your doctorate, there's a rewarding career for you in water.

Ready to get started? Contact your local community college for water treatment programs or a university for water quality, environmental or engineering programs.

Scholarships

AWWA awards 14 scholarships annually. AWWA posts new application forms every summer. AWWA also provides an annual Academic Achievement Award.

Now is your chance to dive in

There's no better time to start your water career and make a difference in the world today. Starting your career with water now means you'll be on a stable career path, flowing with opportunities. The job pool is deep and there are plenty of careers for eager workers to get started. Get your feet wet with an exciting career in water today.

Benefits include:

- Competitive Salaries
- Liberal Vacation Policies
- Telecommuting
- Rapid Career Growth
- Work-Life Balance
- Challenging Environment
- Pride in Benefitting the Public Good
- Opportunity to Protect and Preserve Water Resources
- Making a Difference for Everyone

Organizational Services

- Accountant
- Administrative Analyst
- Administrative Assistant
- Attorney
- GIS Specialist
- Health and Safety Officer
- Human Resources Specialist
- Information Systems Network Administrator
- Information Systems Programmer
- Manufacturer Representative/Salesperson
- Paralegal
- Purchasing Agent
- Right of Way Agent/Property Title Examiner

Operations, Maintenance, Trades

- Buildings and Grounds Specialists
- Contracts Manager/Administrator
- Construction Manager
- Distribution System Worker
- Electrician
- Heavy Equipment Operator
- Machinist
- Pump Station Operator
- Pipe Fitter
- Reservoir Manager
- Surveyor
- Vehicle Mechanic
- Water Meter Reader
- Water and Wastewater Treatment Plant Operator
- Welder

Engineering

- Chemical Engineer
- Civil Engineer
- Drafter
- Engineering Technician
- Environmental Engineer
- Electrical Engineer
- Mechanical Engineer
- Mechanical Engineering Technician

Laboratory & Water Science

- Chemist
- Environmental Specialist
- Hydrologist
- Laboratory Technician
- Microbiologist
- Water Conservation Specialist
- Water Quality Specialist
- Water Resources Planner
- Water Reclamation Specialist

Communications, Policy & Education

- Customer Service Representative
- Education Resources Specialist
- Government Relations Specialist
- Public Affairs Specialist
- Public Information Specialist



2020 Vision Update

**Profoundly Uniting Young Professionals
and the Water Industry by Year 2020**

Career Fair Success in the PNWS

Young Professionals Chair Training

February 6, 2017

Julie Smitherman

**Chair 2020 Vision Committee, Past YP Chair & Incoming Trustee
Pacific Northwest Section – AWWA**

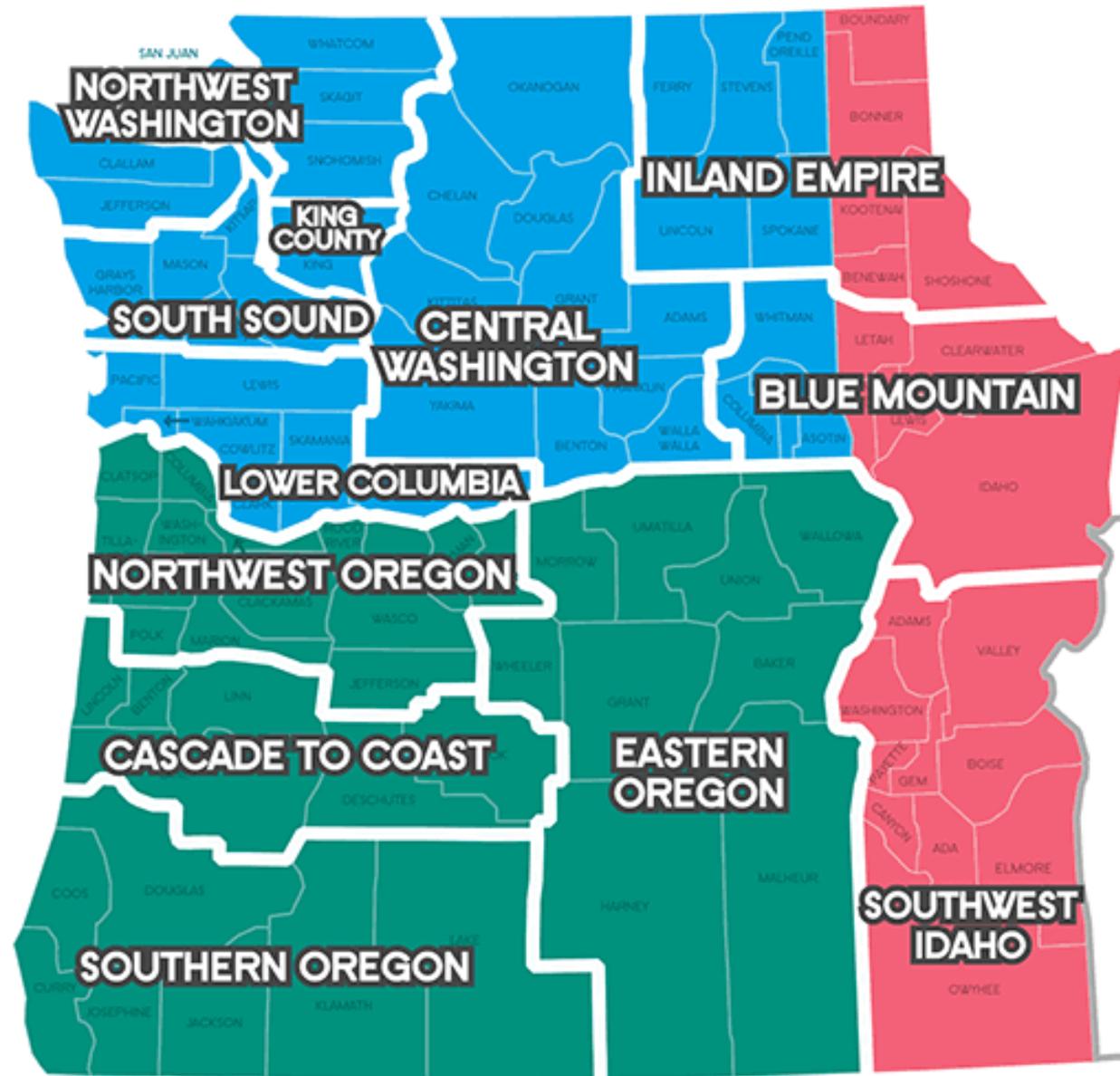


American Water Works Association

Pacific Northwest Section

PNWS – AWWA

- Established in 1927
- 3,000 Members
- 12 Board Members
- 12 Subsections





American Water Works Association

Pacific Northwest Section

2020 Mission

To unite multiple generations of water industry professionals by helping employers attract and retain talent and to support students and YPs in finding fulfilling work.



American Water Works Association
Pacific Northwest Section

2020 Chair
Julie Smitherman

2020 Co-Chair
Kevin Wyckoff

Membership
Andreu Ferrero

YP Chair
Dan Reisinger

YP Co-Chair
Kysa Cronrath

Student Chapters
Brian Smith

Fresh Ideas
Dan Reisinger

Scavenger Hunt
Kysa Cronrath

Career Fairs
Kevin Wyckoff

Board Liaison
Jennifer Garbely

Communications
Kristen Brastad

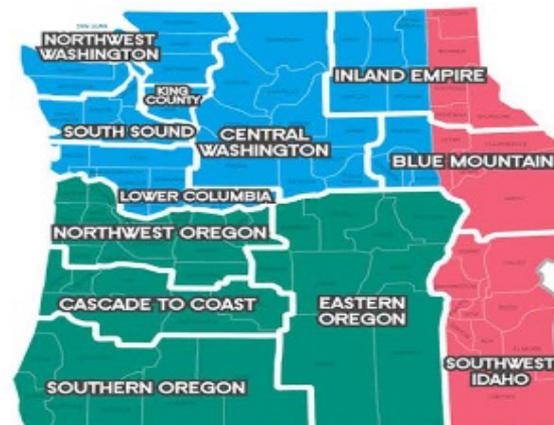
Meeting Minutes
Aurelie Nabonnand



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Sub-Section Contact	<i>Max Woody</i>	SP	Max.Woody@centralpointoregon.gov



American Water Works Association

Pacific Northwest Section

Subsection Leadership's Role

Goals: The biggest impact can be made at the Subsection Level!

- Participate in the committee to assure the success of initiative
- Designate two Young Professionals and one Seasoned Professionals per Subsection
- Attract the next generation through events and career fairs
 - Participate in at least one career fair and one YP event per/yr.
- Give feedback to the Committee
 - Take Pictures
 - Challenges
 - Successes

Have Fun!



American Water Works Association Pacific Northwest Section

Support each sub-section in attending one career fair annually in partnership with other committees.





American Water Works Association
Pacific Northwest Section

Career Fairs in PNWS

1	Washington	Career Fair Type	Date	Time	Subsection	Notes
2	Gonzaga University	All Majors Career and Internship Fair	10/27/2015		Inland Empire	https://www
3	Gonzaga University	Engineering and Computer Science Career Fair	10/28/2015		Inland Empire	https://www
4	Gonzaga University	Portland Trek Career Fair	1/5/2016		Inland Empire	https://www
5	Gonzaga University	Seattle Trek Career Fair	1/7/2016		Inland Empire	https://www
6	Seattle University	Business and Engineering Career Fair	10/20/2015	11am-2pm	King County	https://www
7	Seattle University	Internship Fair	2/11/2016	11am-2pm	King County	https://www
8	Seattle University	Spring Job and Internship Fair	4/14/2016	11am-2pm	King County	https://www
9	University of Washington	Science and Engineering Career Fair	10/28/2015	12-5pm	King County	http://career
10	University of Washington	Environmental Career Fair	2/24/2016	11am-3pm	King County	http://career
11	Oregon	Career Fair Type	Date	Time	Subsection	Notes
12	Portland State University	Engineering and Technology Career Fair	10/28/2015	11am-3pm	Northwest Oregon	https://www
13	Portland State University	All Majors Career Fair	10/29/2015	11am-3pm	Northwest Oregon	https://www
14	Oregon Institute of Technology	All Majors Career Fair	10/28/2015	1-4pm	Southern Oregon	http://www.c
15	Oregon Institute of Technology	All Majors Career Fair	2/14/2016	1-4pm	Southern Oregon	http://www.c
16	University of Portland	Engineering and Computer Science Career Fair	2/26/2016		Northwest Oregon	http://www.u
17	Clackamas Community College	Fall Job Fair	10/8/2015		Northwest Oregon	https://www
18	Clackamas Community College	Spring Job Fair	4/19/2016		Northwest Oregon	https://www



American Water Works Association Pacific Northwest Section

Student Career Fair Kits “Booth in a Box”

- Brochures
- Membership Forms
- Banner
- Table Cloth
- Table Top Display
- Pens
- Candy!

THE WATER SITUATION

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In the US, water workers are in high-demand and will be a vital resource in protecting and managing our water for years to come. Working for water means a fulfilling career with competitive benefits and work-life balance while doing something to protect and preserve the environment for years to come.

JOIN THE TIDE OF CHANGE

View all current job openings at:
www.pnws-awwa.org/career

THINK WATER. THINK CAREER.

Help to protect and preserve
Earth's greatest resource.

American Water Works Association
Pacific Northwest Section

www.awwa.org
www.pnws-awwa.org

American Water Works Association
Pacific Northwest Section

It's easy to take water for granted, but clean, fresh water is essential for our survival.



American Water Works Association Pacific Northwest Section

“Booth in a Box”

THINK WATER. THINK CAREER.
Help to protect and preserve Earth's greatest resource.

American Water Works Association
Pacific Northwest Section

CURRENT JOB OPENINGS:
paws-awwa.org/career

THINK WATER. THINK CAREER.
American Water Works Association
Pacific Northwest Section



American Water Works Association
Pacific Northwest Section

Networking Toolbox

- Career Fairs
- Networking Events
- Facility Tours
- Conference Events
- Fresh Ideas
- YP Scavenger Hunt
- Student Chapter Start-up

EVENTS TOOLBOX



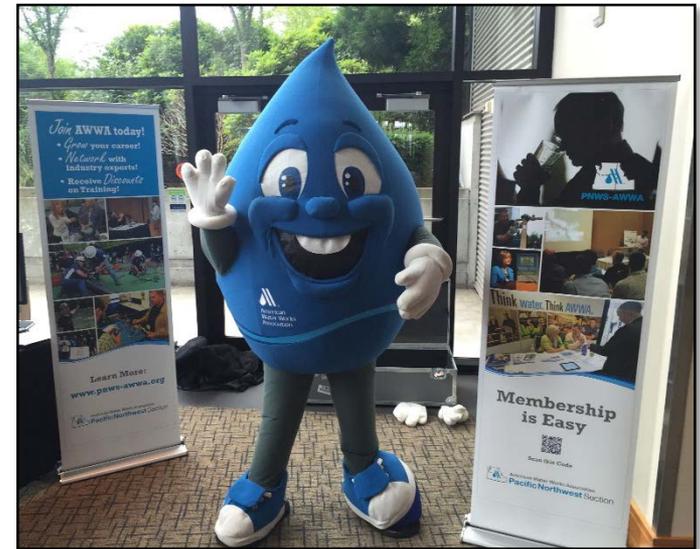


American Water Works Association
Pacific Northwest Section

Career Fair Checklist

Getting Started

- Find a Career Fair
- Register for the Event
- Get Your Materials Together
- Find People to Help Staff the Booth
- Advertise Your Event
- Verify Your Event Registration
- Allow Ample Time for Set-up and Break Down
- Return AWWA Materials





PNWS-AWWA



(Pacific Northwest Section of the American Water Works Association)

Who We Are

The PNWS-AWWA was founded in 1927 and provides leadership to drinking water professionals in Idaho, Oregon, and Washington in the areas of:

- Engineering
- Water Quality and Distribution
- Conservation
- Water Resource Policy

Get Involved! Talk with officers, subsection leaders and committee chairs! Tap into the latest job openings, news, training events and publications. There are many ways to get involved with the section and we invite you to *join* today. Visit www.pnws-awwa.org!



Current Job Openings:

- Water Quality Cross Connection Specialist
- Green Infrastructure Program Director
- Customer Response Team Technician
- Lead Maintenance Worker
- Service Tech
- Water Hydroelectric Plant Operator
- Utility Person
- Environmental Health & Safety (EHS) Manager
- Water Distribution Operator
- Director of Engineering
- General Manager
- Water Treatment Supervisor
- Experienced Civil Project Engineer
- Water Distribution Secretary
- General Manager - West Slope Water District
- Engineering Construction Inspector
- General Manager
- Water Services Manager



Visit www.pnws-awwa.org/careers/job-openings

Visit www.pnws-awwa.org

Young Professionals Events



Fresh Ideas Poster Competition

What's the deal? Present a project that addresses a water related problem to a panel of industry professionals. You receive advice, judging, and recognition in the Annual Conference and Exposition (ACE) in Anaheim, California June 7-10, 2015.

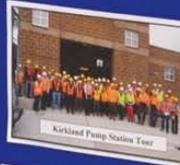
Where do I start? Access the abstract requirements at www.pnws-awwa.org • Committees • Young Professionals • The Deadline is February 20th.

Fit a starving student... We once were too! As good news, there are scholarships to help you get to the Annual Conference. Learn more at the YP website.

Great When & Where? Schedule: Washington, April 27-May 1, 2015.



Student Scholarships Available Ask Us How!



Kirkland Pump Station Tour



Medford Water Commission Pump Station Tour



Southern Oregon Bowling Competition



Southern Oregon Subsection Pizza & Raffle



Young Professionals' Scavenger Hunt



Southern Oregon Subsection Golf Tournament





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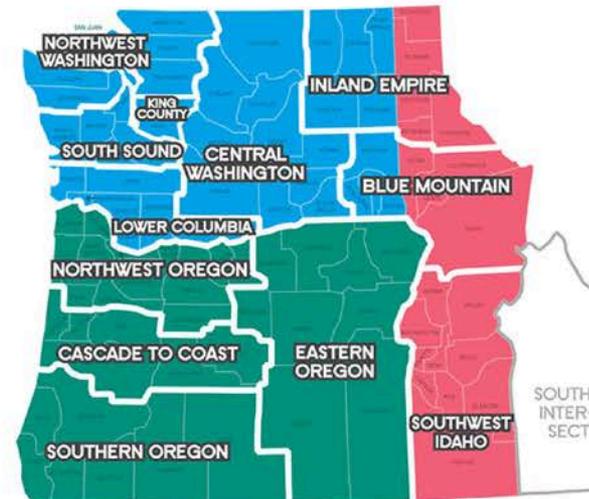
American Water Works Association Pacific Northwest Section

Current Job Openings:

Water Quality Cross Connection Specialist
Green Infrastructure Program Director
Customer Response Team Technician
Lead Maintenance Worker
Service Tech
Water Hydroelectric Plant Operator
Utility Person
Environmental Health & Safety (EHS) Manager
Water Distribution Operator
Director of Engineering
General Manager
Water Treatment Supervisor
Experienced Civil Project Engineer
Water Distribution Secretary
General Manager - West Slope Water District
Engineering Construction Inspector
General Manager
Water Services Manager



PNWS-AWWA



Visit www.pnws-awwa.org/careers/job-openings



American Water Works Association Pacific Northwest Section

MAY THE PNWS-AWWA
SOURCE
BOISE 2016 BE WITH YOU

Fresh Ideas Poster Competition Call for Abstracts

Deadline:
February 29, 2016

Posters will be presented to judges and industry professionals on **Thursday May 5, 2016**

Learn More on Facebook:

[PNWS-of-AWWA-Young-Professionals](#)

Get the Application:

<https://sites.google.com/a/pnws-awwa.org/young-professionals/home>



Attend the Northwest's premier water conference:

- Present your research or class project.
- Learn alongside professionals.
- Network with the region's best employers.
- Win cash prizes up to \$150.
- 1st Place will represent PNWS at the AWWA National Conference in Chicago (expenses paid up to \$1,500)

Boise Conference scholarships are available.

Contact Dan Reisinger with questions at dreisinger@carollo.com



American Water Works Association
Pacific Northwest Section

Get the latest info from PNWS of AWWA Young Professionals.

Log in or sign up for Facebook today.

Log in

Sign Up

Create Page

facebook



PNWS of AWWA Young Professionals
Non-Profit Organization

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2014

2013

2012

2011

2010

2009

2007

2005

PEOPLE



268 likes

ABOUT



<https://sites.google.com/a/pnws-awwa.org/young...>

PHOTOS



Work in beautiful
Canby, Oregon!

Have you
signed up for
your free
student
membership?



PNWS of AWWA Young Professionals added a new photo.

Yesterday at 9:00am · 🌐



Like



Comment



Share

Julie Smitherman likes this.



PNWS of AWWA Young Professionals shared a link.

November 4 at 10:00am · 🌐

SEARCH FOR: **PNWS-of-AWWA-Young-Professionals**



American Water Works Association Pacific Northwest Section

Reserve “Eddy”

- Networking Opportunities
- Scholarships Available!
 - For School
 - For conferences
- Trainings / Fun Events
- Pictures from the field
- Bring iPad
 - Newsletter
 - Membership





American Water Works Association

Pacific Northwest Section

Additional Materials

- Contact Membership Marketing Coordinator, JoAnn Galindo JGalindo@awwa.org, to reserve an AWWA booth with “membership in a box” includes:
 - Membership booth, banner stand, or table top
 - AWWA totes
 - Copies of Opflow
 - Copies of AWWA Journal
 - Copies of AWWA store catalog
 - AWWA membership applications
- Have fun and let students know the value of an AWWA membership!



Tools for Success

1. Appoint a section wide Career Fair Coordinator
2. Designate a champion in key areas across your section
3. Provide a checklist for setting up a for a career fair
4. Focus outreach on specific schools with relevant programs.
5. Engage the entire Section
6. Encourage members to develop and share career fair handouts
7. Be Brave and ask for resources
8. Create an After Event Reflection Form – track success
9. Be clear about the benefits of being a member of AWWA
10. Have Fun!



American Water Works Association
Pacific Northwest Section

Questions?



Contact Information:

Julie Smitherman (2020 Chair)
Julie.smitherman@ashland.or.us

Kevin Wyckoff (2020 Co-Chair)
kevinwyckoff@gmail.com

Like us on Facebook!

facebook.com/PNWSofAWWAYPs





American Water Works Association
Pacific Northwest Section

THINK WATER. THINK CAREER.

Water management is a career field that applies the principles of science, math, technology, engineering, communication, economics, management, and law to ensure water quality and to sustainably manage water as a resource to protect public health and the environment.

It's easy to take water for granted, but clean, fresh water is essential for our survival.

Opportunities in water are virtually unlimited and the chance to make a difference is unmatched. With a career in water, you'll find purpose, great benefits, relaxed culture, collaborative colleagues and interesting work.



ADMINISTRATION

- Customer Service Representative **\$34,000-\$54,000**
- Health and Safety Coordinator **\$70,000-\$76,000**
- Information Technology Professional **\$68,000-\$70,000**
- Project Manager
- Public Relations and Human Resources Specialist
- Regulatory Compliance Manager
- Security Coordinator



ENGINEERING

- Construction Inspector
- Construction Supervisor
- Corrosion Control Specialist
- Geographic Information Systems (GIS) Specialist **\$40,000-\$48,000**
- Hydraulic Specialist
- Hydrology Technician
- Surveyor
- Chemical Engineer **\$68,000-\$82,000**
- Civil Engineer **\$68,000-\$78,000**
- Drafter **\$47,000-\$50,000**
- Electrical Engineer **\$68,000-\$85,000**
- Mechanical Engineer **\$68,000-\$75,000**



WATERSHED & RUNOFF CONTROL

- Agricultural Water Specialist
- Aquatic Habitat Restoration Technician
- Dredge Operator
- Forestry Technician
- Ground Water Remediation Technician
- Hydrogeology Technician
- Hydrology Technician
- Modeling Technician
- Residential Water Purification Technician
- Septic Tank Maintenance Technician
- Source Water GIS Technician
- Stormwater/ MS4 Technician
- Surface Water Monitoring Technician
- Sustainable Landscaper
- Water Conservation Technician
- Well Driller
- Wetland Delineation Specialist



PLANT MAINTENANCE

- High Voltage Electrician **\$49,700-\$57,000**
- Low Voltage Electrician **\$49,700-\$57,000**
- Plant Maintenance Supervisor **\$68,000-\$72,000**
- Plant Maintenance Technician **\$57,000**



REGULATIONS & COMPLIANCE

- Biosolids Land Application Technician
- Cross-Connection Control Specialist
- CSO/ SSO Monitoring Specialist
- Enforcement Specialist
- Environmental Compliance Technician
- Fats/ Oils/ Grease (FOG) Manager
- FOG Inspector
- Industrial Pretreatment Specialist
- Large Animal Confinement Inspector
- Permit Specialist
- Pretreatment Manager
- Stormwater Compliance Inspector



LABORATORY

- Environmental Sampling / Monitoring Technician
- Instrumentation Technician
- Lab Analysis Technician **\$24,400 - \$58,900**
- Laboratory Health and Safety Supervisor **\$67,000**
- Quality Assurance / Quality Control Technician



WATER OPERATIONS

- Cross-Connection Control Specialist **\$38,000-\$43,000**
- Distribution Operator / Foreman **\$42,000 - \$58,000**
- Heavy Equipment Operator **\$35,000 - 50,000**
- Industrial Water Systems Operator **\$42,000 - \$58,000**
- Instrumentation Technician **\$57,000**
- Leak Detection Technician **\$38,000**
- Meter Reader/ Installer **\$37,000**
- Meter Tester/ Mechanic **\$38,000**
- PLC/ SCADA Programmer **\$57,000**
- Treatment Plant Mechanic **\$42,000 - \$57,000**
- Utility Locater **\$57,000 - \$62,000**
- Water Treatment Operator **\$41,000 - \$58,000**



WASTEWATER OPERATIONS

- Chief Operator **\$82,000 - 107,000**
- Collection System Operator **\$39k - \$54k**
- Industrial Pretreatment Operator **\$41k - \$57k**
- Plant Operator **\$39k - \$57k** (treatment, biosolids, reclamation, construction)
- Pretreatment Coordinator **\$39k - \$57k**
- Process Control Operator **\$39k - \$57k**

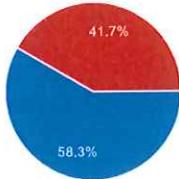
36 responses

[View all responses](#) [Publish analytics](#)

Summary

[Image]

Are you aware that PNWS-AWWA College Scholarships are available?

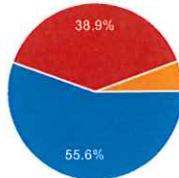


Yes	21	58.3%
No	15	41.7%

Submit a scholarship application here: https://docs.google.com/a/pnws-awwa.org/forms/d/e/1FAIpQLSddUPttw2XVABOAOuKEEPho9WrmsRGDKUy_7jJ1ZpBA8t8QD6A/viewform

[Image]

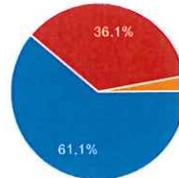
Are you currently a member of AWWA?



Yes	20	55.6%
No	14	38.9%

Not sure? Contact Membership Chair Andreu Ferrero at aferrero@pnws-awwa.org to find out. 2 5.6%

Do you currently receive the PNWS-AWWA Monthly E-Newsletter?



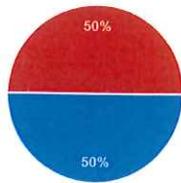
Yes	22	61.1%
No	13	36.1%
Not Sure	1	2.8%

Sign up for the PNWS-AWWA Monthly E-Newsletter and view past editions here: <http://www.pnws-awwa.org/resources/newsletters>

[Image]

Please visit the PNWS_YP Webpage for more information on how to get involved: <https://sites.google.com/a/pnws-awwa.org/young-professionals/>

Are you on the PNWS-AWWA Young Professionals Committee Mailing list?



Yes 18 50%
No 18 50%

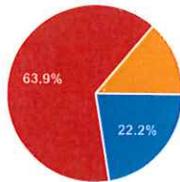
If not join HERE: https://visitor.r20.constantcontact.com/manage/optin?v=0013ZYpeUyG-C1dbtflLtUOclmX0zotN2WGsEQgsj_mP8v16_iFssmVre8vQmt9WZqnw0jSoF1rX7Wx3B-Lvcrel4Rd_RxdfKT0x3XQGDIF8Js4eDSSkXa-liG6nsraJ6PAflrs_vtG_FtPdSxHFrE0cTCDilmRWXuz2H4-x1DZhcgmVJ5btJqSdUkoobUgr70gZqrrpvGKovE1k3sKDM4ROzx1TYdB-lveLB0T4mnZ7aFE%3D

Getting on the email list is a great way to stay informed on the many networking events, competitions and scholarship opportunities available to PNWS-AWWA Members.

Please check out the YP Facebook page and Like us: <https://www.facebook.com/PNWSofAWWAYPs/>

[Image]

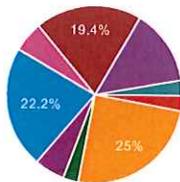
Did you Follow the YP Facebook page?



Yes 8 22.2%
No 23 63.9%
Not on Facebook 5 13.9%

[Image]

What subsection of the PNWS-AWWA are you a part of? Follow this link to find out and then type your answer below. <http://www.pnws-awwa.org/subsections>



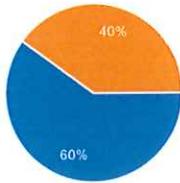
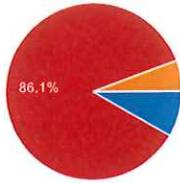
Blue Mountain 0 0%
Inland Empire 1 2.8%
Southwest Idaho 9 25%
Cascade to Coast 1 2.8%
Eastern Oregon 2 5.6%
Northwest Oregon 8 22.2%
Southern Oregon 2 5.6%
Central Washington 0 0%
King County 7 19.4%
Lower Columbia 0 0%
Northwest Washington 5 13.9%
South Sound 1 2.8%

Benefit for students

[Image]

Are you a PNWS-AWWA Student Chapter member?

Yes 3 8.3%
No 31 86.1%



member of?

Clackamas Community College	3	60%
Portland State University	0	0%
University of Washington	2	40%

If not, we would like your help starting one. This connection to the water industry is a great opportunity to learn from industry leaders, see real projects and meet future employers.

[Image]

Please visit this document for basic information on starting a PNWS-AWWA Student Chapter:

<https://docs.google.com/a/pnws-awwa.org/viewer?>

[a=v&pid=sites&srcid=cG53cy1hd3dhLm9yZ3wyMDIwLXZpc2lvbi1pbmI0aWF0aXZILWNvbW1pdHRIZXxneDo2Mj,](https://docs.google.com/a/pnws-awwa.org/viewer?a=v&pid=sites&srcid=cG53cy1hd3dhLm9yZ3wyMDIwLXZpc2lvbi1pbmI0aWF0aXZILWNvbW1pdHRIZXxneDo2Mj)

Then please email Student Chapter Coordinator Brian Smith to get the ball rolling:

Bsmith@wilsonengineering.com

What School Do You Attend?

- University of Washington
- Boise State University
- Seattle University
- Portland State University
- Green River Community College
- Everett Community College
- seattle university
- Clackamas community college
- Done
- University of Portland
- Clackamas Community College
- University of Idaho
- boise state university
- Boise State
- Boise state university
- Boise State University
- Green River
- Southern Oregon university
- Oregon State University
- graduate student at Washington State University; Instructor at Walla Walla Community College
- Linn Benton
- WSU
- Rochester Institute of Technology

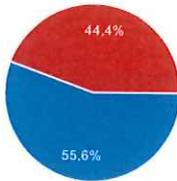
AWWA Events

[Image]

Between YP Social events, facility tours and AWWA subsection events, there are many opportunities to network with professionals throughout the year. Networking is a great way to get noticed and may lead to future employment opportunities.

[Image]

Are you aware of PNWS-AWWA hosted events in your area?

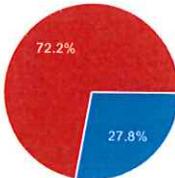


Yes	20	55.6%
No	16	44.4%

To find out more visit the PNWS-AWWA Events page: <http://www.pnws-awwa.org/training-events/events>

[Image]

Are you familiar with the Fresh Ideas Poster Competition?



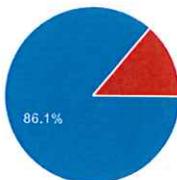
Yes	10	27.8%
No	26	72.2%

The Fresh Ideas Poster Competition is an opportunity for students to present research and projects to compete for an all-expense paid trip to the national AWWA ACE Conference. To learn more visit the Fresh Ideas Poster Competition page: <https://sites.google.com/a/pnws-awwa.org/young-professionals/pnws-awwa-conference/fresh-ideas-competition>

Next Steps!

[Image]

Would you like to get more involved with AWWA?



Yes	31	86.1%
No	5	13.9%

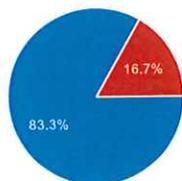
Professionals in this industry have varying backgrounds with responsibilities ranging from engineering design to management, operations, water quality, water conservation and customer service.

What type of work are you interested in after graduation?

- Treatment
- Drinking water treatment and engineered water treatment systems
- A SO Mafia member
- Entertainmentalso or hydraulic engineering
- Consulting
- Engineering
- civil engineering
- Drinking water treatment or water resources
- structural engineering
- Volunteer work abroad, environmentally conscious engineering
- I'm still open, I'm leaning towards high purity and distribution.
- stream quality improvement through the implementation of better pretreatment on outfalls.
- Retirement
- Operator or public works position
- Water & Wastewater Engineering
- Research and development in water sector, mainly on the operation & maintenance side
- Hydrodynamics and Water Quality Modeling
- Water quality
- Water operations
- Academia at Teaching Institution
- Waste Water / Water Resources
- Water Resources
- civil engineering
- Environmental engineering
- Water infrastructure planning and design
- Water Conservation
- Improving efficiency in AWWA programs and streamlining processes.
- Water resources
- Water Quality
- Water quality and conservation
- energy production at wastewater treatment facilities
- Water Resources; quality, hydrology, availability
- Distribution or Treatment
- Engineering Design
- Research
- Mechanical Engineering Technology

[Image]

Would you be interested in being paired up with a seasoned professional mentor in the water industry?



Yes	30	83.3%
No	6	16.7%

What interests you about the water industry, and how would you benefit from attending the PNWS-AWWA annual conference?

My life purpose is to serve. I am very interested in membrane filtration. I would like to use my experience and knowledge to help the underprivileged communities without potable water. Ultimately, giving aid to communities that could benefit from converting wastewater into potable water, is a dream I know others are working toward. I want to be a part of the solution to better world health.

I am interested in water as a vital human need and balancing that with environmental requirements for freshwater to protect habitats. I would benefit by learning how PNW water professionals and academics are tackling issues such as drought management, algal blooms, and other water quality issues.

YP Scavenger hunt

Learning about the industry and networking with professionals and other students.

Get to know what do those professional do

Learning

How we can decrease global warming

Water is generally taken for granted and is under-valued despite its importance. Being aware of different water problems across the world, from contamination to unequal access and distribution, I became interested in joining the water industry to help find solutions. My long term goal is to make potable water more accessible in rural communities domestically and internationally. At the moment I am interested in drinking water treatment or water resources in general. If I could attend the conference, I would benefit in learning from seminars regarding current problems/solutions, but also have the opportunity to discover what is driving other professionals in their respective field. I would be able to learn from others, and utilize that knowledge to figure out my own path. The Flint Michigan panel, projecting impacts of climate change on water resources session, and aquifer storage and recovery session would be really interesting to attend. As a graduating senior that has taken water and environmental focused classes, it would be interesting to see how these tools are being applied to real-world problems. And if possible, I would love to visit a treatment plant! Thank you for your consideration.

I would like to help conserve our natural fresh water resources.

I currently don't know much about the water industry, and wish to find out more, so attending the PNWS-AWWA conference would allow me to expand my horizons of knowledge.

As a student I'm still learning of all the opportunities available, the conference would further advance that with the added bonus of meeting other professionals in field.

I was able to attend a portion of the AWWA conference in Boise, however due to finals I was not able to fully participate. In the few hours I was there I met several people, and learned more than I thought I would. I would love for the opportunity to fully participate in the conference this year.

Water treatment processes & research

I want a career in the water or wastewater industry

Professional networking

I am always interested in hearing about current issues related to public water utilities and since I was not able to go last year, I would be very happy to come this year. I would also like to connect with professionals in the field and get their insights on my research that touches on wastewater treatment system operation.

Helping clients in the water industry. I attended the annual conference last year in Boise and participated in the "Fresh Ideas Poster Competition" and fortunately won the 1st place.

I am interested in the water industry because it is multifaceted and is such an essential part of society. I would benefit from attending the conference because it would allow me to network with professionals in the field and learn about different ways to get into the field. As a Materials Science major, my path into the water industry is not so clear, so being able to discuss different paths with professionals would be very helpful.

I love the idea of protecting public health, the environment and utilizing our worlds most important natural resource! I would benefit from the AWWA conference by meeting and discussing industry with many water operators. I would take the advice and knowledge from these operators and use them to better myself as a future water operator.

Water quality in natural systems

Interested in learning about new technologies and networking.

r

Im interested for this project.

I would love to help better our planet by discovering ways to improve water for the sake of the planet and all living things on it. I would enjoy attending the conference to become more educated on the ideas of others' and how I can make a strong impact on the planet.

Networking and reaching career goals

Water Conservation

Finding solutions to the \$9 billion R&R funding gap through 2030

Water quality

The application of science to provide a civil duty to the community

Groundwater and water quality issues interest me. I would love to go to the annual conference to understand how I can incorporate my interests into a career continuing education, networking, and job opportunities

freshwater availability for humans and other animals, salmon in particular. Attending the conference would introduce me to more like-minded people with experience or interest in water.

Everything just attended short school in Eugene and start work in corvallis in water distribution on Friday

The water industry is a central part of our survival as humans and has been neglected for a long time, it would be beneficial to learn more about the career opportunities around the northwest.

N/a

I want to improve water filter system and cleanses in America.

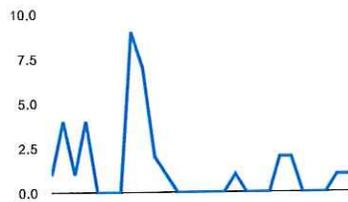
[Image]

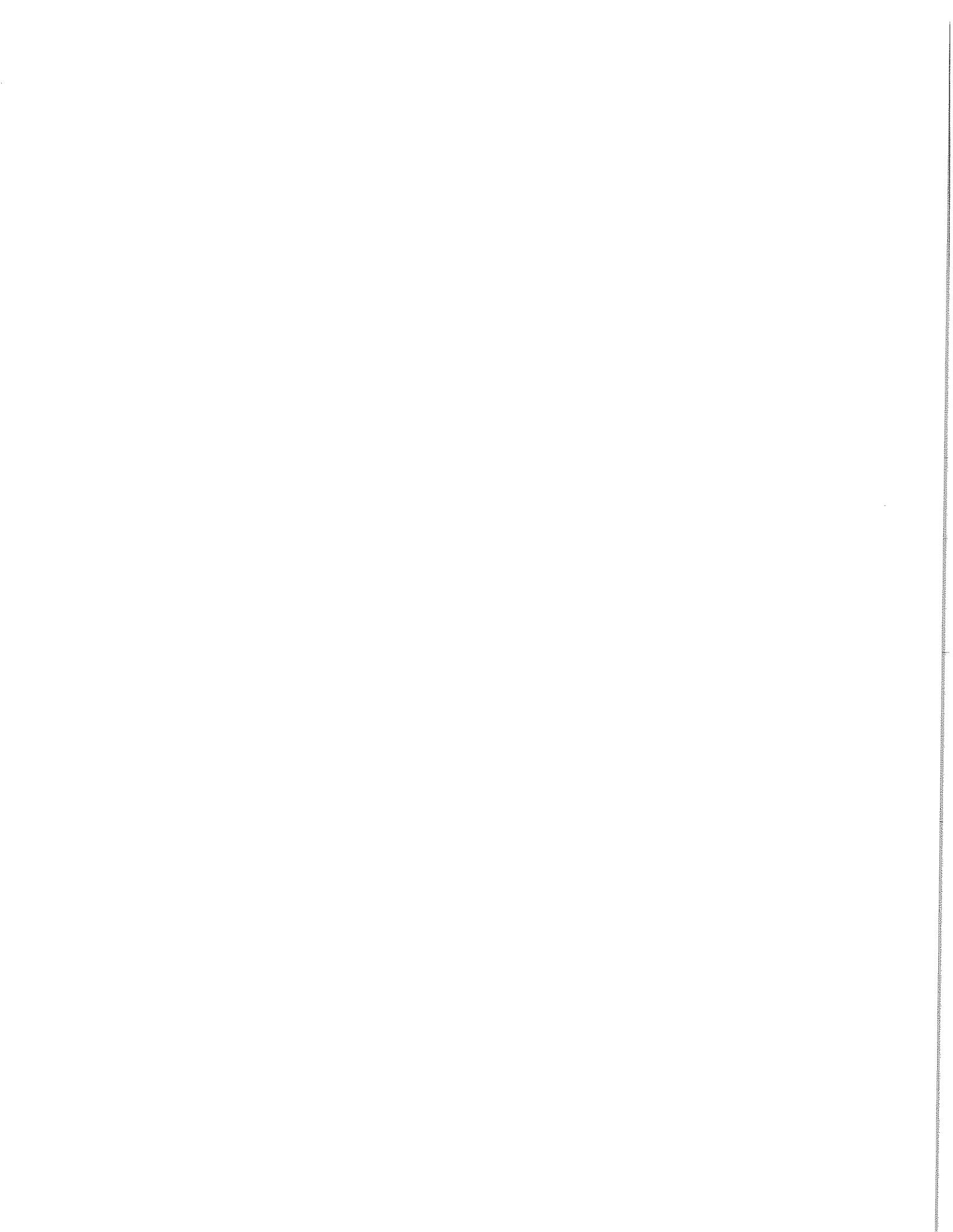
Please visit the PNWS-AWWA Section Conference page to learn more about this great three day annual event: <http://www.pnws-awwa.org/training-events/conference>

If you would like to be entered into a drawing for free registration, travel and accommodations to join us for the 2017 Section Conference in Kennewick, WA on May 3-6 worth up to \$1000, please enter your email below?

cmccool@mail.greenriver.edu
tessorarose@gmail.com
kubinkat@gmail.com
gj4@uw.edu
apriljwhitehouse@gmail.com
estherac@uw.edu
capuanoa@seattleu.edu
grahame1@seattleu.edu
thegreenbath@live.com
carlbreidenbach@u.boisestate.edu
dmarinos2@frontier.com
bodner75@yahoo.com
martiash17@up.edu
hetak@uw.edu
almurib@pdx.edu
kerickse@uw.edu
bbletsch@gmail.com
shbumet@uidaho.edu
curtisbutterfield@u.boisestate.edu
stephenfletcher@u.boisestate.edu
PardisKabeh@u.boisestate.edu
taylorray100@gmail.com
kainshaffer@u.boisestate.edu
brunoperez@u.boisestate.edu
bwilson44@mail.greenriver.edu
scogginsc@sou.edu
lisa.windom@oregonstate.edu
kristymarks@u.boisestate.edu
waterbird11@gmail.com
jsavoie@pdx.edu
carl0290@comcast.net
parisalexacolton@gmail.com
ayman.alharbi@wsu.edu
mlwentland@me.com

Number of daily responses

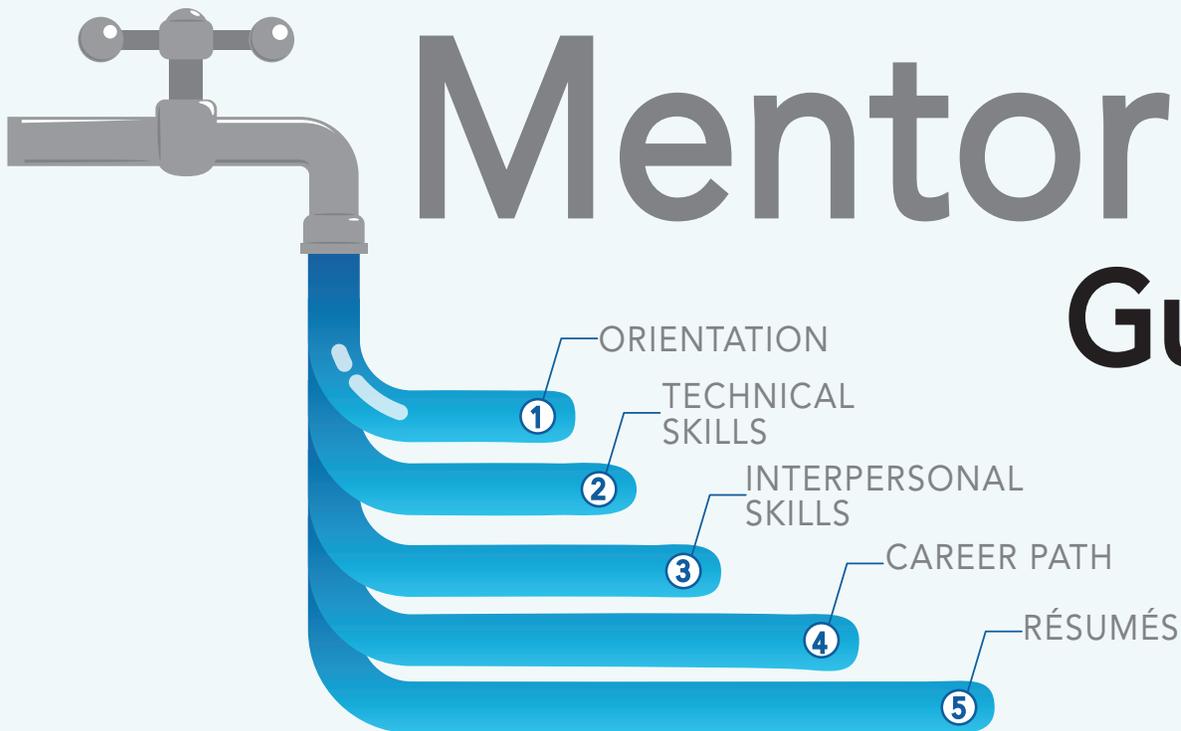






American Water Works Association
Pacific Northwest Section

Mentoring Guide



This guide is an example of five one-hour sessions that you can use for guidance. These sessions are not required and should be viewed as conversation starters instead of scripted meetings.

*Adapted from the PNCWA Mentoring Guide

PNWS Young Professionals Committee
www.pnws-awwa.org

PO Box 872467
Vancouver, WA 98687
T 503-760-6460



PNWS-AWWA Mentoring Guide

THE FOLLOWING GUIDE IS AN EXAMPLE OF FIVE ONE-HOUR SESSIONS THAT YOU CAN USE FOR GUIDANCE. THESE SESSIONS ARE NOT REQUIRED AND SHOULD BE VIEWED AS CONVERSATION STARTERS INSTEAD OF SCRIPTED MEETINGS.

You have been selected to be either a mentor or a protégé. So, what next? In some respects, that is up to the individual teams, however we would like to share some suggestions and helpful tips to help guide your efforts. The suggested commitment to this program is for at least six hours over the course of the year.

As you embark on this program, please keep two things in mind: 1) all participants are volunteering their time and 2) this is designed to be a major benefit to being a AWWA member – so seize the opportunity to participate and gain an increased knowledge of the industry and your colleagues.

① ORIENTATION

Preparation: Both members bring a short list of three things they would like to gain from the partnership.

Meeting:

- ◆ **15-20 minutes:** Spend some time getting to know the other member of your team, both professionally and personally. Share education, background, and career information, as well as hobbies and interests. Spend some time discussing current work and interesting details.
- ◆ **10 minutes:** Go over the lists members have prepared. Discuss why each goal was selected.
- ◆ **10 minutes:** Mentor shares details of career: education and entry to the industry, previous jobs or positions, drivers which helped to push career to current situation, major obstacles and solutions, plans for future.
- ◆ **10 minutes:** Protégé shares similar details, as well as focusing on two or three possible career paths and why they are appealing.
- ◆ **5-10 minutes:** Plan for next meeting and goals for that meeting.

② TECHNICAL SKILLS

Preparation: Protégé prepares list of current skills; mentor obtains or prepares a sample job description with a desired skills list. If the members are in different fields, discuss ahead of time how this might be approached for maximum benefit.

Meeting:

- ◆ **10-15 minutes:** Get to know your team member. Follow up on current events from the last session and new details of each member's affairs.
- ◆ **5-10 minutes:** Protégé presents skills list to mentor. Treat this as an honest appraisal of current skills – not as a sales presentation.
- ◆ **10-15 minutes:** Mentor presents job description, focusing on why each skill is important and how it would be used in practice.
- ◆ **20 minutes:** Identify areas where the protégé's skills could be further developed focusing on developing existing skills and also new areas to focus on. Develop 3 or 4 concrete ideas for building skills.
- ◆ **5-10 minutes:** Plan for next meeting and goals for that meeting.

③ INTERPERSONAL SKILLS

Preparation: Each team member prepares a short story about an amusing or entertaining work situation. This session is to highlight the importance of relating to colleagues.

Meeting:

- ◆ **10-15 minutes:** Get to know your team member. Follow up on current events from the last session and new details of each member's affairs.
- ◆ **5 minutes:** Members share their stories.
- ◆ **10-15 minutes:** Mentor presents examples of interpersonal skills (speaking, professional relationships, phone skills) and how they are critical to functioning well in the industry.
- ◆ **20 minutes:** Protégé provides a summary of skills, and identifies one he or she would like to bolster. Together the team develops a plan for the protégé to follow to develop the selected skill.
- ◆ **5-10 minutes:** Plan for next meeting and goals for that meeting.

④ CAREER PATH

Preparation: Both team members prepare 1 year, 5 year, and 10 year goals.

Meeting:

- ◆ **10-15 minutes:** Get to know your team member. Follow up on current events from the last session and new details of each member's affairs.
- ◆ **15 minutes:** Members share their goals and discuss how they are similar and different. If desired, the mentor may share his or her goals from earlier in their career and how they were achieved or modified.

④ CAREER PATH *continued*

- ◆ **10 minutes:** Mentor shares how previous career choices have shaped his or her ability to achieve current goals.
- ◆ **10 minutes:** Team shares thoughts on how current goals can be achieved and develop an outline as to what steps would need to occur.
- ◆ **5-10 minutes:** Plan for next meeting and goals for that meeting.

⑤ RÉSUMÉS

Preparation: Both team members update their current résumé.

Meeting:

- ◆ **10-15 minutes:** Get to know your team member. Follow up on current events from the last session and new details of each member's affairs.
- ◆ **15 minutes:** Mentor presents his or her résumé to protégé. This should be approached as it might be in a job interview so that the protégé can observe a more experienced professional presenting his or her skills.
- ◆ **15 minutes:** Protégé shares résumé with mentor, again approached as it might be in an interview.
- ◆ **10 minutes:** After the presentation, mentor provides feedback on protégé's resume in general and specific areas which could be further developed, modified, etc.
- ◆ **5-10 minutes:** Discuss feelings on the mentoring program and areas of strength and weakness in the format.





2020 Vision Update

Profoundly Uniting Young Professionals
and the Water Industry by Year 2020

Winter Trustee Meeting
February 2, 2017

Randy Black rblack@lakewood-water-dist.org
Julie Smitherman Julie.smitherman@ashland.or.us
Andreu Ferrero ferreroandreu@gmail.com



American Water Works Association

Pacific Northwest Section

2020 Mission

To unite multiple generations of water industry professionals by helping employers attract and retain talent and to support students and YPs in finding fulfilling work.

2020 / YP Leadership Structure

2020 Chair
Julie Smitherman

2020 Co-Chair
Kevin Wyckoff

Membership
Andreu Ferrero

YP Chair
Dan Reisinger

YP Co-Chair
Kysa Cronrath

Student Chapters
Brian Smith

Fresh Ideas
Dan Reisinger

Scavenger Hunt
Kysa Cronrath

Career Fairs
Kevin Wyckoff

Board Liaison
Jennifer Garbely

Communications
Kristen Brastad

Meeting Minutes
Aurelie Nabonnand

Subsection Leadership's Role

The biggest impact can be made at the Subsection Level!

We need your support:

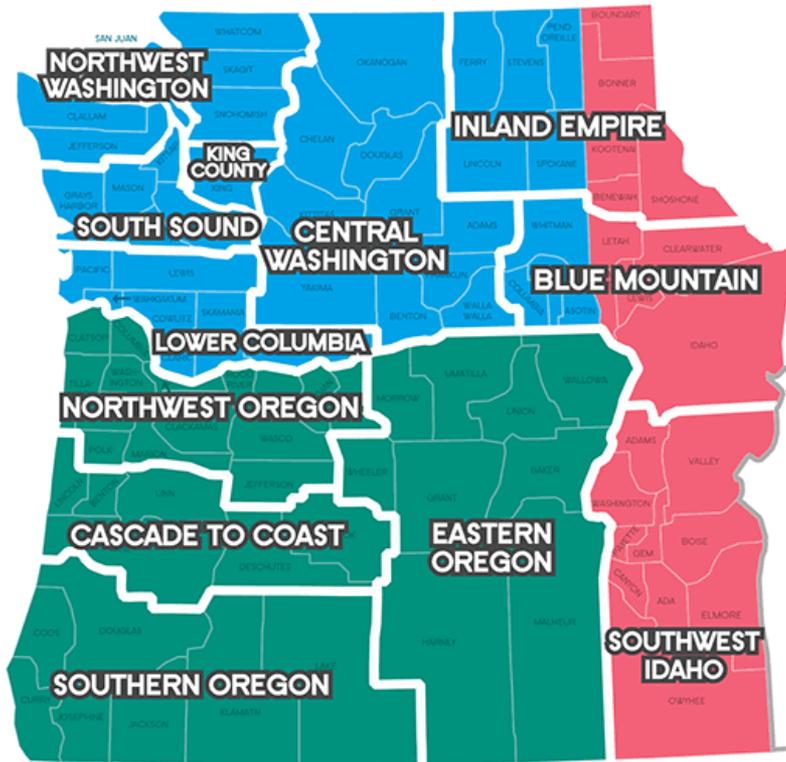
- Designate two YPs and one SP per Subsection
- Involve Young Professionals already working in our industry
- Attract the next generation through events and career fairs
- Participate in the committee to assure the success of initiative
- Continue to send us materials of your “successes”



2020 Vision Update

Profoundly Uniting Young Professionals
and the Water Industry by Year 2020

PNWS - AWWA SUB-SECTION LIAISONS



Position	Name	YP/SP
Northwest Washington	<i>Bridget August</i>	YP
	<i>Eric Schey</i>	YP
	<i>John McClellan</i>	SP
Central Washington	<i>Anthony Wellington-Buttice</i>	YP
	<i>Patty Newman</i>	YP
Sub-Section Contact	<i>James Dean</i>	SP
Inland Empire	<i>open</i>	YP
	<i>Kristen Zimmer</i>	YP
Sub-Section Contact	<i>Dan Kegley</i>	SP
King County	<i>Lynn Williams</i>	YP
	<i>Dan Reisinger</i>	YP
Sub-Section Contact	<i>Tom Keown</i>	SP
Cascade Coast	<i>open</i>	YP
	<i>open</i>	YP
Sub-Section Contact	<i>Laura Farthing</i>	SP
Southwest Idaho	<i>John Boyd</i>	YP
	<i>LaDonne Harris</i>	YP
Sub-Section Contact	<i>Bill Carr</i>	SP
Northwest Oregon	<i>Josh Gilchrist</i>	YP
	<i>Ryan Carney</i>	YP
Sub-Section Contact	<i>Joe Rogers</i>	SP
Southern Oregon	<i>Julie Smitherman</i>	YP
	<i>Amie Batham</i>	YP
Sub-Section Contact	<i>Max Woody</i>	SP
Lower Columbia	<i>open</i>	YP
	<i>open</i>	YP
Sub-Section Contact	<i>John Roth</i>	SP
Eastern Oregon	<i>open</i>	YP
	<i>open</i>	YP
Sub-Section Contact	<i>open</i>	SP
South Sound	<i>Michael Lubovich</i>	YP
	<i>Matt Hubbard</i>	YP
Sub-Section Contact	<i>Jacki Mastaers</i>	SP
Blue Mountain	<i>open</i>	YP
	<i>Gale Renzelman</i>	SP
Sub-Section Contact	<i>Cory Baune</i>	SP

PNWS 2020 Activities

Student Career Fair Kits

Each subsection was provided with an outreach kit for use at career fairs and networking events.

- Banner
- Table Cloth
- Table Top Display
- Brochures
- Pens
- Membership Forms



PNWS 2020 Activities

Networking Toolbox

- Career Fairs
- Networking Events
- Facility Tours
- Conference Events
- Fresh Ideas
- YP Scavenger Hunt
- Student Chapter Start-up

EVENTS TOOLBOX



PNWS 2020 Activities

Continue to support each sub-section in planning and hosting at least two events per year with local students and YPs.



PNWS 2020 Activities

Support each sub-section in attending one career fair annually in partnership with other committees.



Partner with PNCWA

- Host 10 events/yr.
 - Committees
 - Subsections
 - YP Summit



PNWS 2020 School Support

- **Support existing Student Chapters**

- Portland State University
- Clackamas Community College
- Lane Community College
- University of Washington



- **Support new Student Chapters**

- WETRC
- Walla Walla
- Boise State University
- Spokane Community College
- Washington State University



2020 Student Survey

Engage with our student chapters and reach out to new students

- **How students prefer to receive information about AWWA**
 - Email, Text,
- **Guide the survey participants to:**
 - Facebook page
 - Section Newsletter
 - Membership benefits
 - Mentorship program
- **Random drawing**
 - Two survey participants will be selected
 - Award them with a conference package free conference registration, travel, and hotel for three nights.



2020 Mentorship Program

Develop a Mentorship Program and implement among our members.

Current Efforts

- Develop an intake survey form for both mentors and protégés
- Develop a mentorship guide
- Create an annual timeline by which this program runs.
- Identifying a champion for this program to serve as a Mentorship Program Coordinator.

Additional Program Materials

- Mentorship brochures
- Career coaching services
- Resume writing courses
- How to interview courses



Engaging the Future Leaders of the Water Industry



Membership

Benefits and opportunities for members are priceless!

**Proud to be
A Member
of
PNWS-AWWA!**

Subsections

- Quarterly updates to track new members
- Welcome letter template to connect members and encourage involvement

PNWS Website

- Design a page on the PNWS AWWA website that can serve as a central place for connecting YPs, students, and other water professionals.

Operator Program Outreach

- Develop a plan for better connecting with operator training programs.

How Can You Get Involved?

- ✓ Sub-Section Liaisons
- ✓ YP & Student Outreach
- ✓ Mentors & Protégés for Mentorship Program
- ✓ Secretary / Website Assistant
- ✓ Advertise YP Facebook Page



Get the latest info from PNWS of AWWA Young Professionals.

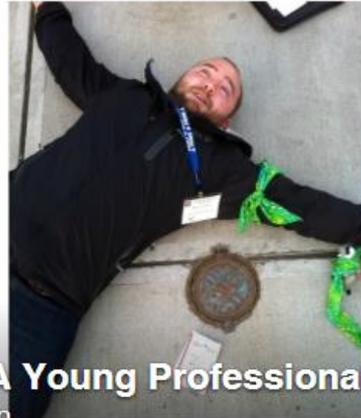
Log in or sign up for Facebook today.

Log in

Sign Up

Create Page

facebook



PNWS of AWWA Young Professionals
Non-Profit Organization

Timeline

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Photos

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Recent

2015

2014

2013

2012

2011

2010

2009

2007

2005

PEOPLE



268 likes

ABOUT



<https://sites.google.com/a/pnws-awwa.org/young...>

PHOTOS



PNWS of AWWA Young Professionals added a new photo.

Yesterday at 9:00am · 🌐



Julie Smitherman likes this.



PNWS of AWWA Young Professionals shared a link.

November 4 at 10:00am · 🌐

SEARCH FOR: **PNWS-of-AWWA-Young-Professionals**



Want to get Involved?

Contact Information:

Julie Smitherman (2020 Chair)
Julie.smitherman@ashland.or.us

Kevin Wyckoff (2020 Co-Chair)
kevin.wyckoff@gmail.com

Andreu Ferrero (Membership Chair)
ferreroandreu@gmail.com

Randy Black (2020 Chief)
rblack@lakewood-water-dist.org



PNWS-AWWA



Like us on Facebook!
facebook.com/PNWSofAWWAYPs

2020 Vision Committee



American Water Works Association
Pacific Northwest Section

Mission: To unite multiple generations of water industry professionals by helping employers attract and retain talent and to support students and YPs in finding fulfilling work.

THE WATER SITUATION
Water faces many challenges in the near future from water pollution and scarcity to climate change. Managing our resources to ensure access to fresh clean water for everyone is a critical job.
In the US, water workers are in high demand and will be a vital resource in protecting and managing our water for years to come. Working for water means a fulfilling career with competitive benefits and work life balance while doing something to protect and preserve the environment for years to come.

JOIN THE TIDE OF CHANGE
View all current job openings at:
www.pnws-awwa.org/career

THINK WATER. THINK CAREER.
Help to protect and preserve Earth's greatest resource.

American Water Works Association
Pacific Northwest Section
www.awwa.org
www.pnws-awwa.org

It's easy to take water for granted, but clean, fresh water is essential for our survival.

PNWS-AWWA
Pacific Northwest Section of the American Water Works Association

Who We Are
The PNWS-AWWA was founded in 1927 and provides leadership to drinking water professionals in Idaho, Oregon, and Washington in the areas of:
• Engineering
• Water Quality and Distribution
• Conservation
• Water Resource Policy

Get Involved! Talk with officers, section leaders and committee chairs! Tap into the latest job openings, news, training events and publications. There are many ways to get involved with the section and we invite you to participate. Visit www.pnwsawwa.org

POURABLE WATER

Current Job Openings:
Water Quality Control Connection Specialist
Customer Information Program Director
Customer Requirements Program Technician
Service Tech
Water Infrastructure/Plant Operator
Utility Permit
Environmental Health & Safety (EHS) Manager
Water Distribution Operator
Director of Engineering
General Manager
Water Treatment Supervisor
Engineering Civil Project Engineer
Water Distribution Secretary - Water District
General Manager - West Slope
Engineering Customer Inspector
General Manager
Water Services Manager
Visit www.pnws-awwa.org/career/jobopenings

Visit www.pnws-awwa.org

Young Professionals Events

Fresh Ideas Poster Competition

Student Scholarships Available
Ask Us How!

2020 Vision Committee



American Water Works Association
Pacific Northwest Section

• Who to contact:

- Julie Smitherman, Chair
Julie.Smitherman@Ashland.or.us
- Kevin Wyckoff, Co-Chair
kevinwyckoff@gmail.com
- **Like us on Facebook!**
facebook.com/PNWSofAWWAYPs



• What do we need?

- ✓ YP & Student Outreach
- ✓ Mentors for Students & YPs
- ✓ Secretary / Website Assistant
- ✓ Advertise YP Facebook Page
- ✓ Sub-Section Liaisons



2020 Vision Committee



American Water Works Association
Pacific Northwest Section

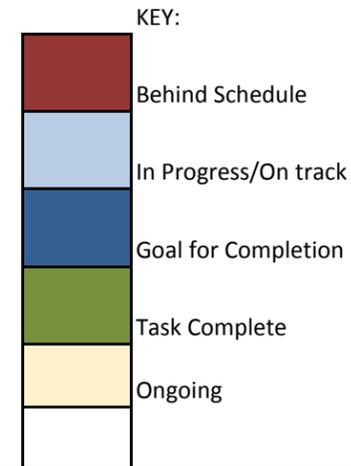


Engaging the Future Leaders of the Water Industry

2020 Vision: Profoundly Uniting Young Professionals and the Water Industry by Year 2020

Vision: To align with AWWA's strategic initiative for a sustainable future by bridging young talent with the water industry.

Mission: To seamlessly unite multiple generations of water industry professionals by helping employers attract and retain talent and to support students and YPs in finding fulfilling work.



Expected Outputs	Percent Complete	Person Responsible	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Comments
Organizational Structure															
Identify two YP liaisons and one SP for each subsection.	Ongoing	Max Woody, Jen Garbley													Make sure to update as changes occur
Planning															
Perform annual planning and goal setting at Annual Conference. Define goals.	Ongoing	All Committee													May 5th 2017 at noon
Develop a Student & YP Survey - Begin with ?'s	100%	Michael L. Dan Kevin Julie S.													Review Results and work with student winners
Mentorship Program - Develop framework	75%	Jacki, John, Lynn, Julie Kevin, Dan													Need to review the mentorship questions
Develop an "exit interview" survey for subsections or committees participating in career fairs to provide their feedback	10%	Kevin, Julie													Need to write up questions
Communications/Tools															
Update 2020 webpage with event information, photos and scholarship information	Ongoing	Kevin Wykcoff													Updating website with new pictures and ongoing information
Develop implementation plan for better connecting with water operator training programs/utilities.	25%	Scholarship Committee, YP Committee													A \$2,000 Operator Scholarship is being offered by PNWS. Communicating with program instructors at a few places that offer Operator training

Design PNWS website page for posting job listings, resumes, career fairs, etc.	40%	Kyle													This was approved by the Board of Trustees at the Fall Trustee Meeting. Work to begin on website after the annual conference in May.
Grow Facebook followers by 5% each month = 573 followers by Sept. 2017	50%	All Committee													10.1.16 = 319 2.22.17 = 337 11.28.16 = 324 3.22.17 = 342 2.1.17 = 329
Put together a Powerpoint about the 2020 Committee for Jeff Lundt	100%	Julie													3 slides about what the 2020 Committee is all about responses by Friday December 16th. Presented at winter Trustee meeting. All Committees and Subsection will have done this - Great for communicating with potential members!
Subsection Activities															
Support each sub-section to participate in at least one career fair*	Ongoing	Kevin Wykcoff													Send each subsection the list of colleges in their area and a contact for signing up for the fair
Support each sub-section in hosting two events*	Ongoing	Jenn Garbely													11.18.16 Jen sent out emails to all subsection contacts asking for list of events and photos for 2016
Partner with PNCWA. Co-host at least 10 events.*	Ongoing	John Roth													YP Summit, subsection events etc.
Develop two subsection welcome letter templates for YPs and Students	100%	Randy Black													Provide to each subsection liaison to use when new members join subsection. Make sure they know how to view all new members and students list.
Student Chapters & Students															
Refocus our Student Chapters and how to best support them.	50%	Brian Smith													YP Committee is helping to work on this. Providing Scholarships to Students & engaged them in the survey.
Develop list of local colleges. Identify YP & SP per school.	50%	Ray Lipin/ Brian Smith													Need to refine list as student chapters become more of a priority of focus.
Provide Scholarship Information to distribute	100%	Dave Leland													Dave Leland is updating the scholarship forms
Membership															
Increase YP/Student membership by XX members.	0%	Andreu Ferrero													Do we have a goal for this?
Allow Subsections to get quarterly updates on new members.	100%	Andreu Ferrero													Contact Andreu for more frequent updates on subsection membership
Allow Subsections to see what committees' new members are interested in	75%	Andreu Ferrero													Will allow subsections to see more information about new members.
Other Project Ideas															

Photo Contest	0%															Outline contest eligibility, rules and rewards
PNWS Recruitment Video	0%															Have a videographer attend the conference in May