



PNWS-AWWA 2020 Vision Initiative Spring 2018 Trustee Report

Profoundly Uniting Young Professionals and the Water Industry by Year 2020

Thank you Trustees for your continued support this year! We continue to stay busy planning, developing and implementing programs to help our section engage young professionals and students and encourage them to explore a career in the water industry. We are proud to share with you a few examples of our accomplishments since our last update in January. Below is a summary of our activities, accomplishments and what we have planned for the upcoming year.

Current 2020 Vision Involvement

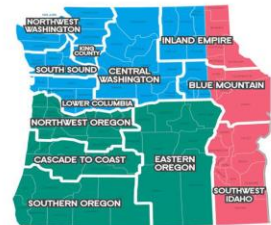
One of the goals first defined by the 2020 Vision Committee was to identify two Young Professionals and one Seasoned Professional from each subsection to work with the 2020 committee to help with encouraging YP and Student involvement and membership in the water industry. This is an ongoing effort by the 2020 Vision and YP 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 currently looking to fill liaison vacancies in the following subsections; Three members are needed for Cascade to Coast and Eastern Oregon, two in Lower Columbia and Blue Mountain.

Please see the attachments section for a complete list of Subsection Liaisons. Attachment A.



2020 Vision

Profoundly Uniting Young Professionals
 and the Water Industry by Year 2020



PNWS - AWWA SUB-SUBSECTION LIAISONS

Position	Name	YP/SP	Email
Northwest Washington	Bridget August	YP	baugust@geoengineers.com
	Eric Schey	YP	eric.schey@tetrattech.com
	John McClellan	SP	jmcclellan@everettwa.gov
Central Washington	Anthony Wellington-Buttice	YP	abutrice@wallawalla.gov
	open	YP	
Sub-Subsection Contact	James Dean	SP	james.dean@yakimawa.gov
Inland Empire	Justin Ward	YP	jward@muellercompany.com
	Kristen Zimmer	YP	kzimmer@spokane-city.org
Sub-Subsection Contact	Dan Kegley	SP	dkegley@spokane-city.org
King County	Joamie Stultz	YP	jstultz@brwnald.com
	Dan Reisinger	YP	dreisinger@carollo.com
Sub-Subsection Contact	Jim Konigsfeld	SP	jim.konigsfeld@spwsd.org
Cascade Coast	open	YP	
	open	YP	
	open	SP	
Southwest Idaho	John Boyd	YP	jboyd@pharmereng.com
	LaDonne Harris	YP	LaDonne.Harris@msa-sp.com
Sub-Subsection Contact	Michele Cusick	YP	Michele.Cusick@murray-smith.us
Northwest Oregon	Josh Gilchrist	YP	joshuagilchrist@gmail.com
	Ryan Carney	YP	Ryan.Carney@kennedyjenks.com
Sub-Subsection Contact	Joe Rogers	SP	rogers_joe@comeast.net
Southern Oregon	Julie Smitherman	YP	julie.smitherman@ashland.or.us
	Amie Batham	YP	amie.batham@cityofmedford.org
Sub-Subsection Contact	Max Woody	SP	Max.Woody@centralpointoregon.gov
Lower Columbia	open	YP	
	open	YP	
	John Roth	SP	jroth@clarkpud.com
Eastern Oregon	open	YP	
	open	YP	
Sub-Subsection Contact	open	SP	
South Sound	Michael Lubovich	YP	Michael.lubovich@kennedyjenks.com
	Matt Hubbard	YP	MJHubbard@ci.tacoma.wa.us
Sub-Subsection Contact	Jacki Masters	SP	jackim@mtvewater.com
Blue Mountain	open	YP	
	Gale Renzelman	SP	grenzelman@ci.moscow.id.us
Sub-Subsection Contact	open	SP	



PNWS 2020 Activities

PNWS-AWWA Mentorship Program

The YP Committee, in conjunction with the 2020 Vision initiative, are now wrapping up the first year of the Mentorship Program. The program we created a Mentoring Program matched Mentors and Proteges to aid the Protege in developing their career. We distributed the Mentorship Guide that detailed a program of five one-hour career development sessions. Participants scheduled their sessions to meet between December and April.

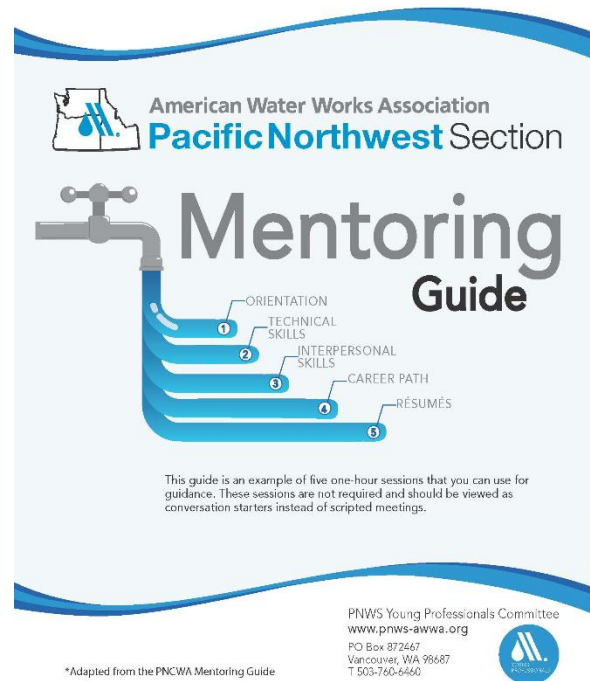
We have conducted an exit survey, to be completed to understand areas for improvement moving forward. Lessons learned from the exit survey include:

- Need to do a better job explaining program expectations.
- Need to put thought into the program time line.

- Need to develop more even distribution of Mentor and Protege pairs across the region. This first year tended to have success only in certain regions. Areas like Cascade to Coast were very underrepresented. We ended up with 52 participants this first year. We look forward to finding ways to spread the word about this program and increase buy-in across the region.

We are currently planning an event to recognize our inaugural Mentors and Proteges as part of the 2018 PNWS-AWWA Section Conference in Tacoma.

See Attachment B for the complete Mentorship Guide.



*Adapted from the PNCWA Mentoring Guide



Event Survey Form

The form the 2020 Vision Committee developed a to gather data about the events we host or participate in has been in use for a couple months. We have been gathering information about career fairs and social events will help the 2020 Vision Initiative and Young Professionals Committee to provide better guidance on how to host and participate in events in the future. Thus far we have 7 submissions, and are looking to improve the amount of data gathered moving forward. In the near future we will be taking a look at improving the questions and format of this form to better serve our needs

The survey and Event Toolbox can be found at:

<https://sites.google.com/a/pnws-awwa.org/2020-vision-initiativecommittee/events>



Hybrid Approach to Training

On March 19th the 2020 Vision Initiative/YP Committee in conjunction with the Distribution Committee put on a training entitled “Removing the mystery behind hydraulic modeling: How to develop, calibrate, and use results?” at Lakewood Water District. This class was unique for exploring a hybrid approach to offering courses, where attendees were present in person and over the web. Using the YP Committee’s webcam and the section’s GoToMeeting account, many attendees were able to attend remotely from their locations. We look forward to increasing this approach to reach more members. Additionally the fee was structured so remote attendees paid a reduced rate for the training, spreading their training dollars further.

Video

The 2020 Vision Initiative created a video commercial to help us spread the word about careers in the drinking water industry in general as well as benefits of membership in our organization. This video has been shared far and wide and help facilitate awareness of our work. This video is the new cornerstone of our outreach portfolio, and a way to reach students and young professionals digitally. We are looking forward to following up the production of the commercial with a series of short videos highlighting professionals who exemplify the career paths of our our members. We are also looking at ways of recording and distributing videos of presentations such as those at the YP Summit, to post as a PNWS-AWWA version of Ted Talks.

Contact Lists

This winter the 2020 Vision and YP Committee completed a project to improve and integrate contact lists in Constant Contact. Moving forward all official committee communication will be funneled through Constant Contact and current contact lists maintained.



Proposed Goals for the 2018/2019 year

Membership: Benchmarking Success:

We have made great progress over the last year developing a way to track how many new students and YPs are becoming members. However this will continue to be integral to the success of the 2020 Vision Initiative and Young Professionals Committee long term. Whether it be from the conference, a networking event or attending a career fair. It is important for us to know which outlet is most effective at attracting new membership and students. This year we worked with the membership committee to improve on tracking membership. With 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. From here, the 2020 vision committee can help subsections by creating a template welcome letter to be sent out when a subsection receives an email that there were new members added to their subsection. We have distributed a letter template for each type of member, one for students, YPs and Seasoned Professionals. We will continue to work to make sure those letter go out to all new members This will help connect the new member with their local subsection as well as help the liaisons to the 2020 committee place them with the correct mentor and get them moving in the right direction.

Supporting Student Chapters:

We will continue to support our existing Student Chapters at Portland State University, Clackamas Community College, Lane Community College, and University of Washington. The past year has seen tremendous energy for our organization from student groups, especially Walla Walla Community College and Boise State. We will be working to do all we can in the coming year to support the creation and maintenance of new Student Chapters at WETRC, Boise State University, Spokane Community College, Walla Walla and Washington State University.

Newsletter:

The 2020 Vision Initiative is currently in the planning ad content soliciting stage of publishing a Drinking Water Careers E-Newsletter. This newsletter will eventually go out monthly and highlight what it takes to be successful in our industry. While the 2020 Vision Initiative and Young Professionals Committee have had a lot of success from publishing articles in Water Matters, we realize that the magazine only goes out quarterly. This newsletter will allow our group to provide content that is more timely and specific to students and young professionals. The newsletter will contain profiles of members, tips on resumes and cover letters and interview tips. This newsletter will provide regular content for the YP social media accounts and an opportunity to practice writing skills. Please contact Kevin Wyckoff if you would like to contribute.



Events:

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.

Operator training programs:

We continue to develop plans for better connecting with operator training programs. We are currently working closely with Walla Walla Community College and WETRC to help promote their training program as well as others across the section. This year we started work with Lane Community College to assist with their new Online Water Conservation Program. Lane Community College reached out to the YP Committee for help with references for a grant application related to the program. In the future students of the program will work with AWWA member Mentors to complete hands on aspects of the Online program.



2020 Chair Succession

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.

It's important to recruit committee members and a 2020 Co-Chair to ensure our Section's 2020 Vision Initiative remains active. Our Section's 2020 Chair should be a member of the 2020 committee for some time and have shown some or all of the 2020 chair leadership traits. These traits include the following.

1. Time Management – You must have the time to put into making the 2020 Vision Initiative move forward.
2. Good listening skills – it is important that you listen to your committee members and show that you value their input.
3. Patience – Remember we are all volunteers – not everything will be completed on a strict time schedule.
4. Creativity – Thinking “outside the box” in terms of event ideas or ways to reach YP members, non-members and students.
5. A Passion for your Profession – A 2020 Chair must have to be in this position. People who love what they do inspire others who love what they do. Being excited about AWWA events will encourage other YPs to join AWWA, help plan events, and participate on the committee for the long term.
6. Good Organizational and Planning Skills – Helpful if you have experience planning events but not a firm requirement. This skill can be learned by other Section leadership.
7. A Team Player – Must be able to work in a team to reach a goal i.e. facilitate subsection YP and student events and ensure they are well attended and successful.
8. Be a Doer and a Delegator (AKA a good manager) – You must be able to assist in the heavy lifting as well as know when to delegate tasks to committee members. If you do all the tasks yourself, that tells others that you do not trust or value their input. Part of being a good manager is knowing when to lead and when to take over.

The 2020 Co- Chair is a person that is someone you can see taking over your job in case you cannot to present for a meeting or an event. Ultimately, the Co- Chair will assume the role of 2020 Chair once your 2020 Chair term expires. This person should have at least one year of experience on the committee before assuming the position as the Co- Chair. It is the Chair, Co- Chair and seasoned committee members' responsibility to actively look for new recruits.

The structure of the committee is up to the 2020 chair, Co-Chair and the volunteers. One unique aspect of the 2020 Vision Initiative is that we have been designed from the ground up as a temporary boost to work done by the Young Professionals Committee. As such we are actively keeping an eye towards a structure that lends itself to being subsumed in 2021. As such we envision the 2020 Vision Initiative creating and operating Sub-Committees for the YP Committee on a temporary basis. As an example the Mentorship Program Sub-Committee that is focused on just a single large activity. This year the 2020 Vision Initiative will start the process of handing over the Mentorship Program and organizing the Mentorship Sub-Committee. For the coming year the past 2020 Chair will be serving as Mentorship Coordinator and there are several members who are actively



involved in the organization of this one activity. Not only does this structure help delegate work among all 2020 volunteers, but it also helps shape future 2020 leaders. As the 2020 Chair and Co-Chair, it is our role to check in with this sub-committee chair and make sure the planning of the events are doing well and assist where needed.

Follow us on Social Media

Communications

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. Amie Batham has done a great job taking on the position of Communications Coordinator for the Young Professionals Committee. Our page has seen an increase in followers in the past year, with a total of 371 followers, each post reaching 50 people on average. 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 Kysa Schaefer at Kysa.Schaefer@murraysmith.us For questions about the 2020 Committee, please contact Chair Kevin Wyckoff at kevinwyckoff@gmail.com or Co-Chair Kristen Zimmer at kzimmer@spokanecity.org

Thank you Trustees for all of your support! We are looking forward to another exciting year!

Respectfully submitted,

Kevin Wyckoff

Kevin Wyckoff, Chair 2020 Vision Initiative Committee