

Note Taker to Decision Maker?

*Navigating the Transition
Beyond Just a YP*

2025 PNWS AWWA

Annual Conference

May 8, 2025

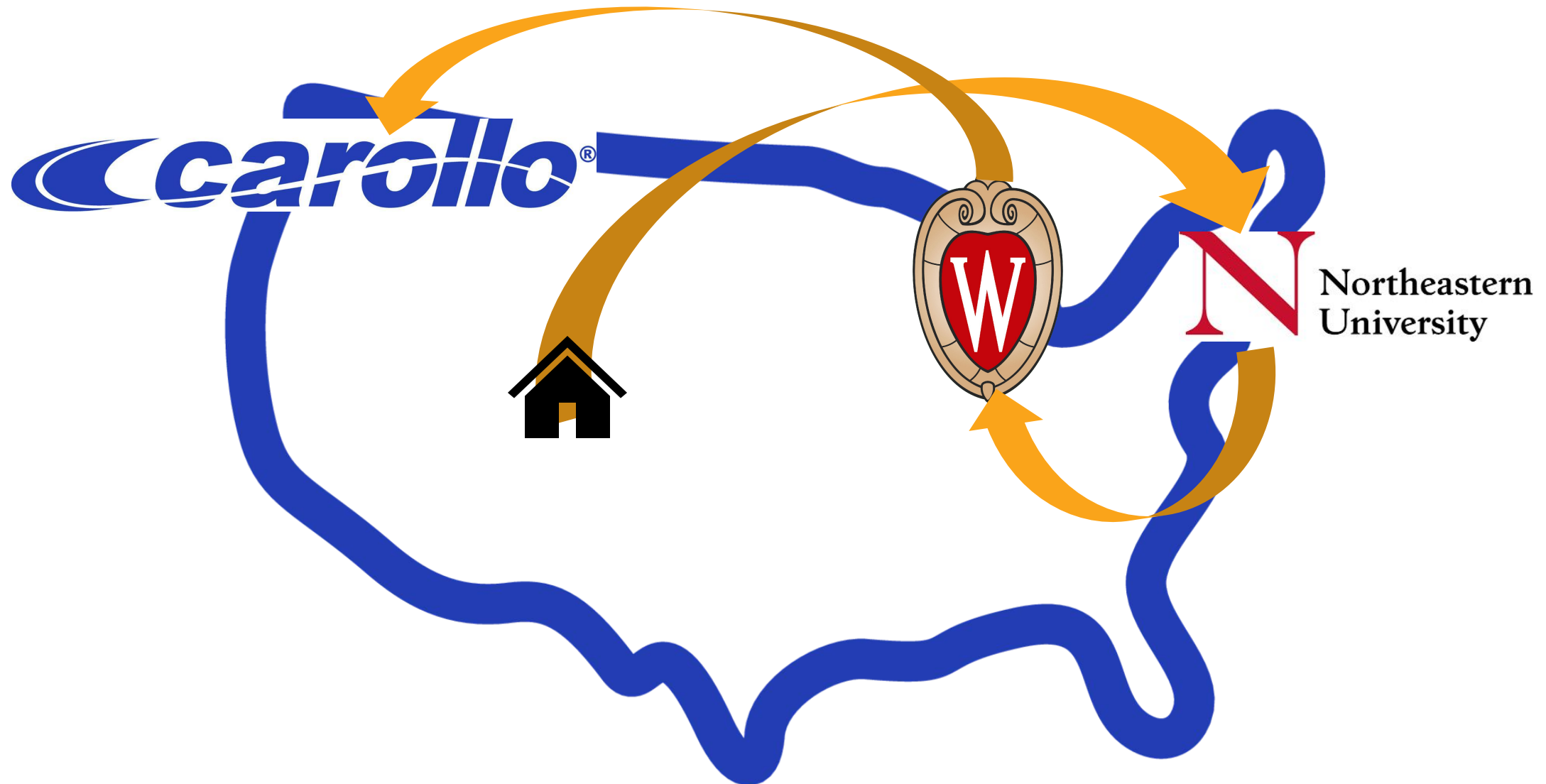


Image: PNWS AWWA

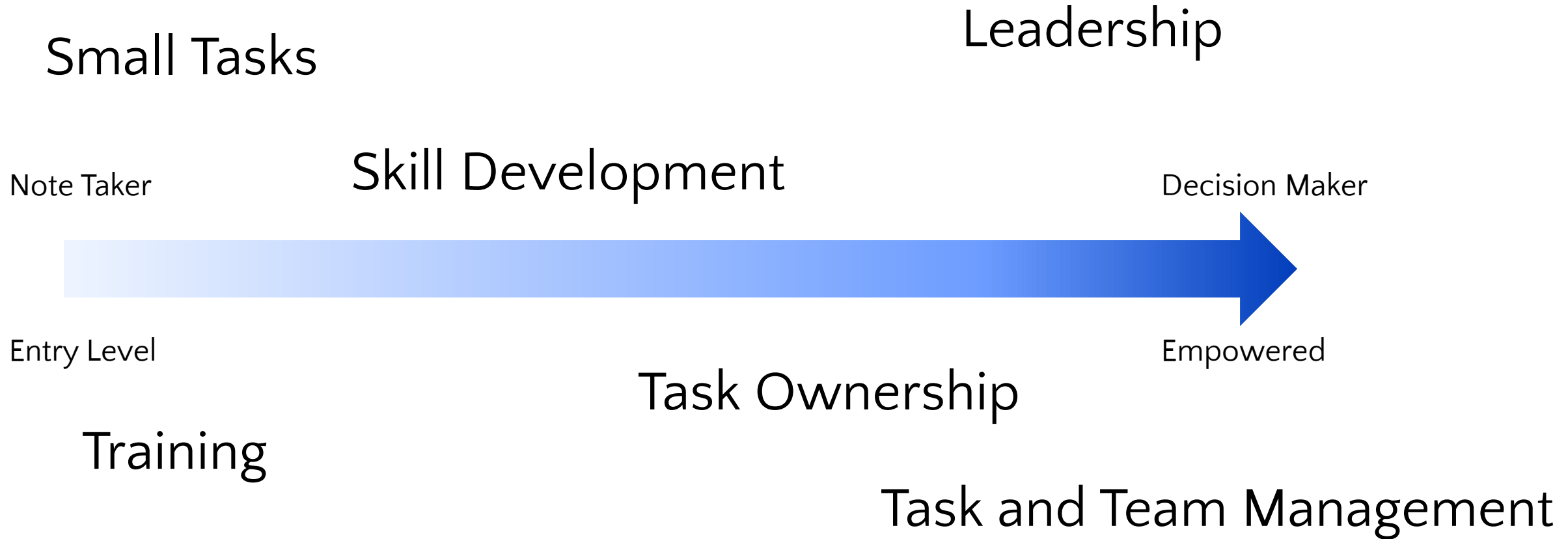
Agenda

- Career challenges for young professionals
- Lessons Learned to Grow as a YP
- Promoting and Supporting YPs
- Takeaways

My Journey To-Date



The Journey



Challenges

Challenges / Opportunities in the Water Industry

1. Dynamic industry
2. Rapid changes in technology
3. Responsibility to the public

Challenges for Young Professionals

1. School \neq Work
2. Rapid learning curve
3. Availability of mentorship
4. Ambiguity

Lessons to Grow as a YP

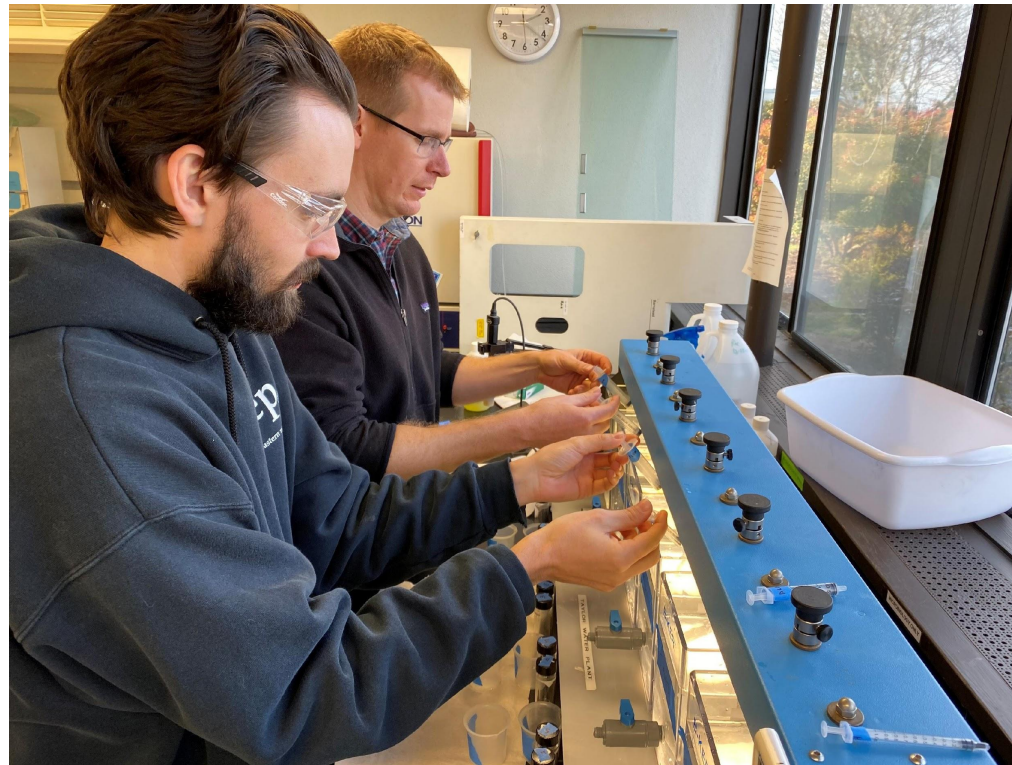
Be Your Own Best Advocate

“If you don’t fight for yourself, who will?” – Adam Gallinsky

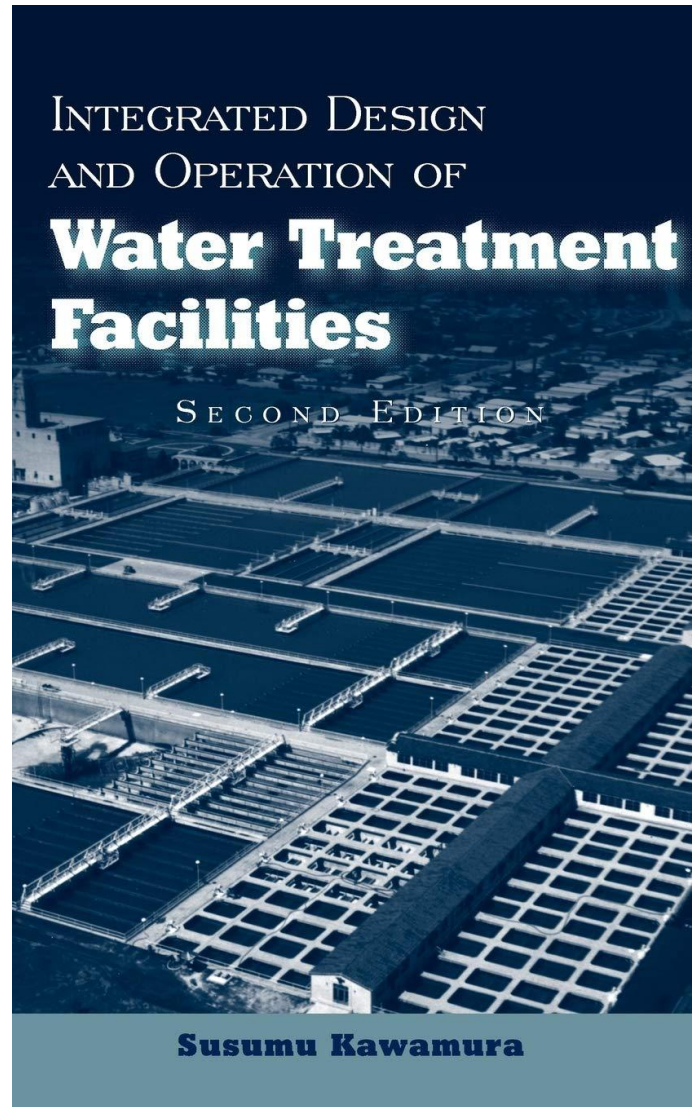
Build Your Network



Volunteer for Everything



Do Your Homework



Manage the Imposter Syndrome



| Promoting and Supporting YPs

Clear Communication

- Establish two-way communication.
- Provide realistic expectations.
- Provide actionable feedback.



Be a Mentor: Availability is the Best Ability



Trust But Verify

Sample	Frequency	Expected Value	Sampling Responsibility
Raw Water			
Turbidity	Continuous on SCADA Weekly	See DAF Process Expectations	Lab Staff (weekly grab sample)
pH	See DAF Sampling and Data Recording	7.1 to 7.5	Operations Staff
Hardness	Weekly Monthly	23 to 25 mg/L	Lab Staff
Alkalinity	Monthly Weekly	18 to 21 mg/L	Lab Staff
Pre-Chlorine Residual	See Sodium Hypochlorite Sampling and Data Recording	See Sodium Hypochlorite Process Expectations	Operations Staff
Temperature	See DAF Sampling and Data Recording	6° to 18°	
Total Organic Carbon	⁽⁵⁰⁰⁾ Quarterly	1.8 – 2.5 mg/L	Lab Staff
Dissolved Organic Carbon	⁽⁵⁰⁰⁾ Quarterly	1.8 – 2.5 mg/L	Lab Staff
Cryptosporidium	As Required by LT2ESWTR	0	Lab Staff
Giardia	As Required by LT2ESWTR	0	Lab Staff

Open the Door to Opportunities



| Takeaways

Key Takeaways

- Growth happens when you are supported and challenged.
- It's a team effort to create a growth-oriented environment.
- Open and honest communication is critical.



Final Recommendations

YPs

- Take ownership
- Be curious
- Get engaged

Managers and YP Supporters

- Invest the time
- Recognize potential
- Promote learning and growth opportunities

Questions?

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