

Poll Results: Workforce Development

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What are other areas of recruiting?

- Tapping demonstrations at county fairs
- Set up information desk in shopping malls
- College/university – providing tours of treatment facilities and discussions career opportunities attracts many interested applicants
- Internships are also a way to attract – we have high school and college internships
- Develop the interest early – children's water festivals – kids love this stuff and will talk to their parents as well
- Technical or trade schools
- High school apprenticeship programs
- Other professions which our being phased out like coal mining, fracking,
- Prisons
- Military

How do we encourage operators to enhance their skills and become more valuable?

- Say yes when they ask for training beyond minimum required
- Recognize operator excellence, develop an award program, promote professionalism
- Many utilities provide tuition reimbursement – promote these programs as a way reduce higher education costs and improve operator knowledge
- Promote operator advancement policies
- Recognize the operator publicly – show how important they are
- Mandatory CEU requirements, but also so that they can't take the same courses over and over again
- Recognize those who work hard in front of their peers
- Recognize the PO designation

- Incentive programs
- Promote the field, recognize operator accomplishments
- Promotions go to those who work to excel and invest in their job
- Treat them as professionals

