



Waterworks Operator Certification Program

Workforce Development

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PUBLIC HEALTH
ALWAYS WORKING FOR A SAFER AND
HEALTHIER COMMUNITY



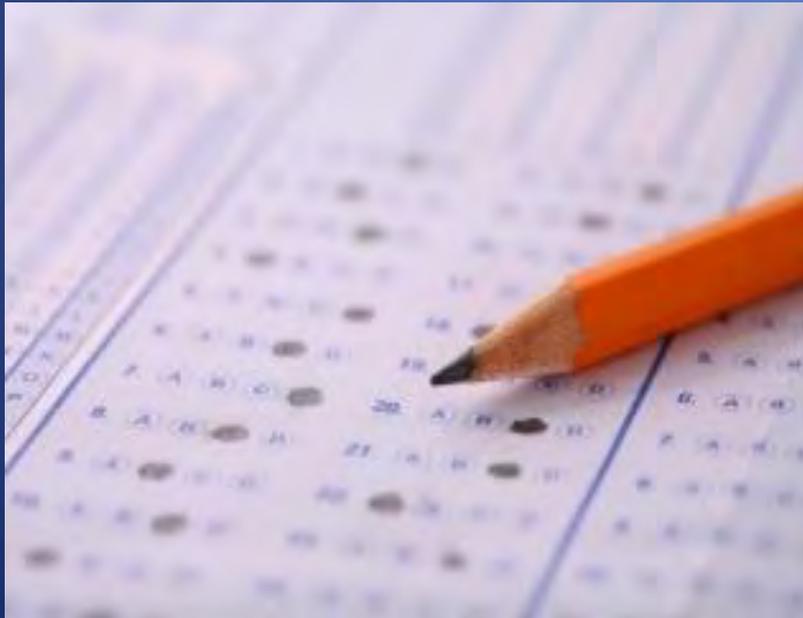
Office of Drinking Water's Mission

We work with others to protect the health of the people of Washington State by ensuring safe and reliable drinking water.



Workforce Development

- What do employees want?



- How do employers know what is important to you?

What Is Important To You?

What work conditions are important to you?	You	Managers	Employees
Tactful discipline		7	8
Good working conditions/environment		4	6
Personal loyalty		6	10
Promotion and growth		3	7
Interesting work		5	5
Good wages		2	1
Job security		1	2
Help on personal problems		9	9
Feeling “in” on things/know how you contribute		10	4
Full appreciation of work done		8	3

How can Operator Certification help?

- Helping operators identify work goals and plan their career path
 - Individual Development Plans
 - Goals for current position
 - Career goals – short-term & long-term
 - Developmental objectives
 - Developmental assignments and proposed dates
 - Estimated costs
 - Signature and date

Water System Workforce Development

- Identifying Barriers

- Education and training—not just certification—for real professional growth
- Experience—what counts towards certification and how does that fit into your career path?
- Types of waterworks certifications—Operator-In-Training certifications



Operator Certification Tools

- “Water-related” experience (WAC 246-292-010(52))
- Temporary certifications or Bilateral Compliance Agreements (BCAs)
- Operator In-Training (OIT) certifications to all levels

“OIT” = Operator-In-Training

- The operator passed a Waterworks operator certification exam
- The operator has “water-related” experience
- The operator needs water system or water treatment experience for full certification



Career Development - Operators

- Individual Development Plan
- Specialized training – Surface water treatment plants
- Training and Technical Assistance Providers summit
- New Op Cert page – workforce development

Questions?



For more information

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