



# 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

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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?

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- 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

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- “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

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- 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

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

# Questions?

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# For more information

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