

# US Water Alliance

## Building a Strong and Equitable Water Workforce

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# Why One Water ?

Water is a pathway to essential needs

## Hallmarks of **One Water**

Value water at every stage and in every form

Focus on achieving multiple benefits

Approach decisions with a systems mindset

Use watershed-scale thinking and action

Intervene with right-sized solutions

Center inclusion and partnerships

Account for climate action urgency and opportunities

The US Water Alliance is a cross-sector membership organization that advances a One Water future for all.



**EDUCATE.**

We educate the nation on the true value of water and engage an expanding base of One Water champions through mutual discovery, learning, and communications.



**INITIATE.**

We initiate new approaches and solutions to our most pressing water challenges, leveraging powerful partnerships, authentic engagement, and cultural strategies to advance One Water.



**ACCELERATE.**

We accelerate the adoption and scaling of the mindset, practices, and policies behind the One Water approach to advance a better quality of life for all.



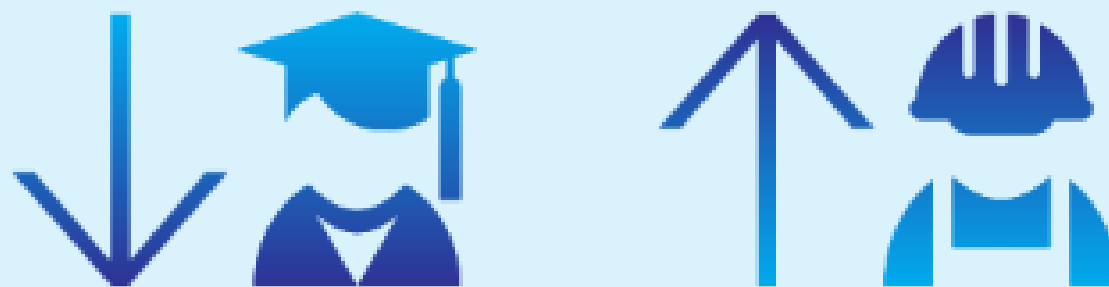
**CELEBRATE.**

We celebrate what works to advance the One Water movement and solutions to inspire and spread innovation in water system transformation.

**The majority of water utilities' 300,000 positions will need to be filled during the next decade.**



**Many of these jobs pay more on average compared to all occupations, including more pay for utility workers at the lower end of the income scale.**



**These jobs also require less formal education than jobs in other sectors and tend to involve more extensive work experience and on-the-job training.**

# *“Toward a Strong and Equitable Water Workforce”*



## What's Inside the Report?

- Research Results
- Insights: Challenges and Opportunities
- 3 Key Strategies and 9 Needed Initiatives

## Meeting sector-wide needs requires:

- Equity
- Partnerships

# New Strategy Report:

## *“Toward a Strong and Equitable Water Workforce”*

### Research and Strategy Guideposts:

- **Centering equity** to increase diversity and the talent pool of qualified candidates
- Making **replication** of best practices **accessible**
- **Standardizing** efforts that could solve the challenges at **scale**



Toward a Strong and Equitable  
Water Workforce



# 10 Common Challenges to Addressing this Problem

1. Providing sector-wide coordination
2. Recruiting job candidates from underrepresented groups
3. Addressing capacity differences among utilities
4. Targeting mission-critical utility occupations
5. Funding workforce efforts
6. Growing awareness and changing negative perceptions of water utility jobs
7. Eliminating barriers and red tape
8. Providing career clarity
9. Navigating competition
10. Preparing for the future of water management

# 3 Key Strategies Are Needed

## Grow Water's Talent Pipeline

Act collectively to significantly increase the number of applicants while reducing barriers to entry for diverse candidates.

## Standardize Practices

Connect utilities and their partners with nationally accepted, standardized resources to expedite and strengthen place-based impact.

## Inspire and Prepare Water Leaders

Curate curricula and cultivate networks to spread and scale the skills and capacities leaders need to tackle water challenges.



# 3 Key Strategies

# 9 Impactful Initiatives

**Grow Water's  
Talent Pipeline**

Engage  
Young  
People

Create  
"Earn & Learn"  
WaterCorps

Collaborate  
Regionally

Think Outside  
the Civil  
Service Box

**Standardize Practices**

Create Common  
Water Career  
Pathways

Build a National Water  
Workforce Database

**Develop a  
National Water  
Workforce  
Communications  
Campaign**

**Inspire & Prepare  
Water Leaders**

**Cultivate and Support  
One Water Leaders**

Support and Deepen  
Equitable HR Management

# THANK YOU!

Help us continue to identify and surface water workforce projects and programs that demonstrate the value of building equity.

We invite you to think about opportunities to partner/collaborate with the Alliance.

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