

A Roadmap for Investing in Emerging Professionals



Onsite | **2024**
Spokane, WA
Wastewater
Mega-Conference

Celebrating Tomorrow's Environment
Clean Water for the Future



A Panel Discussion

NOWRA's Disclaimer: The materials being presented represent the speaker's own opinions and do NOT reflect the opinions of NOWRA.

NOWRA's Emerging Professionals Committee

- ▶ Newest NOWRA Committee
- ▶ Formed after the 2021 Mega Conference
- ▶ Mission Statement:
 - ▶ **Committee is dedicated to workforce development, recruitment, and advocacy on behalf of young and early career professionals in the onsite wastewater treatment sector**
- ▶ Interest from throughout the sector on recruiting and developing young professionals

Call to Action

- ▶ What is one way in which each of us can bring awareness to the onsite wastewater industry and make an impact?



Panel Outline



**INTRODUCTIONS
(~5 MINUTES)**



**PANELIST
REFLECTIONS AND
DISCUSSION
(~20 MINUTES)**



**AUDIENCE
REFLECTIONS AND
DISCUSSION
(~25 MINUTES)**

Panelists



Jon Kaiser (Moderator)
Project Manager
Infiltrator Water Technologies
Manufacturing / Engineering



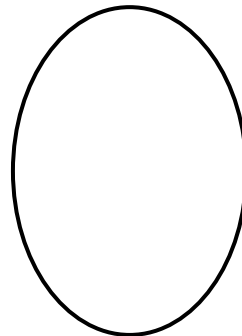
Ashley Donnelly (Moderator)
Technical Training and Sales
Development Manager
Infiltrator Water Technologies
Manufacturing



Joshua Gunia
Founder
A Advanced Septic and
Construction
Manager/Installer



Gabby Zimmer
Program Manager and
Instructor
WAI Clean Water
Program Manager



Panelist Reflections and Discussion

- ▶ Please describe the recent initiative(s) and/or projects that you've been involved with.
- ▶ What resources (mentoring, educational, financial, etc.) were helpful in your development.
- ▶ What were some of your challenges of becoming established in this industry and how did you overcome them?

Audience Reflections and Discussion

- ▶ Does anyone have involvement in initiatives for introducing emerging professionals to the industry?
 - ▶ This may be similar or different to the panelist's initiatives.
- ▶ What have been the most effective recruitment methods?

Call to Action

- ▶ What is one way in which each of us can bring awareness to the onsite wastewater industry and make an impact?

