

# The Value of Military Veterans in the Wastewater Treatment Industry

Exploring the unique skills and experiences that military veterans bring to the wastewater treatment industry

# Introduction



## Discipline & Reliability

Veterans bring a strong work ethic, organizational skills, and ability to work in high-pressure environments from their military training.



## Adaptability and Problem-Solving

Veterans excel at quickly adapting to new situations and finding creative solutions to complex problems, a valuable asset in the wastewater industry.



## Leadership and Teamwork

Veterans have extensive experience leading teams and working collaboratively, which translates well to the teamwork-oriented wastewater industry.

Hiring veterans provides the wastewater industry with highly skilled, disciplined, and adaptable employees who can make an immediate and lasting impact.

# Timeline of Military Service

**● Enlistment**  
Joining the military and committing to serve one's country.

**● Basic Training**  
Intensive physical and mental preparation to become a capable soldier.

**● Report to Duty Station**  
Train with your unit and learn the skills needed to be effective on a deployment as a cohesive unit.

**● Deployment**  
Serving on active duty in various locations and missions worldwide.

**● Promotion**  
Advancement in rank and increased responsibilities within the military hierarchy.

**● Honorable Discharge**  
Completing one's military service and transitioning to civilian life.

**● Transition to Civilian Life & Career**  
Learn to adapt to civilian life and find a fulfilling career outside the military.

# Discipline & Reliability



## Transferring Military Structure

The hierarchical structure and chain of command in the military can translate to effective organization and decision-making in civilian roles.



## Discipline and Punctuality

Military training instills a strong sense of discipline, punctuality, and reliability that are highly valued in professional settings.



## Adherence to Schedules and Deadlines

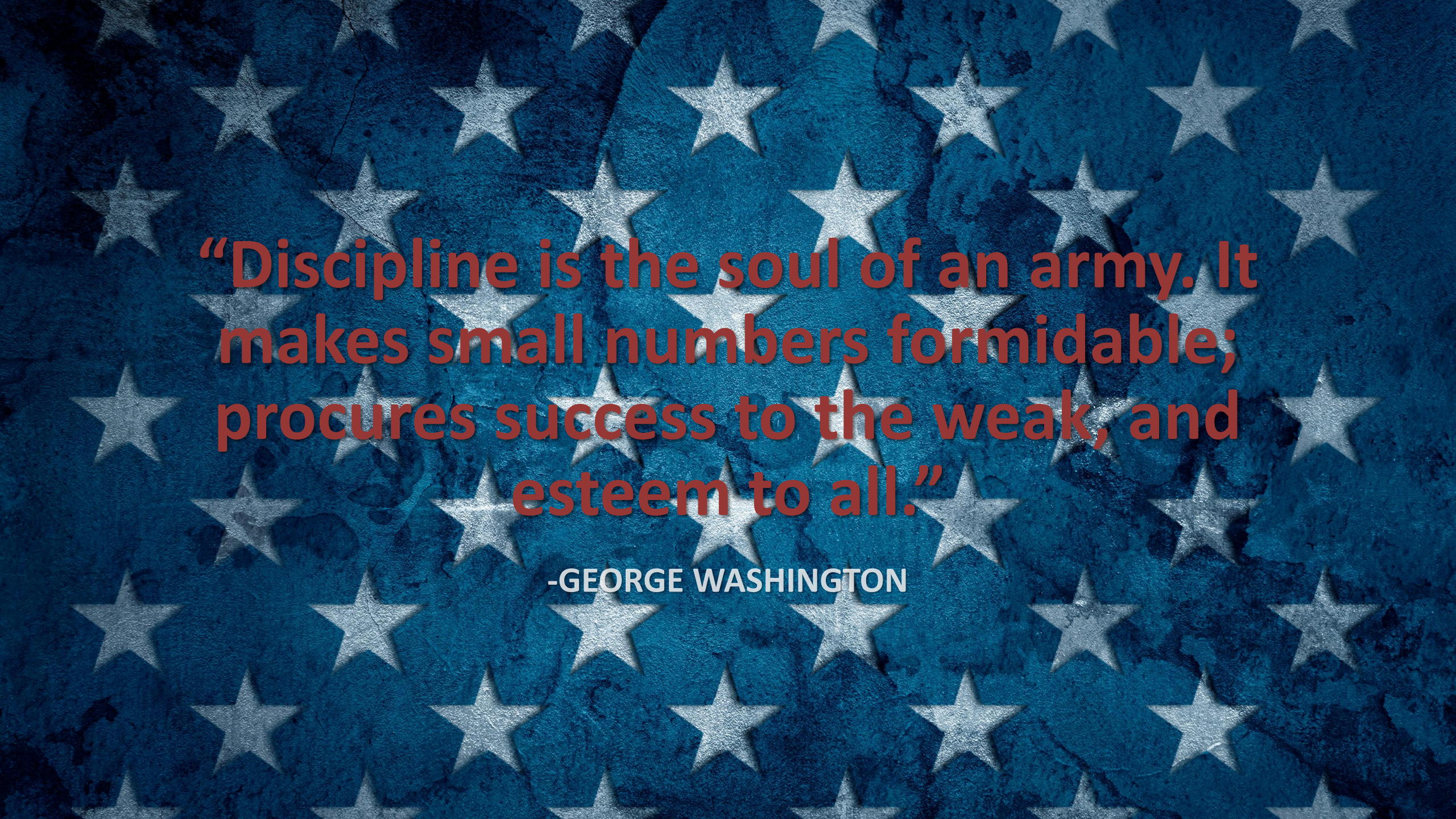
Military training instills the importance of punctuality and adhering to schedules, ensuring tasks are completed on time and to a high standard.



## Attention to Detail

The military emphasizes attention to detail, teaching individuals to carefully follow instructions and procedures, resulting in meticulous work in civilian jobs.

The disciplined and structured approach instilled by military training translates well into the civilian workforce, making former service members highly valuable employees with a strong work ethic.



**“Discipline is the soul of an army. It makes small numbers formidable; procures success to the weak, and esteem to all.”**

**-GEORGE WASHINGTON**

# Adaptability and Problem-Solving



## Military Veterans' Adaptability

- Military veterans are trained to quickly adapt to changing environments and unexpected situations, often dealing with ambiguity and chaos .
- This ability to remain flexible and responsive is a valuable asset in the wastewater treatment industry.

## Creative Problem-Solving

- Military veterans are experienced in finding innovative solutions to complex problems under pressure.
- They are adept at analyzing challenges, thinking outside the box, and leveraging available resources to devise effective strategies.

# Adaptability and Flexibility



- **Proficiency in Analytical Thinking**
  - Break down, analyze, identify problems to develop effective solutions
- **Strategic Planning and Implementation**
  - Expertise in developing comprehensive strategies, anticipating potential obstacles, and ensuring successful execution of plans.
- **Creativity & Innovation**
  - Demonstrated experience in approaching problems from multiple angles, generating creative ideas, and implementing innovative solutions.

## PROBLEM SOLVING

There are few of life's problems that cannot be solved with the proper application of a high explosive projectile

Military veterans' adaptability, flexibility, and ability to handle changing and challenging situations make them valuable assets in the dynamic wastewater industry.

# Adaptability and Flexibility



## Handling emergency situations

Military veterans are experienced in responding to unexpected challenges and emergencies, making them well-equipped to handle the dynamic nature of the wastewater industry.

## Remaining calm under pressure

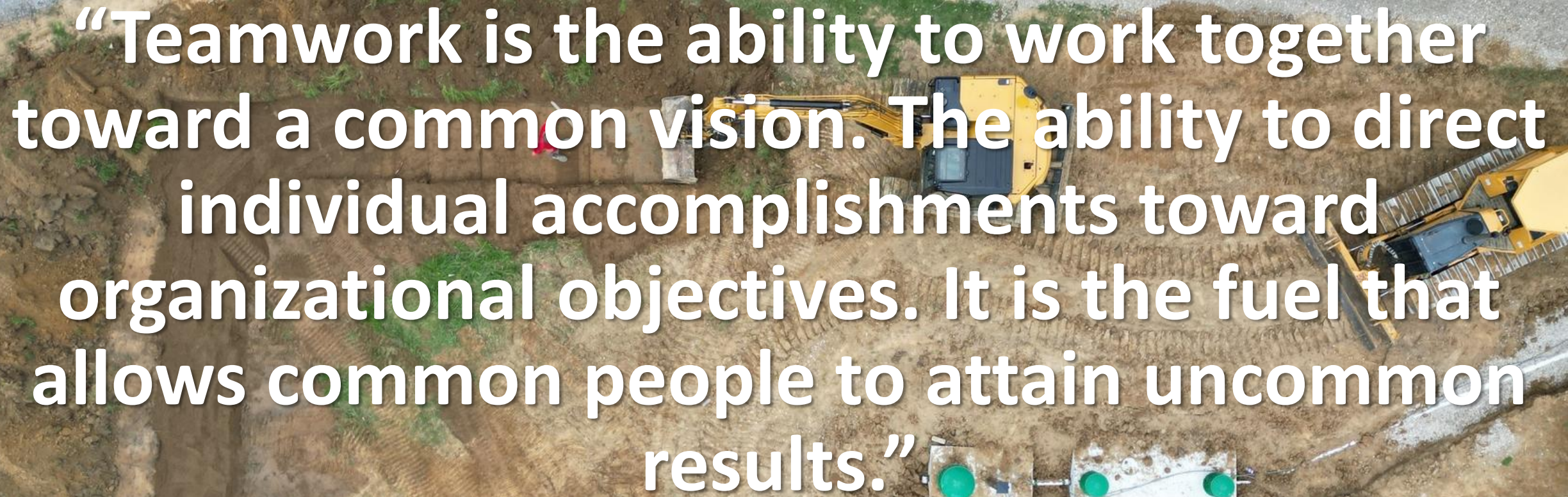
Military training instills the ability to maintain composure and make sound decisions even in high-stress situations, a valuable asset in the wastewater industry.

## Adjusting to new work environments

Military veterans are trained to quickly adapt to different work settings, from the battlefield to the office, and apply their skills effectively.

Military veterans' adaptability, flexibility, and ability to handle changing and challenging situations make them valuable assets in the dynamic wastewater industry.



An aerial photograph of a construction site. The ground is mostly brown earth with visible tire tracks. In the upper right, a yellow excavator is positioned. To its right, a yellow bulldozer is also visible. In the lower left, two workers wearing red shirts and blue pants are standing near a trench. In the lower center, there are two concrete blocks with green circular markers on top. The background shows a grey asphalt road.

**“Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.”**

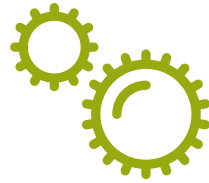
**-ANDREW CARNEGIE**



## Leadership and Teamwork

- Military veterans have been trained to be effective leaders and collaborators, which are essential qualities in the wastewater treatment industry.
- Their ability to work as a team, make critical decisions under pressure, and adapt to changing circumstances make them valuable assets in this field.

# Teamwork and Collaboration



## Military training in teamwork and working under pressure

Military personnel are trained to work effectively in high-stress, team-based environments, learning to prioritize collective goals over individual objectives.



## Ability to work effectively in diverse teams

Military service exposes individuals to diverse backgrounds, cultures, and perspectives, fostering the skills to collaborate and communicate with people from all walks of life.

The teamwork and collaborative skills developed through military training are highly valuable in the wastewater industry, where effective teamwork is crucial for addressing complex challenges and delivering high-quality services.

# Technical and Tactical Expertise



## Electrical and Instrumentation Expertise

Military veterans often have specialized training in electrical systems, instrumentation, and control systems, which are crucial in the wastewater industry.



## Hazardous Materials Handling

Military personnel are trained to safely handle and manage various hazardous materials, a skill that translates well to the wastewater industry's need to handle chemicals and biohazards.



## Mechanical Maintenance and Repair

Veterans bring experience in maintaining and repairing a wide range of mechanical equipment, such as pumps, valves, and motors, essential in wastewater treatment facilities.



## Process Control and Optimization

Veterans understand the importance of process control and optimization, which is crucial in maintaining efficient and effective wastewater treatment operations.

The technical and tactical expertise that military veterans bring to the wastewater industry can significantly enhance operations, improve efficiency, and ensure the safe and effective management of wastewater treatment facilities.

# Safety and Risk Management



## Implement Comprehensive Safety Protocols

Establish clear safety guidelines, conduct regular training, and ensure all employees are informed and compliant.



## Proactive Risk Assessment Measures

Regularly identify, analyze, and mitigate potential risks, such as equipment malfunctions, environmental hazards, and employee behavior.



## Foster a Culture of Safety

Encourage open communication, empower employees to report concerns, and recognize safe practices to cultivate a safety-conscious work environment.

By prioritizing safety protocols and risk management, you can create a safer, more efficient, and more productive wastewater industry, leveraging the expertise of military veterans.

## Transferable Skills Examples

- Active listening
- Budgeting
- Computer skills
- Conflict resolution
- Confidence
- Decision-making
- Dependability
- Feedback
- Flexibility
- Goal setting
- Leadership
- Motivation
- Organization
- Planning
- Presenting
- Prioritization
- Programming
- Project management
- Public speaking
- Relationship building
- Research
- Social media
- Teamwork
- Verbal communication
- Writing

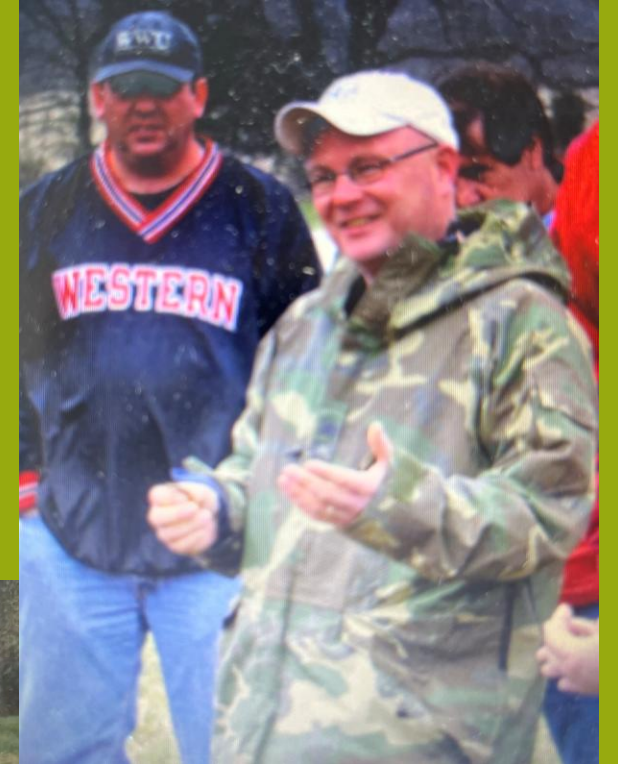
## Overview of Transferable Skills

- The skills and discipline developed during military service, such as meticulous attention to detail, innovative problem-solving, and effective teamwork, are highly valuable assets that can be seamlessly transferred to civilian careers.
- These transferable skills equip veterans with the tools to excel in a wide range of professional settings, making them sought-after candidates for various roles.

# Veteran Success Stories

## Chris Edwards

- Enlisted in the Navy in 1989
- Served onboard USS America CV-66
- Southwest Asia Service Medal with 2 stars
- Also served in the US Army Reserves as Field Artillery
  
- Graduated Western Kentucky in 1998 with a Bachelor's degree in Public Health
- Worked for Warren County Health Department 1999-2004
- Kentucky Department for Public Health 2004-Present
- Onsite Sewage State Supervisor 2024



# Veteran Success Stories

## Jimmy Bell

- 10 years Army National Guard
  - 6 years as a 12N, Heavy Equipment Operator
  - 4 years as a 12W, Carpentry & Masonry Specialist
- Specialized as Range Control
  
- Started at Eljen Corporation in 2022 as a Technical Specialist





# Veteran Hiring Initiatives & Incentives

## Easier Recruitment for Employers

Organizations actively participate in veteran-focused job fairs, partner with military transition assistance programs, and leverage veteran-friendly job boards to reach and attract talented veteran candidates.

## Skills Translation Assistance

Initiatives are in place to help veterans effectively translate their military skills and experiences to the requirements of wastewater treatment roles, ensuring a smooth transition to civilian employment.

## Work Opportunity Tax Credit (WOTC)

Employers who hire eligible veterans can earn tax credits ranging from \$2,400 to \$9,600.

## Helping The Veteran Community

Employers have the opportunity to help give Veterans a renewed sense of purpose. Veteran homelessness and suicide rates are a huge problem in the community. These numbers can be cut down drastically if Veterans are able to find work easier, finding jobs that can give them a

## Inclusive Company Culture

Wastewater treatment organizations foster a welcoming and inclusive work environment that values the leadership,, and discipline that veterans bring to the table.

# Veteran Hiring Programs & Incentives





**Making A Better Work Environment for your Veteran Employees**

# Benefits of Giving Back to the Veteran Community

- **Support Veterans/Employee's mental health**
  - **Help with Veterans with Post Traumatic Stress**
- **Improving Quality of Life**
  - **Housing, Healthcare, other essential services for Veterans and their families**
- **Community Engagement**
  - **Supporting Veterans can enhance a company's reputation and strengthen ties within the community**
- **Boost Morale**
  - **Employees will feel proud to work for a company that gives back to the veteran community**



# Resources for Employers to Help Veteran Employees

Investing in Your Veteran Employees



Save a Warrior®  
We Came Back for You<sup>SM</sup>  
Warrior Meditation®



**VA**

U.S. Department  
of Veterans Affairs

