



Statement of Policy on Public Water Supply Matters

Employee Training and Career Development

It is the policy of the American Water Works Association to:

- advocate competency-based training and career development within the water profession;
- develop and offer contemporary, timely training and learning resources for its members;
- strongly encourage member organizations to formally dedicate time and resources for employee participation in training and career development opportunities, whatever their position or career path.

Competency and continuing skills updates are critical for employees in the water profession, who carry an immense responsibility of guarding public health and safety. Training and skill updates are essential to keep pace with ongoing changes resulting from multiple factors, among them new scientific findings, more stringent regulations, technological updates, increasing customer expectations, aging infrastructure, growing focus on health, dwindling supplies of high-quality source water and increasing costs.

Skill enhancement and career development enhance the water profession's ability to retain qualified, experienced employees and to attract new, highly-capable, enthusiastic individuals.

For all of these reasons, AWWA strongly recommends that member organizations adopt formal policies to endorse and allocate resources to provide competency-based training and career development for employees in all career lines, at all levels and based on equal opportunity.

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Approved by the Executive Committee on April 15, 2008 and by the Board of Directors on June 8, 2008.