

FIRST STEPS TO AN EFFECTIVE INTERNSHIP PROGRAM AT YOUR UTILITY

Inspiration
from the
Intern
Herself!





www.wichita.edu/workinwater

El Dorado Work in Water Experience 2016





Water Treatment

First Three Weeks
Located of East Side of El
Dorado



Wastewater Reclamation Facility and Wetlands

Second Three Weeks
Located South of El Dorado



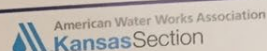
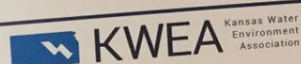
WATER & WASTEWATER CONFERENCE

Tuesday | August 30

Meeting Room | Emerald IV & V

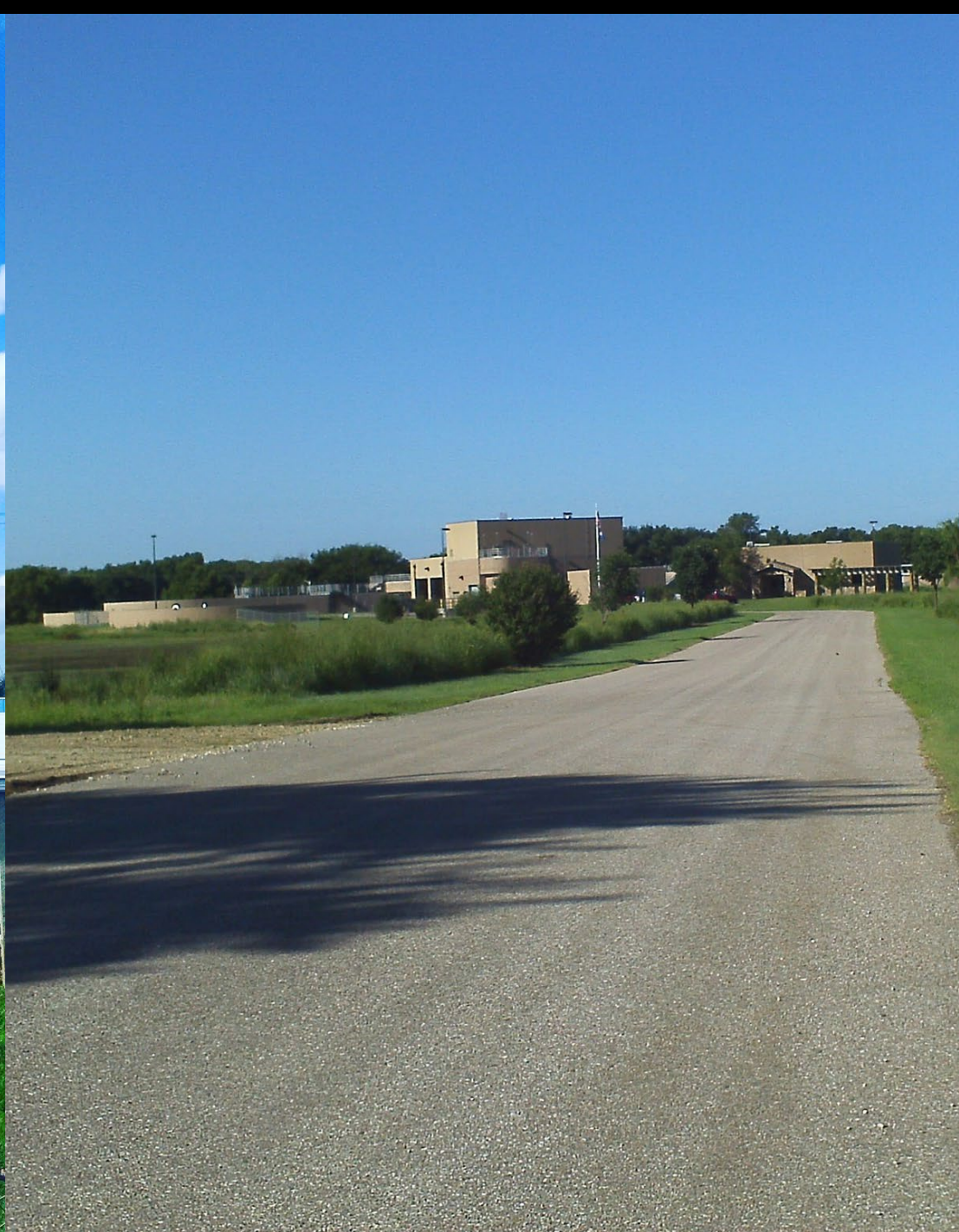
YOUNG PROFESSIONALS

- 1:30** **A Teen's Perspective Into the Corrosive Crisis and How Activated Sludge Microorganisms are Facilitated (Work in Water Careers in Kansas)**
Lorraine Lowrey, City of El Dorado (Intern)
- 2:15** **Rate-making 101: Utility Rate Setting Overview**
Collin Drat, Raffetis Financial Consultants, Inc.
- 3:30** **Business Project Management**
Patrick McCole, Carollo Engineers
- 4:15** **Create Your One-Page Financial Plan**
Justin Nichols, CGN Advisors, LLC



Capstone Project









Value

Growth

Flexibility

Stability



Community

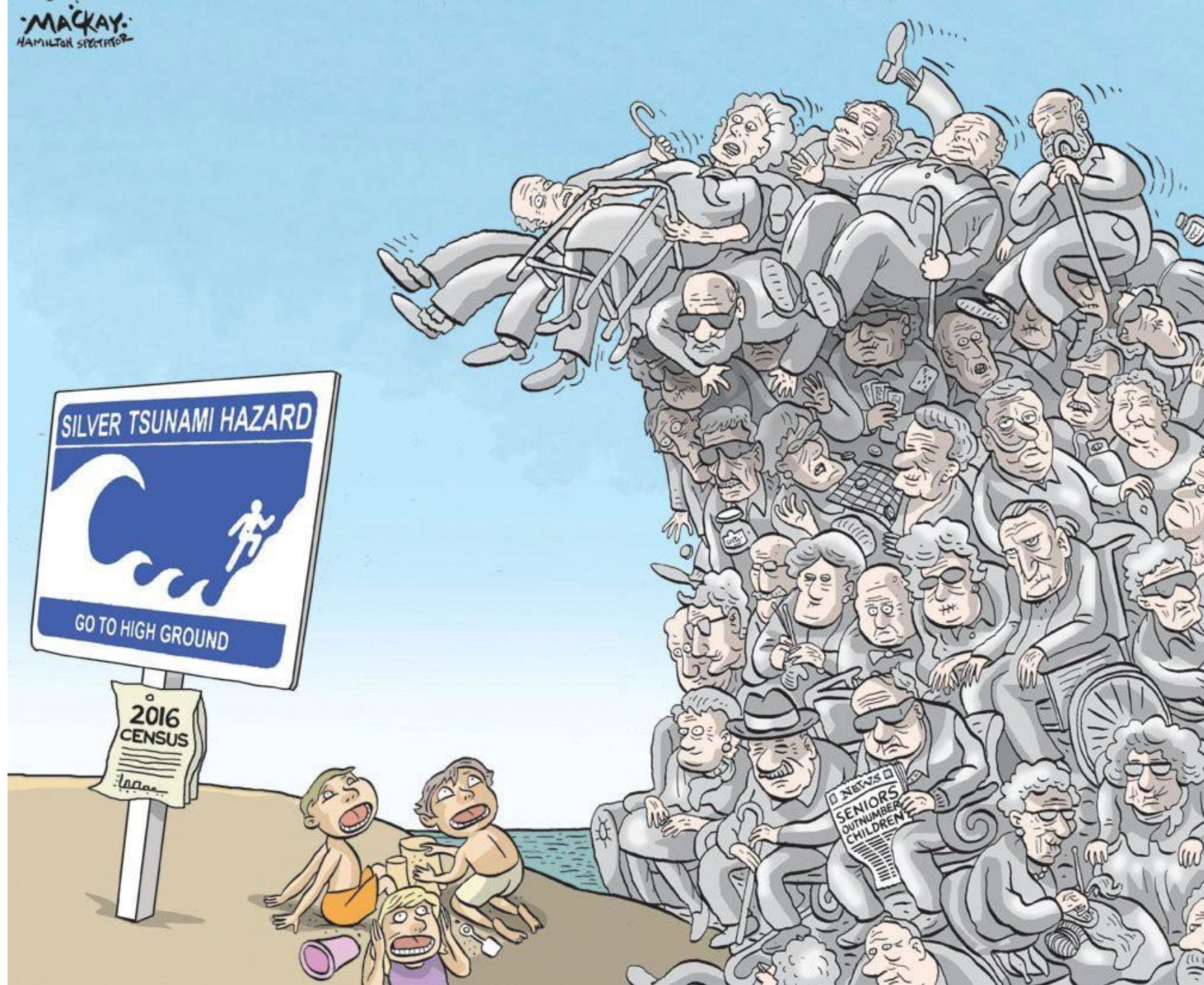


Why
Internships?

**Amanda, Garden City
Intern 2017**



MACKEY
HAMILTON SPECTATOR







Only a few people on Earth, out of billions, can take the limited fresh water and make it safe enough to give it to everyone else.



Talent



WORK*in*
WATER
advancing water careers in Kansas

Work in Water Experience – Part 1

Classroom Activities



1.5 – 2 hours

At School, Civic Center,
Utility Meeting Room

PowerPoint &
Hands on Activities

Work in Water Experience – Part 2

Field Trip



1.5 – 2 hrs

At the Water and/or
Wastewater Plant

Facility Tour &
Career Talks

Work in Water Experience – Part 3

Summer Internship



6-9 Weeks

At the Water and/or
Wastewater Plant

Internship, Mentoring,
Hands-on Experiences



STUDENTS SAID



They learned about a career they might be interested in



They would tell their friends to attend Work in Water next year



The Work in Water Program is important



COUNSELORS SAID



Work in Water was a good use of the students' time

They would recommend Work in Water to other teachers/counselors



Getting Your Utility On Board

Sustainable solution for recruitment

Focuses career interest on your industry

Provides short-term support to operations

Fosters leadership skills in current staff

Builds community relationships

Offers fresh perspectives





WSU's Work In Water Experience with Dan Riney



Watch later



Share



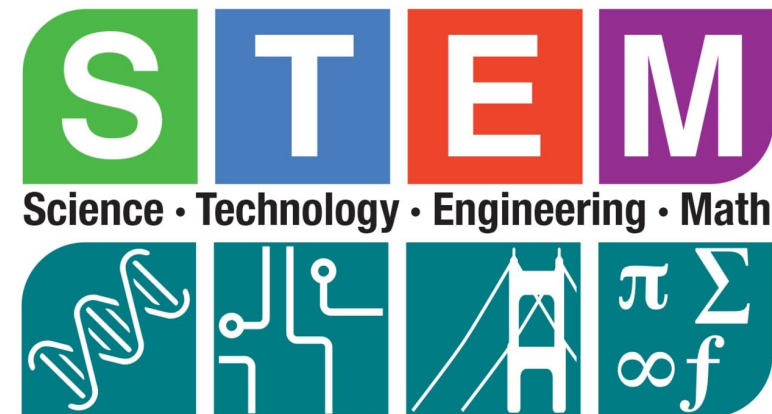
Dan Riney, Water Reclamation Facility Superintendent, City of Ottawa, KS

Messages that Resonate

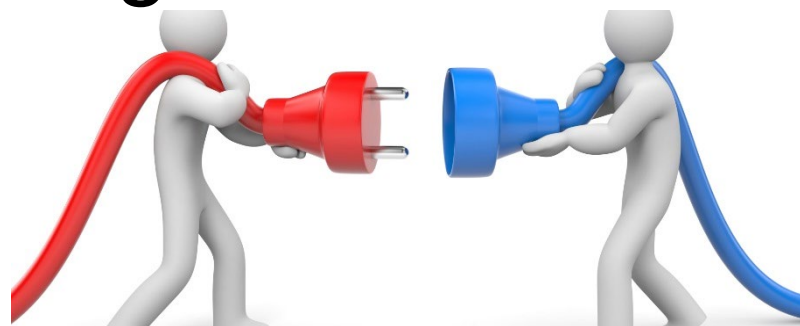
Well Paying
Job Right Out
of High School



STEM Career



Connecting Classroom to Careers



Classroom

Careers



Internship
Opportunity

Connect with Counselors





You gotta stand out by making it easy!



Toolkit for Schools

Event Promotion Tools

Emails

Posters

Social Media Posts

Video

Newspaper Article

Announcement

Extend Learning Tools

Lesson Plans

Student Research Projects



Plant Tours

Have EVERYONE share how they got into water and why they love their jobs!

Show process basics

Emphasize importance of safety and reliability

Visit the lab, basins, SCADA, offices, break room



Topeka - 2018

Make Tours Interactive

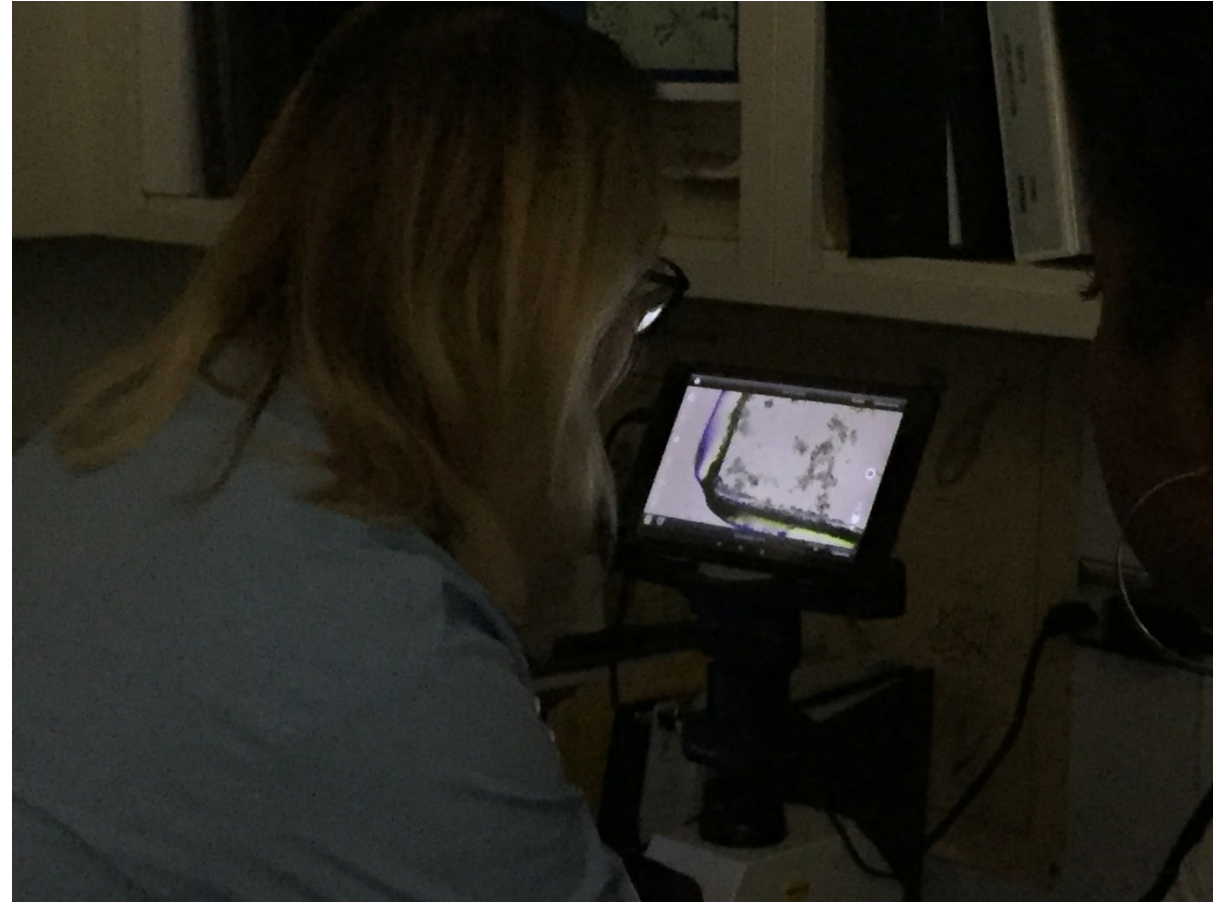
Do a chlorine or other test

Have microorganism samples ready to view in microscopes

Have some examples filter, pump, pipe, tool, meter, map, etc

Water taste test

Safety equipment relay



Wichita - 2017

Hiring an Intern

1. Touch base with HR
2. Finalize process
3. Choose interview panel
4. Review applications & interview
5. Choose



Amanda, Garden City - 2017



Hosting an Intern

Provide **broad range** of experiences

Provide **meaningful** work

Assign a **buddy**, go-to

Talk about what to expect

Check-in frequently

Recognize hard work



Bryce, Ottawa - 2017

Possible Intern Experiences

Attending council meeting
Customer service/billing
Distribution system
chlorine residual testing
Hydrant testing/flushing
Lab tests
Lead repairs
Meter reading
Painting/mowing/etc

Plant tours
Residuals or sludge
management
Safety training
Sewer cleaning
Social media
Staff meeting
Well maintenance



Bryce, Ottawa - 2017

SHOW-OFF THOSE INTERNS!



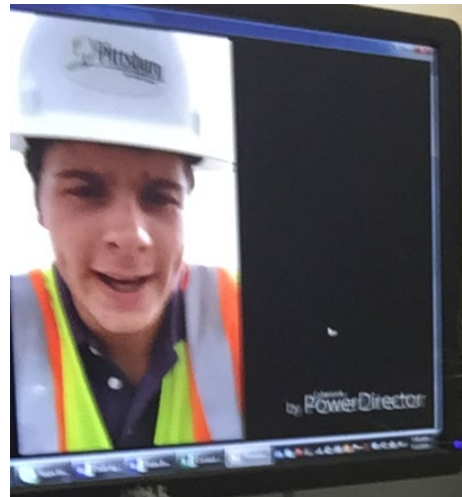
Lorraine – El Dorado



Bryce - Ottawa

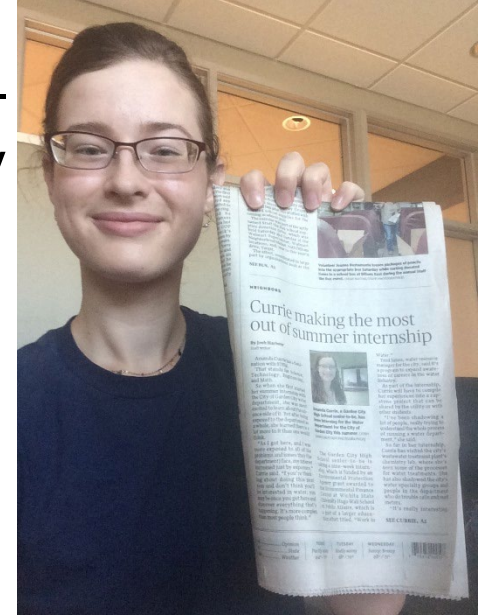


Ricky - Ottawa



Connor –
Pittsburg

Amanda –
Garden City



Miguel –
Wichita

Potential Challenges

Intern Age/Laws

Safety Concerns

Enthusiasm

Generational Differences

Time

Lack of Job Experience

Transportation





Evaluate Everything!

The Experience

students, counselors, teachers

Internship

intern, staff, managers, etc



Why Evaluate?

Measure Success

Report Success

Identify Needed Program
Changes

Increase Program Support

Calculate Value – cost vs
benefit





Advancing water careers

**The Future of
Your Utility**

Increased
Productivity

Engaged
Employees

Pipeline
of Talent

Positive
Impact on the
Community

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