

Recruitment, Training, and Retention Subcommittee Teleconference Notes

March 6, 2020

In attendance:	Jennifer Besinger – County of Grande Prairie Dalen Peterson – County of Grande Prairie Grant Dixon – ATAP Garry Leathem – Town of Fairview Chris Montgomery-Hewett – Northern Lakes College Sheila Sikora - NADC
Regrets:	Diahann Potrebenko – Village of Rycroft Rhonda Clarke-Gauthier – Mighty Peace Watershed Alliance Jamie Giberson – Aspen Regional Water Services Commission Robert Nygaard – Big Lakes County Brad Trimble – Town of Bonnyville Al Bertschi – Portage College Sean McCallum – Town of Wembley Marcel Auger – M.D. of Opportunity Dan Rites – AWWOA Ken Shaw – Gift Lake Metis Settlement Rory Card – Town of Rainbow Lake Paul Clyburn – Village of Boyle Cody Kelly – Town of Slave Lake Alex Neumann – Village of Boyle Dana Langer – Town of Peace River Randy Dupuis – Town of Peace River Barry Schmidt – M.D. of Opportunity Dion Hynes – Birch Hills County Sterling Johnson – Lac La Biche County Brian Shapka – Lac La Biche County Keith Straub – Town of High Level Cherie Friesen – Northern Lakes College Ian Willier – Big Lakes County Taylor Rudrum – GWST Water and Environmental Inc. Melonie Doucette - NADC
Discussion Items:	

<p>Water for Life/Operator Map Overlay</p>	<ul style="list-style-type: none"> • Dan Rites, who sent his regrets for this teleconference, will provide an update on this matter at a later date.
<p>Marketing of Career Opportunities of Water/Wastewater Operators</p>	<ul style="list-style-type: none"> • Jennifer stated she has not yet contacted Ernie Gratch in Big Lakes County regarding marketing of water/wastewater operators to students.
<p>Developing Regional Coops/Relief Worker Pools</p>	<ul style="list-style-type: none"> • Jennifer stated she has not yet drafted a letter to municipalities regarding the sharing of water/wastewater operators.
<p>Operator Attendance Certification Guidelines Proposal</p>	<ul style="list-style-type: none"> • Grant noted that some municipalities are having difficulty having operators-in-training doing their testing. An operator-in-training needs to have an operator with a higher level of certification in attendance. Jennifer noted it was a case of plants needing a certified operator, but the operator is not able to get certified because they aren't working or don't have enough experience. This situation exacerbates the need to advocating for shared worker pools. Garry stated that the Town of Fairview is trying to help operators of very small systems in the county get trained and to instill in them some confidence and get them excited about their roles. Grant noted that 13 students were enrolled in the online program at Northern Lakes College, and of those, 9 or 10 were working in the field. It is hoped that some of these students will fill the void. Grant added it is really important for municipalities to open doors to students.
<p>Five-Year Strategic Plan on Water/Wastewater Operator Certification Program</p>	<ul style="list-style-type: none"> • Grant stated that now that specific CEUs are needed for different areas, there might be issues in ensuring the exams for the various areas are available for operators to take. Sheila noted that Dan had sent some scenarios to pose to Tanya when she provides an update at the May meeting.

