***The paragraph below can be used to promote the Veterans Initiative to utilities and other stakeholders. Feel free to copy this language and use it in emails, brochures or flyers.***

Studies show that over one-third of the water and wastewater utility workforce will be eligible to retire in the next 5-10 years. Veterans transitioning into the civilian workforce may offer water and wastewater utilities with a recruitment opportunity. Many veterans possess technical skills and training that are directly transferable to water sector careers. The Department of Veterans Affairs (VA) and other state agencies administer programs that help to transition veterans to civilian careers and oversee funding to pay for education and job training. The US Environmental Protection Agency (EPA), American Water Works Association (AWWA) and Water Environment Federation (WEF) are working with VA to promote these programs to prepare veterans for water sector careers.

For more information about how these programs can be accessed to help recruit and train veterans for your utility, view this informational guide on the Work for Water website (a joint AWWA and WEF website):

<http://www.workforwater.org/uploadedFiles/Home/Veterans%20Final%205-2-12.pdf>