

## Alabama Water Workforce Recruiting and Retention Report

### Emails Sent



to operators  
2,871

to managers  
1,722

### Responses Received



from operators  
247 (9%)

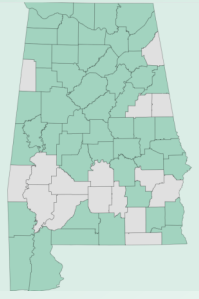
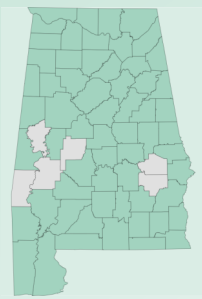
from managers  
73 (4%)

### Alabama counties represented

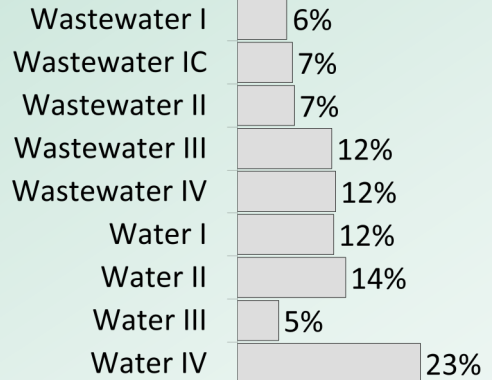


operators  
61 of 67

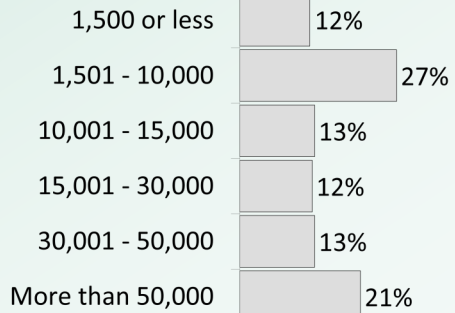
managers  
51 of 67



### Utility Types

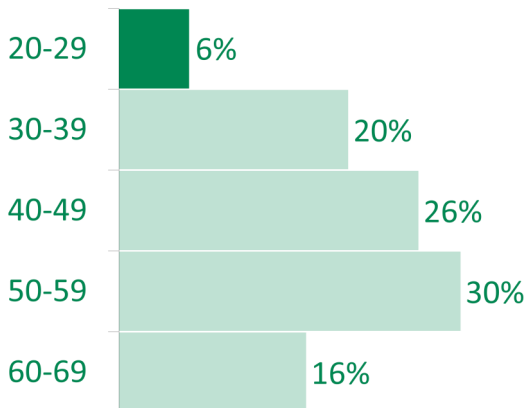


### Utility Sizes

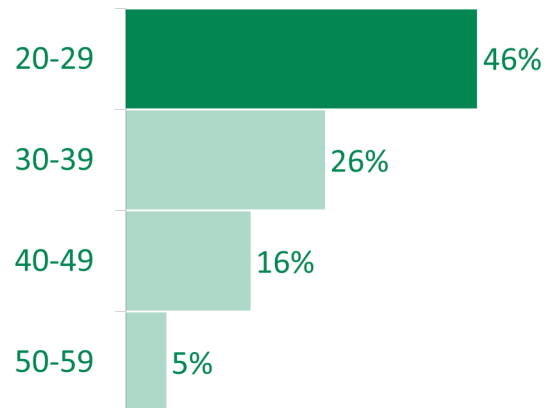


There appears to be a shortage of new operators in Alabama's water workforce

### ? How old are you now?



### ? How old were you when you started working as an operator?




### Does your utility have enough operators?

65% of operators and 57% of managers said "No."

## Alabama Water Workforce Opportunities

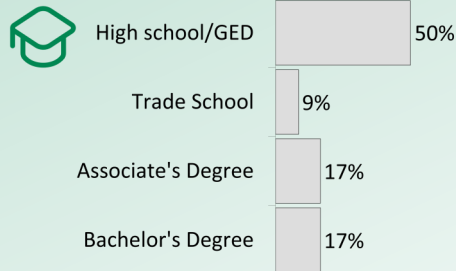
### Starting hourly wage

 \$12.50-\$38.00

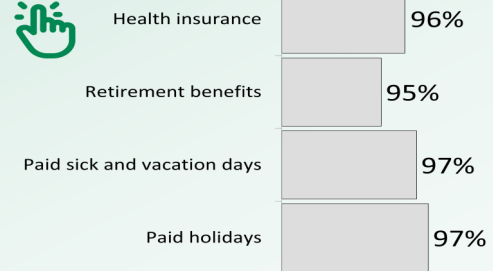
### Highest hourly wage

 \$53.00-\$81.00

### Highest level of education



### Utility Benefits



## The most important career you've never heard of

 **Do you think the general public knows the operator career exists?**



Not at all



1.99 Average Rating

Definitely yes



**Do you wish the general public knew the operator career exists?**



Doesn't matter



3.88 Average Rating

Very much

*"Wastewater Operators clean and protect water, which is one of the most valuable commodities to humans, plants, and animals. We all rely on clean water to survive."*

*"I love the operator career field."*

*"Awesome career you can do without obtaining a college degree."*