

Wyoming Water Well Contractors' Newsletter

NEWS FROM THE DIRECTOR'S DESK



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Water Well Contractors,

Hello everyone, I hope everyone is staying busy and healthy. Just wanted to send out another reminder to anyone whose license expires 12/31/2020 not to wait until December to obtain your Continuing Education Credits. With all the issues related to Covid-19, most all in-person training seems to be going to online only. Just don't want anyone to run out of time and need more CE credits to renew!

Have a great 4th of July!!

Everyone be safe,
Jimmy Gordon

Contractors listed as Agents on Groundwater Permits-

For anyone who helps their customers with the permitting process through the State Engineer's Office, please insure you are listing your email address in the appropriate field. The staff at the Engineer's office see's several applications submitted with a contractor listed as an Agent but does not include their email address. Without a valid email address they cannot forward you the approved permit once it is available. They are working to get the approved permits out to the Applicant and Agent as soon as possible.

Including your email address in the Agent field will ensure you receive the approved permit and can start the job as soon as it approved at the SEO.

State Board of
Examining Water Well
Drilling Contractors and
Water Well Pump
Installation Contractors

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Recruiting Younger Generations into Skilled Labor Jobs-

National Driller June 12, 2020

Lack of Knowledge about Drilling Jobs a Big Factor

Recruiting is one of the major challenges facing the environmental drilling industry. As older, more skilled workers retire, many companies struggle to recruit millennial and Gen Z employees for their high-demand, skilled labor positions. Why are younger generations less interested in trade careers? Let's talk about a few reasons, and what we can do to combat them and make a drilling career an attractive option for younger workers.

Lack of Knowledge

For years now, younger people have pursued college degrees that guide them into other career paths. They've been told a successful career requires a degree and is conducted indoors in dress shoes. In contrast, a drilling career is built through field experience, attending a trade school or learning from family members. The work can be hard and often requires employees to be away from home or travel extensively.

Those who are unfamiliar with the industry may not recognize how field service roles in drilling differ from other kinds of manual labor. It's crucial to educate prospects about the potential career path, and eventual opportunities they may find as drillers and environmental technicians. Through education and outreach, drilling companies can begin attracting the next generation of field service employees.

Lack of Engagement

Employee engagement is roughly defined as the level of an employee's emotional investment in his or her job. As a whole, this quality seems to be on the decline for younger workers. Often, an employee's engagement has less to do with job duties than with a company's culture.

Younger workers prioritize working at collaborative and supportive organizations with a sense of purpose. Emphasize those aspects of the job: working with experienced crews, travel opportunities, and the positive impact of environmental and geotechnical drilling.

Assumed Job Instability

Younger workers have a more mobile outlook on their career paths. They rightly understand that most people will take jobs with many different companies over the course a career. In our industry, however, it takes a great deal of time to master the skills needed to be successful. Highlight the upsides to potential job candidates: at a stable company in a stable industry, they won't have to worry about layoffs, their startup failing or one of the many other things their parents may have had to weather during their careers.

There are a few distinct challenges that arise when recruiting and retaining younger employees. These challenges inevitably shape the way we recruit, and hopefully these pointers will help you shape a successful strategy.

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| NDA | On-Line Certification Exams | Website | https://nda4u.com |
| AGWT | Educational Videos and Books | Website | www.AGWT.org |
| ISWD | International School of Well Drilling Online Courses | Website | welldrillingschool.com |
| NGWA | Selection of Meters for Water Well Pumps (7132-1) | Website | Online self-paced course |
| TLC | Technical Learning College | Website | Self-paced courses |



KEY

WGWA – Wyoming Ground Water Association

NDA – National Drilling Association

NGWA – National Ground Water Association

NWDA – Nebraska Well Drillers Association

CWWCA – Colorado Water Well Contractors Association

WARWS – Wyoming Association of Rural Water Systems

WWA- Wyoming Water Association

WWQ & PCA – Wyoming Water Quality & Pollution Control Association

WWWCB – Wyoming Water Well Contractors Licensing Board

BIDP – Baroid Industrial Drilling Products

AGWT – American Ground Water Trust

SEDC – Shallow Exploration Drillers Clinic

IGWA – Idaho Ground Water Ass. Inc.

ISWD – International School of Well Drilling
www.welldrillingschool.com

CPS - CPS Distributors

Goulds - Goulds Water Technology Factory

School WebEx Training

Technical Learning College

www.abctlc.com

For continuing education opportunities please refer to each respective association's website for additional information.