

# Changing Workforce

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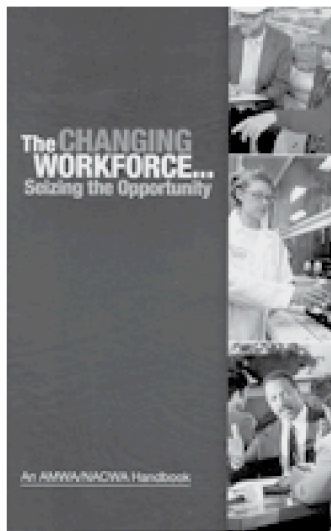
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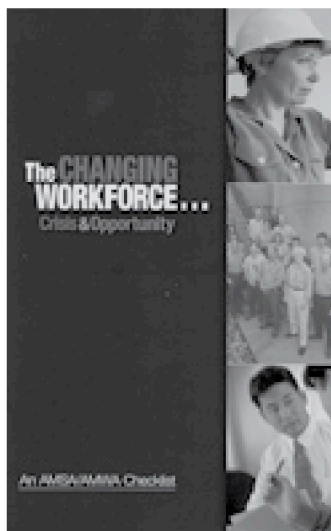
# The Changing Workforce... Seizing the Opportunity

An AMWA Competitive Management Publication



This new publication builds on the strategies first presented in *The Changing Workforce... Crisis & Opportunity* and goes a step further to equip water and wastewater utilities with the tools necessary to effectively develop and implement a systematic succession management program to drive effective workforce sustainability. Produced and published by AMWA and the NACWA, this practical handbook presents succession management as the critical piece that holds together workforce recruitment, development and retention. In addition to outlining a succession planning master process, the handbook includes case studies and specific tools to tailor the master process to your utility in order to establish a successful program.

Also Available: *The Changing Workforce... Crisis & Opportunity*



Published in 2004, this AMWA/NACWA publication examines the increasing demand for qualified, skilled employees while the supply of these human resources is decreasing. It is a hands-on guide of "what to do now" and how to address the strategic actions needed to prepare for the changing workforce over the next decade. In addition, it serves as a checklist for key actions including: knowledge retention; learning environment; management and supervisory development; management team and government board alignment; and effective communication.

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