New Data Reveals Texas Water Workforce Challenges

A new study released by **Texas Water Foundation** and prepared by the Houston Advanced Research Center details results from a Texas water workforce survey and reveals that **attracting and retaining a skilled workforce is a significant concern** among other Texas water infrastructure challenges.

More than **270** individuals representing **water utilities, local government, state agencies, energy production, nonprofits, and research organizations** from all parts of Texas participated in the survey. Of those respondents, more than **70%** were executives or managers.

63% of respondents indicated that they are currently experiencing *workforce-related challenges*.

76% indicated *hiring and retaining qualified employees* as a medium to high risk posed to their organizations in the future.

Results indicate that the top four top workforce challenges are staffing shortages, talent attraction, retention, and providing competitive wages.

According to the U.S. Bureau of Labor Statistics, the mean annual wage of a water or wastewater treatment plant and systems operator in **Texas is $41,240, falling significantly short of California's $73,100** and **well below the national average of $52,320**.
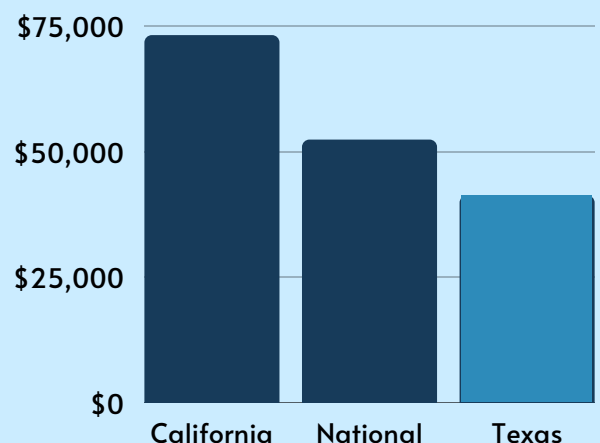
Other significant challenges ranked by respondents include:

79% indicate *extreme weather*, such as heatwaves, freezing, storms, floods, and droughts, as a medium to high risk

78% indicate *aging infrastructure* as a medium to high risk

68% indicate *financing for capital improvements* as a medium to high risk

Read the full report at www.texaswater.org/policy

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