

# Shaping the Future of the Onsite Wastewater Industry with Reflections from Emerging Professionals in the Industry



**Onsite** | **2023**  
Hampton, Virginia  
**Wastewater**  
**Mega-Conference**



A Panel Discussion

*NOWRA's Disclaimer: The materials being presented represent the speaker's own opinions and do NOT reflect the opinions of NOWRA.*

# Panel Moderators

## **Jillian Maxcy-Brown, PhD**

Postdoctoral Research Assistant  
University of Alabama

*Vice Chair-Elect of NOWRA's Emerging  
Professionals Committee*



## **Robert Bair, PhD**

Senior Development Engineer  
University of South Florida

*Chair of NOWRA's Emerging  
Professionals Committee*



# Panel Outline

- ▶ Framing and Introduction (~5 minutes)
- ▶ Panelist Reflection and Discussion (~30 minutes)
- ▶ Audience Q&A Time (~20 minutes)

# NOWRA's Emerging Professionals Committee (EPC)

- ▶ Newest NOWRA Committee
- ▶ Formed after the 2021 Mega Conference
- ▶ Interest from throughout the sector on recruiting and developing young professionals
- ▶ Mission Statement:
  - ▶ **Committee is dedicated to workforce development, recruitment, and advocacy on behalf of young and early career professionals in the onsite wastewater treatment sector**



**Emerging Professionals  
Committee Meeting**

3:30 pm Room 201/202

**Emerging Professionals Social**

Tonight @ Vanguard Brewing Company

# Panelists



**Jon Kaiser**

Project Engineer  
Infiltrator Water Technologies

*Manufacturing*



**Jay LeReche**

Environmental Health  
Technical Specialist

Virginia Department of Health

*Regulatory*



**Nick Dykes**

Operations Manager  
Dykes Excavating & Grading

*Installer*



**Lily Astete Vasquez**

Graduate Researcher  
University of California, San  
Diego & San Diego State  
University

*Ph.D. Student*



**Cynthia Castro, PhD**

Engineer  
Wade Trim

*Design*

# Reflection Questions

1. How did you get involved in the onsite wastewater sector?
2. What resources (mentoring, educational, financial, etc.) have been helpful as you have become involved with onsite systems?
3. What changes have you seen during your time in the industry? What changes do you see on the horizon and how might we get ahead of the curve to be prepared for them?
4. In what ways could the industry better support emerging professionals?