



Join the SC Water Workforce Collaborative

Building a strong water workforce together

What is the Collaborative?

The SC Water Workforce Collaborative is a nonprofit initiative of South Carolina water and wastewater utilities and industry partners to raise awareness about water careers and recruit the next generation of water professionals. The Collaborative is funded by membership dues and administered by the SC Water Associations (SCAWWA and WEASC).

The idea began in 2023, when South Carolina utility leaders began exploring ways to address recruitment challenges collectively. With funding support from the SC Rural Water Association and the SC Water Quality Association, the SC Water Associations developed scwatercareers.org and a job board, and ran a pilot Instagram campaign in early 2025 that drew strong engagement from job seekers in Spartanburg County. A statewide marketing campaign launches in Fall 2026.

Why the Collaborative was formed

Utilities in SC and across the country are facing a shortage of operators and other skilled workers. Few utilities have the staff or budget to run a full recruitment and outreach program on their own. By working together with a shared message, members can reach job seekers at a scale that would be difficult to achieve individually.

In the Collaborative's 2026 Utility Operator Staffing Survey, 66 responding utilities reported 226 operators eligible to retire by 2030 and 403 anticipated hires by 2030. South Carolina has more than 300 utilities, so the statewide need is likely considerably higher.

Benefits of joining

Strategic advantage Collaborate directly with industry peers and workforce experts on recruitment strategies. Help shape the direction of South Carolina's water workforce development.	Marketing resources Use recruitment materials, such as images, flyers, and social media content. Receive regular updates on the state's utility workforce landscape.
Learning and development Take part in webinars, panel discussions, and knowledge-sharing sessions. Learn best practices from utilities across the state.	Visibility and partnership Have your organization featured on scwatercareers.org . Connect with a network of utilities and partners working toward the same goals.

Who can join

- **Utilities** of any size that provide water or wastewater service in South Carolina.
- **Partner organizations**, including consulting firms, product suppliers, manufacturers and service providers, nonprofits, government agencies, and colleges.

Annual dues

Organizations may join at any time, and membership is renewed annually. Dues are based on organization type and, for utilities, the number of service connections. Annual dues payments are due each January.

Utility members (by number of service connections)	
3,300 or less	\$500 per year
3,301 to 10,000	\$2,000 per year
10,001 to 20,000	\$3,000 per year
More than 20,000	\$5,500 per year
Partner members	
Nonprofits, government agencies, and colleges	\$1,000 per year
Consulting firms	\$4,000 per year
Product suppliers, manufacturers, and service providers	\$4,000 per year

How to join

1. Visit scwatercareers.org/workforce-collaborative to review the Workforce Collaborative charter and complete the online membership form.
2. Choose how you would like to pay your dues. You can mail a check (we will email you an invoice) or pay online by credit card (we will email you a link).
3. Upload your organization's logo with the form so we can include it on scwatercareers.org.

Questions?

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