Women break career barriers at El Paso Water

The tide of women in water careers is rising at El Paso Water, and we couldn’t be prouder.

Our diverse staff is growing at EPWater, and we are seeing more female employees come in through our doors. We are attracting a diverse pool of candidates, which allows us to hire the very best – some who are men and some who are women.

A look at our workforce

Among the strides we have seen over the past year, we have added five female meter reader and a female truck driver in utility departments traditionally dominated by men.

Women are typically underrepresented in the utility sector and especially in technical and managerial positions. According to a 2019 report from the World Bank, 32 percent of utilities sampled worldwide did not have female engineers in their workforce and 12 percent had no female managers.

At EPWater, women are coming onboard, staying and growing in departments usually dominated by men. Our employees develop extensive knowledge and transferable skills, which can be effective across multiple disciplines. Utility employees in technical positions attain extensive knowledge and develop skills on the job through applied learning opportunities.

Women making inroads in nontraditional roles that serve our customers include: four general service workers, a senior plant technician, one instrumentation control technician, one code compliance officer and two managers in our Environmental Compliance and Industrial Pretreatment department, aside from a business and customer service assistant manager who oversees meter readers and a new communications dispatcher assisting them.

Interestingly, women outnumber men in laboratory services, with 14 chemists and one utility laboratory sampler among them.

We also have eight females in engineering positions, working on stormwater, water and wastewater projects. Additionally, we have six other female engineers in leadership roles who play an important role in the design and maintenance of EPWater’s water and wastewater systems and policymaking.

Wealth of opportunities

Our skilled female workforce knows they have the same opportunities in training and promotions as their male counterparts. EPWater employees are encouraged to continue their education, including certification training in water and wastewater. Offering benefits such as certification courses at no cost to EPWater employees makes us attractive to job seekers. Another added benefit is that full-time permanent employees are eligible for tuition assistance/reimbursement after six months of continuous service. We make a conscious effort to offer these benefits to show that we value our employees regardless of their gender.

Although water workers nationwide are predominantly male, change is happening in El Paso. Women are taking the pipeline of opportunities offered at EPWater.

We wouldn’t have it any other way.

On the Water Front is a publication of El Paso Water. Contact Christina Montoya at 915.584.5596 or cmontoya@epwater.org with any comments or questions.