# Knowledge Development and Transfer – Sustainable Documentation

AMERICAN WATER WORKS ASSOCIATION

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## Who is in the room today?

- Utility Managers
- Utility Operations and Maintenance Staff
- Utility Engineers
- Consultants
- Equipment Vendors



#### **MY NAME IS**

#### Pleasure to meet you.

### The silver tsunami is upon us

How do we transfer the institutional knowledge of leaders who have operated our plants for decades?



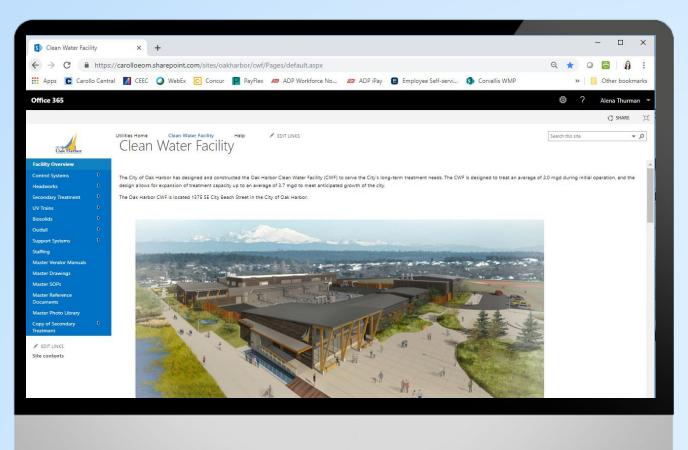
# The younger work force expects digital learning tools

- Visual learners
- Don't know life without the internet
- Want mobile devices



# Our utilities need digital tools to facilitate knowledge transfer and training

- **Electronic Operations Manuals** (EOMs) offer information that is:
- All in one place (past versions too)
- Organized
- Online and accessible from anywhere
- Visual
- Searchable
- Secure





#### **Operators aren't the only users**

EOMs Benefit:

#### Operators

Managers

members

- Maintenance staff
  Board/Council
- Utility engineers

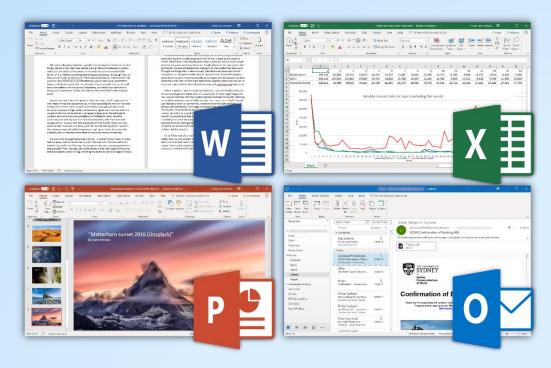
- Contractors & consultants
- Public



# How do you make documentation sustainable?

Empower users to keep it up-to-date.

- Make it easy to use and edit
  - Create content in familiar and accessible programs
- Use an industry standard platform
  - Longevity: will be maintained by the developer
  - Customer support.
- Hosted on utility's server





# Why did Skagit PUD choose to develop an EOM for Judy Reservoir WTP?

- Washington Department of Health required a new manual to be developed.
- Several modifications made to Judy Reservoir WTP since original construction in 1990.
- Wanted to integrate the various operations manuals into one cohesive resource.
- Needed to correct outdated information.



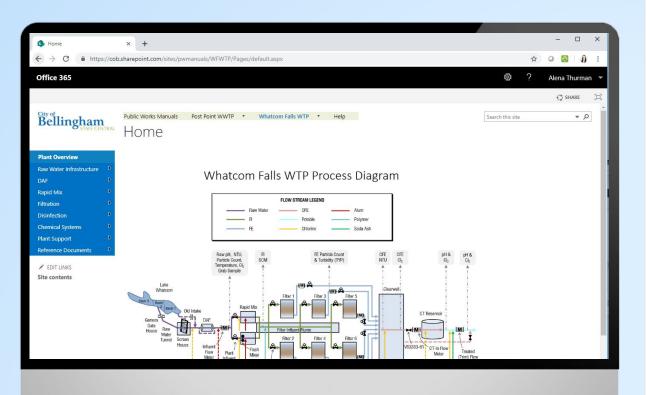
# Why did Bellingham choose to develop an EOM for Whatcom Falls WTP?

- Motivated by retirement of key staff.
- Wanted to organize and modernize their document management



### What does an EOM look like?

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## How do you develop an EOM?

- It takes plant staff commitment
- Start by determining EOM framework
- Plant staff provide existing documentation to consultant
- Information gathering site visits for each process
- Consultant develops content
- Plant staff review





