

HAMPTON ROADS SANITATION DISTRICT (HRSD) Career Pathways Program

NEEA26 WORKFORCE DEVELOPMENT



National Environmental
Achievement
AWARDS

With a workforce of nearly 1,000 employees, HRSD launched the Career Pathways Program in 2025 to prepare for workforce transitions, strengthen internal mobility, and ensure a skilled, future-ready team that supports HRSD's mission to protect public health and the environment.



- STRENGTHENING INTERNAL MOBILITY
- LEADERSHIP READINESS
- DEVELOPING SPECIALIZED EXPERTISE FROM WITHIN
- EXPANDING ACCESS TO LEARNING & DEVELOPMENT OPPORTUNITIES
- ALIGNING EMPLOYEE GROWTH WITH ORGANIZATIONAL NEEDS

EMPLOYEE OPPORTUNITIES



“The Career Pathways Program helped me move from not being sure what type of career offerings there were for me and my educational background/work experience to obtaining a job interview that I was highly qualified for. Along the way our Workforce Development Specialist helped me prepare for my interview by setting up a mock interview that included feedback about my answers and body language, as well as assisting me in setting up a shadow opportunity with the department in which I interviewed.” - HRSD Employee



Member Spotlight: HRSD Builds the Future with Career Pathways

The Hampton Roads Sanitation District (HRSD) has long been known for its commitment to protecting public health and the environment through safe and reliable wastewater treatment for 1.9 million residents across 18 cities and counties in Southeastern Virginia. Now, the organization is extending that same dedication to the growth and success of its people through a new workforce initiative called the Career Pathways Program.

Launched in June 2024, the Career Pathways Program was developed to prepare HRSD's workforce for the future. With nearly 1,000 employees and a growing need for technical expertise and leadership readiness, HRSD recognized the importance of investing in professional development as a strategic way to support organizational sustainability. The program bridges the gap between potential and opportunity, giving employees tools to plan their growth, strengthen their skills, and pursue meaningful advancement within the organization.

At the heart of the program is Pathway Planning and Career Mapping, an individualized process that helps employees identify their strengths, explore interests, and set clear goals for career advancement. Each participant works directly with HRSD's Workforce Development Specialist to create a personalized roadmap that may include preparing for promotions, exploring leadership opportunities, or transitioning to new departments.

To support these goals, the program connects employees to a variety of learning and development resources. These include HRSD's internal courses on emotional intelligence and communication, technical partnerships with organizations like InfoTech, and preparation for the HRSD Apprenticeship Program through a specialized math skills workshop. Employees also

receive tailored coaching and interview preparation using the STAR method (Situation, Task, Action, Result) to help them effectively communicate their experience and qualifications. Additionally, job shadowing opportunities allow employees to gain hands-on exposure to different roles across HRSD.

In the past six months, the Career Pathways Program has made an impact helping employees gain confidence, prepare for advancement, and feel more connected to their career goals. By focusing on development from within, HRSD is not only investing in the success of its workforce but also ensuring the continued strength and innovation of the region's essential wastewater services for years to come.