

VOLUME 3 ISSUE 9 • SEPTEMBER 2025

# The CW Tea



Monthly Newsletter from CWT Training Academy

## Spilling the Tea with CWT - Back to School Season

As summer winds down and classrooms across the country begin to fill, the “back to school” season offers more than just sharpened pencils and new backpacks. **For stormwater, construction, municipal, and environmental professionals, it’s a timely reminder that learning never really stops.** Regulations evolve, technologies advance, and best practices continue to be refined. Just as students return to school to build knowledge for the future, industry professionals benefit from recommitting to their own education and career advancement where the opportunities arise.

Professional development—whether through completing formal training courses, pursuing new certification programs, or attending conferences—strengthens both your technical expertise and your career resilience. In stormwater management and environmental compliance, staying current is not just about advancing one’s career; it’s about protecting communities, waterways, and ecosystems. A refreshed understanding of permitting requirements, monitoring methods, or maybe innovative green infrastructure solutions might make all the difference the next time important decisions are made in the field, on a site, or when working with regulators.

**This fall, consider taking inspiration from the students heading back to school and set new learning goals of your own.** Seek out workshops that sharpen specific skills, webinars that explore emerging trends, or certification courses that open new professional doors. Even networking with colleagues you wouldn’t normally work with can provide valuable insights and connections that support long-term success. The “school year” for professionals is year-round—and the investment you make in your growth today will pay dividends in more effective projects, stronger compliance outcomes, and a healthier environment for the generations of students still to come.

Let’s keep learning, connecting, and improving.

*Nathan Hardebeck, Owner of CWT and CWT Training Academy*



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# Looking Inward - Audits

## *How Self-Auditing Strengthens Modern Business...and how CWT is Showing the Way*

Traditionally viewed as a cumbersome exercise reserved for accountants or compliance teams, **self-auditing is now being embraced by businesses across industries as a proactive tool for improvement.** CWT Training Academy is currently embarking on a self-audit of numerous training courses, certification programs, standards and processes, and other aspects of the Academy to identify sticking points and improve and streamline our offerings.

For CWT, this self-audit is more than just a box to check—it's a strategic practice to build trust and consistency for our clients. We will be reviewing course content, delivery methods, and learner outcomes, to ensure that our offerings remain relevant, compliant, and engaging in a marketplace that evolves almost as quickly as the technology behind it.



**A structured self-audit process will allow CWT Training Academy to assess whether courses meet industry standards, align with current regulations, and effectively support learners in gaining valuable skills.** Our internal review will uncover outdated content and reveal opportunities to improve accessibility features for a wider audience. Beyond content, auditing customer feedback, completion rates, and technical performance will provide valuable insights into learner experience, helping us refine both course design and platform functionality.



## *Examining Success from the Inside Out*

Ultimately, this self-audit will empower CWT Training Academy to move from reactive problem-solving to proactive innovation. Rather than waiting for external feedback or regulatory changes to highlight shortcomings, we can identify gaps early and demonstrate a culture of accountability and continuous improvement. In a competitive field where reputation and results matter, businesses that embrace self-auditing position themselves as leaders—and **the Academy intends to be the leader in high-quality, engaging, and relevant environmental, water, and safety training content.**



**CWT ACADEMY**

# **BACK TO SCHOOL SALES EVENT!**

## **25% OFF ENLISTMENT PACKAGES**

The Wavemakers Annual Subscription Program is your year-round access pass to the Stormwater Defenders universe!

## **15% OFF MS4 STORM-E TRAININGS**

STORM-E School is a municipality focused training program for municipal operations, managers, elected officials and engineers.



QUESTIONS? CALL US AT 206-227-5894 TO ENROLL!



## Patriot Day - Honoring September 11

It's hard to believe it's been 24 years since September 11, 2001. Each year on this date we pause to remember the lives lost, the heroes who answered the call, and the resilience that carried our nation forward after the tragic events of that time. **Patriot Day is not only a day of remembrance, but also a moment to reflect on the values of unity, courage, and service that define us.**

Communities across the country mark this day with moments of silence, memorial services, and acts of kindness. Whether by lowering the flag to half-staff, volunteering in your community, or simply taking a quiet moment of reflection, each gesture contributes to honoring the memory of those we lost and showing gratitude to first responders and service members who continue to protect us.

As we remember the past, **Patriot Day also calls us to look forward with resolve—building stronger, more connected communities and living out the spirit of service in our daily lives.** Together, we keep alive the legacy of resilience and unity that emerged from one of our nation's most difficult days.

# Make Your Credentials Work for You: How to Use Your CWT Certificate & Digital Badge

When you complete a training or certification course at CWT Training Academy, you're not just checking a box - **you're building a verified track record of professional growth.**

Every training and certification course or program you complete earns you a digital certificate and in the case of certifications and certain trainings, a badge used by global education and credentialing leaders. These aren't just pretty PDFs - they are powerful tools that:



## ALREADY EARNED A CWT BADGE?

Take a moment to log into your CWT Training Academy Dashboard, go to My Account, click on Certificates and you will be able to see all certificates and badges that you have earned.

### Share your accomplishments! Add your badge to:

- **LinkedIn profiles** - It's a great way to identify your specialization, diversify your skill profile, and highlight your certifications
- **Email signatures** - Let people know you're trained and qualified in key permit areas that are employable right now
- **Digital resumes & portfolios** - Show you've got the skills to lead inspections, manage plans, advise on compliance, or lead a team!

- **Enhance Your Value:** Stormwater and environmental management are dynamic fields with constant changes in BMPs, regulations, and compliance expectations. Show employers, clients, and regulators that you're staying ahead by earning continuing education credentials that are easy to verify.
- **Keep Your Existing Credentials Current:** Need to prove PDH or CEU credits for license renewal or to maintain already achieved certifications? Your CWT Training Academy certificate includes verification details, earned hours, and completion dates - all downloadable and printable for your records.
- **Open and Advance Career Opportunities:** Your credentials can set you apart! They show your desire, enthusiasm and dedication to your field. They demonstrate a diversification in your skill set that makes you an invaluable asset to your team. They show your desire to remain on the leading edge of your industry.



Offering tuition reimbursement for professional development shows the company's dedication to the employee. CWT certificates and badges are perfect for demonstrating return on investment.



## AGRICULTURE MEETS STORMWATER: NEW WASTE DISCHARGE RULES FOR SAN JOAQUIN GROWERS

California's approach to protecting water quality just took a bold step into agricultural territory. Under the latest Waste Discharge Requirements (WDRs) for the Eastern San Joaquin River Watershed, **growers must now meet rigorous standards for stormwater and irrigation runoff—marking a strong collaboration between water boards, third-party groups, and farmers.** From required Irrigation and Nitrogen Management Plans to certified Sediment and Erosion Control Plans, growers are tasked with implementing BMPs that reduce nitrate loading, protect groundwater, and address

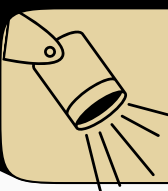
## Policy, Compliance, and Regulatory Corner



*Helping you navigate change in 2025*

legacy pollution. **With over 450 miles of impaired waterways in the region, these changes are vital—and costly, averaging \$118.55/acre annually in compliance.** This represents a key example of how stormwater regulations are evolving to address agricultural impacts. Want to learn more about this new approach? Read the official order here: [San Joaquin Water Discharge Requirements Order](#)

### SPOTLIGHT ON: California Water Boards



The California State Water Resources Control Board plays a central role in safeguarding the state's water quality and managing its limited water resources. Established in 1967, **the Board is tasked with protecting surface and groundwater, enforcing the federal Clean Water Act and state water laws, and ensuring safe drinking water for communities.** Working through nine Regional Water Quality Control Boards, it oversees permitting, water rights, pollution prevention, and stormwater management, while balancing the competing needs of cities, agriculture, industry, and the environment.

The Water Board's policies aim to promote conservation, improve water recycling and reuse, and protect vulnerable communities impacted by contaminated or unreliable supplies. From enforcing stormwater permits to supporting groundwater sustainability projects, the Board's work is vital in shaping California's water future — ensuring that this essential resource is managed responsibly for both present and future generations.

**The Board also emphasizes the importance of professional credentials and training,** recognizing that qualified, well-prepared practitioners are essential to achieving effective water quality protection and regulatory compliance. **CWT Training Academy is an approved training provider for the California QSP and QSD pre-requisite courses!**





# UPCOMING EVENTS

Trainings, conferences, fun, and other happenings to keep you in the know in 2025

Visit us at **CASQA Booth 124** to get a discount code for 20% off your QSP or QSD Prerequisite Training!

We will have drawings, giveaways, and opportunities to browse PUDLE Outreach and PUDLE Gear products.

## Come See the Academy!

- CASQA 2025 Annual Conference  
September 15-17, Pasadena California
- NUCA ConstructED Conference  
October 3, Seattle, Washington
- Washington APWA Fall Conference  
October 15-16, Yakima, Washington



California Stormwater  
Quality Association

## Other Events and Happenings

- International Conference on Water  
September 4-5, Seattle, Washington
- Idaho Stormwater Conference  
September 16, Boise, Idaho
- WEFTEC Tech Expo and Conference 2025  
September 27-October 1, Chicago, Illinois
- WaterSMART Innovations Conference  
October 7-9, Reno, Nevada

Learn about the  
Stormwater Defenders  
and see how to put  
them to work for you!

