Pennsylvania American Water Provides Award-winning Internship Experiences to Prepare Future Workforce for Industry Success



Participants of Pennsylvania American Water's inaugural Flow Forward high school internship program pose outside the company's Mechanicsburg headquarters.

MECHANICSBURG, Pa. (Sept. 23, 2025) – When it comes to the future well-being of our communities, preparing today's youth is a top priority, according to Pennsylvania American Water, particularly when it comes to crucial services like water and wastewater. To address that need, the company offers various internships, including a new program for high school students, that increase awareness, provide real-world experience and attract industry talent.

"The future of our industry depends on investing in tomorrow's leaders. That's why we're committed to building pathways of opportunity for interested students, so our workforce remains equipped to deliver the essential services our communities need," said Pennsylvania American Water President Justin Ladner. "The internships we offer are an important component of that effort, building a future talent pipeline, increasing diversity and bringing new perspectives to the company while providing important real-life work experience to students who can truly benefit."

Pennsylvania American Water's well-established Future Wavemakers program has been offering college students valuable, on-the-job experience since 2022. This year through the program, the company welcomed 20 paid interns who spent the summer working in areas across the company, including engineering, water quality, water and wastewater operations, health and safety, external communications and customer service. In addition to their placement of focus, the interns are exposed to other areas of the company through cross-functional learning sessions, and their internship experience concludes with the creation and presentation of a capstone research project.

"Interning at Pennsylvania American Water was highly beneficial in providing hands-on experience that significantly enhanced my skills and knowledge," said Future Wavemakers internship program participant Symya Lawrence. "It was truly a great experience that has prepared me well for my future!"

This year, the company also continued a multi-year partnership to promote diversity in the legal profession through participation in the Dauphin County Bar Association's Capital Area Managing Partners (CAMP) 1L Internship Program. Designed to encourage first-year law students from diverse and underrepresented communities to consider Central Pennsylvania as a potential location to begin

their legal careers, the paid-internship opportunity has participants in several sites throughout the region, including an intern being hosted by the legal team at Pennsylvania American Water.

Expanding on these established programs, this summer Pennsylvania American Water launched 'Flow Forward,' a three-day internship program for high school students at its Mechanicsburg headquarters. The program's 16 participants from Steelton-Highspire, Mechanicsburg and Boiling Springs high schools participated in workshops, facility tours and talks with staff and industry experts like Pennsylvania Public Utility Commission (PUC) Commissioner Kathryn Zerfuss and Chairman Stephen DeFrank and Pennsylvania Department of Environmental Protection Secretary Jessica Shirley, providing real-world experience and career exploration in the water and wastewater industries. View a video summary of the program here.

"Water is life, and we need a talent pool ready to keep our public systems delivering safe and reliable water to Pennsylvania consumers," said PUC Commissioner Zerfuss, who served as a Flow Forward guest speaker. "American Water's Flow Forward program is a fantastic way to get the word out to students about the utility careers that await them. Whether a student is into advanced technology, customer service, engineering, or water quality assurance, there is an opportunity for them in the utility sector."

The company's dedication to youth education and work experience hasn't gone unnoticed. It was recently presented with a Greatest Places to Intern in PA Award from the Pennsylvania Chamber of Business and Industry for providing an exceptional internship experience.

In addition to internship experiences, Pennsylvania American Water conducts outreach throughout the year to educate students and adults alike about career paths and job opportunities in the water and wastewater industry. Career opportunity outreach places a special focus on diverse, underserved and environmental justice communities and seeks to educate and attract a diverse field of students and adults to employment at Pennsylvania American Water.

The company also partners with schools, colleges, elected officials, government agencies and non-profits and statewide organizations to promote careers in the water industry through participation at school presentations, facility tours, career fairs, community events and more. To request a Pennsylvania American Water representative at an upcoming career fair or outreach event, interested groups can contact pa.communityrelations@amwater.com.

To learn more about working at American Water or to view open positions click here.

About American Water
American Water (NYSE: AWK) is the largest regulated water and wastewater utility company in the United States. With a history dating back to 1886, We Keep Life Flowing® by providing safe, clean, reliable and affordable drinking water and wastewater services to more than 14 million people with regulated operations in 14 states and on 18 military installations. American Water's 6,700 talented professionals leverage their significant expertise and the company's national size and scale to achieve excellent outcomes for the benefit of customers, employees, investors and other stakeholders.

For more information, visit amwater.com and join American Water on LinkedIn, Facebook, X and Instagram.

About Pennsylvania American Water

Pennsylvania American Water, a subsidiary of American Water (NYSE: AWK), is the largest regulated water utility in the state, providing safe, clean, reliable and affordable water and wastewater services to approximately 2.4 million people.

Media Contacts

David Misner

Senior Manager, External Communications

Pennsylvania American Water

david.misner@amwater.com

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