



APPRENTICESHIP PROGRAM

Building a Foundation For Your Future



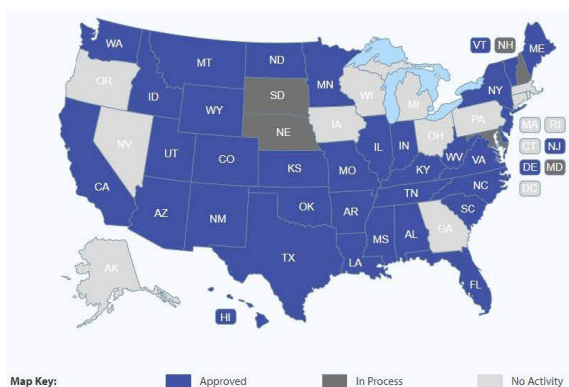


It takes more than 380,000 highly-skilled water and wastewater personnel working to ensure the public supply of safe drinking water in the United States. Advancements in water treatment and supply technology have increased the skills and training required of this workforce. Water professionals are ultimately responsible for meeting stringent regulatory standards, replacing aging infrastructure, recruiting and training new operations specialists, and responding to and recovering from disasters.

In addition to increasing professional demands, utilities will soon be forced to replace many of their most experienced employees. Between 2010 and 2020, the water sector is expected to lose between 30 and 50 percent of the workforce to retirement. Many of these employees have worked at the same utility for the majority of their careers, and they will depart with decades of valuable institutional knowledge.

NRWA and State Affiliates currently provide training on operator certification, financial sustainability, environmental compliance, utility management and governance to 80,000 water professionals annually in all 50 states. Last year, over 55,000 on-site consultations were delivered by NRWA's technical experts for water quality, energy efficiency, source water protection, technical assistance and emergency response.

As of January of 2019 ERWOW is now the L&I registered and approved training sponsor for Water Distribution Manager, Water Treatment Plant Operator, And Wastewater Treatment Plant Operator Apprenticeship Training in the State of Washington.



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“To grow and prosper, every rural community needs job opportunities for its residents, and employers need qualified individuals to fill those needs. There are many opportunities to... grow apprenticeship opportunities to develop the required workforce.”

- Task Force on Agriculture and Rural Prosperity

ABOUT THE PROGRAM

Evergreen Rural Water has three apprenticeship programs that started in the spring of 2019. This exciting new venture is in response to the growing demand for skilled operators as more and more operators are reaching retirement age. Both the water and wastewater programs will be two years long. Applications can be submitted year round and each spring a new training cohort will begin.

The curriculum is designed to enhance and prepare the apprentice to be fully qualified in multiple aspects of water and wastewater operations. There will be a total of 288 formal training hours for each program. Below is a list of post apprenticeship certifications and knowledge gained.

PROGRAM REQUIREMENTS:

- 4,000 hours of on-the-job training
- 288 hours of formal training (RSI)
- Periodic worksite checks
- Documented onsite work hours
- Expert State Association mentoring

EMPLOYER RESPONSIBILITIES & BENEFITS:

- Provide onsite supervision for the On the Job Training (OJT) portion of the program
- Apprentice needs to be supervised by competent qualified journey-level employee(s)
 - Ratio of apprentices to journey-level employee(s) may not exceed one apprentice per journey-level worker
- Maintain employment and OJT records
- State of WA "accredited" apprenticeship program
- Possible scholarship opportunities
- Reduced wage

Step	Hour Range or Competency Step	Percentage of Journey-Level Wage Rate
1	0000-1000	55%
2	1001-2000	60%
3	2001-3000	75%
4	3001-4000	90%

WHO CAN APPLY?

Applicants must comply with the following criteria:

- Applicants must be currently employed by a water or wastewater system & meet employers minimum standards
- 18 years old or older
- Have a high school diploma or GED
- Physically capable to perform the essential functions of the apprenticeship program
- Applicants must be able to attend all formal training

WATER UTILITY:

AFTER 1ST YEAR:

- Eligible to take WDM I Exam
- Eligible to take WTPO I Exam
- Eligible to take CCS Exam

AFTER 2ND YEAR:

- Eligible to take WDM OIT II Exam
- Eligible to take WTPO OIT II Exam
- Eligible to take UMC Exam

WASTEWATER UTILITY:

AFTER 1ST YEAR:

- Eligible to take WWTPPO Group I Exam
- Eligible to take CCS Exam

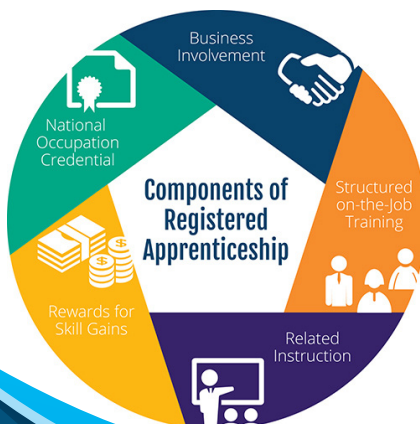
AFTER 2ND YEAR:

- Eligible to take UMC Exam
- Eligible to take WWTPPO Group II Exam 6 months after completion of apprenticeship program

FORMAL TRAINING-288 HOURS TOTAL OVER A 2-YEAR PERIOD (Total RSI Cost \$3024/yr)

Sample Subjects to be covered:

- Math
- Regulatory
- Emergency Response
- Water Distribution O&M
- Cross Connection Control
- Safety
- Water Treatment
- Sanitary Survey
- Chlorine Disinfection
- Utility Management Certification
- Solids Management
- NPDES
- Suspended Growth
- Treatment Ponds





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NRWA and State Associations have dedicated significant time and financial resources to develop National Guideline Standards of Apprenticeship on behalf of over 50,000 water and wastewater utility systems in the United States.

Registered apprenticeship programs are a proven method to connect veterans to careers in their home communities. Veterans are talented individuals that are ready and willing to go to work in rural America, but are too often unaware of the programs available to them. NRWA and State Associations have a core belief that veterans are a top priority and are committed to working across federal agencies to maximize the potential of America's servicemen and women.

Evergreen Rural Water of Washington (ERWoW) has always placed top priority on quality workforce training and will continue to advance the professionalism within the water industry. We envision that the ERWoW Apprenticeship Program will ensure a skilled workforce to protect the health and environment of small communities, strengthen system sustainability and cultivate rural prosperity.