

# OUR PROGRAM

## Introduction

The AIRW Apprenticeship Program follows NRWA's nationally recognized training model and includes an approximately two-year blend of classroom instruction, hands-on learning, and structured on-the-job training. Apprentices train directly with experienced operators, gaining daily exposure to water and wastewater treatment processes, system maintenance, safety practices, regulations, and essential plant operations.

## Expand Your Reach

Throughout the program, participants earn while they learn, completing required coursework, logging field hours, and building the practical skills needed to run and support Indiana's utility systems. When all requirements are met, apprentices receive a U.S. Department of Labor-recognized credential, marking their readiness to step into full-time roles as water or wastewater operations specialists.

**APPRENTICES TRAIN WITH UTILITIES ACROSS INDIANA WHILE COMPLETING STRUCTURED COURSEWORK AND HANDS-ON FIELD TRAINING.**

## Nationally Recognized

Department of Labor Apprenticeship Ambassador



The Alliance of Indiana Rural Water has been designated an Apprenticeship Ambassador by the U.S. Department of Labor, recognizing our leadership and commitment to promoting and expanding Registered Apprenticeship Programs. Through outreach, training, and workforce development initiatives, we are helping prepare the next generation of water and wastewater professionals while strengthening the workforce that supports Indiana's rural utilities.



## Non-Discrimination Policy

The Alliance of Indiana Rural Water will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Alliance of Indiana Rural Water will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.



## APPRENTICESHIP PROGRAM

From Apprentice to Essential Professional



The Alliance of Indiana Rural Water is a proud affiliate of the National Rural Water Association



## WHO WE ARE

The Alliance of Indiana Rural Water is a nonprofit organization dedicated to supporting Indiana's water and wastewater utilities through training, technical assistance, and strong industry partnerships since 1982. Our mission is to empower utilities to ensure sustainable operations and reliable access to safe water for communities across the state.

As Indiana's leading resource for water and wastewater professionals, we provide education, on-site expertise, and legislative advocacy that help utilities—large and small—protect water resources and strengthen their operations. Together, we are building a stronger, safer water future for all Hoosiers.

### Connect With Us

- (317) 789-4200
- Alliance@inh2o.org
- inh2o.org



## Scan to Learn More or Apply

## How to Apply

- Scan the QR code or visit [www.inh2o.org/apprenticeship](http://www.inh2o.org/apprenticeship)
- Complete the application
- Get matched with a participating utility
- Start earning while you learn

## Essential. Skilled. AND INDISPENSABLE.

Water and wastewater professionals are the backbone of every thriving community, ensuring safe drinking water flows to our homes and that treated wastewater is responsibly returned to the environment.

These skilled specialists protect public health, safeguard natural resources, and keep essential infrastructure running smoothly. Without their expertise, communities couldn't grow, innovate, or even function. Their work is vital—and their impact felt every single day.

## WHY APPRENTICESHIP?

Our apprenticeship program is part of the National Rural Water Association, ensuring consistent, high-quality training standards nationwide. Developed in response to the industry's need for skilled workers, this award-winning program prepares the next generation while helping standardize training across Indiana.

With over 90% of the U.S. served by small and rural utilities, career opportunities in this field are abundant. Upon completion, apprentices earn NRWA approval and a U.S. Department of Labor Certificate—opening doors to in-demand careers without student debt.

### A Career Path for Many Backgrounds

Recent high school graduate? Looking for a career change? Transitioning from military service? Exploring alternatives to traditional college?

The AIRW Apprenticeship Program offers a pathway to build valuable skills, earn industry-recognized credentials, and start a rewarding career in the water and wastewater industry.

### Who Can Apply?

- High school diploma or GED
- Valid driver's license
- Interest in building a career that protects public health and the environment
- Ready to learn hands-on skills and work both indoors and outdoors
- *No prior experience required.*

### Career Opportunities

After completing the apprenticeship, participants can pursue careers such as:

- Water Treatment Operator
- Wastewater Operator
- Distribution or Collection System Specialist
- Utility Supervisor or Plant Manager

With experience and additional certifications, professionals in the industry can continue advancing into leadership, technical specialist, and management roles.