

# APPRENTICESHIP PROGRAMS

**Let us Help  
You Bridge  
the Gap!**



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**How will  
your Utility  
Handle the  
Skills Gap?**



## BRIDGE THE SKILLS GAP

**BY PARTNERING WITH OUR REGISTERED APPRENTICESHIP PROGRAM.**

Water and Wastewater Operations Specialists are imperative to your community for access to clean drinking water and to ensure wastewater effluent is returned to the environment properly. But with close to 50% retiring in the next five years communities will fail to prosper or eventually even exist if replacements aren't put in place AND properly trained.

Close to 50% of the Water / Wastewater Operations Specialists plan to retire in the next 5 years!

### *Why Apprenticeship?*

- ➔ Proven solution to recruit, train, and retain employees
- ➔ Replace retiring workforce
- ➔ Transfer knowledge from experienced technicians to new apprentice
- ➔ 2 years of hands-on training alongside an experienced technician

**MENTOR an employee for a SMOOTH transition for retiring workforce!**

- 💧 Build a relationship with the apprentice, which creates loyalty
- 💧 Ensure well-rounded, highly trained employee is produced
- 💧 Is your Operations Specialist retiring in the next 5 years?

This nationally recognized training program was developed in response to the industry's need to train the next generation of skilled workers and standardize training across the state of Indiana.

*Contact Alliance of Indiana Rural Water for more information and to get started!  
alliance@inh2o.org or (317) 789-4200*