

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.

Get Involved:

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🌐 inh2o.org

• Nationally Recognized •

- **2025** – NRWA Outstanding Achievement in Technical Assistance
- **2024** – NRWA Association of the Year
- **2024** – NRWA Department of Labor Apprenticeship Ambassador Certificate of Recognition
- **2022** – NRWA Outstanding Achievement in Training
- **2021** – NRWA Publications and Public Relations



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



Where Strong Utilities—and Strong Futures—Begin



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 dedicated to supporting the state's water and wastewater utilities through training, technical assistance, and strong industry partnerships. Our mission is to empower utilities to ensure sustainable operations and reliable access to safe water for every community they serve.

As the leading resource for water and wastewater needs in Indiana, we provide comprehensive education, on-site expertise, and effective legislative advocacy. We strive to equip every system—large or small—with the tools, knowledge, and support needed for proactive source water protection and long-term success. Together, we're building a stronger, safer water future for all Hoosiers.

Invest Early. Train Well. LEAD FOR DECADES

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.



WHY APPRENTICESHIP?

Our apprenticeship program is part of the National Rural Water Association, ensuring consistent, high-quality training standards nationwide. Our award-winning 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.

With over 90% of the U.S. served by small and rural utilities, career opportunities in this field are abundant nationwide. Upon completion, apprentices receive NRWA approval and a U.S. Department of Labor Certificate—opening doors to high-demand careers with no student debt.

- ❖ **A proven solution to recruit, train, and retain high-quality employees.**
- ❖ **Effectively replace your retiring workforce with skilled, job-ready professionals.**
- ❖ **Seamlessly transfer essential knowledge from experienced technicians to new apprentices.**
- ❖ **Deliver two years of structured, hands-on training alongside seasoned industry experts.**
- ❖ **Build a strong mentor-apprentice relationship that fosters trust and long-term loyalty.**
- ❖ **Develop well-rounded, highly skilled employees through comprehensive, hands-on training.**