

# 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.

**DEVELOP A SKILLED, LICENSED OPERATOR THROUGH HANDS-ON TRAINING AT YOUR UTILITY, PAIRED WITH STRUCTURED COURSEWORK AND FIELD INSTRUCTION.**

**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

**Empowering Utilities.  
Strengthening Communities.**



**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 Get Started

- Scan the QR code or visit [www.inh2o.org/apprenticeship](http://www.inh2o.org/apprenticeship)
- Complete a short utility interest form
- Work with AIRW to identify and onboard your apprentice
- Enroll your apprentice and begin building your future workforce

Invest Early. Train Well.

## LEAD FOR DECADES

Water and Wastewater System Operation Specialists are essential to your utility—protecting public health through safe drinking water and ensuring wastewater is properly treated and returned to the environment.

With nearly 50% of the workforce expected to retire within the next five years, the challenge is clear: who will take their place? Without a plan to recruit and train the next generation, utilities risk losing critical knowledge, capacity, and continuity. Apprenticeship provides a proven pathway to build and sustain your workforce.

## WHY APPRENTICESHIP?

Our Apprenticeship Program, part of the National Rural Water Association, was created to help utilities build and sustain a skilled workforce. Through a structured, hands-on training approach, it allows you to develop talent from within, preserve institutional knowledge, and improve employee retention.

This award-winning program delivers consistent, high-quality training while helping standardize workforce development across Indiana.

Graduates earn NRWA approval and a U.S. Department of Labor Certificate—creating a pipeline of qualified operators ready to support your utility today and into the future.

- ◆ 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.