

### Benefits of Workforce Development:

- ◇ As members of the industry, we are the most qualified people to train our workers.
- ◇ Apprenticeship offers well rounded individuals for employment
- ◇ Apprenticeship offers an opportunity to improve and develop the workforce in our industry.



Valuable training includes safety, utility management and emergency response coordination.

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*“It takes highly skilled water and wastewater personnel to ensure the public supply of safe drinking water and to protect our lakes, streams and groundwater. In addition to increasing professional demands, utilities will soon be forced to replace many of their most experienced employees. Over the next decade, the water sector is expected to lose between 30 and 50 percent of the workforce to retirement”. (National Rural Water Association).*

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Applications can be requested from the FRWA office, in person, by mail, or by e-mail. Employers wishing to have an already employed employee (incumbent worker) enter the program do not need to file an application; incumbent workers must still meet the minimum requirements. Apprentices are required to meet the following criteria in order to be considered for the program:

- ◆ **Age:** Apprentices must be a least 18 years old; proof of age is required (driver’s license, birth certificate, etc.)
- ◆ **High School Diploma or equivalent**
- ◆ **Driver’s License:** Apprentices are required to have a valid, current, driver’s license.
- ◆ **Drug Test:** Apprentices must take and pass a drug test
- ◆ **Background Check:** Apprentices must pass a background check

Applications and supporting documents may be shared with partnered employers pursuant to employment as outlined in the Standards for Apprenticeship, available on the FRWA website ([www.frwa.net](http://www.frwa.net))



or by request. Supporting documents for incumbent workers must be received prior to admission into the program.

For additional details, comments, questions, or concerns please contact the Workforce Development Apprenticeship Program at (850) 668-2746 or [wfd@frwa.net](mailto:wfd@frwa.net).



# WATER AND WASTEWATER WORKFORCE DEVELOPMENT PROGRAM

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This program is a **U.S. Department of Labor and Florida Department of Education approved program** that results in a nationally recognized Certificate of Completion.



As a Partnered Employer, you fulfill a critical role in the Workforce Development program:

- ◆ Provide a place of employment for apprentices
- ◆ Provide mentors and supervisors to oversee the apprentice's On-The-Job Training (OJT)
- ◆ Provide the first view of the industry to apprentices.

In order to help develop tomorrow's water and wastewater work force, Florida Rural Water Association (FRWA) has partnered with the US Department of Labor (DOL) and Florida's Department of Education (DOE) in creating a workforce development program for water and wastewater operators.

Apprentices can look forward to learning and gaining experience at the job site, plant tours and in classroom settings. FRWA's instructors use equipment and cut away models of pumps, motors and other training devices to teach hands on maintenance.

Safety is a major concern in our industry and this program stresses the proper way to utilize Personal Protective Equipment (PPE), chemical safety and additional safety concerns that Operators can encounter every day.

The goal of this program is to provide the future work force the training to become effective operators and encourage dedicated employee as a result of the commitment of the employer in providing the additional investment in their workforce development.

The FRWA Workforce Development Program offers many benefits to water and wastewater utilities. The utility gains access to a vetted pool of applicants that will receive technical training in addition to their on-the-job training (OJT). The apprentice becomes a valuable employee as they learn first-hand essential skills on-the-job and learn about the system's assets from a mentor. This mentor is a licensed operator who already works for the system; an ideal mentor has supervisory /management experience.

To meet the requirements of the program, apprentices receive 288 hours of technical instruction in addition to their 4000 hours of on-the-job learning. This instruction helps to strengthen and round out the knowledge base of the apprentice

In addition to the curriculum required to receive a Class C operator's license, the hands on training includes: heavy machinery such as vacuum trucks, generators, pumps, motors; emergency response; emergency coordination; lab testing; basics of utility management; Class A CDL training and more. This helps each apprentice become a valuable resource to their employer.



There will always be a need for water and wastewater professionals. There is no better time than now to build the next generation of respected professionals in the most vital industry in the world: Water.

Every graduate of the program receives a nationally-recognized credential. This is a portable credential that signifies to employers that apprentices are fully qualified for the job.



- **Customized training** resulting in highly-skilled employees.
- **Increased knowledge** transfer through an experienced mentor, combined with related technical training.
- **Enhanced employee retention:** investing in an employee's future can build better long term commitment with the utility.
- **A safer workplace** to reduce worker compensation costs, through an emphasis on safety training.
- **A stable and reliable source** of qualified water operators.



The program runs for 2 years. The curriculum schedule may be adjusted to meet the needs of the utilities. The program fee is \$1500. This price includes all materials and training events for the two years; it does not include the costs related to salary, travel, or testing.

If they choose, employers may have an apprentice sign a Scholarship-Loan Agreement where the apprentice promises to repay the cost of the program either in years of employment or through reimbursement.

