



Minnesota Municipal Utilities Association

# Apprentice Lineworker Training Program

Where skill, safety, and hometown values  
come together



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Municipal electric utilities, which are typically smaller than other industry players, face unique challenges in developing and retaining a highly skilled workforce. To address this, the Minnesota Municipal Utilities Association (MMUA) created the Apprentice Lineworker Training Program—a flexible, hands-on initiative designed to instruct, mentor, and retain promising individuals with local roots. The program is built on the belief that locally hired and trained employees are more likely to make long-term commitments to their community utility, especially when supported by strong management and competitive wages.

**This program has been approved by the US Department of Labor and the Minnesota Department of Labor and Industry.**

## Program structure

**On site training:** Instruction is delivered primarily at the utility site, allowing apprentices to contribute to real work while focusing on their professional development. This typically occurs two days per quarter, minimizing disruption to operations.

Training happens on your local system, so apprentices learn the exact equipment and conditions they'll face every day. This approach strengthens both performance and safety, while getting real work done with a skilled expert guiding the process.

**Flexible timing:** Utilities can adjust the schedule to meet their needs, ensuring both productivity and learning.



## Program overview

### Real training. Real work. Real benefits.

#### Technical projects

Apprentices participate in hands-on projects that expose them to a variety of approaches for accomplishing their work, fostering broader understanding and problem-solving skills.

#### Centralized testing and events

Some testing is conducted at the MMUA Training Center based in Marshall, Minnesota, a 17-acre facility equipped with overhead and underground electric systems, as well as indoor and outdoor training stations. Participation in these schools is expected annually for enrolled students, and the hours count toward their apprenticeship requirements.

#### Credentialing and compliance

The program is validated by the Minnesota Department of Labor and Industry (DLI), ensuring alignment with state and industry standards. The MMUA standard simplifies state compliance reviews and supports a streamlined apprenticeship process. Graduates of the program 'journey out' with a nationally recognized credential, confirming mastery of essential base competencies.

#### Retention strategy

Municipal utilities have consistently reported that the lineworkers they are most likely to retain are those with local ties. By hiring and training these individuals locally, utilities increase the prospect of long-term retention and community investment.



## Meet our lead instructor



Roger Avelsgard, Certified Utility Safety Professional, is MMUA's Apprenticeship and Job Training and Safety (JTS) Instructor. Roger brings extensive field experience to statewide training programs. He leads hands-on apprentice lineworker sessions and contributes to curriculum development for MMUA's core schools—Overhead, Underground, Meter, and Transformer. Roger also co-developed the on the job training time tracker tool to help utilities monitor each apprentice's progress to successfully meet state audit requirements.

## MMUA Training Center: Hub for apprenticeship training

Since its construction in 1999, our training center offers real-world training for utility professionals. With substations, overhead and underground systems, transmission lines, and specialized areas for gas and safety training, participants gain practical experience using modern tools and technology. Our programs adapt each year to new standards, emerging technologies, and member feedback. These sessions include specialized schools—Meter, Overhead, Transformer, and Underground—that count toward the required 8,000 hours of training. The center also hosts workshops and technical projects that expose apprentices to diverse utility practices, enhancing problem-solving and safety skills. Upon graduation from the program journeyman lineworkers are invited to the Technical & Operations Conference to recognize their achievement.



Enrolling in MMUA's Apprentice Lineworker Program is cost effective. Your utility receives up to two complimentary registrations at each of these four annual schools—one for one apprentice, two for two or more. The schools are mandatory for apprentices and count towards their required program hours.

## Meter School

Participants will learn real-world skills and develop confidence in meter installation, safety, and troubleshooting. Each course offers a combination of classroom and hands-on exercises where participants will work at the metering stations with direct instructor oversight and feedback.



## Overhead School

The Overhead School equips lineworkers with hands-on proficiency in overhead-line construction, maintenance, and system upgrades—from service installation and wire stringing to double-circuit reconstruction, capacitor-bank maintenance, and fuse coordination—ensuring safe, code-compliant, and reliable overhead distribution operations.



## Underground School

Underground School delivers hands-on training to build practical underground-system skills, ensure safety, and improve overall proficiency on your utility's underground distribution network.



## Transformer School

This school explains the basic three-phase systems and the relationship of the phasor to the transformer itself. Participants will have a broad understanding of the following topics: three-phase connections, delta connection, wye connection, open delta connection, and three-phase troubleshooting.



## Program details

### Enrollment

To enroll a trainee, the student must be employed by a municipal utility. The utility must be a current MMUA member.

Required enrollment forms:

- MMUA Trainee Enrollment Application
- MMUA Commitment Letter
- Northwest Lineman College Enrollment (NLC) Application

### Program administration

This program is led by experienced utility professionals. MMUA manages trainee registration, payments, academic records, and official reporting. All course materials—including lessons, texts, and supplemental resources—are provided.

### Certification and credit

Upon successful completion, trainees receive the MMUA Certificate of Completion. Program credit is also granted through Northwest Lineman College or the Merchant Job Training & Safety Program toward a four-year apprenticeship.

### Grading and evaluation

Each class is graded on a 1,000-point scale, except “Care and Use of Insulated Equipment” and “Protective Equipment,” which are graded on a scale of 600 points. Grades reflect academic performance, adherence to safety protocols, tool handling, and task execution, as assessed by the instructor.

### Trainee expectations

The instructor will visit your utility approximately two days per quarter for hands-on instruction.

Trainees are also expected to:

- Participate actively in classroom and task-based training at MMUA’s Marshall-based training center
- Attend the following annual schools: Meter, Overhead, Transformer, and Underground
- Collaborate with peers from other utilities and learn from seasoned instructors
- Complete coursework and pass required testing to progress in the program
- Follow all safety regulations per the APPA Safety Manual, NESC, and OSHA 1910.269 (including Subpart V)
- Maintain a valid driver’s license

### Testing standard

MMUA requires a minimum score of 80 percent on all Northwest Lineman College exams within the program. Scores below 80 percent are considered failing and must be retaken until a passing score is achieved. The MMUA standards exceed those of Northwest Lineman College.

### Annual school attendance and registration fee waiver

Trainees enrolled in MMUA’s Apprentice Lineworker Training Program are expected to attend the following schools each year at MMUA’s Marshall based training center. Attendance hours count toward apprenticeship training.

MMUA will waive the registration fee for up to two enrolled trainees per utility for each of these schools:

- **Meter School and Pre-conference Workshop**
- **Overhead School**
- **Transformer School and Pre-conference Workshop**
- **Underground School**

### Annual Savings per Utility:

- 1 trainee: \$2,935
- 2 trainees: \$5,870

### Optional Training Opportunity

- Hands-on training on topics tailored to the needs of attending apprentices
- This is an annual opportunity for all enrolled apprentices
- Training takes place at the MMUA training center

## 2026 Fee schedule\*

Year 1	
Instruction fee	\$10,450 per utility 150 hours of instruction time, materials, and supplies
Administrative fee	\$850 per trainee Tracking and record keeping, testing and audit coordination
Module fee	\$795 per trainee NLC module #1 (digital, print, or both)
Year 2	
Instruction fee	\$10,450 per utility 150 hours of instruction time, materials, and supplies
Administrative fee	\$850 per trainee Tracking and record keeping, testing and audit coordination
Module fee	\$795 per trainee NLC module #2 (digital, print, or both)
Year 3	
Instruction fee	\$10,450 per utility 150 hours of instruction time, materials, and supplies
Administrative fee	\$850 per trainee Tracking and record keeping, testing and audit coordination
Module fee	\$795 per trainee NLC module #3 (digital, print, or both)
Year 4	
Instruction fee	\$10,450 per utility 150 hours of instruction time, materials, and supplies
Administrative fee	\$850 per trainee Tracking and record keeping, testing and audit coordination
Module fee	\$795 per trainee NLC module #4 (digital, print, or both)

\*Fee schedule is subject to change.



## On site instruction with hands-on experience

Robust four year program supporting  
the development of our next generation  
journeyman lineworkers

### CONTACT US



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Interested in learning more about the MMUA Apprenticeship Program?

Contact our Apprenticeship and JTS Instructor:

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