



NATIONAL  
RURAL WATER  
ASSOCIATION

# APPRENTICESHIP FOR UTILITIES

# Idaho Rural Water Association: Who We Are

- Mission: To provide technical assistance, training and a strong representative voice for the benefit of Idaho's drinking water and wastewater utility systems



# Idaho Rural Water Association: Who We Serve

- Membership: over 350 drinking water and wastewater systems in Idaho
- Drinking Water and Wastewater Operations Specialists



# Operations Specialists

- Provide safe drinking water and environmentally responsible wastewater treatment
- Public health protection
- Technical operations
- Maintenance of critical infrastructure

# Operations Specialists

- Every drinking water and wastewater system is required to have a licensed operator
- High degree of personal responsibility on the individual
- Often called upon to make decisions concerning health and safety requirements and operational demands



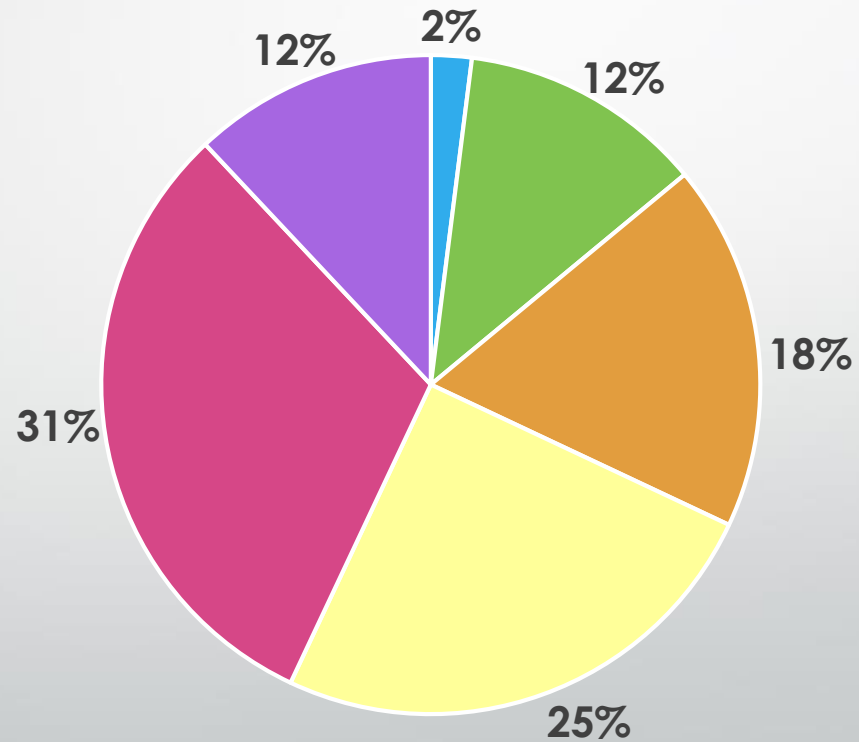
# Apprenticeship Program Initiatives

- Provide opportunity for diverse populations
- Encourage younger individuals to join the field
- Jumpstart interest in our industry

# Succession Planning

- 50% of Idaho's Operations Specialists will retire in the next decade.

National age distribution in water industry



■ Younger than 25 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65 and older

# Advantages of Apprenticeship

for every dollar spent on Apprenticeship  
**employers gain**

**\$1.47**  
**in return**

through increased productivity,  
reduced waste, and greater  
front-line innovation.

*Source: White House Summit  
on American Apprenticeship*



# Advantages of Apprenticeship

- Little or no debt
- Apprentices earn money as they go
- Field and classroom experience
- Well rounded, holistic education

# Advantages of Apprenticeship

- Financial incentives for employers through the Department of Labor
- Increase employee retention
- Recruitment assistance

# Contact Information

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