

Water & Wastewater Systems Operation Specialists

APPRENTICESHIP

Training For A Sustainable Workforce



Sandra Stevenson

Apprenticeship Manager | Oklahoma Rural Water Association

Oklahoma Governor's Water Conference

December 8, 2022

Reed Conference Center | Midwest City, OK

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OKLAHOMA

- National Rural Water Association (NRWA)
- Oklahoma Rural Water Association (ORWA) | Sponsor
- Federally Registered w/ U.S. Department of Labor
- Oklahoma Department of Labor (DOL) | Office of Apprenticeship

PURPOSE

- Developed for Water and Wastewater Systems Requiring ODEQ Level C Operator Certification
- Provide Consistent Entry-Level Knowledge & Training
- Align Wages with Responsibilities
- Increase Awareness & Diversity
- Improve Professionalism & Provide Standards to the Industry
- Ensure Workforce Sustainability

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OVERVIEW

- Approximately 2-year Term
- 4,000 Hours On-The-Job Training
- 288 Related Technical Instruction (Formal Classroom Training)
- Hourly Wage Rate at Completion \$17.00/hour

MINIMUM QUALIFICATIONS FOR ENTRY

- 18 Years of Age or Older
- High School Diploma or GED
- Valid Driver's License
- Drug Screening & Background Check
 - Required by U.S. DOL
- Physically Capable of Performing Essential Functions of the Apprenticeship Program
- Valid State Issued Driver's License
- Attend All Formal Training

PROBATIONARY PERIOD

- 1st six-months or 1,000 hours
- Supervision of Apprentice:
 - 1:1 Mentor | Apprentice
 - Mentor & Sponsor Assess/Evaluate Apprentice to Determine Advancement
- Required U.S. DOL Training:
 - Orientation
 - Anti-Harassment

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APPLICATION PROCEDURES

- Apply Online at orwa.org | Programs | Apprenticeship | Apply Now
- Must Fill Out EEO Information (Equal Employment Opportunity)
- Selection Procedures | Interview Process | Credit Awarded Previous Training and Experience
- Employed | Eligible Applicant List | Eligible System/Municipality Employer List

PROGRAM ENTRY

- Direct Entry
- Incumbent Employees
- Workforce Development
- Military Veterans
- Youth Build Program Graduates
- Pre-Apprenticeship Programs

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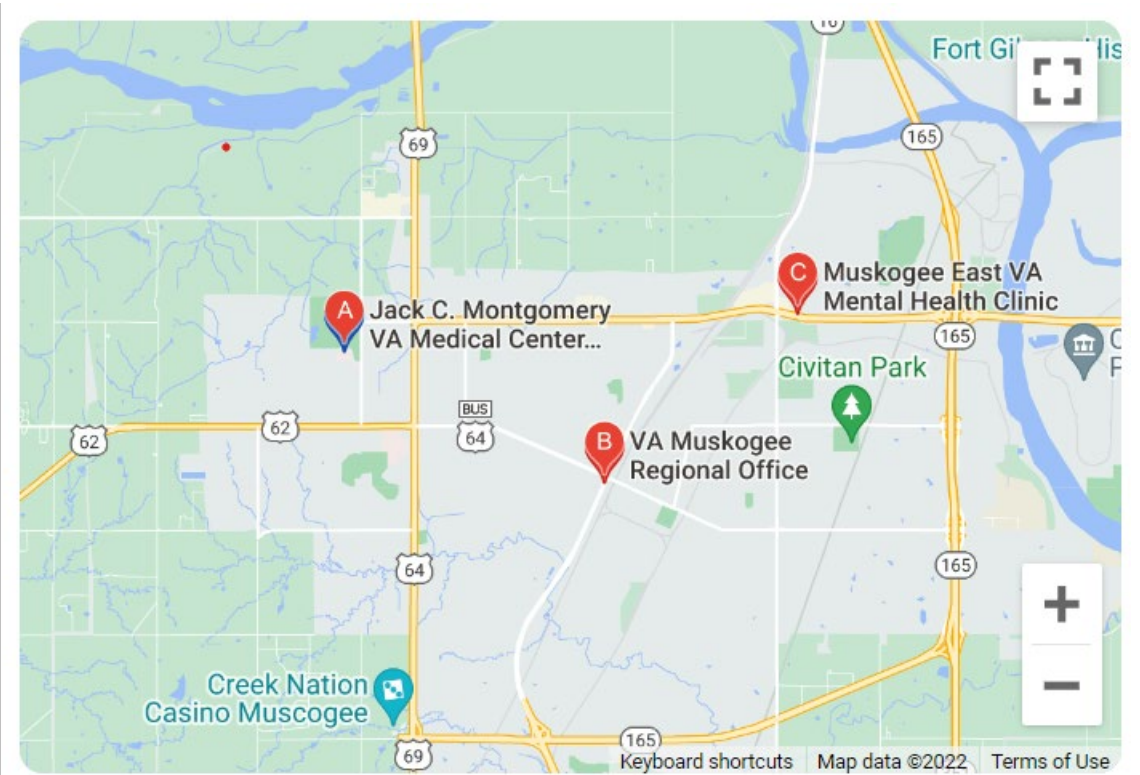
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OKLAHOMA DEPARTMENT OF VETERAN AFFAIRS

- Allows Veterans to Use Education Benefits to Offset Costs (Post GI Bill)
- ORWA Apprenticeship Manager
School Certified Officer
- Familiarity with Quality Standards



IDEAL CANDIDATES:

- MBA
- Split Personality Between CPA and Attorney
- Engineering Degree
- Chemistry Experience
- Operate Heavy Equipment
- Licensed Electrician
- Mechanical Aptitude
- Knows a Plumber, Pipefitter, Ecologist & Meteorologist 😊
- Computer Savvy
- Completely Understand Regulations, Requirements, Public Health, Safety
- No Allergies
- Never Sick
- Strength of Gorilla
- Agility of Spider Monkey
- Eyesight of Eagle
- No Fear of Dogs, Snakes, Honeybees

CHARACTERISTICS OF IDEAL CANDIDATES:

- Enjoys All Weather Conditions
 - 20 in February
 - 120 in August
 - Comfortable in Diverse Wardrobes
 - coveralls, toboggans
 - gloves, safety vests
 - hard hats
 - eye & ear protection
 - mud boots
 - business suits
 - Calm
 - Cool
 - Collected
 - Can Manage Crisis
 - Helpful if Degree in Psychology
 - “On” 7/365
 - Does NOT Recognize Holidays
 - If Rural, Member Volunteer Fire Department
- If not knocking.....

PRE-APPRENTICESHIP

- Industry Attractive to Next Generations
- Target High Schools & Career Technology Centers
 - Introduce Students to Water and Wastewater Industry
 - Hands-on Experiences
 - * Water Festivals
 - * Career Fairs
 - * STEM Activities
 - * Job-Shadowing
 - East Central University EPA Grant Award

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