



Creating a Pipeline to a Well-trained Water and Wastewater Operator Workforce NCRWA Apprenticeship at a Glance

Two Year Registered Apprenticeship Apprenticeship: Water Industry Occupational Training

- 4,000 hours of OJT –Mentors will be provided with an OJT guide to ensure all training required by NCRWA and the USDOL is met.
- 288 hours of classroom instruction: includes certification opportunities as well as work essentials training
- Assigned Mentor – experienced, certified operator must be approved by NCRWA

Certifications Water: C&B-Distribution w/ Trenching and Shoring Certification School, Backflow Prevention and CC Control ORC School, C&B-Surface or C&B Well Certification School, Flagger Certification

Certifications Wastewater: Collections Grade I&II, Biological Grade I&II, Surface Irrigation System Operators Training School or Land Application of Residual Solids Training School, Flagger Certification

Apprentice Qualifications

- Minimum qualifications must be met by all applicants. i.e., HS Diploma or equivalent, valid DL (proof of age), consent for background check and drug screen, physically able to perform the work.
- Credit for prior experience and Direct Entry- i.e., Veterans, Incumbent workers, Job Corps, Youth Build. Documented and approved by NCRWA.

NCRWA Apprentice Screening Process

- Application is reviewed -Must be completed, in full, with all documents, screening results submitted to NCRWA
- Interview –behavioral, social, career pathway interest
- Basic Skills Assessment –Math Computation, Applied Mathematics, Reading Comprehension –not a pass/ fail -purpose is connect with ancillary instruction.

NCRWA Workforce Development

- Compiles and tracks all apprentice information
- Makes regular visits to evaluate apprentice performance
- Provides job coaching
- Manages employability skills training
- Ensure apprentices stay on schedule with all classes and schools
- Trains apprentice and mentor on tracking OJT
- Point of contact for everything apprenticeship
- Training provided by NCRWA or NCRWA approved training provider

Utility Fee

- \$3,500.00 – ½ of fee billed each year
- Covers cost of related technical courses and certification schools

“The survey conducted by the N.C. Department of Commerce’s Labor & Economic Analysis Division found the average registered apprenticeship program in North Carolina yields a 170% return on investment for the employer. For every \$1 invested in apprentices, employers receive an average of \$1.70 in additional value.” ApprenticeshipNC

Carolyn Bynum
NCRWA Workforce Development Coordinator
Email: carolynbynum@ncrwa.org Mobile: 743-202-0971

