



CRWA REGISTERED APPRENTICESHIP



Why Apprenticeship?

CRWA Apprenticeship is a nationally recognized training program that was developed in response to the industry's need to train the next generation of skilled workers and standardize training across the state of Colorado. Once an Apprentice completes this 2-year program and passes an aptitude test given by the state of Colorado, he or she is considered a journey worker and can-do tasks unsupervised making this person employable as a Qualified System Operator in the Water / Wastewater Industry.





WATER & WASTEWATER OPERATIONS SPECIALIST APPRENTICESHIP PROGRAMS

- Water and Wastewater Operations Specialists are imperative to your community for access to clean drinking water and to ensure wastewater effluent is returned to the environment properly. With close to 50% of operators currently retiring, communities will fail to prosper or eventually even exist if replacement workers aren't put in place and properly trained. A growing population and increased demand for water and wastewater treatment services plus an aging workforce will drive employment growth and qualified, certified operators will be in high demand.

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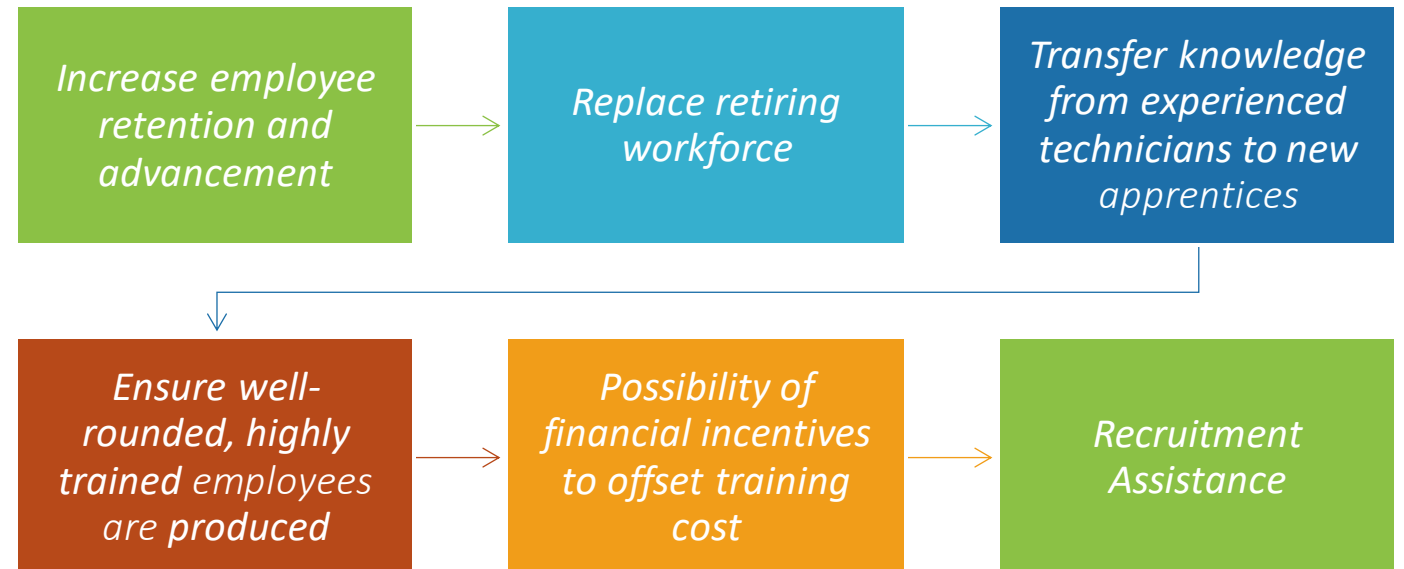
Apprentice Benefits

- Earn While You Learn
- Make A Real Difference In The Community
- Gain Practical Skills You Can Take Anywhere
- Train Alongside An Experienced Technician (2Year Program)
- Every Community is required to have a certified water / wastewater operations specialist
- Stable / Non-fluctuation Industry

System Benefits

- Proven Solution to recruit, train, &retain employees
- Replace Retiring Workforce
- Transfer Knowledge From Experienced Technicians to new Apprentice
- 2 years of hands-on training alongside an experienced technician
- Build a relationship with the apprentice
- Ensure well-rounded, highly trained employee is produced

Employer Benefits of Apprenticeship



VALUE TO THE EMPLOYER

Cultivating	Cultivating a well-trained employee with industry expert instructors sharing best practices in the field
Connecting	Connecting classroom instruction between local hands-on use of equipment, protocols, and procedures that are relevant to the employer
Increasing	Increasing performance, professionalism, safety, and decreasing error and accident rates
Contributing	Contributing to sense of loyalty among employer and employee
Increasing	Increasing employee retention and advancement
Maintaining	Maintaining institutional knowledge when "soon-to- retire" operators' mentor new employees





Health and Safety Training by certified safety professionals

- Site Specific information, including identifying present and expected hazards and how they are handled, as well as required personal protective equipment
- Hazard assessments
- Encouraging workers to identify and report hazards to a supervisor
- Safety culture
- Informing workers of their OSHA rights and that they have the right to a safe workplace, as well as the right to refuse unsafe work
- Reporting injuries and incidents without repercussion
- Participating in the safety program and being safety stewards
- Knowing what to do in an emergency



Apprenticeship Qualifications

- Apprentices must not be less than 18 years of age
- A high school diploma, General Educational Development (GED) equivalency credential is required
 - Applicants must submit DD-214 to verify military training and/ or experience if they are a veteran and wish to receive consideration for such training/ experience
- Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others
- Apprentices will be required to take and pass a drug screening (including Marijuana) on acceptance into the program and prior to employment
- Pursuant to federal guidance all employees of public water systems must pass a background check. Applicants will be required to pass a qualifying background investigation upon selection into the apprenticeship program and prior to employment
- Apprentices must possess a valid state issued vehicle operator license and be insurable at normal commercial rates on acceptance into the program and prior to employment



**Department
Of
Labor**
Certificate of Completion
Apprenticeship

Upon satisfactory completion of the requirements of the apprenticeship program as established in the Apprenticeship standards, the Colorado Rural Water Association will so certify to the registration agency electronically using the **Registered Apprenticeship Partners Information Data System (RAPIDS)**. Appropriate documentation for both on-the-job learning and the related instruction as may be required by the registration agency. **The US DOL Office of Apprenticeship Completion Certificate** will be available in **RAPIDS**

