



**Let us Help
You Bridge
the Gap!**



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**How will
your Utility
Handle the
Skills Gap?**

**APPRENTICESHIP
PROGRAM**

BRIDGE THE SKILLS GAP

BY PARTNERING WITH OUR REGISTERED APPRENTICESHIP PROGRAM.

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. But with many of them retiring in the next five years communities will fail to prosper or eventually even exist if replacements aren't put in place AND properly trained.

Why Apprenticeship?

- ➔ Proven Solution to recruit, train, and retain employees.
- ➔ Replace retiring workforce
- ➔ Transfer knowledge from experienced Operations Specialists to new apprentice
- ➔ 2 years of hands-on training alongside an experienced Operations Specialist

Many of the Water / Wastewater Operations Specialists plan to retire in the next 5 years!

Contact MRWA for more information and to get started!

jeff.bemboom@mrwa.com or 218-671-3714

Minnesota Rural Water Association will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. Minnesota Rural Water Association will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

MENTOR AN EMPLOYEE FOR A SMOOTH TRANSITION FOR RETIRING WORKFORCE!

- 💧 Build a relationship with the apprentice, which creates loyalty
- 💧 Ensure well-rounded, highly-trained employee is produced
- 💧 Is your Operations Specialist retiring in the next 5 years?

This nationally recognized training program was developed in response to the industry's need to train the next generation of skilled workers and standardize training across the state of Minnesota.

The Minnesota Rural Water Association Apprenticeship Coordinator is supported by U.S. Department of Labor-Employment and Training Administration as a part of a subaward totaling \$70,000 with 100% financed by federal funds.