



# Now Recruiting

## Become an Apprentice

Train to become a licensed/certified operator while working and earning a salary.

## Hire an Apprentice

Drinking water and wastewater systems in Vermont can fill staffing needs by hiring an apprentice.



**NATIONAL  
RURAL WATER  
ASSOCIATION**

The Apprenticeship Program is a partnership between the Vermont Rural Water Association and the National Rural Water Association and is registered through the Vermont Department of Labor.



**VERMONT**  
DEPARTMENT OF LABOR

## For More Information

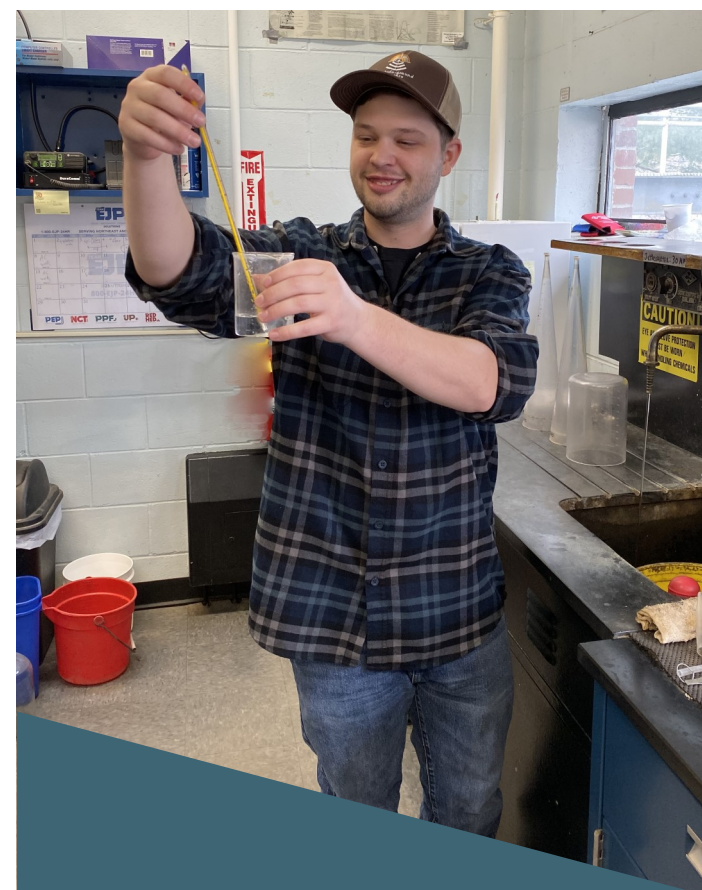
[vtruralwater.org/training/apprentices](http://vtruralwater.org/training/apprentices)

[info@vtruralwater.org](mailto:info@vtruralwater.org)

802-660-4988

The Vermont 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. Vermont 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.

*The Vermont Rural Water Association is a nonprofit organization that provides training and support to drinking water and wastewater systems to promote healthy communities, rivers, and lakes across Vermont.*



# Apprenticeship

Water & Wastewater  
Operations Specialists



**Vermont**  
Rural Water Association

## About the Program

The Apprenticeship Program is designed to train new hires at drinking water and wastewater facilities in Vermont to become licensed/certified operators.

The Apprenticeship Program provides training classes and self-study lessons to prepare the apprentice for the certification exam.

A mentor at the water/wastewater system provides on-the-job training in system operations with guidance from the Apprenticeship Coordinator.

The system pays the apprentice's salary with incremental wage raises as educational goals are completed.

The program has six apprenticeship tracks:

Apprenticeship Track	Length (years)	Registered with DOL	Position	Education (hours)
Water Treatment	2	Yes	Full time	288
Water Distribution	2	Yes	Full time	288
Wastewater Treatment	2	Yes	Full time	288
Water & Wastewater	3	Yes	Full time	432
Small Water System	Flexible	No	Flexible	Flexible
Small Wastewater System	Flexible	No	Flexible	Flexible



## Requirements of an Apprentice

- Be 18 years or older
- Have high school degree or GED and valid driver's license
- Pass a background check

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“It is important to recruit individuals who have passion and willingness to give their all to the profession. The more educated water and wastewater professionals are, the better the quality of our water.”

- Paula Jackson  
*Apprenticeship Program Coordinator*

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## Join the Water Resources Profession

Water utilities are responsible for protecting the public health and the environment.

Operators of water systems provide safe drinking water to the public.

Operators of wastewater treatment plants ensure that clean, treated water is returned to rivers and lakes.

Jobs in the water resources field are readily available for trained professionals.