

Bob Wells Receives Tony Torchia Award p.4



The Vermont Rural Water Association promotes public health and environmental protection through technical assistance and education for drinking water and wastewater systems.

Staff

Executive Director

Liz Royer, lroyer@vtruralwater.org

Deputy Executive Director

Tim Russo, trusso@vtruralwater.org

Water Systems Specialists

Aaron Perez, aperez@vtruralwater.org

Harry Dunn-Davenport, hdunn-davenport@vtruralwater.org

Forest Anderson, fanderson@vtruralwater.org

Wastewater Systems Specialists

Wayne Graham, wgraham@vtruralwater.org

Elijah Lemieux, elemieux@vtruralwater.org

Source Protection Specialist

Brad Roy, broy@vtruralwater.org

Apprenticeship Program Coordinator

Paula Jackson, pjackson@vtruralwater.org

Training Administrator

Allison Smith, asmith@vtruralwater.org

Communication & Association Coordinator

Katherine Boyk, kboyk@vtruralwater.org

Board

Ray Counter, Brandon Fire District #1 *Pres*

Margaret Dwyer, Winhall-Stratton FD *VP*

Jon Thornton, Bradford Water & Sewer
Sec/Tres & National Rep

John Lazelle, Town of Wilmington

April Busfield, Town of Canaan

Eric Blatt, VT DEC (retired) *Board Liaison*

Chris Rogers, EJP *Board Liaison*

Contact

802-660-4988

info@vtruralwater.org

vtruralwater.org

20 Susie Wilson Road, Suite B
Essex Junction, VT 05452-2827

Advertising

For advertising rates and submission criteria, email info@vtruralwater.org. We reserve the right to reject advertising deemed unsuitable. Acceptance of advertising does not constitute endorsement of the advertiser's products and services, nor do we make any claims or guarantees as to the accuracy or validity of the advertiser's offer.

© 2026 Vermont Rural Water Association

Table of Contents

- 3** From the Executive Director
- 4-5** Bob Wells Receives Tony Torchia Award
- 6-7** Dowsing for Water Lines
- 8-9** Training Calendar
- 10-11** Vermont Rural Water's Conference
- 12-13** Drinking Water Week
- 15** Succession Planning

On the cover: Students launch water bottle rockets to learn about water pressure at the Vermont Drinking Water Week Fair at Veterans Memorial Park in South Burlington on May 8.

Weston & SampsonSM
transform your environment



WATER RESOURCES

- Drinking Water
- Well Rehabilitation
- Pump Repair & Maintenance
- Construction of Large Diameter Wells
- Source Siting / Hydrogeology
- Emerging Contaminants (PFAS)
- Wastewater
- Brewery / Industrial Pretreatment
- Stormwater
- Municipal Pools

98 South Main St. Waterbury, VT 05676 · shaws@wseinc.com

westonandsampson.com

an employee-owned company

Host a Tour During Water Quality Week



by Liz Royer
Executive Director

Vermont Rural Water and Green Mountain Water Environment Association have been partnering on several outreach initiatives over the past few years, including a renewed focus on the state legislature this session.

There have been many proposed bills in the statehouse which could have impacts on drinking water and wastewater systems, but operators are rarely contacted to give their perspective on these issues. VRWA and GMWEA both track legislation and request to testify to various committees on relevant bills, but sometimes that isn't enough to really drive home the points we need legislators to hear.

We know that most operators don't have time to travel to Montpelier or watch hours of committee meetings, so we are making one request of you before the next legislative session starts: invite your state representatives, state senators, and other local officials to take a tour of your water or wastewater system.

Before state and local officials make decisions about housing and development in your community, they need to learn about the capacity of your system to provide more drinking water or treat more wastewater. Have a conversation about your needs, your successes, and your challenges. If operators don't have these conversations with decision makers, no one else will.



A tour of the South Burlington Airport Parkway Water Quality Facility last fall.

Your Select Board, Planning Commission, Town Manager/Administrator, and other local leaders need to be informed about the actual situation at your treatment plant, whether that is a small pumphouse in the woods or a multi-building urban wastewater facility. Seeing (and smelling) the treatment processes leaves a lasting impression for anyone who takes a tour.

In order to encourage everyone to reach out to their legislators and local officials, GMWEA, the Vermont Department of Environmental Conservation, and Vermont Rural Water are co-hosting "Water Quality Week in Vermont." This event will be held at drinking

water, wastewater, and stormwater systems around the state during the week of September 21–25.

Due to current security concerns, we are encouraging tours to be by invitation only. Invite decision-makers and others in your community who have influence at the local or state level. Please call or email these state and local officials and

CONTINUED ON PAGE 14»

Planning	Design	Permitting
		East Middlebury, VT 802.382.8522 Rutland, VT 802.747.3080 www.OtterCrk.com
<p>Civil and Environmental Consulting Engineers</p>		

Bob Wells Receives Tony Torchia Award



by Elijah Lemieux
Wastewater Specialist

When people talk about the kind of operator every community hopes to have—someone who commits their career to protecting public health and supporting their neighbors—Bob Wells is exactly who they mean. In a career that spans almost four decades in Vermont’s wastewater field, Bob’s impact is evident not only in the systems he has helped maintain and improve, but in the people he has supported along the way.

Following his recent retirement from the Town of Middlebury, Bob was selected as the recipient of the 2026 Tony Torchia Award. The award recognizes individuals who have made lasting contributions to the state’s water and wastewater industry, and was presented to Bob at Vermont Rural Water’s conference in May.

Bob has always brought a mix of professionalism, humor, and approachability to his work. He ran a tight ship—his facility in Middlebury has long been known for being exceptionally managed—but he is just as well

known for being someone others feel comfortable calling. Whether it’s troubleshooting a problem, talking through a process, or encouraging someone to take the next step in their certification, he has consistently been a steady and supportive presence in the field.

His career began in 1988 at the Fair Haven Wastewater Treatment Facility. Like many operators, Bob didn’t originally plan to work in the field. But the hands-on nature of the job, the constant problem-solving, and the sense that what you do matters every day kept him in the job.

He advanced his career with roles including assistant, chief operator, and village manager in Castleton, Colchester, Fair Haven, Middlebury, and Poultney. Each step brought more responsibility, along with a deeper understanding of the work itself.

Middlebury is where Bob left his biggest mark. He spent 28 years as wastewater superintendent, overseeing a facility that became a model of consistency and care.



Bob Wells received the Tony Torchia Award at Vermont Rural Water’s annual conference in May.

For Bob, though, the work has always been about more than the systems—it’s about the people. Over the years, he made a point of supporting operators as they learned and advanced, and he has stayed connected with many of them long after they moved on. He has been a strong advocate for professional development and for sharing knowledge, especially in a field where so much is learned through experience.

He doesn’t spend much time talking about his own accomplishments,

but they speak for themselves. Early in his career, Bob earned the highest score in Vermont on the Grade 5 wastewater exam—though, as he’ll quickly point out, he received the lowest score possible to pass, but was the only person to do so that year.

Like any long career, his included its share of memorable moments. One story that still gets a laugh involves a trebuchet built at the plant as a school project for another operator’s child. It became a hands-on lesson in math, mechanics, and



Bob Wells enjoying retirement with his rescue dog.

projects together, traveling, spending time with family, and fitting in plenty of golf, fishing, and baking along the way. A recently adopted rescue dog keeps things interesting.

Bob thanked mentors, coworkers, operators from other facilities, and many more who had played a role in his career. It was a long list, and one he likely could have continued. It's a simple reflection of the way he's always approached the work: with appreciation for the people around him.

There are many ways to measure a career like Bob's—years of service, systems improved, certifications earned. But just as important is the example he has set: high standards, steady leadership, and a genuine willingness to help others succeed.

That's the kind of impact that lasts. 💧

creativity—skills that translate directly to the profession. But the trebuchet worked a little too well, leaving a permanent mark on one of the tanks.

Bob tends to take a practical view of challenges. Mistakes, in his mind, are part of the process—something to learn from, not dwell on. As he puts it, “Just because we have been doing it wrong all this time doesn't mean we have to continue to do it that way.”

Through it all, his approach has stayed grounded in his values: take pride in the work, keep learning, and don't cut corners. In a job that often goes unrecognized, he's always been self-motivated. Even without outside recognition, Bob takes satisfaction in knowing the job was done right. And when a “thank you” does come along, it only adds fuel for the next task.

Even in retirement, Bob hasn't stepped away completely. He continues to work with Vermont Rural Water to provide on-site

training for dairy wastewater operators—a specialty that doesn't always get the support it needs and where experienced guidance can be hard to find.

At home, he and his wife are enjoying a “slower” pace—taking on

ENDYNE
ENVIRONMENTAL LABORATORY SERVICES

Williston, VT 802-879-4333	Plattsburgh, NY 518-563-1720	Lebanon, NH 603-678-4891
-------------------------------	---------------------------------	-----------------------------

Email info@endynelabs.com

Dowsing for Water Lines



by Aaron Perez
Water System Specialist

I was first introduced to dowsing for water utilities by Tom Anderson, who was a long-time operator for the Town of Windsor when I met him in 2008. I learned a lot of valuable things from Tom when I began at Vermont Rural Water, but when he brought out a pair of copper rods to locate a plastic water line, I was skeptical, though intrigued.

After walking a grid pattern over the property, sure enough the two rods he held pointing straight out turned in and crossed each other. Tom marked the spot and continued to repeat the process until a water line had been marked out. At that point I was still pretty skeptical. Where he marked the line did not make a lot of sense in relation to where I would have expected it to be, a fairly straight line to the main.

Well, I got out my metal detector and went over his marks with it, and sure enough within about a minute I got a good hit from the



Aaron Perez holding dowsing rods.

detector. After a little digging, there was a curb stop. Tom had been dead on with his marks. He proceeded to explain to me that you really had to concentrate on what you were looking for and believe that you can find it. Good advice for dowsing and life.

After I got home that day, I went to the house of a neighbor who was a welder. He gave me two long welding rods that I bent into my first pair of dowsing rods.

Dowsing has been used in some form since ancient times and has

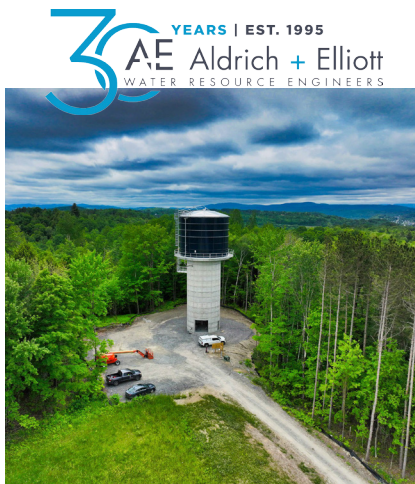
been used around the world to find water, minerals, and objects. I looked online and asked everyone I know who dowses to find a definitive explanation for how and why it works. I read and heard a lot of theories, such as the pull of a person's mag-

netic field to water or tapping into a vibration of the thing you are looking for.

I have no idea myself as to how it works, but in the case of water dowsing, I suspect we are drawn to water like the tides to the moon, which I know is as vague as the other explanations.

I also looked for articles about dowsing being used in water distribution systems and found very little. I know that the practice of dowsing to find water sources is still commonly used in Vermont and I am sure many other places, but I have not seen it used often in the water distribution world.

I use my dowsing rods when it is not feasible to use the other modern equipment I have in my toolbox, and I have had good results over the years. I can often dowse for a line and then verify its location by identifying associated valves. I have also located lines though dowsing that have then been verified during excavation. My success rate with dowsing is



Leading Initiatives in Sustainable & Innovative Water Resources

Water, Wastewater, & Stormwater Engineering for Municipal Clients
Jason Booth, P.E., President
JBooth@AEEngineers.com
802.879.7733
www.AEEngineers.com

good but certainly not one hundred percent. What I can say is I have had many more successes than failures over the years. I can also say the same thing about locating lines with modern equipment.

With any equipment, there are always variables when doing underground location. Ground conditions such as moisture and soil type, as well as other utilities in the area, can all affect the equipment's abilities and accuracy.

It seems that almost all the operators I work with know someone who dowses, or dowse themselves, and like all things discussed with operators, everyone has a story and an opinion about it.



The dowsing rods Aaron received from Tom Anderson.

Here is one of my stories. I was looking for a leak in a small system that had a mix of pipe material. The leak was elusive and the suspected line was a long stretch of plastic pipe. After a day of searching and dowsing, we had located the line but not found the leak.

We were trying to figure out our next move when a friend of the operator mentioned that he had dowsed wells and would be willing to try to dowse for the leak. Well, I was very excited to see if this

CONTINUED ON PAGE 14»



WATER • WASTEWATER • STORMWATER
SOLUTIONS

1-800-EJP-24HR
EJPrescott.com

Team EJP has been providing quality products and services for water, wastewater, stormwater, and smart utility solutions since 1955. Trust the experts, call Team EJP.

Barre, VT 802-223-2385
S. Burlington, VT 802-865-3958

Training Calendar

Summer 2026

Date	Course	TCHs	Location	Cost (Member/Non)
Tue, July 14 9 am – 12:30 pm	Polymer Master Class & Corrosion Control	3 W 1.5 WW	Zoom	No cost
Thur, July 16 9 am – 12:30 pm	Water Distribution Essentials	3 W	Bennington ¹	\$24 / \$48
Wed, July 22 9 am – 12:30 pm	PFAS & Water Supply Rule	3 W	Zoom	No cost
Tue, Aug 4 9 am – 12:30 pm	PFAS & Water Supply Rule	3 W	Zoom	No cost
Thur, Aug 13 9 am – 12:30 pm	Water Storage Tank Design and Maintenance	3 W	Essex ²	\$24 / \$48
Tue, Aug 18 8:30 am – 1 pm	Leak Detection and Pipe Location	4 W	Killington ³	\$32 / \$64
Tue, Sept 1 9 am – 12:30 pm	Managing Disinfection By-Products New!	3 W	Zoom	\$24 / \$48
Wed, Sept 2 9 am – 11:15 am	Filter Surveillance New!	2 W	Essex ²	\$16 / \$32
Sept 3 to Oct 22 8:30 am – 3:30 pm	Class 4 Water Certification Exam Preparation Course	48 W	Multiple Locations (see website)	\$405 / \$810 Textbooks sold separately
Sept 8 to Oct 20 8:30 am – 3:30 pm	Distribution Certification Exam Preparation Course	36 W	Multiple Locations (see website)	\$305 / \$610 Textbooks sold separately
Wed, Sept 9 9 am – 11:15 am	State Revolving Funds for Clean Water New!	2 WW	Zoom	No cost
Sept 22 to Nov 4 8 am – 3 pm	Basic Wastewater Course	53 WW	Montpelier ⁴	\$805 \$100 textbook
Sept 24 to Oct 22 8:30 am – 3:30 pm	Class 3 Water Certification Exam Preparation Course	36 W	Multiple Locations (see website)	\$305 / \$610 Textbooks sold separately
Fri, Sept 25 8:30 am – 2:30 pm	Basic Math for Water and Wastewater Operators	5 W WW	Essex ²	\$40 / \$80 \$40 textbook
Wed, Sept 29 9:30 am – 3 pm	Source Water Protection: Developing a Source Protection Plan or Update	4.5 W	Swanton ⁵	No cost
TCH = Training Credit Hour W = Approved for Water Credit WW = Approved for Wastewater Credit				

Register Online: vtruralwater.org/training



Register Online: vtruralwater.org/training

Locations

- 1. **Bennington:** F.W. Webb Company – 240 East Rd, Bennington, VT
- 2. **Essex:** Vermont Rural Water’s office – 20 Susie Wilson Rd, Suite B, Essex Junction, VT
- 3. **Killington:** Public Safety Building – 800 Killington Rd, Killington, VT
- 4. **Montpelier:** Association of General Contractors – 1 Grave St, Montpelier, VT
- 5. **Swanton:** Village Office – 120 First St, Swanton, VT

Registration and Payments

Register online at vtruralwater.org/training to pay by credit card or check, or mail in the form below. Registrations received less than 24 hours prior to class are subject to a late fee.

Members of the Vermont Rural Water Association receive a 50% discount on most registration costs.

Accommodations

Call 802-660-4988 or email info@vtruralwater.org prior to the day of class to request accommodations.

Cancellations/Refunds

Cancellations received at least 24 hours in advance can receive a refund or transfer to another class. No-shows will be charged the full course fee.

Sick Policy

We ask that if you have symptoms of a contagious illness (Covid, flu, or other) you please do not attend classes in-person. If you are ill on the day of class, we will work with you to find a remote attendance option or switch to another class on a different day.

Registration Form

Duplicate this form to register for multiple classes.

Course and Date: _____

Attendee Name(s): _____

System/Organization: _____

Billing Address: _____

Email: _____

Phone: _____
 (number where you can be reached the morning of class)

Mail this form and payment to:
 VRWA
 20 Susie Wilson Rd, Suite B
 Essex Junction, VT 05452

Questions?
info@vtruralwater.org
 802-660-4988

Vermont Rural Water's 2026 Conference



by Katherine Boyk
*Communication &
Association Coordinator*

This year's conference may have been chilly and rainy, but it didn't deter nearly 300 attendees from coming to partake in 8 training classes and visit 42 vendors in the trade show. 40 hardy golfers even bundled up for 18 holes.

An excellent variety of experts taught classes on topics including drought response, SCADA, HDPE infrastructure, metering, crisis communications, cyber threats, and updates from drinking water and wastewater regulators.

Special thanks to DEC Commissioner Misty Sinsigalli, who delivered the keynote address. Misty spoke about the importance of operators being involved in discussions of housing and development so that water and wastewater concerns are addressed in local planning and statewide policy.

Thanks also to National Rural Water Association executive board member Tom Goulette, who traveled to Vermont for the conference.

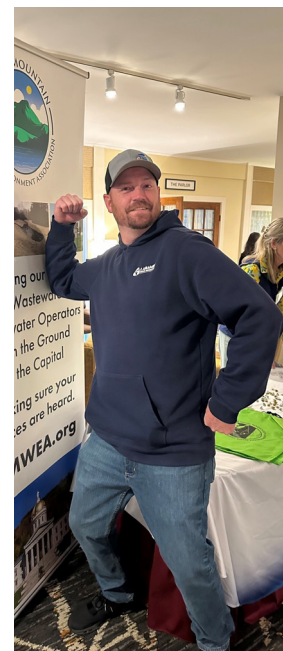
Congratulations to Bob Wells who received the 2026 Tony Torchia Award, and to the Town of Machester which won the Vermont Drinking Water Taste Test.

We are lucky to have support from many sponsors, including Blake Equipment, Pump Control Solutions, and Culligan Water Technologies.



Drinking Water Taste Test judges





Winning golf team from the Montpelier WWTP



Ti SALES Serving the Water and Wastewater industry since 1963.

At Ti-SALES, we provide comprehensive water system solutions designed for performance, reliability, and long-term value.

<p>WATER METERING & NETWORKS</p> <ul style="list-style-type: none"> • Accurate, reliable metering • Optimize billing & reduce loss • Seamless support & integration <p>featuring:</p> <p> NEPTUNE</p>	<p>NON-REVENUE WATER</p> <ul style="list-style-type: none"> • Identify & prevent water loss • Tailored, technology-driven strategies • Expertise backed by field support <p>featuring:</p> <p>ALFX by 64seconds</p>	<p>FHG</p> <ul style="list-style-type: none"> • Precision chemical dosing & control • Trusted brands, reliable performance • Efficient, supported fluid handling solutions <p>featuring:</p> <p> Blue-White</p>	<p>AT'S</p> <ul style="list-style-type: none"> • Tank & infrastructure services • Safety & compliance checks • Maintenance & life extension <p>featuring:</p> <p> Pentonite</p>
---	--	---	---

CONTACT US TO LEARN MORE

800.225.4616
www.tisales.com
info@tisales.com
36 Hudson Rd, Sudbury, MA 01776

Diving & Cleaning Services

802-473-2000

Drinking Water Week Explores Stories of Water



by Katherine Boyk
*Communication &
 Association Coordinator*

Drinking Water Week is celebrated nationally in the first week in May. The Vermont Drinking Water Week Committee is a group of water industry professionals who organize educational activities for local students each year.

This year's theme, Water: Our Story, encouraged students to reflect on their personal experiences with water, learn about how people around the world interact with water, and explore traditional stories and creation myths involving water.

In the poster contest, students created artwork sharing their own stories of water, like how they use water in their daily lives or favorite memories

at a lake. Other students depicted stories from around the world. Some even wrote their own fictional story or creation myth about water!

At the Drinking Water Week Fair, students in fourth through sixth grade attended a field trip in South Burlington to learn about all things water. In keeping with this year's theme, Vera Longtoe Sheehan from the Abenaki Arts and Education Center told the Abenaki creation story of Lake Champlain. She demonstrated how birchbark canoes are made, and students got to make their own miniature canoes out of paper.



Clockwise from top left: a volunteer from UVM Sea grant demonstrates how pollutants move through a watershed; students practice assembling well caps; Vera Longtoe Sheehan demonstrates a miniature birchbark canoe.

STATEWIDE
AQUASTORE, Inc.
 Premium Water & Wastewater Storage Tanks

www.statewideaquastore.com
info@statewideaquastore.com
315.433.2782

F.R. MAHONY & ASSOC.
frma
 A Division Of
CUMMINS-WAGNER
 100% Employee Owned

Eric Hess
Outside Sales

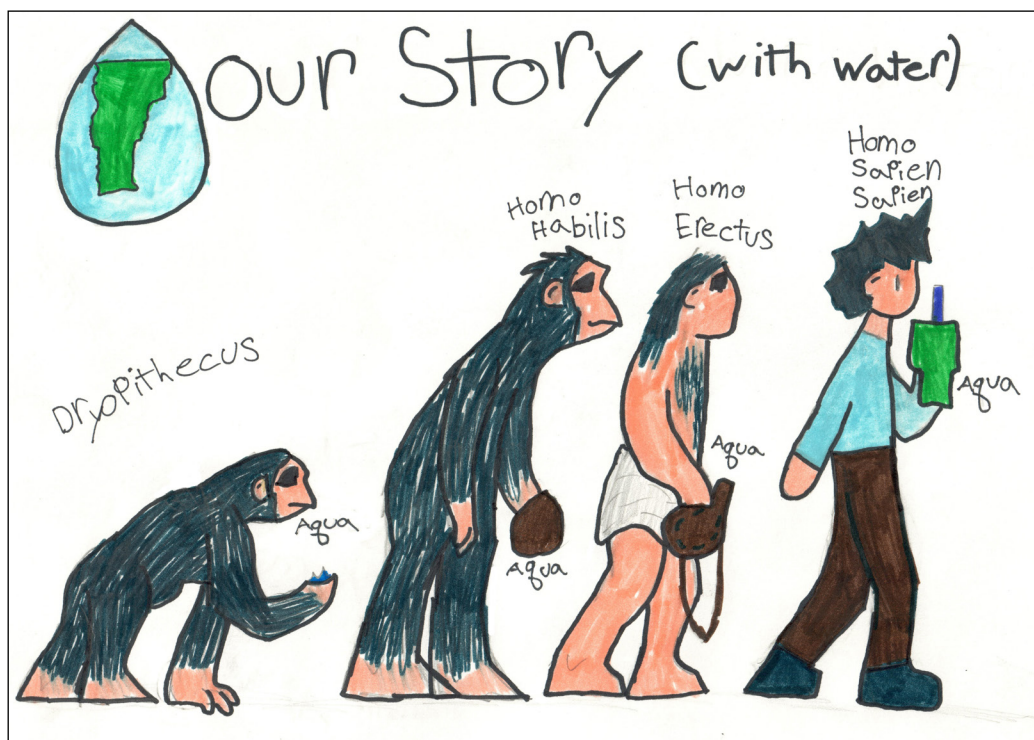
Mobile: (774) 402-0354
 Office: (508) 578-9221
 24/7 Emergency Service:
 (508) 765-0051

Email:
ehess@frmahony.com

Website: www.frmahony.com

Address:
 273 Weymouth Street
 Rockland, MA 02370

The leading value-added supplier for pumps, mixers and water / wastewater process equipment



This poster, made by a 6th grade student from Hyde Park Elementary School, was one of the winning entries in the poster contest.



A 6th grade student from Robinson Elementary School wrote this story:

I believe that all water came from a mighty beautiful volcano that spewed out water instead of lava, and that the water that got spewed out was the most pure and hydrating water ever known. I believe that the magical volcano was the reason of the ocean being full of water as well as the water that us humans use. That is the story of water that I believe in.



The winning 5th grade poster from Fletcher Elementary School. The book says:

(page 199) That concludes my year of being ten. Next year is year eleven.

(page 200) Year 11: Thanks to water we have survived another year. We can still walk, talk, sing, dance and most importantly believe.

TOURS

» CONTINUED FROM PAGE 3

let them know how important it is to visit your system and see the infrastructure that protects public health and the environment in the communities they serve and represent.

If you are nervous about these conversations or are unsure what to say, GMWEA and VRWA will provide you with talking points and can send someone to help host the officials at your system. Quite a few larger facilities are already planning to participate but we are hoping to have more smaller systems take part as well, including

fire districts, homeowner associations, and non-municipal systems.

Now is the time to reach out. Decisions are being made that are going to significantly impact water and wastewater systems in Vermont. It is vitally important that legislators and local officials understand the challenges you face as operators and hear first-hand from you!

This is our opportunity to advocate for the needs of treatment plants, pipe networks, and pump stations, plus discuss resiliency planning for floods, droughts and other emergencies. You are the expert on your system! 💧

DOWSING

» CONTINUED FROM PAGE 7

would work. Although I have been able to locate a lot of pipes, I have never been able to dowse a leak.

The next day the operator and his friend went out to give it a shot. I heard later that day that the friend had indeed identified a spot that could be the leak.

After some excavation, they had a hole with water pouring out, which seemed promising. However, digging a little further they found the pipe—intact with no leak. It was a spring producing the water. So you could say that the dowsing did not work and we got lucky

on finding the line. Or, you could say the dowsing did work because we did find flowing water—it just wasn't the water we were looking for.

We did find the leak a few days later, but it was through persistently exhausting all possibilities and using every method available. So whether it be modern technology or older methods, there are no sure things, but believing that you can find what you are looking for will always help.

When Tom retired a few years ago, he gave me his set of dowsing rods. Although it is the simplest tool at my disposal, it is also the one I never show up to a job without. 💧

Distribute. Visualize. Integrate.

Powerful GIS Solutions to Meet Your Needs

- Custom Web & Mobile Applications
- Geodatabase Design
- Software as a Service (SaaS)
- Distributed Utilities
- Private Business
- Local, Regional & State Gov



cai-tech.com



BP WASTEWATER SERVICES LLC

SEWER-DRAIN-SEPTIC-WATER

802-829-1556

DuBois & King inc.

WATER/WASTEWATER ENGINEERING SERVICES

- Sourcing
- Distribution
- Reservoirs
- Pumping
- Disposal
- Collection
- Treatment

C O N T A C T
Jon Ashley, PE
802.282.4148
jashley@dubois-king.com

For over 60 years, D&K has provided design through construction phase services throughout Vermont.

Succession Planning for Water & Wastewater Utilities



by Paula Jackson
Apprenticeship Program
Coordinator

Water and wastewater utilities nationwide are facing a growing challenge as many experienced operators approach retirement. Without a proactive succession plan, new hires may not receive enough training and critical knowledge about the facility can be lost, creating operational and regulatory non-compliance risks.

Succession planning involves training someone to take over starting months or even years before an employee leaves. This may mean identifying a current employee who is interested in moving up and mentoring them in management and other senior-level duties. Or it may require hiring a new employee, training them in operations, and supporting them while they work to obtain the necessary certification and/or license.

This approach takes time, foresight, and funding to pay two salaries during the training period. Boards may balk at the extra expense, but it is critical to the long-term sustainability of the system.

Too often, sudden retirements or departures lead to a water or wastewater system hiring an individual who is new to the industry. This means the system may have a gap where they don't have a certified operator, which is a regulatory issue. It also means the new operator never learns facility-specific knowledge from an experienced mentor. This type of transition is unfortunately common and can




Austin Bergman (center) recently completed his water treatment apprenticeship, working for Simon Operation Services at the Grand Isle Consolidated Water District. He was mentored by Kevin Knapp (left) with support from Paula Jackson (right).

strain operations and increase the risk of noncompliance.

Training new employees without structured mentorship can be difficult. Informal instruction or reliance on “how it’s always been done” may not adequately prepare operators to operate facilities using sound scientific and regulatory principles.

Vermont Rural Water supports utilities through a structured Apprenticeship Program designed to address these challenges. This two-year program combines classroom instruction with on-the-job training, guided by standardized need-to-know checklists. Apprentices develop a strong scientific understanding of facility operations while gaining hands-on experience. Mentors also receive support on how to train the apprentice. This proven model is widely used across many professions and supports long-term workforce development.

If your system is interested in a proactive approach to succession planning by hiring an apprentice, contact Vermont Rural Water. We currently have a pool of candidates who are seeking apprenticeships at water and wastewater systems around the state. Learn more at vtruralwater.org/apprentices 



Defining Solutions for Environmental Challenges

- ✓ **Water treatment & distribution**
- ✓ **Civil and site**
- ✓ **Stormwater treatment & retention**
- ✓ **Construction services**
- ✓ **System computer modeling**
- ✓ **GIS applications**
- ✓ **Wastewater treatment & collection**

Springfield, VT | Barre, VT | St. Johnsbury, VT
dufresnegroup.com | info@dufresnegroup.com | 802.674.2904

Experience the **USA**BlueBook® Advantage

Get the *Best Treatment*™ from a partner who has served the industry since 1991.

- Over 57,000 products from leading brands
- Fast shipping from our nationwide distribution network
- Unsurpassed customer service
- Free technical advice from industry experts
- Satisfaction guarantee

In the lab, plant and field, USABlueBook is your trusted ally in all things water and wastewater.



Request a catalog

FREE 1800-page catalog: usabluebook.com/C133
 800.548.1234 • usabluebook.com

USABlueBook®
 GET THE BEST TREATMENT™

