

Apprenticeship/ Scholarship history



- 2017. Former WIWSA President Jim Patton begins exploring educational opportunities for Whidbey High School graduates to study to become certified water operators and work locally. He meets with local vocational educators to discuss a program.
- 2018. WIWSA begins speaking with community colleges who offer Water/Wastewater programs that can lead to certification. Green River and Skagit Valley met the criteria, offered a quality education. A \$1,000 scholarship to a 2019 graduating Island high school senior were offered through the high school guidance counselors at Oak Harbor, Coupeville and South Whidbey High Schools. No applications were received.
- 2019. The scholarship amount was increased to \$2,000 and named the Joseph Waldrup Scholarship after WIWSA's founder. No qualifying applications were received.
- 2020. WIWSA begins search for other opportunities to increase the number of certified water operators on Whidbey Island for small water systems.



This presentation outlines the apprenticeship program and WIWSA's contribution to make it happen.

Evergreen Rural Water of Washington (ERWOW) Apprenticeship Program

This Apprenticeship program provides the education and training to achieve WIWSA goals. Supported by DoH and other state agencies.

Tuition is \$3034 per year and includes books and materials. Most course work can be done remotely via on-line training.

WIWSA is proposing a scholarship to pay the first year's tuition of an Apprentice in this program.





ERWOW APPRENTICESHIP PROGRAM

"Building a Foundation For Your Future"

- Between 2010 and 2020 the water sector nationally is expected to lose 30% to 50% percent of the workforce to retirement.
- Washington State is expected to lose 30% during the next 5 years and 50% within 10 years.
- DOH estimates 2,000 new operators will be needed to replace the retirees.
- Loss of Knowledge Base – Many of these employees have worked at the same utility for the majority of their careers and will depart with decades of institutional knowledge.

The Silver Tsunami Challenge



Rural Water Solution

- Evergreen Rural Water of Washington (ERWOW), formed in 1994, is a non-profit organization that is governed by a membership-elected board of directors. Their main office is located in Shelton with field staff based all across the state. ERWOW is a state affiliate of the National Rural Water Association, which formed in 1976 and is headquartered in Duncan, OK.
- The National Rural Water Association is the largest public drinking water and sanitation utility organization representing the interests of more than 31,000 water and wastewater utilities nationwide. NRWA and State Affiliates currently provide training on operator certification, financial sustainability, environmental compliance, utility management and governance to 80,000 water professionals annually in all 50 states. Last year, over 55,000 on-site consultations were delivered by NRWA'S technical experts for water quality, energy efficiency, source water protection, technical assistance and emergency response.
- As of January 2019, ERWOW is now the Labor & Industries registered and approved training sponsor for Water Distribution Manager, Water Treatment Plant Operator and Wastewater Treatment Plant Operator Apprenticeship Training in the State of Washington.

ERWOW Apprenticeship program

- Formal Training – 288 hours total over a 2-year period.
- 4000 hours of on-the-job training.
- Periodic Worksite Checks
- Documented on site work hours
- Expert State Association mentoring



Certifications available

- After completion of Year 1 the apprentice is eligible to take exams for:
 - ✓ Water Distribution Manager 1
 - ✓ Water Treatment Plant Operator 1
 - ✓ Operator in Training
 - ✓ Cross Connection Service
- After completion of Year 2 the apprentice is eligible to take exams for:
 - ✓ Water Distribution Manager 2
 - ✓ Water Treatment Plant Operator 2



Learning the Language

- **Employer select** Apprentices must be employed and maintain employment during the program.
- **Training agent** Employer who provides the work environment for the apprentice.
- **Sponsor** WIWSA – Awards the scholarship to pay the annual tuition of \$3034.
- **WIOA** **Workforce Innovation and Opportunity Act** serves individuals and helps employers meet their workforce needs. It enables workers to obtain good jobs by providing training opportunities. Can provide funding to cover additional expenses such as travel for in person coursework and testing.
- **upskill** A current employee can become an apprentice, advance skills, be promoted to a higher position.

FUTURE OF WORK EMPLOYEE DEVELOPMENT PROGRAM



This program enables local companies to maintain a competitive business edge in a rapidly evolving environment. The PacMtn Board seeks to foster public-private partnership to upskill the current workforce.

Employers can apply for up to \$15,000 per year to upskill their workforce!

Want to upskill your workforce?

Need to prepare for the future of work?

Need training to expand your customer base or diversify your business?

Learn more at www.pacmtn.org

Designed for...

1. Employees acquire new skills that move them into higher skilled and higher wage jobs in the company. Thus, allowing the company to backfill that position with a job seeker
2. Internal movements create opportunity for upward backfilling with new job seekers
3. Increase competitiveness and capability of the company

...an employer, or a group of employers to retain...

...a skilled workforce by assisting the workers to upskill for higher wage employment...

...with an employer committed to retain or avert future layoffs of the workforce.

To Inquire or Apply for Funds

For questions or to apply for funding, please send your questions or a completed memo to info@pacificmountainworkforce.com

Please limit the memo to 2 pages or less. Additional attachments are welcome, but not required.

Submission Memo

- Company name
- Company Contact (Name, Title, Phone, Email)
- Description of Need
- Overview of Training Program (Description, Timeline, # of Employees)
- Training Provider
- Partners Involved

FAQs

Eligible employers must meet the following:

Has not laid off workers within 120 days to rehire to WIA from another state

Unemployment insurance and workers' compensation rates, penalties, and/or interest or related payment plans are up-to-date

Agrees to cost sharing requirements based on the size of their workforce

• At least 25% of cost for employers with 10 or fewer employees

• At least 25% of cost for employers with 11 to 100 employees

• At least 50% of cost for employers with more than 100 employees

Are there special conditions that will increase likelihood of funding? Yes.

The proposed project (a) supports employers in one of the 6 primary industry sectors, (b) includes partnership from industry associations and/or economic development agencies, (c) leverages funds above the required employer contribution, and/or (d) includes industry recognized certificates are all aspects that will increase funding priority.

Can an industry association or similar type organization apply for funding on behalf of employers? Yes.

Are employers able to contribute more than the 10-50% required match? Yes.

Do employers need to partner with a training provider, or can it be an in-house designed training? Either training model can be utilized.

Employee participants in this training MUST meet the following criteria:

- Is at least 18 years old; Has at least six (6) months of employment history with the employer (Evidence must be provided); Meets the Fair Standards Act requirements for an employer-employee relationship; Is not receiving this training in place of new hire training



Visit one of our WorkSource locations to find out more.
WorkSource Washington and PacMtn are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. TDD & Relay TTY.

www.pacificmountainworkforce.com

How Does WIOA – Workforce development fit in?

- WIOA is landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.
- **Technical Assistance & Stakeholder Engagement**
The U.S. Department of Labor (DOL), in coordination with federal partners the U.S. Departments of Education (ED) and Health and Human Services (HHS), collaborated to provide information and resources for States, local areas, non-profits and other grantees, and other stakeholders to assist with WIOA enactment.
- Once an applicant is enrolled in the apprenticeship program the Sponsor (WIWSA) can apply with the Northwest Regional Workforce office for funds from the Future of Work Employee Development Program. If approved, the apprentice, sponsor or employer can be reimbursed for any additional training expenses i.e.: travel, lodging, for in person classes or meetings, testing, etc.

What's next for WIWSA?

Sponsor an apprentice candidate

Coordinate with an employer

Coordinate with ERWOW

Approve apprenticeship funding



Apprentice obtains WDM2 Certification

Increases the number of certified operators in Island County available to assist small water systems!

The next apprenticeship training program begins July 2021. Approval now allows time to identify the apprentice candidate and coordinate with the employer and ERWOW.

A web page will be created linking all information to assist an employer or applicant through the steps to receive scholarship funding.

QUESTIONS?





THANK YOU

