NCRWA TRAINING SUPPORT

Creating a Pipeline to the Next Generation of Water Industry Operators

NCRWA Apprenticeship

How will utilities subsist? How will they recruit and retain the necessary qualified workforce to operate our treatment plants?

Apprenticeship is Workforce Development and Occupational Training

Workforce development differs from job training by taking a longer view.

Workforce development supports success now and into the future. It gives each employee the competencies they need to help the utility achieve its goals.

Job skills can be a part of workforce development, but employees also need training in work essential skills to keep the organization moving forward and to advance in the ranks.

(THINK SUCCESSION PLANNING)

NC RWA TRAINING SUPPORT

RTI - Schools and Certifications

WATER

- C and B Distribution Certification School- w/trenching and shoring
- C-Surface or C-Well Certification Schools
- B-Surface or B-Well Certification Schools
- Backflow Prevention & CC Control ORC School

WASTEWATER

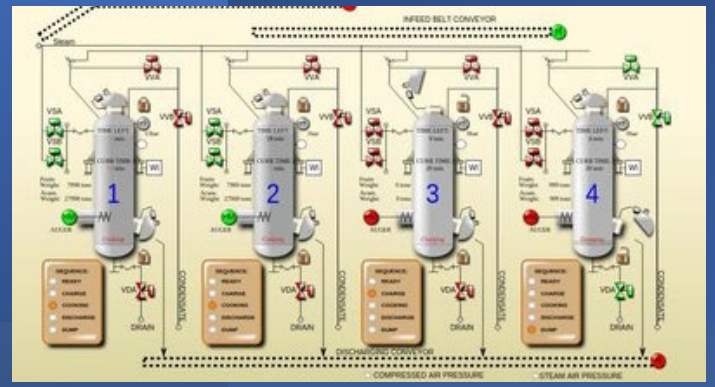
- Collections Grade I & II Certification School
- Biological Grade I & II Certification School
- Surface Irrigation System Operators Training School *or*
- Land Application of Residual Solids Training School

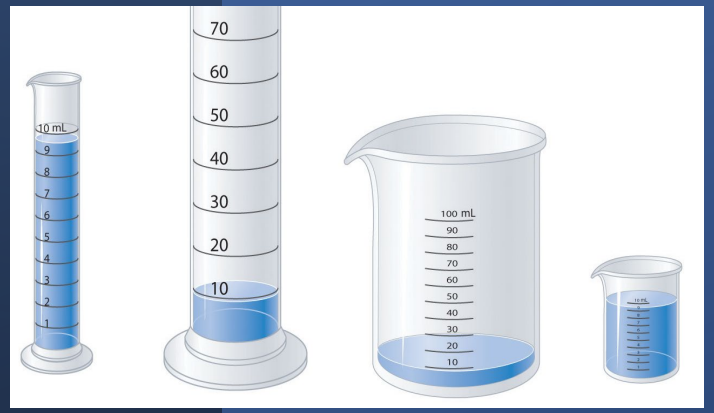
National Career Readiness Certificate (ACT WorkKeys NCRC®) is an assessment-based credential issued at four levels; Platinum, Gold, Silver, and Bronze.
The NCRC measures and certifies the essential work skills needed for success in jobs across many industries and occupations.

There are 4,083 employers in NC that require the NCRC as a work ready credential for new hires.

https://www.workreadycommunities.org/NC/businesses/page/1

- Applied Mathematics
  - Basic Math, Measurement, Multiple Operations Problem solving
- Graphic Literacy
  - Tables, charts, and graphs, meters, and gauges
- Workplace Documents
  - Analyzing written information to make informed decisions





NCRWA®

Minimum qualifications must be met by applicants.

- HS Diploma or equivalent
- Proof of age (18 or older)
- NCRWA runs a background check
- Ability to physically perform the work

Credit for Prior Experience and Direct Entry

- Veterans – crosswalk through O'Net. *Documented and approved by Sponsor (NCRWA)*
- Incumbent Employees
- Participation in approved pre-apprenticeship *i.e. Job Corps, Youth Build*

How additional funding would help our small rural wastewater utilities.

- Strategies
  - Pay Utility Apprenticeship Participation Fee
  - Supplement wages: attract more talent and retain them
  - Support Travel Cost for Apprentice
  - Provide equipment for the apprentice
  - Certification Schools/Exams/Conference
  - Compensate Mentors

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Apprenticeship Program

NC RWA TRAINING SUPPORT

Q&A

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