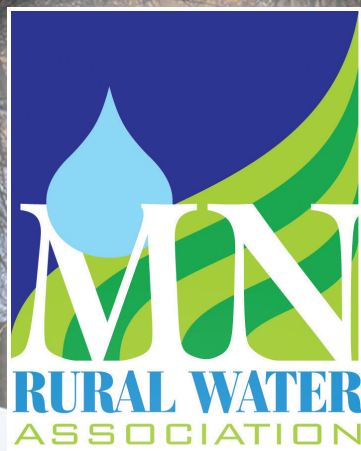




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**Let us Help
You Bridge
the Gap!**

**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!**

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.

Contact Joel Jasmer for more information and to get started!
joel.jasmer@mrwa.com or 218-671-3475