



ERWOW APPRENTICESHIP PROGRAM

"Building a Foundation For Your Future"

PROBLEM

- Silver TSUNAMI
- Nationally 30-50 %
- WA State 30% next 5 years 50% next 10 years
- DOH estimates 2000 new operators needed
- Greater yet is the loss of KNOWLEDGE BASE



RURAL WATER SOLUTION

Begin Developing the next generation of Operators in Partnership with Utilities and Regulatory Agencies through an Apprenticeship Program.



ABOUT THE PLAN

- NRWA/ERWOW 2 Year Apprenticeship Program
- 4000 hours of on-the-job training
- 288 hours of related instruction
- Worksite Checks/Documented Hours



ABOUT OUR PLAN

- Is a Registered Apprenticeship Program through Labor & Industries & USDOL
- WDM, WTPO, WWTPO
- OIT and CCS during 1st year
- After year 1 WDM1, WTPO1, WWTPO1
- After year 2 WDM2, WTPO-OIT2, WWTPO OIT-2



For the Employer

- Well Trained & Certified, Highly Capable Employee
(Your FOUNDATION!)
- State Wage Progression Levels
55%, 60%, 75%, 90%
- Potential WIOA Funding
(Workforce/Source)
- Veteran Benefit Approved
(Chptr 30,32,33,35,1606)



WAGE RATE EXAMPLE

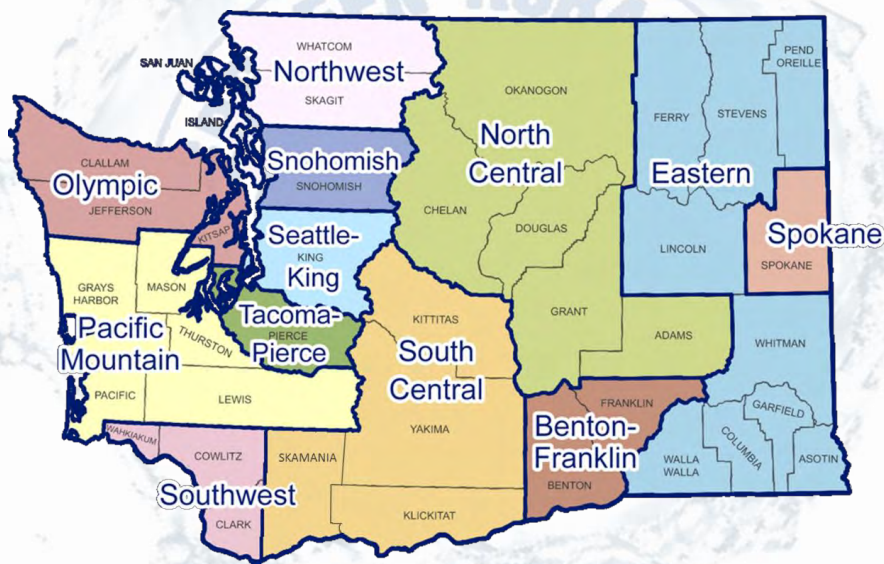
- State Wage Progression Levels:
- 0-1000 Hours – 55% of Journey Level Wage
- 1000-2000 Hours- 60% of Journey Level Wage
- 2000-3000 Hours- 75% of Journey Level Wage
- 3000-4000 Hours- 90% of Journey Level Wage
- EXAMPLE: \$4300/mo.; \$26.88 /hr.
- 55% - \$2365/mo.; \$14.78 /hr.
- 60% - \$2580/mo.; \$16.13 /hr.
- 75% - \$3225/mo.; \$20.16 /hr.
- 90% - \$3870/mo.; \$ 24.19 / hr.

LEARNING THE LANGUAGE

- EMPLOYER SELECT
- TRAINING AGENT
- SPONSOR
- WIOA
- UPSKILL



WORK FORCE DEVELOPMENT



FUTURE OF WORK EMPLOYEE DEVELOPMENT PROGRAM

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

Worksource

Designed for...

- 1. Employees assume responsibility 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 opportunities for upward backfilling with new job seekers.
- 3. Increase competitiveness and capability of workforce.

...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

Requests for funding will be reviewed by the 15th of each month. Follow up can be expected within 10 business days of receipt.

Eligible employers must meet the following:

- Has not used or received within 120 days or received in within 180 days.
- Unemployment insurance and workers compensation rates are current.
- Agrees to meet training requirements based on the size of their workforce.
- At least 20% of workforce must be employed for at least 90 days.
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Are there special conditions that will increase the need of funding? Yes.

Can an industry association or similar type organization apply for funding on behalf of employees? 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 way 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 Pay Standards Act requirements for an employer-employee relationship, is not receiving this training in place of other live training.

For questions or to apply for funding, please send your questions or completed memo to info@pacmtn.org.

Please limit the memo to 2 pages max. 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

LEARNING THE LANGUAGE

- EMPLOYER SELECT
- TRAINING AGENT
- SPONSOR
- WIOA
- UPSKILL
- VA



QUEST??

- **Quality Utility Education & Specialized Training**
- One Year Program
- First Year of the Apprenticeship
- Follow same path meet at same time and same place.



What You Can Do To Help

- We Need Your Systems for The Program. Training Agents & Apprentices!
- We Need ADVOCATES at all Levels Promoting the Program.
- Our Industry Needs to Be Seen as a Needed, in Demand, Viable Employment Option!



What You Can Do to Help

- Promote Your Need Locally & at a State Level.
- Promote What You Do in The Schools, at Fairs, and Community Events.
- WE ARE STEM (M)!
- Consider an Apprentice or Upskilling. Talk to WORKSOURCE



What You Can Do to Help

- **START NOW!!!!**



QUESTIONS





THANK YOU!!