**FOR EMPLOYERS**

The RIRWA Registered Apprenticeship Program is a systematic and structured occupational training and employee development program designed to meet the needs of the water industry to replenish its workforce. The Water and Wastewater Operation Specialist apprenticeship prepares apprentices with on-the-job learning, related instruction and a progressive wage scale while working full time at your utility.  RIRWA Workforce Development will help guide the employer with on the job training and coordinates all classroom training. Registered apprentices earn state and national credentials certifying their skills to become a fully trained water or wastewater operator.  
**Benefits of Hiring an RIRWA Apprentice:**

* Reduces recruitment costs.
* Applicants are pre-screened before they are connected with the employer.
* Monthly on-site and virtual check-in.
* No cost job coaching.
* DOL compliance management
* 11% Improvement in Productivity
* 14% Decrease in Turnover
* 15% Decrease in Absenteeism
* 26% Decrease in Injuries
* 3% Decrease in Rework
* For every $1.00 invested in an apprentice the ROI is $1.70.

To learn more about how the RIRWA Registered Apprenticeship Program can help you build a skilled workforce, contact Bobby Ray, [bobby@rirwa.org](http://bobby@rirwa.org)or 401-585-7469.