

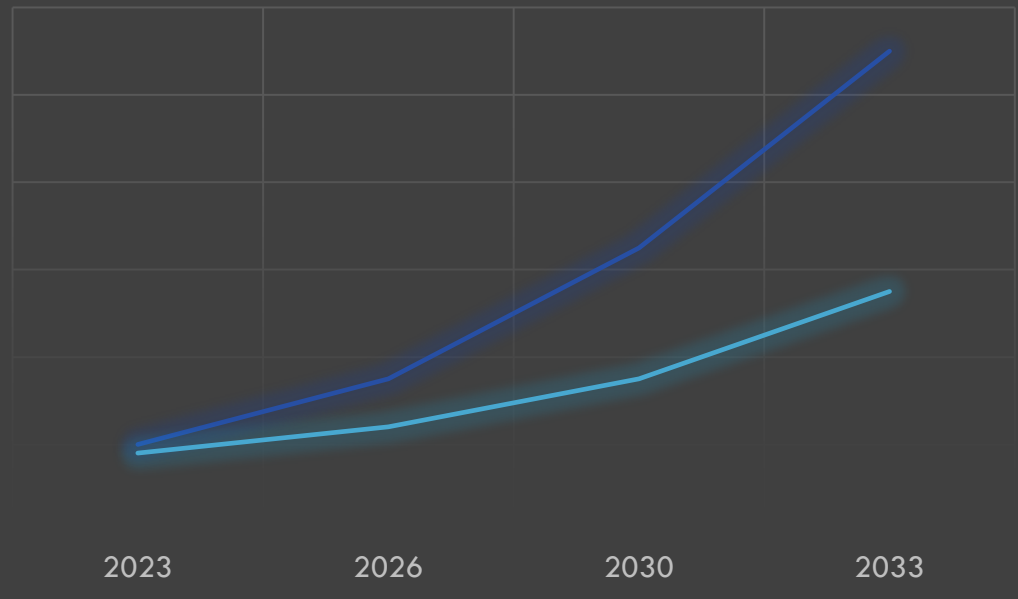
Could your water system use more skilled, licensed, motivated operators committed to working for your company?

Are your employees unsuccessfully taking and retaking the DSO exam?

How many of your DSOs are 50+ yrs. In age?

Silver Tsunami

— Number of vacant, licensed, skilled positions in the water industry
— Number of DSO operators



“Silver Tsunami” – in the next 10 years, between 30-50% of licensed, skilled water operators nationwide will retire

In 2022, less than 35% of Hawai'i water utility workers passed the DSO-1 exam

Expect a higher demand for DSOs

Large water companies or government utilities that can offer compensation/benefits that smaller utilities cannot, will have first pick of operators

HAWAI'I RURAL WATER ASSOCIATION **APPRENTICESHIP PROGRAM**

- ✓ 2 years, full-time work
- ✓ 4,000 hours of on-the-job training
- ✓ 288 hours of classroom training
- ✓ Successful passing of DSO-1 exam

HRWA responsibilities

- All communication and administrative duties of program
- Providing program materials and equipment
- Assigning qualified apprentices to employer
- New apprentice orientation in Waikoloa
- All classroom training hours
- Tuition assistance
- Mentor training

System (Employer) responsibilities

- Providing 1 mentor per apprentice
- Paying apprentice according to Apprenticeship Program minimum pay schedule (starting \$14.00/hr)

Apprentice responsibilities

- Tuition
- Commitment to program

System receives

- **Minimum 2-year commitment of operator to system**
- **DSO-1 licensed, educated, and skilled operator at completion of program**



Apprenticeship Program Cohort 5

Coming Fall 2025

Interested individuals and employers apply by July



Where do we find competent operators to replace our retirees?

How can we increase retention?

How can we get a current employee to pass their license exam?

\$ Funding available!! \$

<https://www.hrwa.net/apprenticeship-program.html>

Water Systems Operation
Specialist Apprenticeship Program

