



### Vision

To provide learning centered around work, life, health, water, and innovation.



# HRSD Apprenticeship Program

### Benefits That Build a Future

- FREE classroom training
- PAID on-the-job training
- FREE textbooks
- REIMBURSEMENT for mileage
- Regular training and merit increases
- Top-notch instructors
- Tutoring available
- Enhanced promotional opportunities throughout Hampton Roads and the Middle Peninsula
- Recognized and approved by the US and Virginia Dept. of Labor and Industry, Virginia Dept. of Veterans Services and Virginia Dept. of Professional and Occupational Regulation
- Veterans benefits available for qualifying participants
- Exemptions for on-the-job training and/or prior related coursework may be approved

# HRSD

Hampton Roads Sanitation District  
1434 Air Rail Avenue  
Virginia Beach, VA 23455

For more information, call 757.460.7303  
or visit [www.hrsd.com/careers](http://www.hrsd.com/careers) and  
click on Apprenticeship

### Mission

To create a workforce with diverse skill sets to prepare for an ever-changing industry.



## A Tool for Excellence

HRSD created the nation's first wastewater industry apprenticeship program to support continued excellence in our workforce. Our apprenticeship programs are custom-designed to help individuals achieve the training and experience needed for a successful career at HRSD.

## A Key to Higher Wages

With a positive attitude and satisfactory job performance, apprentices can earn training pay increases by gaining knowledge and experience, which leads to merit and training pay increases with years of service until the top of the pay scale has been reached. Plant Operator apprentices are required to obtain their Class 4 – Class 1 Wastewater Works Operator Licenses.

## Apprenticeship Program Requirements

Apprentices work their regular work schedule while gaining the required skills for their trade. They must attend classes (September-June) approximately 2-3 nights per week and may potentially complete online courses.

A formal graduation ceremony is held for all apprentices who complete the Apprenticeship Program. All graduating apprentices will also be awarded a Virginia State Certificate of Completion, Journeyworker Card in their trade, and an Apprenticeship Program class ring.

## Eligibility

Candidates for HRSD's Apprenticeship Program must be:

- Hired by HRSD into an apprenticeship position, (HRSD must have a vacancy)
- At least 18 years old
- A high school or vocational school diploma or have a GED
- Electrical & Instrumentation Apprentices must have or be pursuing an Associate's Degree in Electro-Mechanical Technology, Electronics or a related field
- Physically able to perform the work
- Strong Mathematical Skills

## Eight Career Choices

HRSD's Apprenticeship Programs provides a combination of on-the-job training and related classroom instruction. All can be completed in three to four years. The following is a short description of duties for each of the trade positions. The number of job openings in each career determines the number of apprenticeship opportunities available.

### Plant Operator

Operates and controls various wastewater treatment plant processes and equipment. Performs field and laboratory tests. Collects, analyzes and records data on wastewater treatment samples. Must have the ability to work rotating shifts.

### Interceptor Technician

Maintains and repairs interceptor system force mains, gravity mains and pump stations.

### Maintenance Operator

Performs maintenance and repair activities for wastewater treatment facilities

## Electrical & Instrumentation (E &I)

### Specialist

Uses highly specialized tools and testing equipment to install, inspect, maintain, repair and replace electronic/pneumatic instrumentation and other equipment in wastewater treatment plants and pump stations. Performs complex and specialized electrical maintenance and repair operations for wastewater treatment plant and pump station electrical systems.

### Machinist

Fabricates, rebuilds, and/or repairs parts and replacement components for large mechanical equipment.

### Automotive Technician

Performs repairs and maintenance on automotive and engine-powered equipment used by HRSD. Troubleshoot and repair gasoline, natural gas, propane, and diesel engines.

### Carpenter

Builds, repairs, alters and maintains wood structures, buildings and furnishings. Prepares and paints wood, metals, plaster and sheetrock surfaces.

### Small Communities Systems Operator

Operates and performs maintenance activities for wastewater treatment facilities. Performs sample testing, data collection, analysis, and recording. Performs maintenance on gravity vacuum and force main systems. Responds to Miss Utility and service calls.