



HRSD Apprenticeship Program

A Tool for Excellence

HRSD created the nation's first wastewater industry apprenticeship program to preserve excellence in our workforce. Our eight 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

Apprentices can receive a training increase and a merit increase each year. Upon completion of the apprenticeship program HRSD employees are eligible to receive additional merit increases until reaching the end of the pay scale.

Eligibility

Candidates for HRSD's apprenticeship programs must be:

- Hired by HRSD into an apprenticeship position
- At least 18 years old
- A high school or vocational school graduate or have a GED
- Physically able to perform the work

Eight Career Choices

HRSD's eight apprenticeship programs are a combination of on-the-job training and related classroom instruction. All can be completed in four years. The following description of duties can help you select the position that's right for you. 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. Operator apprentices obtain the skills and credits

needed to earn their wastewater licenses and the accompanying bonuses.

Maintenance Operator

Performs maintenance and repair activities for wastewater treatment facilities.



Interceptor Technician

Maintains and repairs interceptor system force mains, gravity mains, pump stations and equipment such as pumps and compressors. Assures proper servicing and readiness of equipment. Maintains stocks of expendable tools, fittings, pipes and other materials.

Instrumentation Specialist

Uses highly specialized tools, computers and testing equipment to install, maintain, repair and replace electronic equipment in wastewater treatment plants and pump stations. The equipment includes meters, programmable logic controllers, variable frequency drives and distributed control systems. Troubleshoots malfunctioning mechanisms, performs maintenance and periodic inspections of all instruments in order to calibrate and adjust in accordance with industry standards.



Electrician

Uses specialized tools, computers and testing equipment to install, maintain, repair and replace electrical equipment, motors and generators in wastewater treatment plant and pump station electrical systems.

Carpenter

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



Automotive Technician

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



Machinist

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

Benefits That Build a Future

- FREE classroom training
- PAID on-the-job training
- FREE textbooks
- REIMBURSEMENT for mileage
- Regular training increases
- Wastewater license bonuses for operators
- Top-notch instructors including licensed professional engineers
- Tutoring available
- Enhanced promotional opportunities throughout Hampton Roads and the Middle Peninsula
- Recognized and/or approved by the Virginia Dept. of Labor and Industry, US Dept. of Labor, Virginia Community College System, Virginia Dept. of Education, Virginia Dept. of Veterans Services and Virginia Dept. of Professional and Occupational Regulation
- Veterans' benefits available for qualified participants
- Exemptions for on-the-job training and/or prior related coursework may be approved by the Apprenticeship Committee



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