

Aqua Ohio Mentored Apprenticeship Program 2023



AQUASM

An  Essential Utilities Company

Protecting and providing Earth's most essential resource

Aqua, an Essential Utilities company, has a long history of owning, managing, and operating, and maintaining water and wastewater systems throughout eight states including: Pennsylvania, Ohio, North Carolina, Illinois, Texas, New Jersey, Indiana and Virginia. Aqua currently provides wastewater and water utility services to more than 3 million people, owns and/or operates 1,494 public water systems, provides wastewater service to Two Hundred and Fifty Thousand people, and owns and/or operates 188 wastewater treatment plants and collection systems.

Proudly Providing Drinking Water and Wastewater Service to the Buckeye State

 **500K**
Ohioans Served

 **2331**
Miles of Pipe

 **151K**
Water Connections

 **20**
Counties Served

 **164**
Employees

 **7K**
Wastewater Connections

 **47**
Townships Served

 **33**
Drinking Water
Treatment Plants

 **5**
Wastewater
Treatment Plants

 **22**
Municipalities
Served



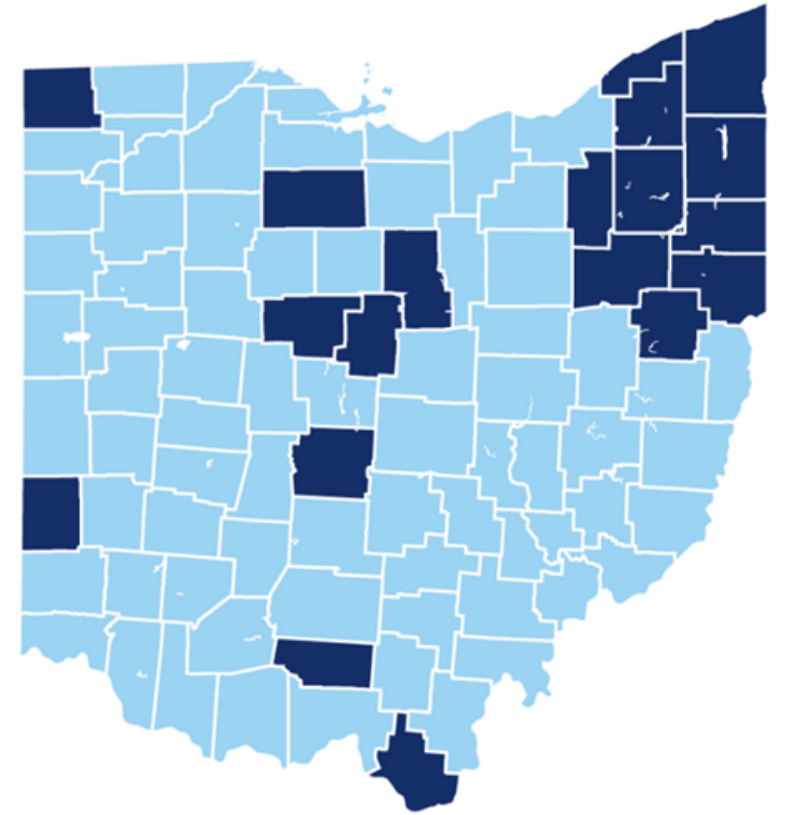
Robert L. Davis
President

RLDavis@AquaAmerica.com
330.397.0774

Service Areas & Customers

- Mentor Area: 32,635 Water
- Ashtabula Area: 14,083 Water
- Franklin County/Lawrence/Lake White Area: 11,879 Water
- Marion/Tiffin Area: 25,566 Water
- Masury Area: 1,427 Water
- Stark/Mansfield/Portage/Mohawk/Firestone Trace/
Southwood Estates Area: 42,599 Water
- Struthers/Tomahawk Area: 23,731 Water
- Franklin County Area: 6,774 Sewer
- Firestone & Southwood Estates Area: 171 Sewer

*Aqua has signed agreements to add another 5600 customers in early 2023.



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Organizational Challenges

Industries, especially trades, are reporting staffing challenges and an aging workforce.

Aqua's goal to enhance workforce diversity to better reflect our communities: **I**

- State goal 17% by 2025
- Current Ohio workforce diversity = 10.4%

Bottom Line = There are fewer qualified workers and this complicates the recruitment of the shrinking number of qualified, representatives of minority groups that are vital to reaching our diversity goals.

Develop an internal apprenticeship program to educate, grow, evaluate and hire a more diverse workforce and encourage them to establish a career in the water / wastewater industry.

The Apprenticeship Program At-A-Glance

Aqua Ohio's new mentored apprenticeship program is designed to introduce students to the water and wastewater.

Program requirements:

- At least 18 years old in 2023
- High school graduate or complete GED
- Good attendance record & 2.0 GPA
- Complete application
- Letter of recommendation
- Completion of 6-month apprenticeship program

Program offerings:

- Real-world hands-on, safety-first experience
- \$16/hour and first-in-line to fill \$26/hour positions at program completion
- All necessary tools and personal protective equipment
- Certificate of completion that demonstrates your achievement in field services

Why Water and Wastewater?

- Water and wastewater treatment and distribution jobs are *essential* to everyday life.
- Positions in this industry are the first line of defense in protecting the environment and public health.
- Jobseekers are in high demand with more jobs becoming available than people to fill them.
- These positions pay well and allow you to build a great career for life.
- Enjoy job security, flexibility, great benefits and a sense of purpose.



“ I love working here because I'm always learning, and every day is different. My last job was a job. At Aqua, I have a career with opportunities for advancement and professional development.”

Andrew Blackburn
Facility Operator

Why Aqua Ohio?

- The largest publicly regulated water utility in the state
- Operates 35 water and 5 wastewater systems in the Buckeye state
- Serves 500,000 Ohioans with 13.3 billion gallons of drinking water and protects the environment by treating 860 million gallons of waste per year
- Invests in our employees and promotes from within
- Ranked #1 in J.D. Power's 2022 Customer Satisfaction Study in midwest midsize region



**You'll learn and
earn with hands-on
experience.**

A Closer Look: Aqua's Franklin County Facilities

Lake Darby



Timberbrook



Huber Ridge



Worthington Hills



Blacklick Estates



Apprenticeship Program

Key Partners

- Aqua Management, Regional Safety Specialist & Human Resources, Corporate Communications,
- Board of Education, OTCO, School Districts / Guidance Counselors,
- Local Unions.



The Apprenticeship Program Phases

Phase 1

Safety & hazard mitigation
Hand tools & safe usage
Traffic control & safe excavation
Map & GIS reading
Work management systems

Phase 2

Hands-on supervised work experience
Pipe, valve & hydrant repair
Water meter operation
Service order response

Extensive Learning Opportunities



Pumps, compressors & mechanical equipment



Electronic monitoring & reporting



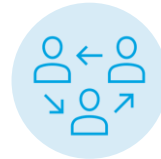
Customer service



Water and wastewater treatment, distribution and collection processes



Cleaning, televising & documenting condition of sewer pipelines



Working together in a team environment



All things safety – everyday!

Apprenticeship Program

2023 Timeline	
Presentation to the School Administration/Board	March
Presentation to Operator of Training Committee of Ohio (OTCO) Water Workshop	March 30
Parent/Student Information Meeting	Mid-April
Student Application Process	Mid-April
Testing & Interviews	Late-April
Selection and Notification of Candidates	Mid-May
Begin Hiring Process	Late-May
Pre-Orientation Meet & Greet	Mid-June
Program Start Date	Late-June

What's Next?



- If you're interested in exploring an apprenticeship opportunity with Aqua, contact Dave Dunn at DBDunn@AquaAmerica.com or your program coordinator
- Attend our upcoming information session for students and their families

Questions and Discussion





Thank You!