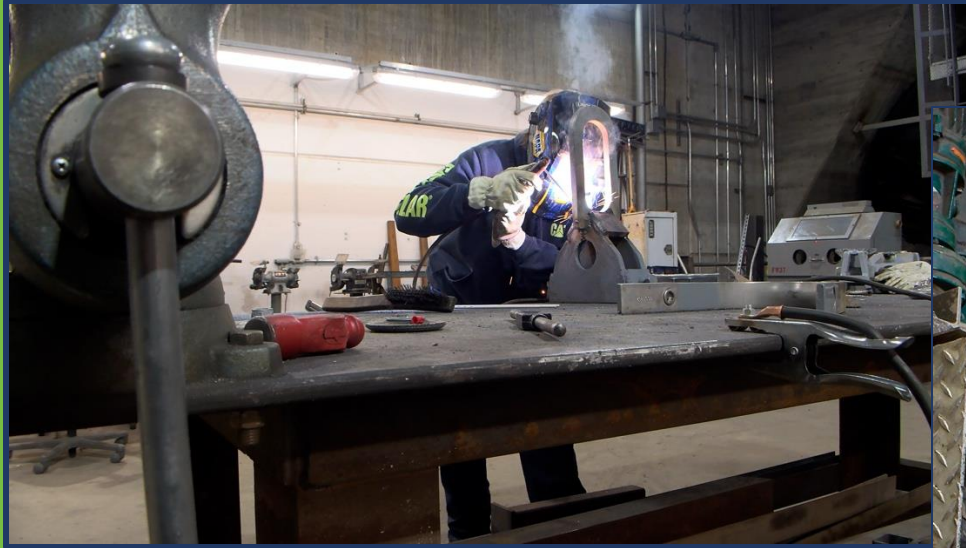


LOUISVILLE MSD APPRENTICESHIP PROGRAM WORKFORCE DEVELOPMENT AWARD



The Value Of Apprenticeships At MSD

On the heels of National Apprenticeship Week last week MSD is getting ahead of its staffing needs with a new maintenance electricians apprenticeship program. The demand for maintenance electricians is increasing but the number of people going into the field has dropped while long-serving electricians are retiring.

The five-year program combines on the job training at MSD with academic work at Jefferson Community and Technical College. "Their tuition is going to be paid for and they're going to get paid training with a guaranteed job at the end of it," said Organizational Development and Training Manager **Tony Glore**.

Apprentices work during the day at MSD with a subject expert, or someone who already knows the skills, and then go to classes at JCTC on Tuesday and Thursday nights. Glore works with the subject experts to determine what competencies the apprentices must master and demonstrate during their apprenticeship and at what stage. The apprentices must also attend class and earn an A or B grade to pass.

Maintenance electricians maintain equipment at MSD's sixteen flood pumping stations, and the treatment plants. "There's so much electricity that is used in all the components at a treatment plant," Glore said. "Every step of the process involves mechanical and electrical."

Recruiting for apprenticeship candidates is underway



Maintenance Mechanic Apprentice **Felicia Ferrell** poses for a photo at Cedar Creek WJTC.

ahead of a spring start of the program. There are five spots available. Anyone may apply, as previous skills are not required. "It's a great way for us to diversify our workforce and provide opportunities to people."

A similar program for maintenance mechanics was launched a couple of years ago. **Felicia Ferrell** started with MSD as a laborer in July 2021 and was quickly approached about taking part in that four-year apprenticeship. "I was reluctant at first because I didn't have a mechanical background," Ferrell said.

"I thought about it, and I felt that it was a better opportunity for me to gain a skill." She joined the first cohort of the maintenance mechanic program and has not only gained new skills, but also confidence in her career. The second cohort started in April 2023.

Louisville MSD Apprenticeship Program Highlights:

- Partnership Developed with Local University and Trade Schools and Provides Employees the Opportunity to Learn While Working.
- Five-year Program
- Cohorts of Mechanical and Electrical Trades have been Developed and Implemented
- Allows MSD to Create a Pipeline for Employee Growth, while Creating a Sustainable Workforce.

