

Apprenticeships at the LOTT Alliance



Who We Are

The LOTT Alliance's mission is to preserve and protect public health and the environment by cleaning and restoring water resources for our communities. To accomplish that mission, LOTT owns and operates wastewater and reclaimed water facilities throughout the Lacey-Olympia-Tumwater area. These include our main centralized treatment plant, a satellite reclaimed water plant, three pump stations, miles of sewer pipelines, and a 40-acre park-like facility that features reclaimed water ponds and groundwater recharge basins.

LOTT employs staff in a variety of positions, within four separate divisions – Facilities, Community Relations and Environmental Policy, Engineering, and Administration. Each staff member is part of a high performing team with a broad range of skills and experience necessary to manage ongoing treatment, maintenance, regulatory compliance, engineering, finance, and public communication responsibilities.



Apprenticeship Program

LOTT's Washington State-approved Apprenticeship Program provides a rare entry-level opportunity to build a stable, rewarding career in the environmental field, working in state-of-the-art wastewater treatment facilities in one of three occupations: Wastewater Treatment Plant Operator, Control Systems Technician, and Maintenance Technician. Each Apprenticeship combines required supplemental instruction with comprehensive on-the-job training, working with LOTT's skilled journey-level staff. Upon successful completion of the program, our Apprentices "graduate" to become fully skilled members of the LOTT team.



Becoming an Apprentice

The Control Systems Technician and Maintenance Technician Apprenticeships are open for new applicants on an “as needed” basis. The Wastewater Treatment Plant Operator Apprenticeship opens



approximately every two to three years. Applicants to the Apprenticeship Program must be at least 18 years of age, must have a high school diploma or GED, and must possess a valid Washington State

Driver’s License. All applicants who meet these criteria are invited to complete an aptitude test. Candidates are selected for interviews based on their test scores. At the completion of the interview process, successful candidates are placed on a roster, which is used for up to two years to fill vacant positions.

“LOTT’s Apprenticeship Program offers an entry into a profession that has a tremendously positive, visible, and immediate impact on the environment – the inlets and bays of Puget Sound. The program also offers an introduction into the leading technologies and the latest scientific advancements in conserving, treating, and reclaiming water, dealing directly with one of the most pressing issues facing our society.”

*Borek Busta, Operator I
(Former Operator Apprentice)*



What to Expect as an Apprentice

Apprentices are required to enter into a contract that, in addition to assigned duties, requires a minimum of 144 hours per year of related coursework. The Wastewater Treatment Plant Operator Apprenticeship is a 2.5-year program, which also requires completion of a course of study in Wastewater Technology. The Control Systems Technician and Maintenance Technician Apprenticeships are 3-year programs that require a combination of vocational education (such as welding) and self-paced coursework. Since the LOTT Alliance invests a great deal in training for this program, Apprentices are required to make a service commitment to the LOTT Alliance after completion of their 6-month initial probationary period. The service commitment is equivalent to the duration of the Apprenticeship. Repayment of training costs may be required for failure to fulfill the service commitment.