



*Providing the Highest Quality Water for NW Arkansas and Eastern Oklahoma*

## GRADUATING HIGH SCHOOL SENIOR INTERNSHIP

The Benton Washington Regional Public Water Authority (BWRPWA) is a regional wholesale potable water provider to 17 different Public Water Systems located in Northwest Arkansas and Eastern Oklahoma. The service area covers almost 1500 square miles and serves a population of approximately 165,000 consumers. We also provide water to major industrial customers such as the Simmons Foods poultry processing plant near Gentry, McKee Bakeries in Gentry, and the NW Arkansas National Airport which served 1.1 million transient customers in 2025.

We are starting our second year of our Graduating Senior Internship Program and below is more information about the Internship Program. This Program is open to all graduating seniors that meet the minimum requirements and who are looking to enter the workforce instead of going to college

### Minimum Requirements:

1. Graduate from High School with a minimum cumulative GPA of 2.5. It is preferable that the applicant has completed some coursework in High School with Biology, Chemistry, and Algebra or Geometry as this will help with State licensing but is not required.
2. Applicants must have reliable transportation to and from the work site which is located outside of Avoca, Arkansas.
3. All applicants will be required to take a Department of Transportation Drug Test and will need to submit necessary information for a criminal background check. All positions at BWRPWA, including intern positions, are classified as Safety Sensitive positions.
4. Complete the Application listed on our website at [www.bwrpwa.com](http://www.bwrpwa.com). Only applications completed and submitted through the website will be considered and the deadline to apply is May 1, 2026.

This is a paid Internship. The pay Rate is \$20.00 per hour (\$30.00 per Hour for Overtime when applicable) and paid weekly. All payments are issued through electronic ACH payments, so the intern must have a checking, savings, or other bank account to deposit the funds into. The Internship involves a 4-month rotation in each Department. When the Intern is on the Maintenance and IT/OT-SCADA / Electrical rotation, the work hours will be Monday through Friday 7 AM to 3:30 PM. When the Intern is on the Operations Rotation, they will work alternating 36 hour and 48 hour weeks that consist of either 3 or 4 consecutive 12-hour shifts, 7AM to 7 PM and 7PM to 7 AM. Each Intern will work one 2-week period of Night Shifts; the remainder will be day shifts and will include some weekend shifts. The 48 hour weeks do include 8 hours of Overtime.

Interns will be paid for Contract Labor and will not receive any benefits associated with the position except for training for State Licensing. BWRPWA will pay all training and testing costs for Interns, and this does include being paid for classroom time. All Interns will have the opportunity to obtain up to their Arkansas Department of Health Grade 3 Water Treatment and Water Distribution licenses.

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**BWRPWA also offers an Electrical Apprenticeship program which is a 4-year program to allow Electrical Apprentices to work under a Master Electrician and earn the opportunity to test for their Journeyman Electrical License. For Interns that show an interest in this aspect of our operations, our current apprentices will be testing for their Journeyman License at or near the end of the internship in 2027, thereby providing additional opportunities at the end of the internship. The Electrical Apprentice program is a paid full-time position with full benefits at BWRPWA.**

**Interns that successfully complete the internship program and are interested in other areas such as Operations, Maintenance, or IT/OT/SCADA work will have the opportunity to obtain a full-time position here at BWRPWA or with one of the many other water utilities located within the area. This is especially true, if the Intern can successfully obtain their Grade 3 licenses that were discussed earlier.**

**An Internship in the Drinking Water Utility Sector offers quite a bit to graduating seniors looking to start building a career or just wanting to go ahead and enter the workforce. This job sector is always going to be needed, is fairly recession proof, and offers career advancement opportunities with good pay and benefits for those willing to put in the time and effort to build a career. At BWRPWA we offer competitive pay with annual increases, and our employee benefits include full medical, dental, vision, accident, and life insurance all company paid, vacation and sick time, paid training and testing, paid uniforms, matching retirement contributions, networking opportunities with other utilities, and tuition assistance of up to \$1,500 per semester for employees that want to return to school to help their career or learn a new trade. Most of the area utilities also offer similar benefits and it is important to note that the skills you will learn in your internship are portable as is your licensing. Should you decide to move to a different area or state, then you should be able to find employment within the Utility Sector in that area. Most states offer reciprocity with Arkansas water licensing, and the aging workforce problem in the Water Utility Sector is not just applicable to this area. This issue is nationwide and for a young person entering industry now, there are countless opportunities across the entire country for career advancement.**

**So, if this Internship is something that interests you, please go to [www.bwrpwa.com](http://www.bwrpwa.com) and complete the application process. Remember May 1, 2026, is the deadline for all applications. We expect to begin contacting applicants the week of May 18, 2026 for the selection process, and the Internship starting on June 1, 2026, and running through May 31, 2027.**

**If you have any questions or need additional information, please contact Scott Borman, BWRPWA G.M. or Nathan Hooper BWRPWA Asst. GM at 479-925-7655 or email at [scott.borman@bwrpwa.com](mailto:scott.borman@bwrpwa.com) or [nathan.hooper@bwrpwa.com](mailto:nathan.hooper@bwrpwa.com)**