



## ***Organization, Personnel and Effectiveness Committee***

3/10/2026 Committee Meeting

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### **Subject**

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Apprenticeship Program Overview and Update

### **Executive Summary**

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The Apprenticeship and Technical Training Program develops and trains personnel to become qualified mechanics and electricians responsible for maintaining Metropolitan's water treatment and distribution systems. This annual report provides an overview and update on Metropolitan's Apprenticeship Program activities.

The next Apprenticeship Program Update will be provided in March 2027.

### **Fiscal Impact**

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#### **Program Budget**

- Current annual budget of \$1.6 million to cover the following:
  - Program staff labor (4 employees)
  - Materials and supplies
  - Books and reference materials
  - Testing services
  - Administrative costs
  - Testing services
  - Outside training facility contracts (San Bernardino Valley College, Mt. San Antonio College)
  - Travel
- Does not include apprentices' labor
  - Apprentice salaries are accounted for under budgets for specific operational groups. Apprentices are initially hired under temporary position control numbers (PCN).
  - Employees are assigned permanent PCNs upon successful completion of the program.
- As part of the current ongoing biennial budget process, staff is requesting an additional position for the program, Senior Training Specialist, to support specific program-related training needs/activities.

### **Details and Background**

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#### **Background**

Metropolitan's Apprenticeship Program includes two, four-year programs designed to train employees to the journey level in the mechanical or electrical fields. Apprentices earn a journey-level certificate, 36 college credit units, and the commitment of full-time employment with Metropolitan upon successful completion of the program. The programs use a combination of on-the-job training experiences, classroom instruction, written and practical assessments, and home study. Both programs are certified by California's Division of Apprenticeship Standards and overseen by a joint committee of Metropolitan management and labor representatives.

**Program Capacity**

- Current average capacity: 48 apprentices allocated across 6 classes, 3 classes per trade
- Maximum capacity: 60 apprentices
- Ideal class size for optimal learning:
  - Electricians: 6 (max 8)
  - Mechanics: 10 (max 12)
- Maximum of three active classes per trade per year

**Current Enrollment**

- 24 Metropolitan apprentices
- 3 Member Agency apprentices

**Projected Final Enrollment Fall 2026**

- 42 Metropolitan apprentices
- 3 Member Agency apprentices

**Recruitment Process**

- DEI-led outreach prior to Apprentice Job Announcement
- 45-day job announcement posting
- 2-week application period
- ~6 weeks for invitation to test and complete testing
- 2 weeks for interviews
- 12–16 weeks estimated hiring process, including background checks, medical evaluations, and interactive process (if applicable)

**Eligibility Lists**

- Two current eligibility lists: In-town established 2025; Desert established 2026

**Program Results**

- 168 graduates to date
- 90 percent graduation rate
- 64 percent of the workforce operating/maintaining the system are program graduates
- 15 graduates are in management positions

  
 \_\_\_\_\_ 3/4/2026  
 Gonzalo Barriga Date  
 Group Manager  
 Safety, Security & Protection Officer

  
 \_\_\_\_\_ 3/4/2026  
 Shivaji Deshmukh Date  
 General Manager