



Organization, Personnel, and Effectiveness
Committee

Apprenticeship Program Overview and Update

Item 6a

March 9, 2026

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Item 6a

Apprenticeship Program Overview and Update

Subject

Apprenticeship Program Overview
and Update

Purpose

Provide an overview and update on
Metropolitan's Apprenticeship Program
activities.

Metropolitan's Apprenticeship Programs

Metropolitan's Apprenticeship

Office of Safety,
Security,
& Protection

Safety,
Regulatory,
& Training

- Comprehensive state certified four-year academic and on-the-job training programs
- Initiated in 2003
- Partnership between industry, education, and government
- Prepare workers for journey level
- Mechanical and electrical careers at Metropolitan



Program Governance & Oversight

Metropolitan's Apprenticeship

Management Framework



- State Division of Apprenticeship Standards
- Local Education Agency
- Joint Apprenticeship and Training Committee
- Apprenticeship Policies and Procedures
- Program Administration



Metropolitan's Apprenticeship

Program Structure



Education & Training

- 4-year program
 - 8 periods of study
- Classroom training
 - 36 units toward Associate Degree
 - Diamond Valley Lake Training Center
 - Local community colleges
- On-the-job training
 - Metropolitan's service area

Metropolitan's Apprenticeship

Diamond Valley Lake Training Center



Apprenticeship Program Facility Upgrade



Apprentice Training Center



Future Apprenticeship Training Center

Apprenticeship Curricula

- Classroom instruction includes lecture and lab sessions
- All courses are accredited by a local education agency



Mechanical

- Industrial Safety
- Mathematic Fundamentals
- Bolt and Fasteners
- Drawings and Schematics
- Hand, Precision, and Power Tools
- Mechanical and Fluid Power Transmission
- Pump and Pump Hydraulics
- Piping, Valves, and Pipefitting
- Welding
- Basic Machining and Tool Operations
- Water Treatment

Electrical

- Industrial Safety
- Mathematic Fundamentals
- Drawings and Schematics
- Troubleshooting Skills
- Motor and Transformer Theory & Maintenance
- Electrical Construction Methods and the National Electrical Code
- Introduction to Computer Programing and Process Controls
- High Voltage Systems
- Operations and Maintenance Procedures
- Water Treatment

Classroom & Shop Training



Metropolitan's Apprenticeship

Classroom & Shop Training



Inside the Classroom

- Program Instruction
 - Mechanical and electrical instructors
 - Adjunct faculty with college
 - Metropolitan subject matter experts
 - Off-site specialized instruction
- Classroom Sessions
 - Home study review
 - Lectures with labs
 - Exams
 - 640 minimum hours of class time

Metropolitan's Apprenticeship

Achieve Learning Objectives



Testing Competencies

- Post Instruction Tests
 - Completed online
- Midterm and Final Exams
 - Written
 - Practical
 - Completed in class
- Demonstrated Proficiency Assessment (DPA)

Metropolitan's Apprenticeship

On-the-Job Training (OJT)

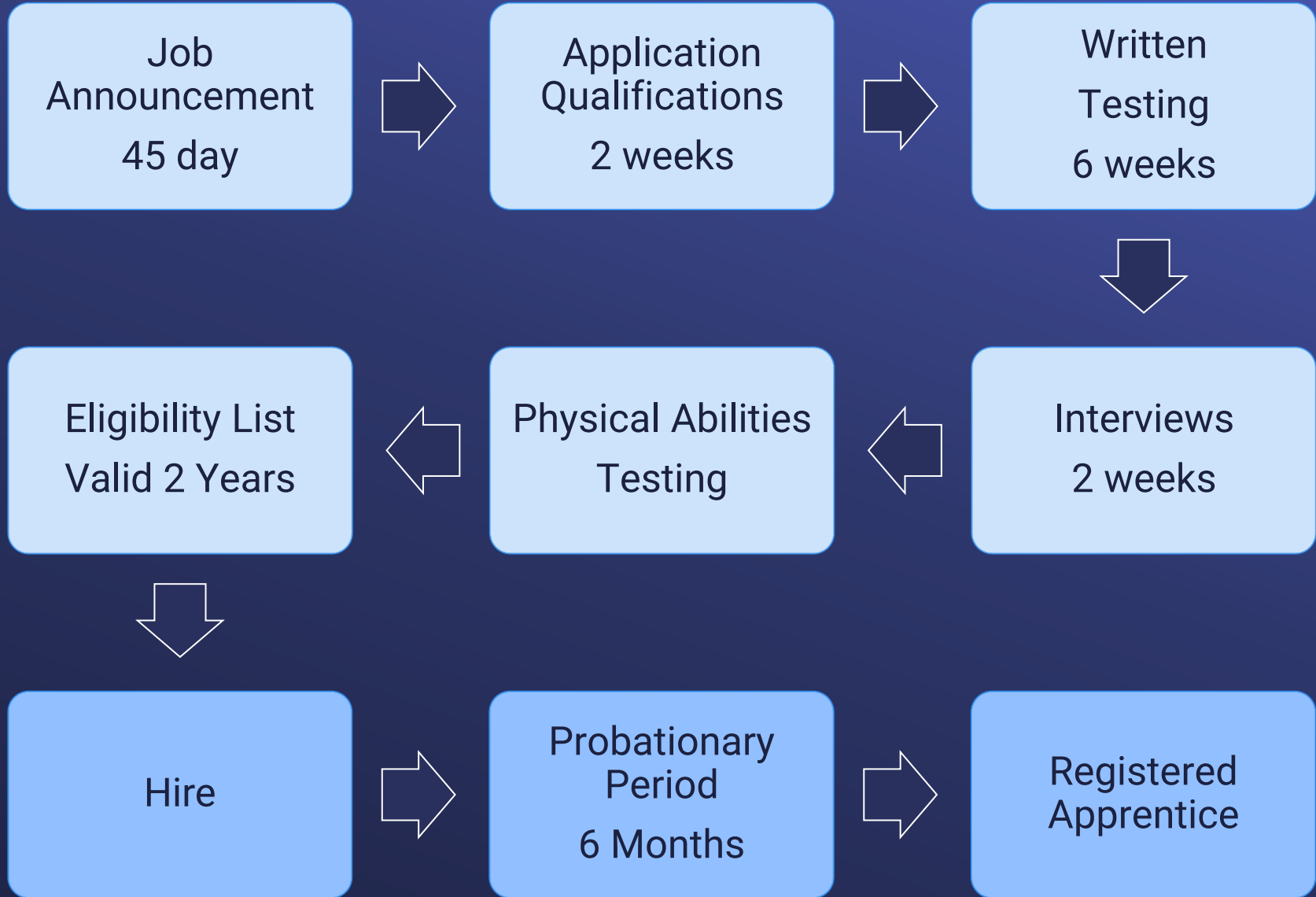
Field Training

- Journey-level mentors
- State-required journey to apprentice ratio
- Practical hands-on experience
- 6,640 hours of OJT
 - Field activities are tracked and reported
 - Rotations as needed to ensure well-rounded experience

On-the-Job Training



Recruitment Process



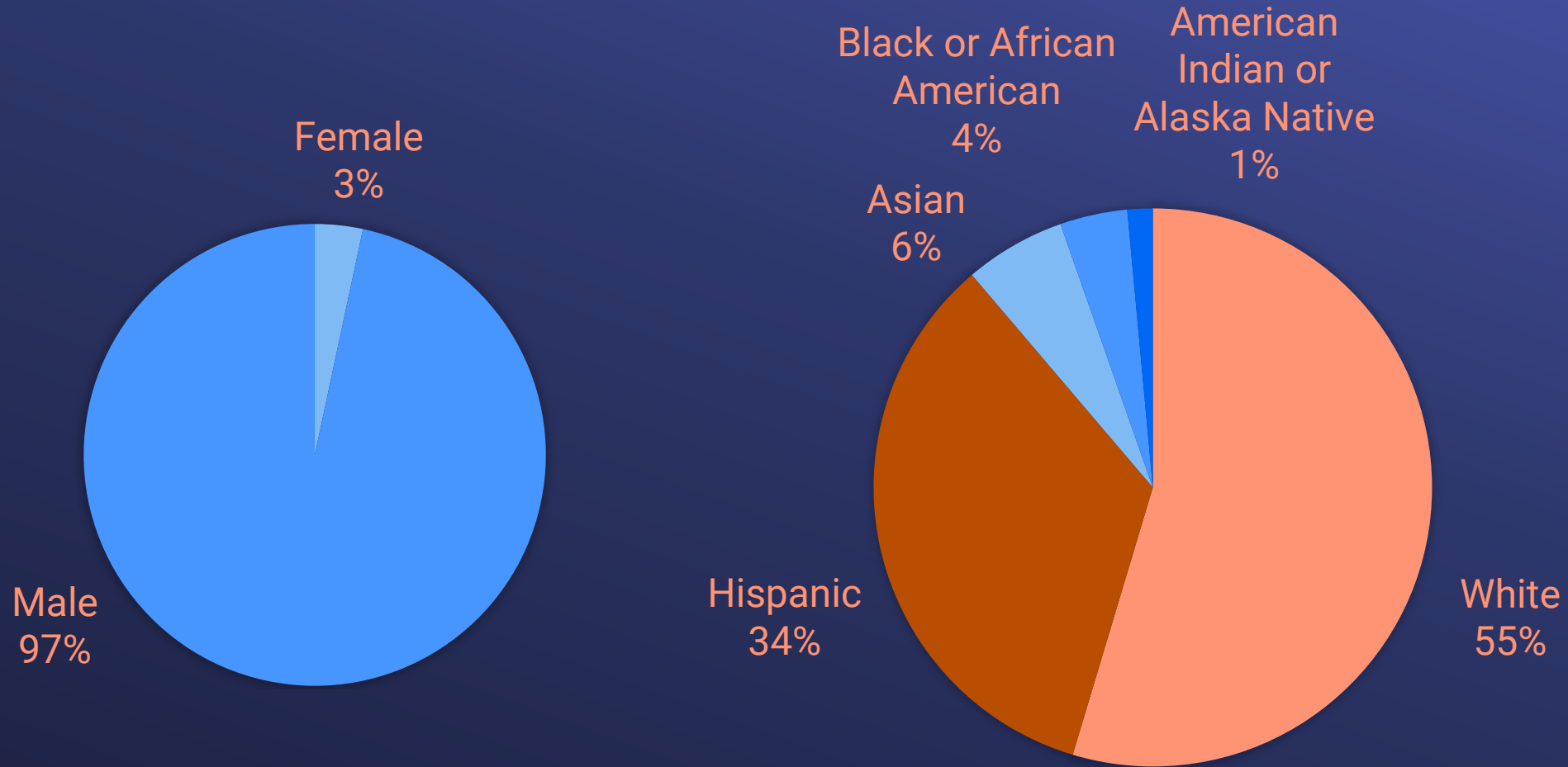
Overview



Results Since Program Inception

- 168 graduates to date
- 90% graduation rate
- Most recent graduates - Class of 2023
 - 10 mechanics, 5 electricians
- 64% of workforce operating/maintaining the system are program graduates
- 15 graduates in management positions
- Member agency collaboration - 3 staff

Pre-Apprentice Hiring Demographics 2003–2026



Note: Demographic information reflects self-reported data for individuals hired into the apprenticeship program since program inception.

Apprentice Enrollment

- 48 average (60 max)
- 3 classes per trade
- Ideal class size
 - 10 mechanics (12 max)
 - 6 electricians (8 max)
- 24 current apprentices; 18 slated for hire
- 2 current member agency; 1 slated for hire
- 5 active classes
 - 2 mechanical (2027, 2029)
 - 3 electrical (2026, 2027, 2029)
- 2 incoming classes (2030)

Metropolitan's Apprenticeship

Program Capacity

May 2026							
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
					1	2	
3	4	5	6	7	8	9	
10	11	12	2027 Session 6.5				16
17	18	19	2026 Session 7.5				23
24	25	26	2029 Session 1.5				30
31							

Metropolitan's Apprenticeship

Financial Overview



Program Budget

\$1.6 million annual budget

- 2 full-time instructors
- 2 full-time program staff
- Books, materials, and supplies
- Testing services
- Administrative costs
- Outside training facility contracts
- Travel

Metropolitan's Apprenticeship

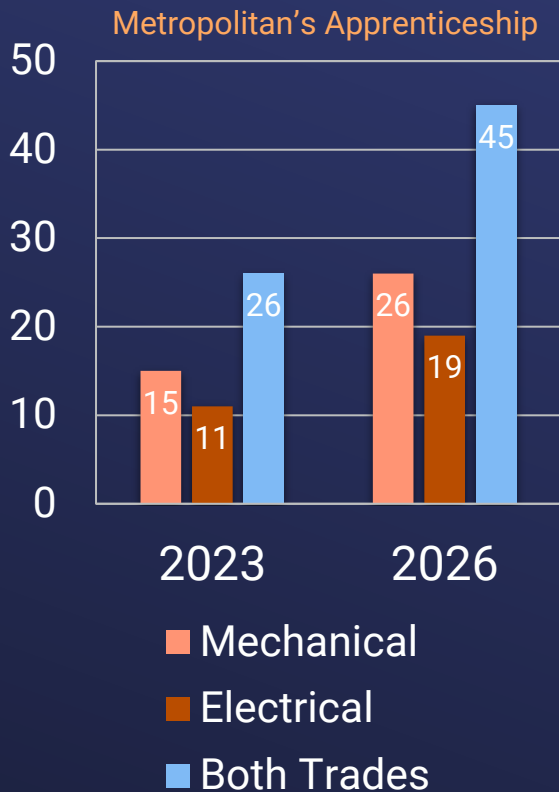
Recent Recruitments



Two Recruitments & Eligibility Lists

- Intown 2024-2025
 - 15 hired, Fall 2025 - Class of 2029
 - 10 mechanical; 5 electrical
 - 10 expected, Spring 2026 - Class of 2030
 - 6 mechanical; 4 electrical
- Desert 2025-2026
 - 8 expected, Spring 2026 - Class of 2030
 - 4 mechanical; 4 electrical
- Lists active two years from first hire date

Program Growth & Continued Development: Additional Staff Position Recommended



One Position in current proposed budget:

- Maintenance of all required state certifications
- Program quality with increasing number of apprentices
- Flexibility to grow and enhance program
- Increase ratio of instructor to apprentice
- Continued support for member agency collaboration and participation

Pipeline for Skilled Trades & Future Leaders

Metropolitan's Apprenticeship

Program Benefits



- Strengthens succession planning
- Ensures steady supply of certified mechanics and electricians
- Provides training on Metropolitan systems and equipment
- Creates pathway to associate degree
- Expands career advancement opportunities

