



Ethics, Organization, and Personnel Committee

Update on Apprenticeship Program

Item 6c

June 13, 2023

MWD Apprenticeship

Outline for Program Update



What is Apprenticeship?

Program Overview



MWD Apprenticeship

What is apprenticeship?



Purpose

- Develops journey-level electricians and mechanics
- Partnership of industry, education, government, management, and employees
- Provides comprehensive academic and on-the-job training (OJT)

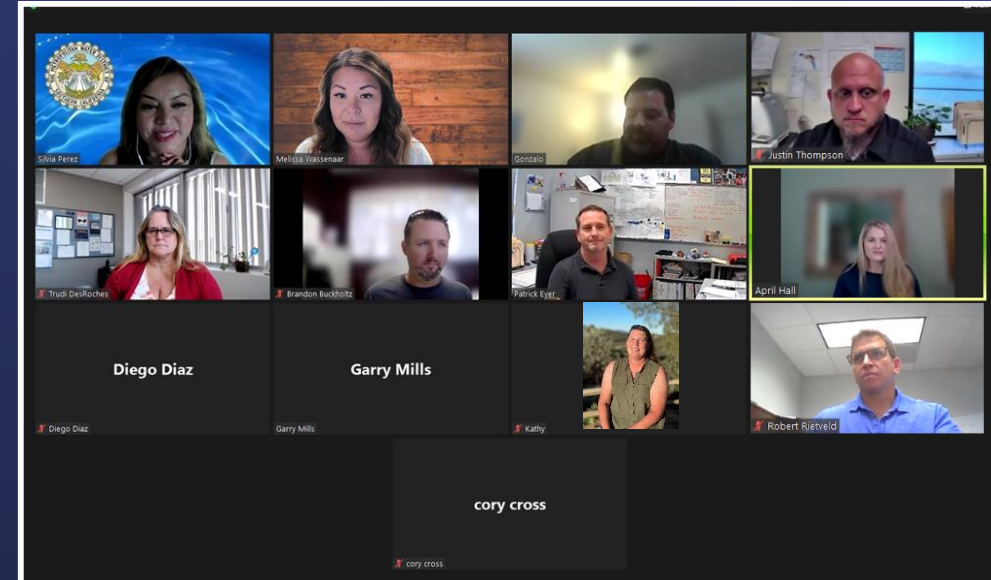


Program Governance

MWD Apprenticeship

Who oversees the program?

- State Division of Apprenticeship Standards
- Local education agency
- Joint Apprenticeship and Training Committee
- Apprenticeship policies and procedures
- Program administration



Program administration facilitating Joint Apprenticeship Training Committee meeting



MWD Apprenticeship

Why is it
important?

Building a strong workforce

- Labor market for electrician and mechanics
- Promotes long-term workforce stability
- Partnership between Water System Operations, AFSCME Local 1902, Human Resources, and Office of Diversity, Equity & Inclusion





MWD Apprenticeship

How is the
program
structured?

Apprentices complete....

- 4-year program
 - 7,280 hours
- 8 periods of instruction
 - Classroom
 - On-the-job
- 36 units toward Associates Degree

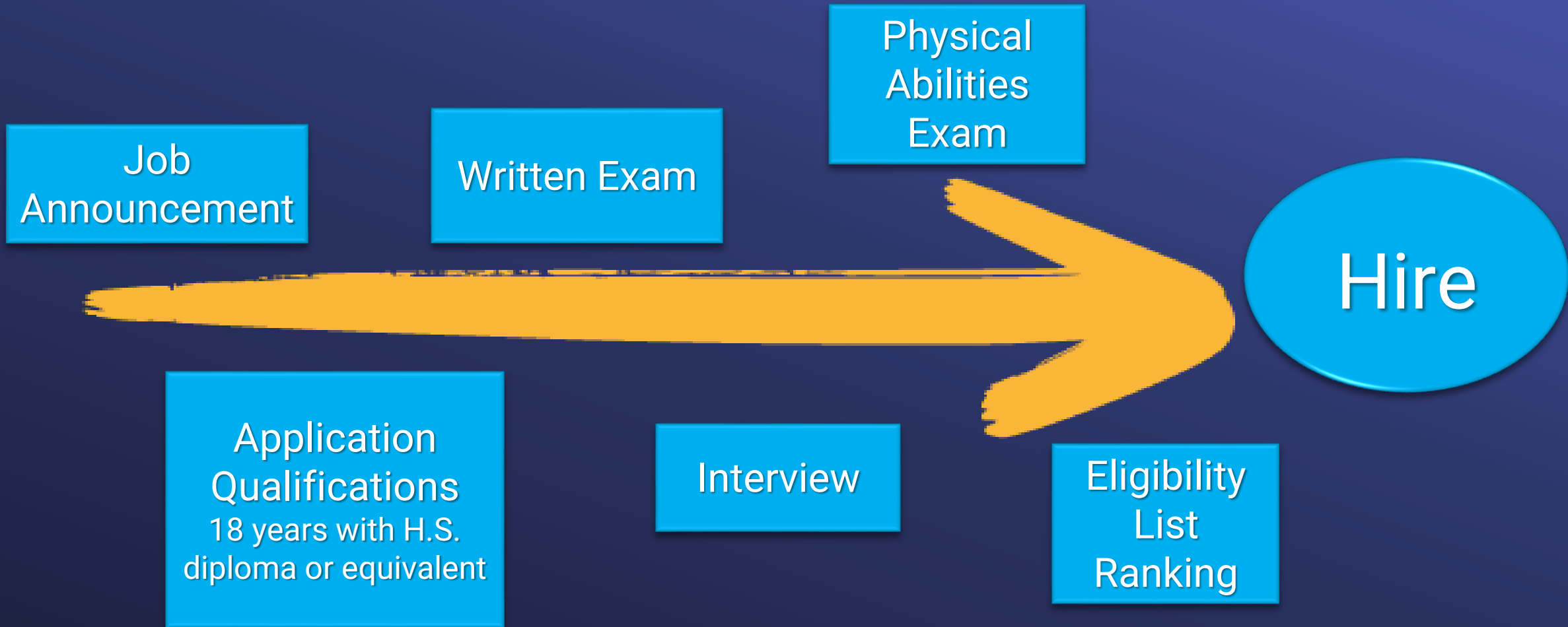




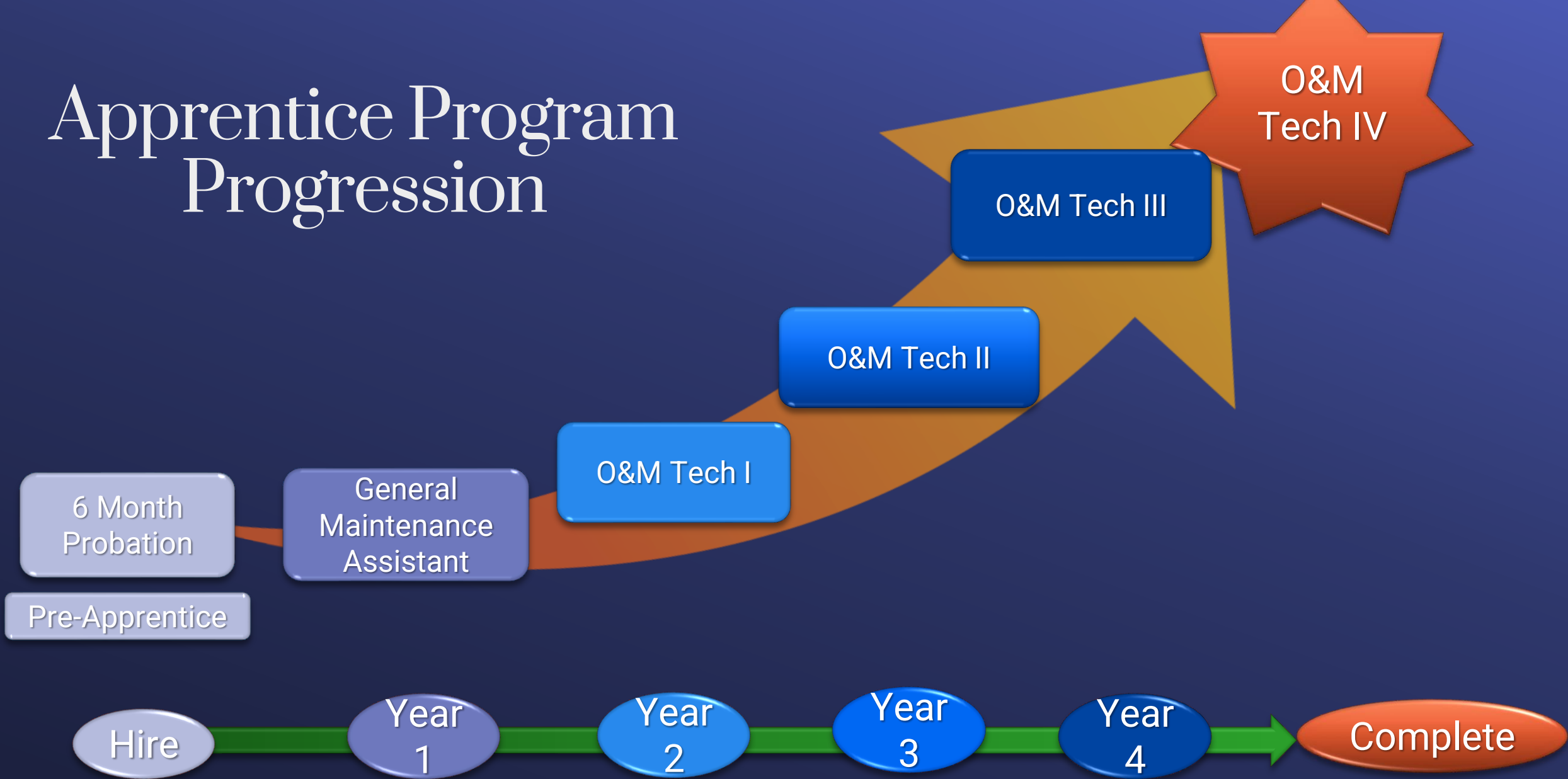
Apprenticeship Training

Path to Journey Certification

Hiring Process



Apprentice Program Progression





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What is on-the-job training?

Teamwork

- Supervised by local manager
- Journey-level mentors
- Practical experience
- Diverse work assignments
- Approx. 90% in the field



Practical experience

MWD Apprenticeship

On-the-job Training



Classroom and shop training

MWD Apprenticeship

What is
being
taught?

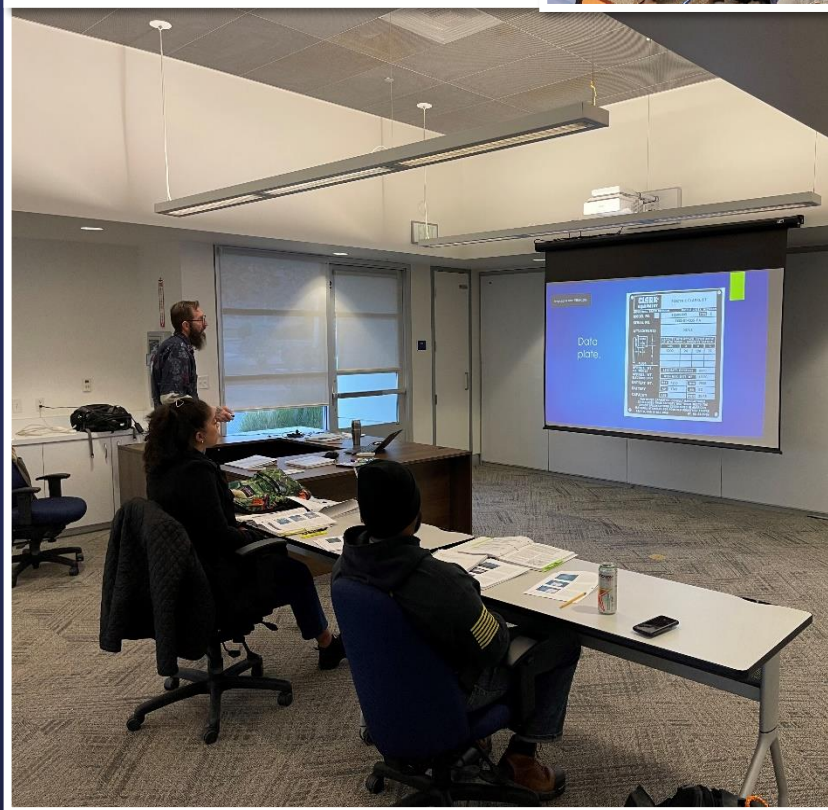
- 640 hours of class
- Appx. 10% training
- Complete exams
- Practical labs
- Home study



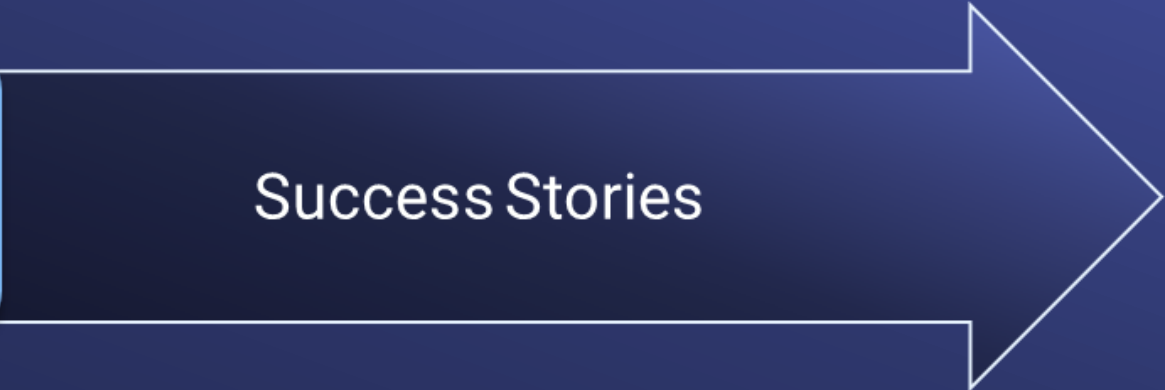


MWD Apprenticeship

Classroom & shop training



Outcomes



Success Stories



Congratulations Class of 2023

5 Electricians | 10 Mechanics

MWD Apprenticeship

90%
Graduation
Rate!



Apprentice Program Status	Total
Participants	198
In progress	26
Graduated	154
Job bid before graduation	11
Incomplete	7

Promotions	Total
Management	9
Other promotions	17
Retired	13

MWD Apprenticeship

Comparison to other programs

Program	Completion Rate
MWD Apprenticeship Program	90%
International Brotherhood of Electrical Workers	60%
California Apprenticeship Programs	45%

Restaurant management to operations

“The best part of the program is the people you meet and the comradery. Building relationships and having friends to reach out to all over the District is valuable.”

MWD Apprenticeship

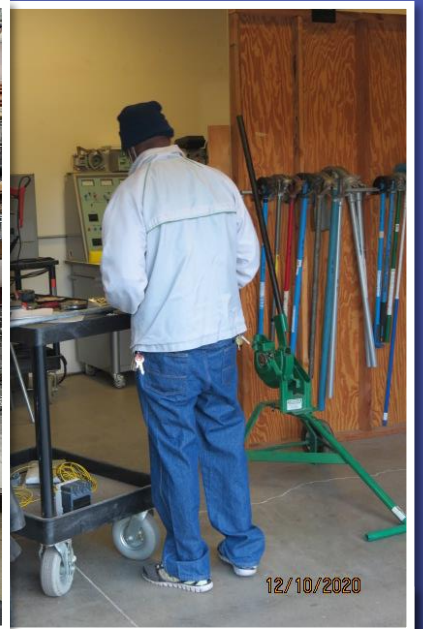
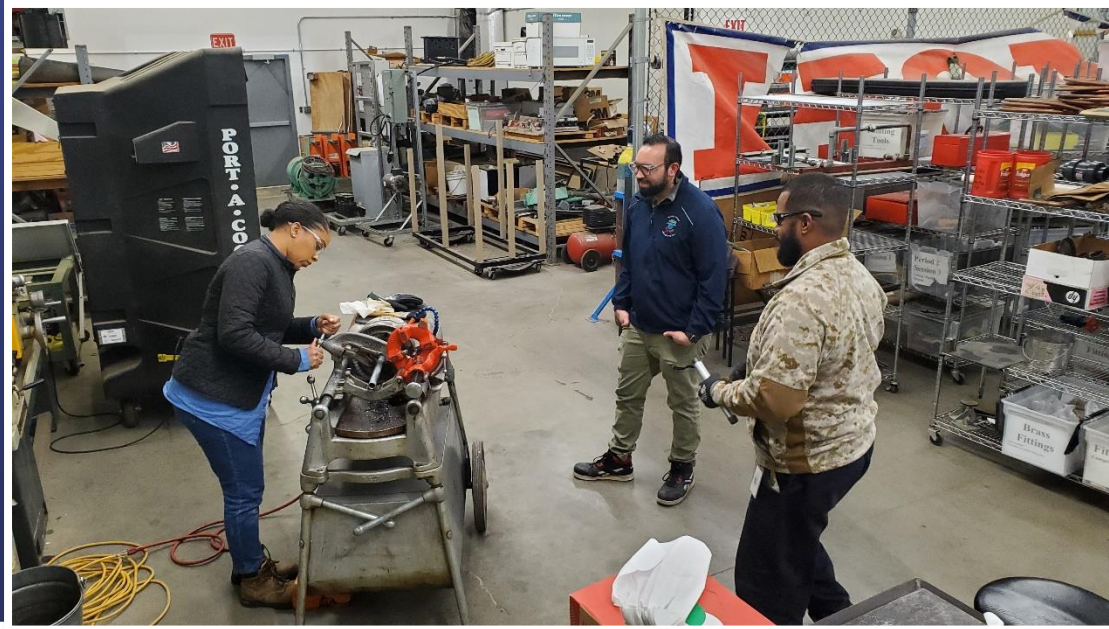
Apprentice Success Story

– Charles McGuire, Class of 2023 electrical, Eagle Pumping Plant
Class of 2017 mechanical, Skinner Treatment Plant



MWD Apprenticeship

Member Agency Collaboration





Program
Developments



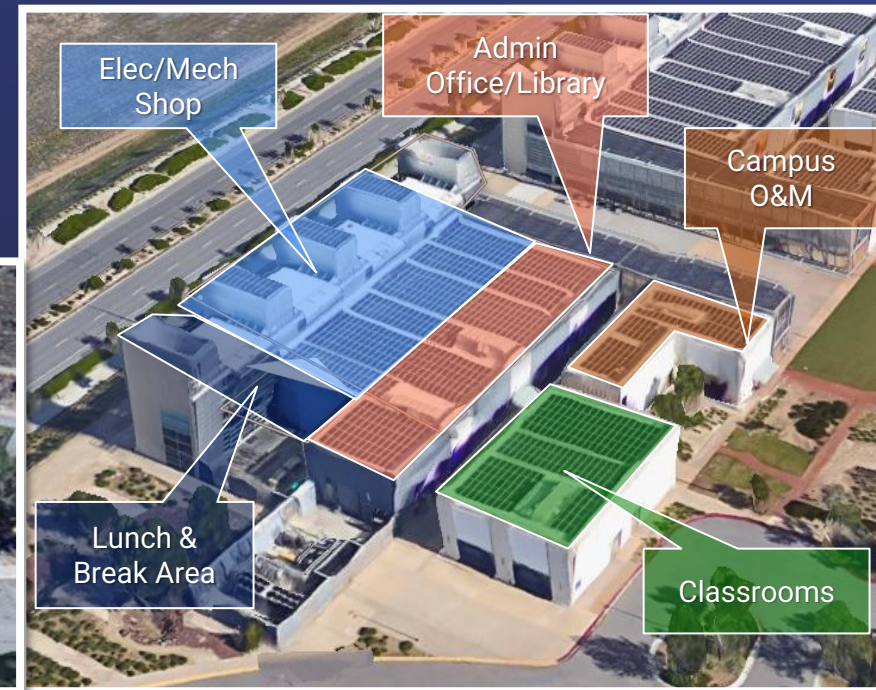
What's Next

Developments

MWD Apprenticeship

Happening Now!

- Apprenticeship Training Center
 - Capital Project
 - Increase from 8,500 to 30,000 sq. ft.
 - New shops and classrooms



Internal Opportunity

- DE&I Council recommendation
- Outreach efforts:
 - Program flyer postings
 - Program preparation webinars
- From different groups within Metropolitan

MWD Apprenticeship

Welcome
Class of
2027



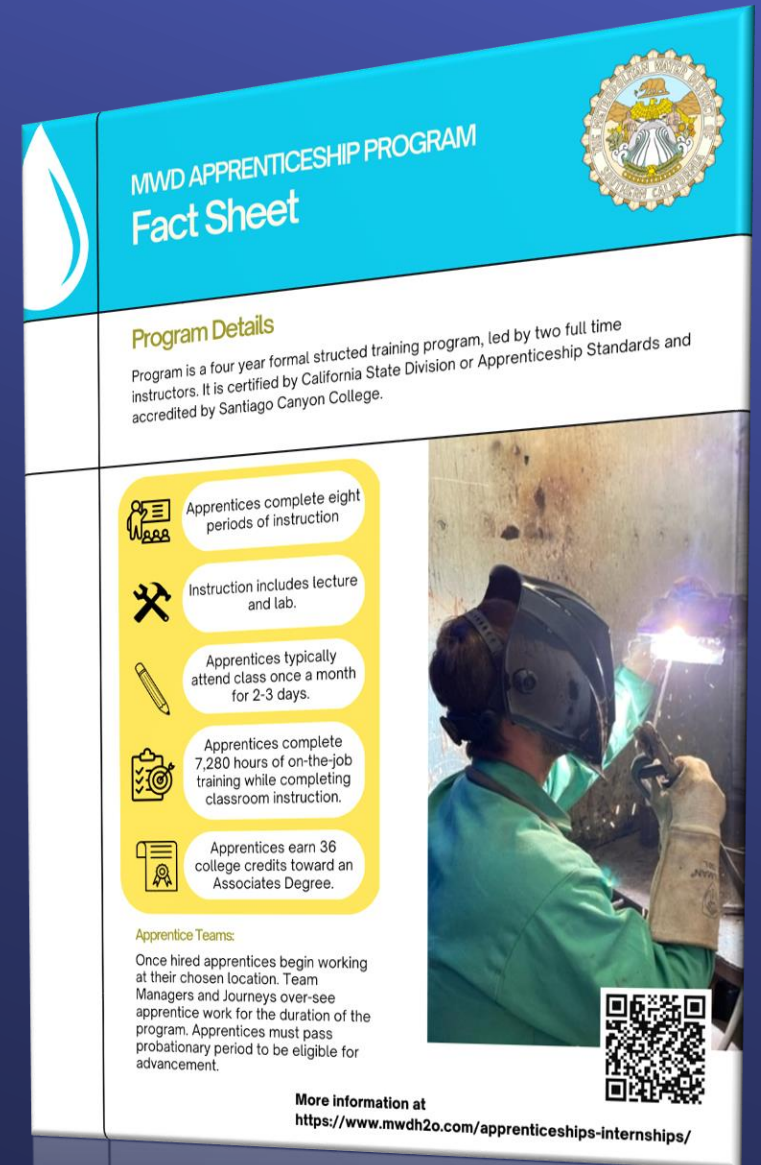
6 Electricians | 5 Mechanics

Recruitment Updates

MWD Apprenticeship

When is the next recruitment?

- DE&I outreach update coming this summer
- Job announcement early 2024
- Hire mid 2024
- Information on Metropolitan's website





MWD APPRENTICESHIP PROGRAM
Fact Sheet

Program Details
Program is a four year formal structured training program, led by two full time instructors. It is certified by California State Division of Apprenticeship Standards and accredited by Santiago Canyon College.

- Apprentices complete eight periods of instruction
- Instruction includes lecture and lab.
- Apprentices typically attend class once a month for 2-3 days.
- Apprentices complete 7,280 hours of on-the-job training while completing classroom instruction.
- Apprentices earn 36 college credits toward an Associates Degree.

Apprentice Teams:
Once hired apprentices begin working at their chosen location. Team Managers and Journeys over-see apprentice work for the duration of the program. Apprentices must pass probationary period to be eligible for advancement.

More information at
<https://www.mwdh2o.com/apprenticeships-internships/>



MWD Apprenticeship

Program Benefits

Summary

- Provides entry level opportunities
- Supplies experienced journey-level electricians and mechanics
- Trains on Metropolitan's systems and equipment
- Builds a foundation for long-term employee development and promotions

