“Workforce Development”

Through

Apprenticeship

Training
Metropolitan Water District of Southern California

- Regional Water Wholesaler to 6 counties - 5,200 square miles
- 26 Member Agencies
- 37 Member Board
- 18 million people
- Projected population growth: ~220,000 people / year
- Regional economy: $600+ billion
- Water Supplies: Meets about half of retail demands
Challenges

- Aging infrastructure
- Complex Operations
- New regulations
- Aging workforce
- Dwindling skilled labor market
What is Apprenticeship?

- Comprehensive entry to journey-level skills training
- Partnership between industry, education and government
Apprenticeship Program Objectives

- Backfill skills gap resulting from attrition of an aging workforce
- Offset dwindling skilled labor market
- Supports overall work force skills development
- Promotes long-term workforce stability
Method of Training Delivery

Instructor led classroom...

Lecture...

Lab...

& On-the-job training
Program Details

- Classroom Instruction (Lecture/Lab)
  - 8-college semesters (36-total units)
  - Min. 80-hrs. per semester (640-hrs. total)

- On-The-Job Training
  - 1-on-1 journey-worker/apprentice training
  - Approx. 1660-hrs. per year (6640-hrs. total)
  - Covers 7-work experience areas
  - Monitored and planned job rotation

- Term of Apprenticeship = 7280-hrs.
Apprenticeship Progression
Occupations & Scope

- Programs currently cover the mechanical and electrical disciplines
- Related to treatment plants, pump plants and pipeline / distribution
- Training covers the core competencies and demonstrated proficiencies within the occupational areas
Developing a Program

- Identify apprenticeable occupations
  - Attrition analysis and succession planning
  - Labor market analysis

- Perform job and task analysis
  - Core and special skills competencies

- Secure a training partner
  - Community College or Unified School District
  - Curriculum and resource development

- Develop apprenticeship standards
  - Calif. Div. Of Apprenticeship Standards
Collaboration with Labor (Present)

Joint Apprenticeship & Training Committee (JATC)
- 10-member labor/management committee
- Provides oversight of apprenticeship programs and compliance with the apprenticeship standards and the policies and procedures
- Adopts and recommends governing rules, regulations, policies and procedures
- Development and coordination of entrance exam
Collaboration with Member Agencies (Future)

- Contract training through MWD
  - Employee development (Journey & Non-Journey)
  - Trade specific labs and classroom
  - Skill refreshing/enhancement
**MWD Apprenticeship Program**

- **Mechanic Apprentices**: 32
  - Class of 2007 = 6 Graduates
  - Class of 2009 = 7
  - Class of 2012 = 19
  - Class of 2013 = 5 (future)

- **Electrician Apprentices**: 27
  - Class of 2007 = 3 Graduates
  - Class of 2009 = 9
  - Class of 2012 = 15
  - Class of 2013 = 5 (future)

- **Total Current Apprentices**: 50
Annual Operating Cost

- Recruitment: $12,500 (1.36%)
- Curriculum: $13,700 (1.49%)
- Equipment/Materials & Supplies: $29,900 (3.25%)
- Contracted Training: $42,000 (4.57%)
- Travel Costs: $82,400 (8.97%)
- Staffing/Staff Development: $738,123 (80.35%)

Total Annual Program Cost: $918,623
Questions ?