

“Workforce Development”



Through



Apprenticeship



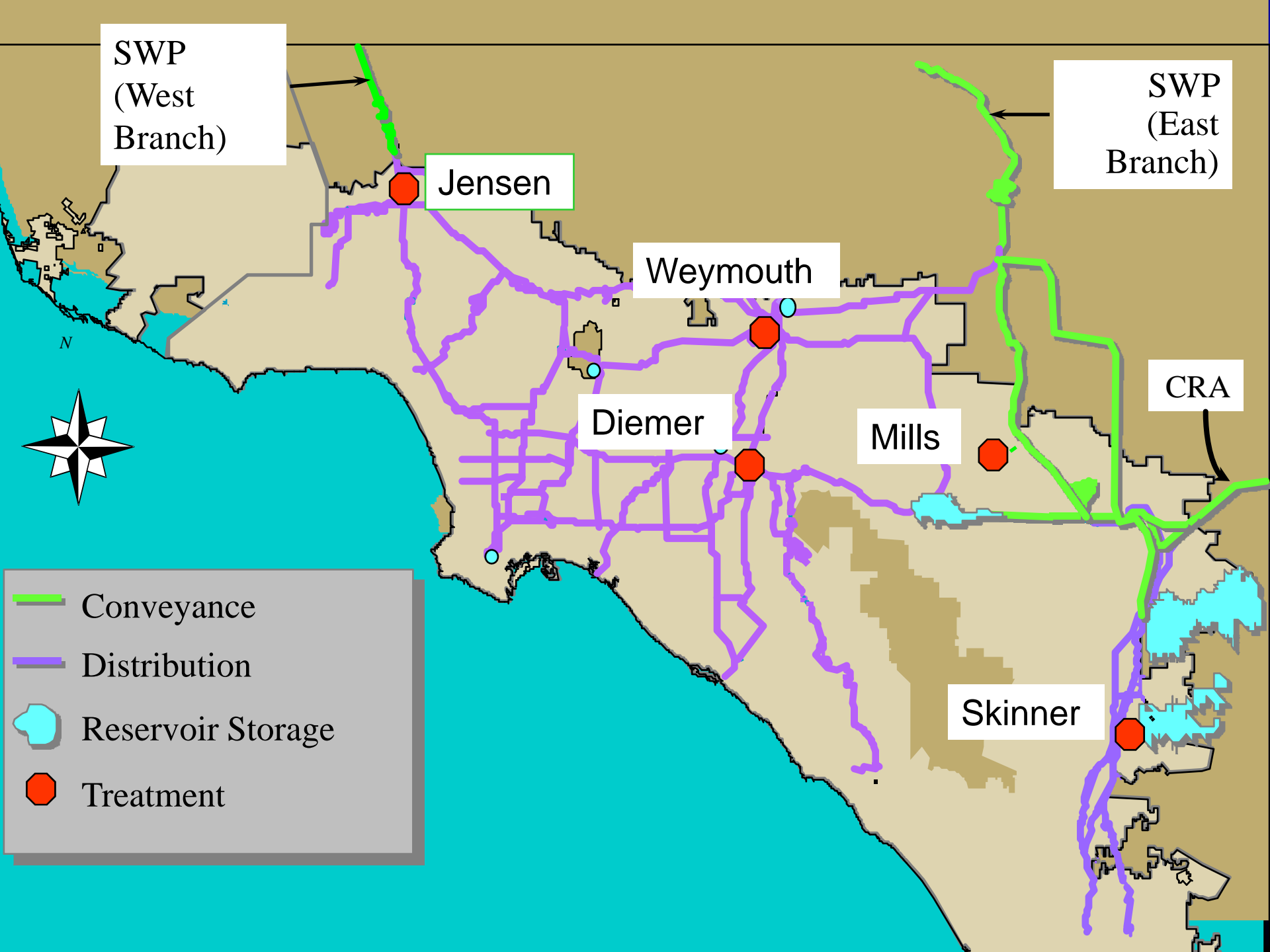
Training



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



SWP
(West
Branch)

SWP
(East
Branch)

Jensen

Weymouth

Diemer

Mills

CRA

Skinner



- Conveyance
- Distribution
- Reservoir Storage
- Treatment

Water System Operations Group Organization

WATER SYSTEM OPERATIONS GROUP

Eddie Rigdon,
Jim Green, Shane Chapman

Conveyance &
Distribution Section

Bill Pecsí

Environmental
Health & Safety
Section

Bobbi Becker

Operations & Planning
Section

Mike Morel

Operations Support
Services Section

Lilly Shraibati

Water
Quality Section

Mic Stewart

Water Treatment
Section

Brad Coffey

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



Santiago Canyon College



CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE

California



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



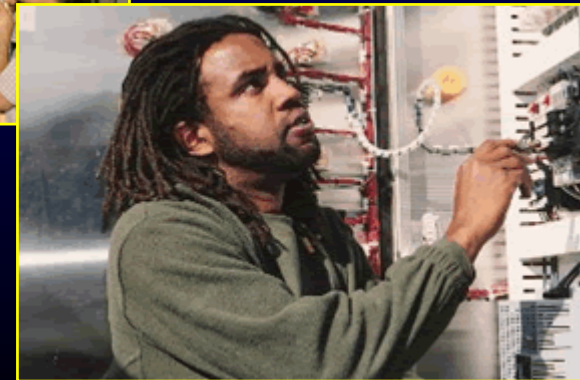
Instructor led classroom...



Lecture...



Lab...

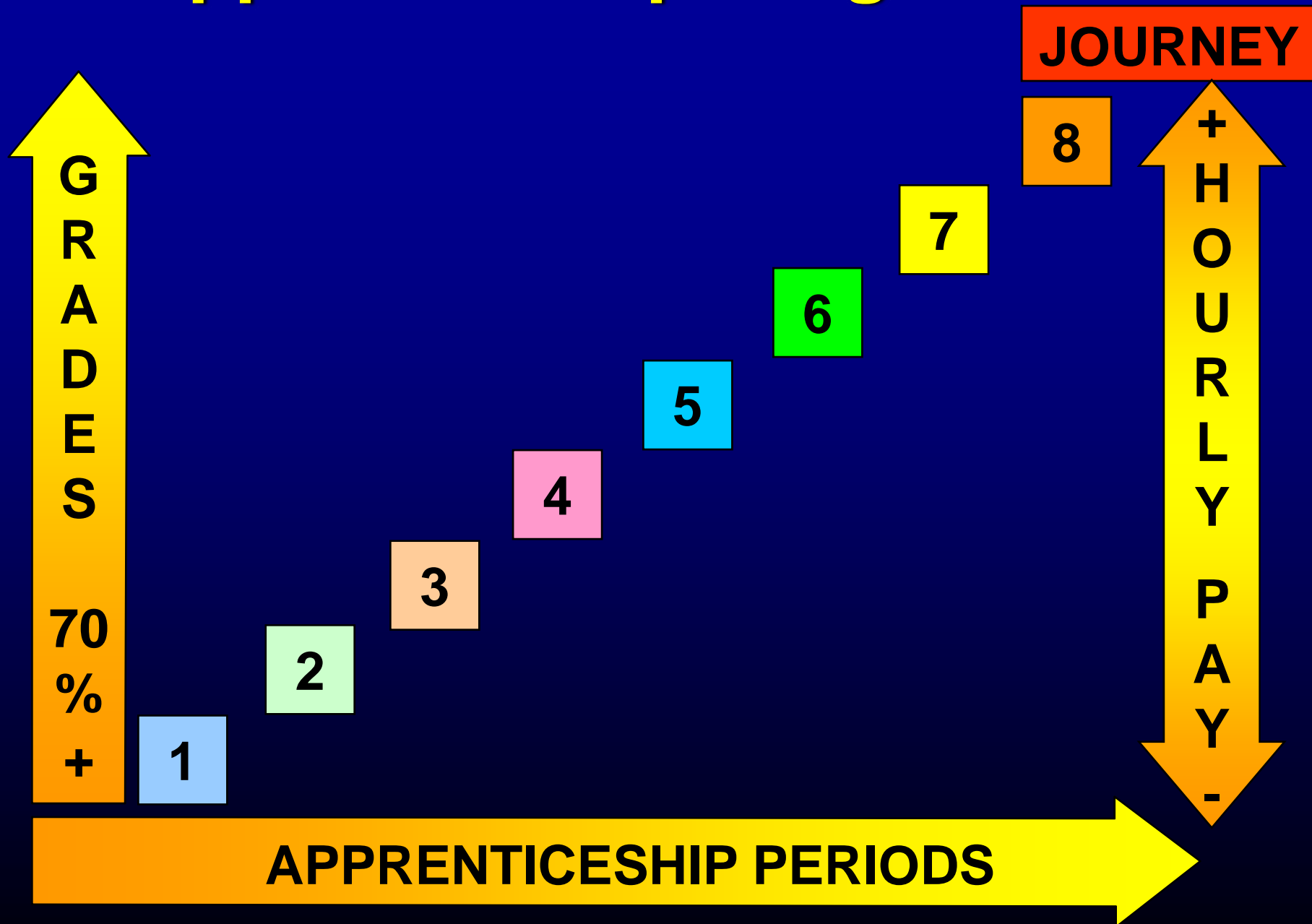


& On-the-job training

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**

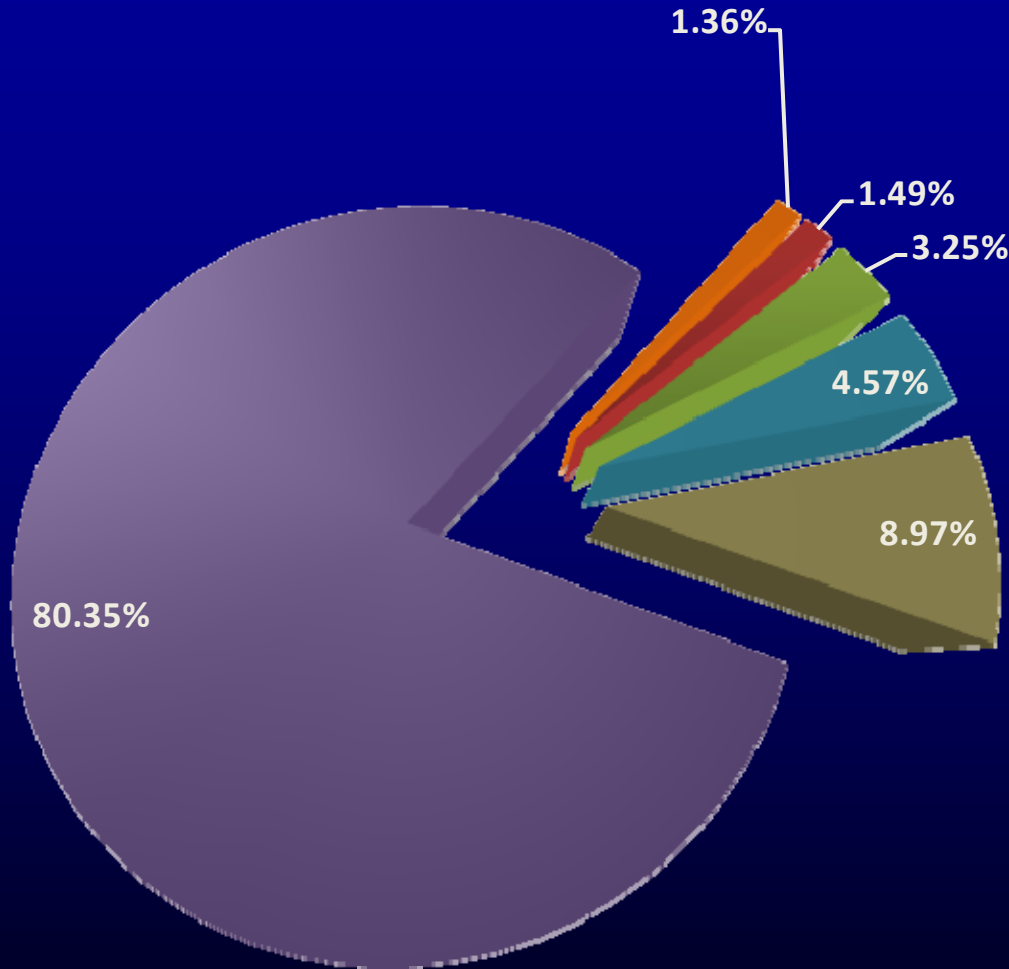
Collaboration with Member Agencies (Future)

- **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
Curriculum	\$13,700
Equipment/Materials & Supplies	\$29,900
Contracted Training	\$42,000
Travel Costs	\$82,400
Staffing/Staff Development	\$738,123

Total Annual Program Cost
\$918,623

Questions ?