



WATER APPRENTICE PROGRAM

2025

Program Overview



Apprenticeship is one of the oldest forms of training. It involves learning on the job under the direction of a master or senior worker. In the U.S., registered apprenticeship has a defined meaning and a long, rich history. The registered apprenticeship system dates back to 1937 with the passage of the Fitzgerald Act—national legislation that lays the foundation for the federal-state system that exists today.

Apprenticeship is limited to skilled occupations and trades that meet basic criteria. Apprenticeship occupations are: 1) customarily learned in a practical way through a structured, systematic program of on-the-job supervised training supplemented by related technical instruction; 2) clearly identified and commonly recognized throughout an industry; and 3) involve the acquisition of manual or technical skills and knowledge. There are close to 1,000 occupations nationally that have been recognized as apprenticeships.





Apprenticeship programs are operated by both the public and private sectors and the training programs in apprenticeship occupations must meet basic standards to be registered by a federal or state apprenticeship agency. These standards relate to:

- The type of occupations and the duration of training
- The methods of training and the contents of the training agreement between the apprentice and program sponsor/employer
- Employment and supervision of apprentices, including requirements for wage progression
- Registration, record maintenance, reporting and certification
- Compliance with equal employment opportunity requirements

Apprenticeship is a system of learning while earning, and "learning by doing." It combines training on the job with related and supplemental instruction at school. Each program operates under apprenticeship training standards in accordance with State and Federal laws, under which a person works with a skilled worker and gains on the job skills and "know-how" and in turn becomes an important part of the occupation and industry. While the Three Valleys Municipal Water District (TVMWD) does not seek to establish its apprentice program under the registered federal/state guidelines, it does strive to encompass several of the standards promoted therein.

The Right Candidate



To be successful in the TVMWD apprentice program, individuals must have perseverance, ambition, and initiative. Similar to a college education, success in an apprenticeship does not come easily, but is the result of hard work on the part of the apprentice.

In practically every skilled occupation, the ability to read, write and speak well is beneficial, but in some apprenticeship occupations it is more important than in others. In the TVMWD apprentice program, individuals seeking an opportunity will be at a decided advantage if they have taken water treatment/distribution courses, have some basic knowledge of mechanical, electrical and transmission systems, chemistry, biology, mathematics, record-keeping and reporting techniques, etc. Physical fitness, a good sense of balance, eye-hand coordination, color sense, agility, strength, ability to lift up to 55 pounds and work at heights all with a mechanical aptitude are desirable qualifications. Some level of interest and experience in Supervisory Control and Data Acquisition (SCADA) analysis is a plus. Ability to work with others, a good personality and neat appearance are necessary as there is occasional contact with the public.

A high school diploma supplemented by applicable, specialized training is preferred. Prospective skilled workers usually like to work with their hands, solve practical problems and use various tools to build and repair things. They like to finish things they've started and don't care how dirty or greasy the job is, as long as they get it done.

See the TVMWD Water Apprentice Program job classification for complete qualification requirements.



Program Summary

1 Hiring Process

Applicants must submit a completed TVMWD Volunteer Application and interview with supervisory staff. Candidates will be ranked (Pass/Fail) based on the interview, certifications, and experience, and placed in a hiring queue. Selected candidates must pass a physical and background check prior to placement.

2 Length and Hours

The period of training is designed to run up to six (6) months, but may extend longer depending on current work/project needs. Program days are Tuesday through Thursday, from 6:30 a.m. to 3:00 p.m.

3 Compensation

Apprentices participate in the program on a volunteer basis and, as such, are not eligible for wages or employee benefits. However, the experience provides valuable hands-on training and industry exposure that supports future career development in the water sector.

4 Career Support

A key component of the Apprentice Program is preparing participants for long-term success in the water industry. As part of this effort, candidates will have the opportunity to receive support from the Human Resources Department in resume building, job application strategies, and interview preparation. The overarching goal of the program is to equip apprentices with the skills, experience, and confidence needed to pursue and secure full-time employment in the water field.

5 Program Skill Goals

By the end of the program, Water Apprentices will have built a strong foundation in water treatment operations, including equipment maintenance, SCADA monitoring, chemical testing, and safety procedures. They will gain hands-on experience in treatment processes, lab work, and emergency response, while developing communication skills, recordkeeping accuracy, and the ability to work effectively within a team. Apprentices will also learn to identify and troubleshoot operational issues, and understand the importance of regulatory compliance and water quality standards in protecting public health. This well-rounded preparation is designed to support advancement into entry-level roles within the water industry.

6 Apprentice Certification

Apprentices are encouraged to attend technical courses at local community colleges to enhance their on-the-job training. A T1 and/or D1 certification issued by the State Water Resources Control Board is desirable. Upon completing the program, apprentices will receive a Certificate of Completion documenting hours worked in treatment and distribution, supporting future certification and career advancement.

CONTACT US

Candidates may obtain a volunteer application by visiting the Three Valleys Municipal Water District website under the “Career Opportunities” section.

For additional questions, please contact the Human Resources Department at (909) 293-7030.

Completed applications should be submitted via email to 3vHR@tvmwd.com.