

WATTS CURRENT @ ETI



After 22 years of outstanding service, Trustee Rick Jarvis is retiring and closing a remarkable chapter in ETI's history. We are grateful for his leadership and the countless contributions that strengthened our programs and community.

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From the Training Director

As we wrap up 2025, it's worth taking a moment to reflect on everything that has been accomplished at the ETI this year.

I've been involved in apprenticeship for more than 20 years, and by every measure, 2025 stands as our largest and most impactful year to date. We welcomed more than 600 new apprentices into the trade, bringing our total to nearly 1,600. In addition, we served 300 CWs, processed over 8,000 apprentice applications, provided advanced training for more than 3,000 members, and hosted over 80 tours and 100 events. Our Events and Facilities teams have been operating at a relentless pace, and their effort and professionalism have not gone unnoticed.

Looking ahead, construction will soon begin on the Annex, which will provide two new, world-class meeting spaces and significantly expand our ability to host events. The ETI continues to be a destination of choice for our industry and our partners, with our 2026 calendar already filling quickly.

We remain committed to investing in our instructors, using our dark weeks to focus on training and development. Several hands-on labs are currently being updated, with some entirely new labs in the works. This year, we also hosted Training Directors and committee members from other locals who came to see firsthand how we operate. They consistently leave impressed by our facilities and inspired to take ideas back to their own programs.

In 2026, we will launch several major projects, including the BICSI lab, the Annex buildout, and the Microgrid Inverter project. Each of these initiatives will further strengthen ETI's reputation and ensure we remain at the forefront of innovation and modern training.

As we close out another successful year, I want to sincerely thank the ETI staff for their dedication and hard work. I am often stopped by members who express their gratitude for the training and support they receive here, and that feedback is a direct reflection of the people who make this place run every day.

On behalf of the ETI, I hope you and your family enjoyed a wonderful holiday season and a happy, healthy New Year. I look forward to what we will accomplish together in 2026.

“Great things are done by a series of small things brought together.” — Vincent Van Gogh



DAVID NOTT
TRAINING DIRECTOR
D899684

CLASS UPDATES

THANK YOU *for* AN INCREDIBLE YEAR

Happy Holidays!

As we close out the year, I want to take a moment to recognize the hard work of our entire ETI staff and thank you for your dedication and passion for our students.

This year, we have seen strong growth in the number of classes offered by ETI, and that success is a direct result of your efforts.

We are excited to announce that beginning in January, we will be reintroducing two courses:

Access Control and Intelligent Video Networking, featuring brand-new lab boards and updated curriculum. I encourage our members to sign up and take full advantage of these offerings.

This is only the beginning. Looking ahead to 2026, some of our instructors, who are subject matter experts, will be reviewing all of our curriculum to ensure that ETI continues to deliver world-class training to our members.

I wish you and your families a safe, healthy, and happy holiday season.



Alan Mora
Assistant Training Director
8099043

COORDINATOR'S CORNER

Hello Brothers and Sisters,

We would like to take this opportunity to thank all of our IBEW Local 11 apprentices. This year has been a year of growth for our apprenticeship programs, and we are incredibly pleased to share that next year looks to be full of opportunities for continued progress.

The number of new apprentices brought into boot camps each year is determined by industry needs. In 2025, we welcomed a record number of new apprentices, and we can now proudly say that Local 11 has over 1,600 apprentices as we close out the year. This is a direct reflection of the strong job calls coming in and a clear indicator that 2026 will bring continued growth and steady employment for all Local 11 apprentices.

On December 11, we hosted two Apprentice Town Hall meetings to allow both day and night school apprentices to meet with the trustees and share their opinions, concerns, suggestions, and appreciation for the ETI. The feedback and questions from our apprentices were presented to the trustees with respect and thoughtfulness. Many apprentices also inquired about retirement information.

The feedback and questions from our apprentices were presented to the trustees with respect and thoughtfulness. Many apprentices also inquired about retirement information. You are the future of IBEW Local 11, and your input matters. Please know that your questions were documented in the meeting minutes and will be addressed. Thank you again for making us proud.

Just a few friendly reminders from your Apprentice Coordinators, Kelly and Aaron:

- Stay current on your dues. No excuses, Brothers and Sisters. If you need assistance, please reach out to us or a Business Agent before your expiration date.
- LOA (Leave of Absence): Remember to submit supporting documentation with your LOA request. Without documentation, your LOA will not be approved. We also want to strongly encourage every apprentice not to falsify documents or submit false claims. The penalties for SDI fraud are severe and could result in termination from the apprenticeship program.
- Work hour reporting: Work hours must be submitted by the 15th of the following month. This is the deadline, and you should not wait until the last day to submit your hours. This is one of the easiest policies to follow, yet each month penalties must be issued for missed submissions. Please don't cost yourself and your family hard-earned money by failing to report your hours on time.

Happy Holidays, and wishing you a blessed New Year!

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Apprentice Coordinator for IBEW 11
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Aaron Miller
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STUDENT OF THE MONTH



THE STUDENT OF THE MONTH AWARD, PRESENTED BY MILWAUKEE TOOLS, CELEBRATES STUDENTS WHO CONSISTENTLY DISPLAY EXCELLENCE IN THEIR ACADEMIC AND TECHNICAL PURSUITS. THIS HONOR TAKES INTO ACCOUNT REGULAR ATTENDANCE AND A HIGH GPA.

ANTHONY ROMERO



OCTOBER

MICHELANGELO BADILLO



NOVEMBER

MICHAEL UNDERWOOD



DECEMBER

The Electrical Training Institute is proud to recognize 18 outstanding veterans who have successfully completed the Veterans Electrical Entry Program (VEEP) as part of Cohort 12. This cohort was especially meaningful, with a notable number of women veterans and a strong reflection of growing participation of women in the trade, made up of 12 women and 6 men, representing the Navy, Army, Marines, Air Force, and Coast Guard. Each graduate has taken an important step forward, transitioning from military service into a career path within the electrical trade.

Through the VEEP program, veterans gain the skills and knowledge needed to pursue success as electricians, building a strong foundation for a stable and rewarding future. Each graduate brings valuable strengths shaped through service, including discipline, leadership, and real-world experience—qualities that will continue to strengthen our workforce and our communities.

Loved ones and supporters came together to celebrate these dedicated men and women during an inspiring graduation ceremony. For those who were unable to attend in person, the event was also live-streamed, ensuring family and friends from across the country could share in the celebration of this milestone.

Please join us in congratulating Cohort 12 and welcoming these veterans as they begin their next chapter in the electrical industry.



Milwaukee

NECA

electrical training
IBEW - NECA ALLIANCE



Tutoring Dates

Saturday 1/10/26

6:00–10:00 AM: DC/AC Theory Math

10:00 AM–2:45 PM: NEC Review

Saturday 2/7/26

6:00–10:00 AM: DC/AC Theory Math

10:00 AM–2:45 PM: NEC Review

Saturday 3/7/26

6:00–10:00 AM: DC/AC Theory Math

10:00 AM–2:45 PM: NEC Review

**Need help
with
classwork or
test prep?
Saturday
tutoring is
available.**

**Email:
tutoring@laett.com**

Outreach Corner



Miguel Sanchez
Outreach Coordinator
8013760

As we close out the year, ETI Outreach is proud to reflect on a year filled with consistent community engagement and meaningful connection. Throughout Los Angeles County and beyond, our outreach efforts helped build awareness of the opportunities available through IBEW Local 11 and the Electrical Training Institute, creating real access to careers in the electrical trade.

Over the course of the year, Outreach supported ETI through over 80 facility tours, completed 210 presentations and career fairs, and carried out 79 business development efforts to strengthen partnerships and expand collaboration opportunities. Each tour and presentation provided an opportunity to meet people where they are whether in a classroom, at a community event, or inside our training facility. These moments allowed us to share what a future in the electrical trade can look like.

A standout moment this year included participation in LAWA's Girls Summer Camp, where Outreach hosted a hands-on activity for the girls. Experiences like this are important because they create early exposure to the trades, build confidence, and reinforce that skilled careers are open to everyone. Events like these also give young participants an opportunity to connect the idea of a career in the trades with real-life experience—helping them see themselves in these spaces.

Outreach work is rooted in being present, building relationships, and creating real pathways into the apprenticeship. That means opening our doors through tours, staying visible in the community, visiting high schools, colleges, and local organizations, and speaking directly with students and families about the opportunities available. It also means dedicating time behind the scenes to build strong partnerships with school districts, local cities, government boards, and community organizations to introduce apprenticeship programs and explore meaningful collaboration. Supporting workforce partnerships and Project Labor Agreements (PLA / CWA) remains a key part of this work, helping connect individuals to long-term careers while meeting the needs of our communities.

This year also included key accomplishments supporting workforce development, union standards, and community partnerships, including leadership roles within the Antelope Valley Union High School District and the Antelope Valley Fairgrounds. These efforts helped advance major public projects under PLA / CWA and initiatives like Measure AVH, expanding hands-on learning facilities and creating substantial union work opportunities.

At the end of the day, this work is about access, trust, and follow-through—showing up, having real conversations, and ensuring ETI remains a strong, reliable pathway for the next generation of skilled workers. As we move into the new year, ETI Outreach looks forward to building on this momentum, continuing to strengthen partnerships, and expanding access to apprenticeship opportunities across our communities.

A Night of Celebration and Gratitude



We closed out December with our annual holiday celebration, and what a fantastic night it was! This event always kicks off the season for us, giving the ETI staff a well-deserved moment of appreciation and congratulations. The evening featured an inspiring speech from our Training Director, outlining exciting goals for 2026, along with delicious catered Mexican food from Amor y Tacos and fun raffle prizes for staff and their families kids included! It was a memorable night filled with laughter, gratitude, and community, and we're truly thankful for everyone's hard work and dedication throughout the year.



Michelle Bermudez
Public Relations and Events
Coordinator
Marketing@laett.com

The Critical Role of Housekeeping in Construction Site Safety



Housekeeping on a construction site is more than just keeping things tidy—it’s a core safety practice that protects workers, prevents accidents, and keeps projects running smoothly. With heavy equipment, materials, and constantly changing work areas, even small lapses in organization can quickly lead to serious hazards.

1. Preventing Slips, Trips, and Falls

Loose materials, cords, tools, and debris are among the leading causes of injuries on construction sites. Regular cleanup and proper storage ensure walkways stay clear and stable, significantly reducing the risk of slips, trips, and falls.

2. Improving Efficiency and Workflow

A well-organized site allows workers to find tools and materials quickly, avoid delays, and stay productive. Good housekeeping supports smoother operations and reduces time lost due to clutter or blocked access points.

3. Reducing Fire Hazards

Construction sites often involve flammable materials such as wood, packaging, chemicals, and fuel. Effective housekeeping practices—like removing waste promptly and storing combustibles properly—help control potential ignition sources and reduce fire risks.

4. Protecting Equipment and Materials

Tools and machinery last longer when they are kept clean and stored correctly. Proper housekeeping reduces damage, prevents unnecessary repairs, and helps maintain a safe working environment.

5. Enhancing Overall Safety Culture

A clean site reflects a team that cares about safety. When workers see good housekeeping standards in place, they are more likely to take safety seriously and follow established procedures.

Bottom Line:

Good housekeeping is not optional, it’s a daily commitment that keeps everyone on the construction site safe, organized, and working efficiently. Prioritizing cleanliness and order is one of the simplest and most effective ways to prevent injuries and maintain a professional, productive worksite.

For any questions about this or any other safety issues, please call
(323) 517-9553.



Allen Sloan
Director of Safety

Director of Technical Innovation & Facilities, Steve Rose, Featured as Expert Panelist in December Conference

In December, Director of Technical Innovation & Facilities, Steve Rose, served as an expert panelist at the Off-Site Construction Conference in Phoenix, Arizona. With more than four decades of experience in electrical construction, prefabrication innovation, material flow, and advanced training systems, Steve joined industry leaders to discuss how robotics, automation, and advanced preconstruction technologies are reshaping the future of the built environment.



His participation reflected decades of hands-on involvement in prefabrication operations, Lean implementation, and systemized, field-realistic training—experience that has established him as a respected voice in the off-site and industrialized construction space.

Steve will also be returning to the national stage in February 2026 as both a workshop leader and session presenter at the Advancing Prefabrication Conference in Dallas, Texas—the largest construction manufacturing conference in the country.



There, he will deliver deep-dive content on scaling multi-shop operations while maintaining consistent quality, and on optimizing the material journey from design through fabrication and installation.

Alondra Alvarez
Operations Support
Liaison
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EMPOWER

ETI MENTORSHIP PROGRAM OFFERING WOMEN EXTRA RESOURCES
Recruit, Retain, and Support
Female Apprentices and Journey-level workers in our Local

THE LAST THREE MONTHS IN REVIEW

October – Discussing Stigmas of Mental Health

In October, Inside Wireman Jennifer Murphy spoke to the EMPOWER group about mental health issues that affect many of us in the trades, and helped bring to light the additional burden of stigmas on those already carrying the load of mental health issues.

November – Paint, Dine and Shine

We held a creative evening where we painted pumpkins for festive Thanksgiving tables. All materials were provided for free, and we had some gorgeous pumpkin painting. Our EMPOWER members are true artists! Making lifelong connections is part of what we hope to happen at EMPOWER meetings, and this event created a great space for that.



EMPOWER Letterman Jackets

These beautiful all American-made Letterman Jackets are available for purchase, or you can earn a chance to win one by attending all 12 EMPOWER meetings in a calendar year - one lucky winner will be selected!

**Meetings held every
2nd Thursday of the
month at 4:00 pm, with
a free dinner served
with **RSVP**** →



If you know a woman who'd be a good fit for our trade, please let her know to join us at EMPOWER. New faces are welcome!

December – Gather, Wrap, and Grand Raffle

December's meeting was about wrapping up the year 2025, and holding our annual Grand Raffle! We congratulated Cristina Moreno on her achievement of attending all 12 EMPOWER meetings in a calendar year, earning her an EMPOWER letterman Jacket!!! Guests also brought gifts to wrap for their families and donated presents for children in need. These donations will be given to a local battered women's shelter. The evening was filled with cheer, great food, and meaningful connection.



At EMPOWER, we support women at all stages of their career in the electrical trades. Meet women learning about union construction opportunities, apprentices, journey-level sisters, and retirees. All are welcome at our workshops and events, whether you are just curious, already working in the field, or an ally to tradeswomen.

Anthy Hadjimarkos
7506295

Special Projects Assistant/
EMPOWER Chair
EMPOWER@LAETT.COM



WHAT LEAN MEANS AT ETI: A QUICK INTRODUCTION

As ETI continues transforming its labs, warehouse, and classroom environments, many may have noticed the growing use of the term Lean. Though familiar in manufacturing and construction, Lean is newer to many in education, so here's a simple introduction to what it means for ETI. Lean is a philosophy used across high-performing industries to improve flow, reduce wasted effort, and create environments where people can do their best work. At ETI, it focuses on eliminating waste—such as clutter, long searches for tools, or unclear layouts—improving flow so labs and classrooms support smoother learning, and standardizing the best methods once they're identified. The goal is not to work harder, but to remove friction so instruction, movement, and learning happen naturally.

Why Lean Matters — and Where You're Seeing It

A Lean facility directly improves the student experience through more time-on-tool, more consistent lab conditions, safer and cleaner spaces, and faster setup and reset times for instructors. These changes are already visible across campus: standardized cutting stations, electric bender follow-through bars, reorganized LabVolt rooms, mobile shelving replacing gang boxes, high-bay improvements in threading and material flow, and major warehouse cleanup efforts. Each update moves ETI closer to an intentional, efficient, modern training environment aligned with industry expectations. And this is just the beginning—ETI is building a long-term Lean culture that will expand into upcoming projects such as the Craft-Metrics LRI Lab and the Hydrogen Lab, creating smoother days, better learning, and a facility that reflects the world-class standards we're striving for.

Steve Rose
Director of Innovation
Technical/Facilities
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NEW APPRENTICE ASSEMBLIES FOR 2026

The ETI is holding assemblies for new apprentice wireman (AW) night track classes in the Jim Willson Auditorium. These assemblies occur on the first night of a new track class and will be hosted by the AW night senior instructors.

Topics that will be covered include:

- Upcoming or recent events/changes at the ETI
- Reviewing policies and expectations
- Providing a place for students to ask questions to senior instructors directly


The goal of these assemblies is to increase our consistency between classes and allow students an opportunity to interact with their apprenticeship cohort.



Michael Zehm
Senior Instructor
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I.T. DEPARTMENT UPDATE

The IT Department closed out the year with impactful improvements that strengthened ETI's technology and enhanced the experience for students, instructors, and staff. A major highlight was the rollout of the new ETI Intranet, made possible through a strong partnership between the IT team and Amanda Lazo, Chief of Staff, whose leadership and hands-on involvement were key to its development and successful launch. IT also completed upgrades to the MPR, including new projectors and improved media connections, while setting the stage for simplified and expanded control center capabilities to better support events. Behind the scenes, the team optimized and updated server infrastructure to keep systems secure, reliable, and running smoothly, while also strengthening disaster recovery and resilience practices. Additionally, classroom and instructor dashboards were enhanced to support clearer informational signage, and IT continues to manage and support approximately 600 laptops across the Commerce and D4 campuses. Wishing everyone a happy holiday season and a bright, successful new year!



2026

Apprentice Dates Affected

	Apprentice Dates Affected	
	Day School	Night School
New Year's Day	Thursday 1/1 – Friday 1/2	Thursday 1/1 – Saturday 1/3
Martin Luther King Jr. Day	Monday 1/19 – Friday 1/23	Saturday 1/17 – Tuesday 1/20
Caesar Chavez Day *	Monday 3/30 – Friday 4/3	Saturday 3/28 – Tuesday 3/31
ETI Graduation	N/A	Saturday 5/2
Memorial Day	Monday 5/25 – Friday 5/29	Saturday 5/23 – Tuesday 5/26
Independence Day	Monday 6/29 – Friday 7/3	Saturday 7/4
IBEW Picnic	N/A	TBD
Labor Day	Monday 9/7 – Friday 9/11	Saturday 9/5 – Tuesday 9/8
Veterans Day	Monday 11/9 – Friday 11/13	Monday 11/9 – Saturday 11/14
Instructor Training	Monday 11/16 – Friday 11/20	Monday 11/16 – Saturday 11/21
Thanksgiving	Monday 11/23 – Friday 11/27	Monday 11/23 – Saturday 11/28
Professional Development Day	N/A	TBD
Christmas Day	Monday 12/21 – Friday 12/25	Monday 12/21 – Thursday 12/25
New Year's Day	Monday 12/28 – Thursday 12/31	Monday 12/28 – Thursday 12/31
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LOOKING TO
BRUSH UP ON
YOUR CONDUIT
BENDING?

JOIN US FOR
OUR HANDS-ON
WORKSHOP TO HELP
REFINE YOUR SKILLS IN A
LOW-PRESSURE, SUPPORTIVE,
EASY-GOING ENVIRONMENT.

FAB

FREE WORKSHOP

WHERE: ETI HIGH BAY

WHEN: EVERY 3RD SATURDAY | 10:30AM - 2:30PM

TO RSVP EMAIL:
EMPOWER@LAETT.COM



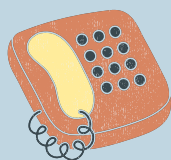
APPRENTICESHIP &
TRAINING QUESTIONS

[323] 221-5881

DUES OFFICE
[626] 243-9700

DISPATCH
[323] 517-9610

HEALTH & PENSION
[323] 221-5861



OCTOBER 2025 BLOOD DRIVE

- 77 Total Donors
- 22 First-Time Donors
- 83 Life-Saving Units of Blood Collected

Because each unit has the potential to help save more than one life, that means that up to 249 people can be helped by your blood drive donors!



WATTS CURRENT @ ETI

We'd love to hear from you!

We're always on the lookout for great content for each issue.
Please send your suggestions to: marketing@laett.com

EDITORIALS & CONTRIBUTIONS



@Netzeroplus

@NetZero_Plus

Alondra Alvarez, Michelle Bermudez, Tim Collier, Anthy Hadjimarkos, Amanda Lazo, Aaron Miller, Alan Mora
David Nott, Kelly Oliver, Steve Rose, Miguel Sanchez, Allen Sloan, Michael Zehm



Joint Apprenticeship Committee

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Robert Corona

Alton Wilkerson

Kelly Oliver

ALTERNATES

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Chris Longoria

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