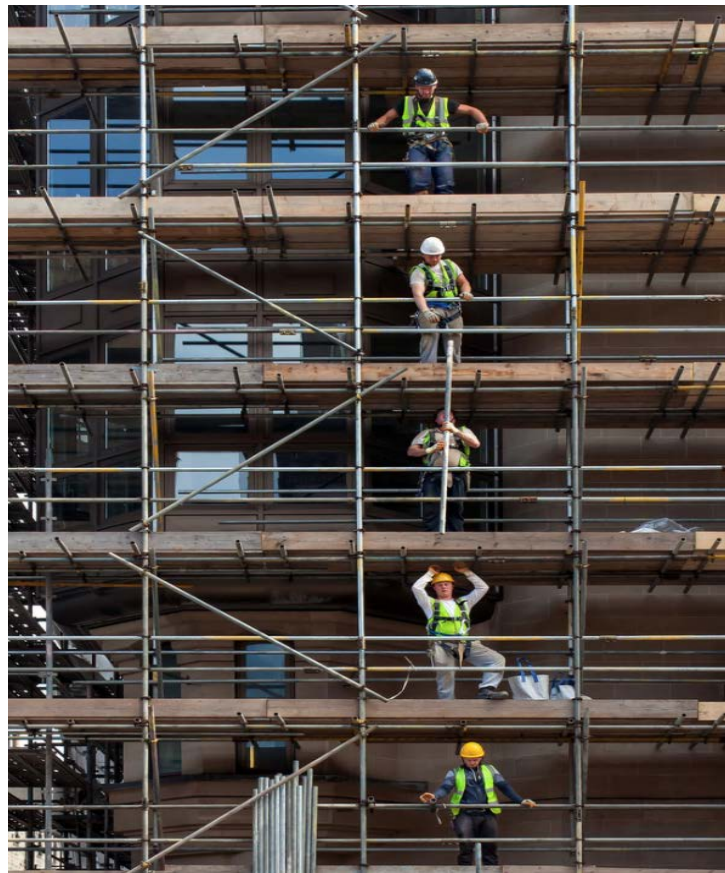


State of California  
Department of Industrial Relations  
Division of Apprenticeship Standards  
2016 Legislative Report



**Apprenticeship: Building a Highly Skilled Workforce**

## **Introduction**

Pursuant to California Labor Code section 3073.5, “The Chief of the Division of Apprenticeship Standards and the California Apprenticeship Council shall annually report through the Director of Industrial Relations to the Legislature and the public on the activities of the division and the council.” The Division of Apprenticeship Standards submits this report.

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## **Attachments**

<b>Exhibit 1.....</b>	<b>DAS Program Statistics 2011</b>
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## APPRENTICESHIP TRAINING IN CALIFORNIA

State-registered apprenticeship is a unique and important component of California's workforce development system. Driven and funded by industry, apprenticeship programs are collaborations of industry, educational institutions, government, and the apprentice. The Division of Apprenticeship Standards (DAS) works closely with industry to develop apprenticeship programs that train apprentices to employers' specific requirements.

Apprenticeship offers a valuable opportunity to apprentices. They learn the skills necessary for a career in a chosen field, in the culture and environment of a particular trade or profession, while studying the theory behind it. Without leaving the workforce, apprentices gain an education and become well-rounded and skilled craftspeople.

The apprenticeship model of skill development, *earn-while-you-learn*, has a proven track record that dates back centuries, yet remains timeless. In apprenticeship, all partners are winners. Employers win when they gain skilled workers trained exactly to their needs. Apprentices win when they are employed while acquiring the education and skills needed for a lifetime career. California wins too. As the skilled workforce grows, along with income levels, the tax base expands, and unemployment and the need for state services go down. The overall economy is also strengthened as employers locate or expand operations in the state.

California continues to lead the nation in apprenticeship, with 74,441 apprentices registered in over 640 programs recognized by DAS. Minorities numbered 45,796, or 61.5% of all apprentices, and women apprentices numbered 4,683, or 6.3% of all apprentices. (See Table 2 of Exhibits 1–6 for the number of individuals, including numbers of women and minorities, registered in apprenticeship programs in this state for each of the past six calendar years. See also Exhibit 7, which provides a monthly breakdown of women apprentices registered in 2015 and 2016.)

California has a multitude of employers in a variety of industries sponsoring or participating in apprenticeship programs. Employers have found that the apprenticeship system of training is efficient and cost-effective, for a variety of reasons:

- Industry knows best what it needs—for new apprenticeship programs, industry helps develop the curriculum and on-the-job training so that they meet industry needs.
- Apprenticeship instills loyalty in employees, and this loyalty in turn pays dividends through higher retention rates, lower turnover, and reduced costs for recruitment of new employees. When employees are in a training program that offers upward mobility through career development, they show high morale and loyalty.
- Apprenticeship increases productivity—employees in a structured training program are motivated to achieve and acquire flexible, state-of-the-art skills geared to the individual employer's workplace and product.

- Apprenticeship connects employers with public education facilities for related classroom instruction.
- Apprenticeship programs can easily be adapted to include training in new skills as demand shifts and segments of an industry grow or shrink.

## **CALIFORNIA APPRENTICESHIP COUNCIL**

The California Apprenticeship Council (CAC) was established in 1939 by the Shelley-Maloney Apprentice Labor Standards Act. The Council is made up of 17 members, 14 of whom are appointed by the Governor to four-year terms. Six of the appointed members represent management, six represent labor, and two represent the public. The Director of the Department of Industrial Relations (DIR), the Superintendent of Public Instruction, and the Chancellor of the California Community Colleges, or their permanent and best qualified designee, are also members of CAC. Each year, the members of the Council elect the CAC Chair. The Chief of DAS serves as secretary to CAC, and DAS provides staff services.

CAC holds quarterly public meetings to address issues affecting apprenticeship in California and to fulfill its statutory requirement to provide policy advice on apprenticeship matters to the Administrator of Apprenticeship and the Director of DIR. The Council also issues rules and regulations, as necessary, to carry out the intent of the law as well as ensuring that selection procedures are impartially administered to all applicants. In addition, the Council conducts appeal hearings in matters of apprentice agreement disputes, approves of new apprenticeship standards, and administers apprenticeship programs.

## **DIVISION RESPONSIBILITIES**

DAS, within DIR, administers California's apprenticeship law (the aforementioned Shelley-Maloney Apprentice Labor Standards Act) and CAC's regulations.

As an integral part of the California workforce development system, the primary responsibility of DAS is to promote and develop employment-based apprenticeship training programs, to improve apprentice working conditions, and to advance profitable employment opportunities for apprentices. DAS accomplishes these objectives by providing consultative services to apprenticeship program sponsors, employers, employee organizations, and education providers. Additionally, DAS oversees management of apprenticeship programs, ensuring high training standards for all apprentices. Standards include apprentice wages, hours, and working conditions; learning of skills; length of training; and required supplemental classroom instruction. Maintaining these standards leads to a healthy rate of program graduations for all apprentices, including women and minorities.

Other DAS responsibilities include the following:

- Certifying apprenticeship completion (upon recommendation of the apprentice’s program sponsor) of registered apprentices who have completed the program. For the year 2016, DAS issued 9,255 certificates of completion to graduating apprentices.
- Managing the application of equal opportunity regulations as set forth by CAC in the State of California Plan for Equal Opportunity in Apprenticeship and stating policies and procedures for promoting equality of opportunity in registered apprenticeship programs. The plan aims to prohibit discrimination based on race, gender, religion, sex, or national origin in DAS apprenticeship programs through affirmative action.
- Online publication of [completion rates for all apprenticeship programs](#) for five recent years as an incentive for programs.
- Promoting and fostering apprenticeship as a mandate set forth in the Labor Code. In 2016, DAS consultants made over 223 public appearances to educate individuals as well as school districts, Workforce Development Boards (WDBs), and correctional facilities on the benefits of apprenticeship as a model for developing talent for the skilled workforce.
- Partnering with other state agencies, private organizations, educational institutions, California and local WDBs, employers, and community-based organizations to further the promotional goals of the division. See below for more information on DAS’s partnerships with WDBs.

#### New Programs

In 2016, DAS received **46** applications for apprenticeship programs, as well as trainee and/or journeyman upgrades. DAS approved **37** of these applications, and **9** of them were still under review as of December 31, 2016. Of the **37** new programs approved, **2** are in agriculture, **14** are in the service industry, **3** are in health care, **3** are in information technology, **9** are in the maintenance/manufacturing industry, **3** are in the building/construction industry, and **3** are in the transportation and utilities industry.

#### New Safety Training in the Refinery Industry

Senate Bill 54 (2013), which became effective January 1, 2015, requires that after January 1, 2018, all workers for building trade contractors employed at all refinery facilities must complete a minimum of 20 hours of approved safety training every two years. The bill also mandated that by January 1, 2016, the Chief of DAS approve a curriculum of at least 20 hours of in-person classroom and laboratory instruction of “advanced safety curriculum.” Working with industry partners, DAS has now approved the training curriculum, including an eight-hour overview of refinery safety, four hours on the principles of refining petroleum, and eight hours of craft-specific safety training. [This curriculum is now posted online](#). DAS has also established procedures that organizations must follow to get their advanced safety training coursework approved.

### Partnership with the Workforce Development Boards (WDBs)

On October 5, 2011, Governor Jerry Brown signed into law Assembly Bill 554, which requires WDBs to partner with apprenticeship programs, creating a smoother training pathway that broadens access to apprenticeships. In addition, in 2014 the federal government reauthorized the old Workforce Investment Act (WIA) with the Workforce Investment and Opportunity Act (WIOA). As a result, DAS staff has been collaborating with WIA and WIOA partners, namely the California WDB, the local boards, and community colleges, to provide training through pre-apprenticeship as well as apprenticeship offered by approved apprenticeship programs and to create new on-the-job training and apprenticeship programs. In preparation for implementing the new WIOA, DAS has attended many meetings from the agency level down through all of the partners. DAS has been working with the Community Colleges' Sector Navigators to broaden opportunities for apprenticeship by recreating existing program curricula and developing apprenticeship programs for new industries. DAS also continued to work with multiple private and public entities that received Accelerator Grants from the California Community College Chancellor's Office, helping them to set up new apprenticeship programs.

### Remedial Actions Taken

DAS consultants work proactively with program sponsors to assist programs that have a low completion rates or are struggling to achieve equal opportunity goals. DAS audits programs with an overall completion rate below 50% for the applicable trade. During the past reporting period, the division did 14 new audits. DAS did not take any formal remedial actions (i.e., close or begin to close any programs). For more information on audits, see the Apprenticeship Program Audits section of this report.

DAS also reviews the selection of prospective apprentices and the disciplinary proceedings of existing apprentices. In 2016, DAS received 25 disputed issues regarding individual apprenticeship agreements submitted to the Administrator of Apprenticeship for determination. The Administrator issued determinations on two complaints, and the remaining complaints were either resolved or dismissed for lack of merit or are still in the complaint process. (Please see the Statistical Summaries for the disposition of complaints filed with the Administrator.)

### Federal Grant

In November 2016, the U.S. Department of Labor awarded DIR/DAS an *ApprenticeshipUSA State Expansion Grant* for \$1.8 million to expand, track, and provide necessary oversight and consultation to both existing and new program sponsors of apprenticeship training to new, high-demand industries and occupations in information technology, advanced manufacturing, health care, and transportation, among others. The goal of the grant is to double the number of apprentices over the next 10 years and increase opportunities for women and other under-represented groups. Another focus of the grant is alignment with our state workforce development and educational partners (California Community Colleges Chancellor's Office, Department of Education, California Workforce Development Board and Employment Training Fund) to further support apprenticeship and leverage other available state resources. The grant will also provide resources to develop a robust data management system to track apprenticeship program performance and outcomes. The new data management system will help DAS best focus

its resources on what works, so that the funding can go as far as possible, and the programs can be scaled up to have greater reach.

### **EQUAL OPPORTUNITY**

Ethnic minorities increased from 38,160 in 2015 to 45,796 in 2016, comprising 61.5% of all apprentices. During the same period, women's participation in apprenticeship programs increased from 3,810 to 4,683 making up 6.3% all apprentices. DAS continues to work with the CAC's Equal Opportunity in Apprenticeship standing committee to increase the number of women and minorities in apprenticeship.

Table 3 of Exhibits 1–6 provides the number and percentage of apprentices, including women, registered in individual apprenticeship programs, as well as their completion rates. The Equal Opportunity requirements apply only to apprenticeship programs with five or more apprentices, which is why Table 3 includes only apprenticeship programs with five or more apprentices. Since Table 1 (the table found on the first page of each exhibit, but not on the Statistical Summaries page) reflects only data from the programs listed in Table 3, the numbers in Table 1 are slightly lower than the ones in Table 2, which gives the percentages of women and minorities in all apprenticeship programs. To see the number of women and minorities in all programs for each of the last six years, please consult the Statistical Summaries page.

### **APPRENTICESHIP PROGRAM AUDITS**

DAS conducts audits of its registered apprenticeship programs to ensure that (1) programs are complying with their approved apprenticeship program standards, (2) journey-level workers supervise all on-the-job training, (3) apprentices are receiving all related and supplemental instruction required by the apprenticeship program standards, (4) the programs are covering all work processes described in the approved apprenticeship standards, and (5) apprentice graduates have satisfactorily completed all program requirements.

DAS conducts an audit if a program falls into one of the following categories: (1) any program identified as having deficiencies; (2) it is a new or newly expanded building and construction trade program, and one year has passed since approval of the creation or expansion; (3) evidence exists that a building and construction trade program has intentionally misstated evidence to the DAS; (4) a building and construction trade program has been the subject of two or more meritorious complaints about recruitment, training, or education of apprentices within a five-year period; or (5) a building and construction trade program has had at least two graduating classes, and its annual apprentice completion rate has dropped below 50% of the average completion rate for the applicable trade. Additional audits may be conducted at the discretion of the Chief of DAS.

Audit reports are presented to CAC and the public. DAS recommends remedial action and a timeline to correct deficiencies recognized in the audit report. Failure to correct the deficiencies noted within a reasonable time period constitutes grounds for withdrawal of state approval. In 2016, 22 programs were selected for audit. Fourteen of these programs were notified in writing that their apprentice completion

rates were lower than 50% of the industry average for the industry in which they were providing training. However, no active programs lost state approval in 2016 as a result of an audit. Of the 14 programs notified, 6 final audits were completed and sent to the CAC, of which 3 implemented all of the recommendations to remove their deficiencies. DAS will continue to follow-up with the other 3 programs to ensure all audit recommendations are completed. Eight program audits were not completed but were in various stages of completion at the end of 2016. DAS staff will continue to work with the remaining 8 notified programs to improve their operations and functions.

### **VETERAN SERVICES**

DAS staff members continued their efforts to increase opportunities for veterans to participate in apprenticeship programs while collecting Veteran Educational benefits. DAS participated in special career fairs for veterans and partnered with the Employment Development Department and the California Department of Veterans Affairs in planning and implementing outreach for veterans. Currently, there are 4,893 veterans working as registered apprentices. In 2016, 1,632 new veterans registered into apprentice programs and 465 veterans received completion certificates as new journey persons.

### **PUBLIC WORKS**

In 2016, on behalf of CAC, DAS received a total of \$12,562,081 in training fund contributions from contractors working on public works jobs. DAS distributed \$2,689,071 in Training Fund grants to approved apprenticeship programs in the building and construction occupations. The remaining funds were used to fund DAS and DIR apprenticeship activities and enforcement in accordance with the Labor Code and state budget requirements.



## Statistical Summaries

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### Active Apprentices by Ethnic Group and Gender

(Summary of Table 2 results from Exhibits 1–6)

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
All minorities	34,414	34,044	35,076	30,365	38,160	45,796
Black*	3,609	3,785	3,879	3,963	4,652	5,277
Asian or Pacific Islander*	1,722	1,513	1,730	1,989	2,387	2,687
American Indian & Alaskan Native*	397	426	449	466	559	645
Filipino*	635	683	642	702	840	1,005
Hispanic*	20,830	20,629	21,479	23,245	29,722	36,182
Unknown <sup>†</sup>	7,221	7,008	6,897	1,561	1,563	1,713
White	18,349	19,907	20,204	21,440	24,236	26,932
Total all ethnic groups <sup>‡</sup>	52,763	53,951	55,280	53,366	63,959	74,441
Total of all women	3,449	3,342	3,302	2,852	3,810	4,683

\* These groups are included in the "all minorities" category starting in 2014. Prior years also included apprentices whose ethnic group was unknown.

<sup>†</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>‡</sup> The total number of active apprentices in the summary of Table 2 results will be slightly higher than in the summary of Table 3 results below, because Table 3 only counts apprentices in programs with five or more apprentices.

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### Active Apprenticeship Summary for Program Sponsors with Five or More Apprentices

(Summary of Table 3 results from Exhibits 5 and 6)

	<u>2015</u>	<u>2016</u>
Number of programs reviewed	239	256
Percentage of minorities	62.1%	63.8%
Percentage of women	6.0%	6.3%
Total number of apprentices	63,769	73,821
Total number of minorities	39,601	47,109
Total number of women	3,802	4,672
Programs with no women	73	84
Total number of all completions	6,513	8,969

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### Apprentice Complaint Activity

<u>Year</u>	<u>Total Filed</u>	<u>Pending</u>	<u>Withdrawn / Settled</u>	<u>Dismissed</u>	<u>Administrator's Determinations Issued</u>	<u>Appealed to CAC</u>	<u>CAC Decisions</u>
2011	20	0	7	8	5	3	3
2012	16	0	4	9	3	3	3
2013	15	5	4	3	3	0	0
2014	24	4	9	6	5	2	2
2015	19	8	2	5	4	4	4
2016	25	5	1	17	2	3	1

## Statistical Summaries (Cont'd)

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### Apprenticeship/Trainee Programs Approved in 2016 (Organized by major industries)

Agriculture.....	2
Automotive.....	0
Civil Service.....	0
Construction .....	3
Health Care .....	3
Manufacturing.....	9
Services.....	14
Transportation & Utilities.....	3

# Exhibit 1 - DAS Program Statistics 2011

## Table 1

Analysis of Program Sponsors with Five or More Apprentices in Calendar Year 2011

Number of programs reviewed	263
Percentage of minorities	64.0%
Percentage of women	6.5%
Total number of apprentices	52,763
Total number of minorities	33,754
Total number of women	3,449
Programs with no women	101
Total number of completions	7,093

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

# Exhibit 1 - DAS Program Statistics 2011

## Table 2

### STATISTICAL REPORT TO THE LEGISLATURE

As of December 31, 2011

The active apprentices as of December 31, 2011, numbered 52,763.

New registrations and reinstatements numbered 13,358 for the year ending December 2011.

Minorities represented 65.2% of all active apprentices as of December 31, 2011.

Active women apprentices as of December 31, 2011 numbered, 3,449, which is 6.5% of all active apprentices.

	<u>Total Active Apprentices</u>					2000 Census Goals <sup>‡</sup>
	<u>Count</u> <u>Dec-10</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Dec-11</u>	<u>% of</u> <u>Total</u>	<u>% Change</u> <u>in Count</u>	
All Minorities	40,433	67.3%	34,414	65.2%	-14.9%	51.6%
Black*	3,609	6.0%	3,609	6.8%	0.0%	6.7%
Asian or Pacific Islander*	1,718	2.9%	1,722	3.3%	0.2%	8.6%
American Indian or Alaskan Native*	427	0.7%	397	0.8%	-7.0%	0.8%
Filipino*	585	1.0%	635	1.2%	8.5%	3.2%
Hispanic*	21,366	35.6%	20,830	39.5%	-2.5%	32.4%
Unknown* <sup>†</sup>	12,728	21.2%	7,221	13.7%	-43.3%	
White	19,627	32.7%	18,349	34.8%	-6.5%	48.4%
Ethnic Groups	60,060		52,763		-12.1%	

\* These groups are included within the "all minorities" category prior to 2014. Starting in 2014, apprentices whose ethnicity was unknown are no longer included in the "all minorities" category.

<sup>†</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>‡</sup> Census Goals are set by the California Plan for Equal Opportunity in Apprenticeship, which mirrors the federal Apprenticeship Equal Employment Opportunity (EEO) Regulations, 29 CFR Part 30.

# Exhibit 1 - DAS Program Statistics 2011

## Table 3

**DIVISION OF APPRENTICESHIP STANDARDS  
SPONSORS WITH FIVE OR MORE APPRENTICES  
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
AS OF 12-31-2011**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	194	62	32.0	4	2.1	31
00004	12	RWJATC	689	449	65.2	22	3.2	125
00007	03	NO CA SHOP	50	33	66.0	0	0.0	11
00008	13	SOCAL CARP	2,525	1,848	73.2	27	1.1	413
00010	03	BASM	550	226	41.1	7	1.3	132
00011	12	L A PLUMB	187	136	72.7	1	0.5	21
00012	18	S MTO PLUMB	126	44	34.9	1	0.8	26
00014	12	S CAL PLAST	80	73	91.3	0	0.0	11
00015	06	SLNO PLUMB	56	14	25.0	2	3.6	13
00016	12	PAPER&DECOR	304	271	89.1	6	2.0	43
00018	05	BAY AREA PLA	60	50	83.3	2	3.3	5
00020	12	L A SH MET	418	283	67.7	2	0.5	74
00021	12	GLEN PLUMB	273	163	59.7	1	0.4	13
00023	05	S F PLUMBING	232	102	44.0	8	3.4	38
00029	12	L A TILE LAY	98	78	79.6	3	3.1	31
00030	05	SF ELEC JATC	202	73	36.1	12	5.9	63
00036	06	ALA CC AUTO	40	20	50.0	0	0.0	8
00037	04	PLUMB & PIPE	148	29	19.6	1	0.7	19
00038	08	C T C N C	2,539	1,495	58.9	122	4.8	448
00040	06	PTG DEC JATC	431	297	68.9	13	3.0	67
00042	06	CC PLBG TATC	38	17	44.7	1	2.6	10
00045	10	KERN NOR LA	32	15	46.9	0	0.0	6
00052	09	FRS SH MET J	54	27	50.0	0	0.0	0
00056	12	LB PLUMBERS	58	31	53.4	1	1.7	9
00058	16	SD ELEC JATC	256	109	42.6	10	3.9	86
00061	07	DC#36 PLUMB	220	88	40.0	4	1.8	28
00065	07	SAN JQN ELEC	56	19	33.9	3	5.4	5
00076	09	PTG DEC JATC	27	22	81.5	1	3.7	2
00081	11	S BAR ELEC	47	18	38.3	1	2.1	7
00088	06	NO CAL TILE	97	60	61.9	2	2.1	8
00098	18	S MTO ELEC	134	55	41.0	4	3.0	32
00105	13	L A MILL JAC	12	11	91.7	0	0.0	6
00106	07	S JQN AUTO	60	16	26.7	1	1.7	12
00109	05	WEST BAY ROO	315	300	95.2	6	1.9	13
00113	06	C C ELEC JAC	97	26	26.8	2	2.1	50
00119	08	TRI CO ELEC	38	19	50.0	3	7.9	10
00122	12	LA&O COS. AC	141	80	56.7	1	0.7	39
00123	04	SAC SH MET	134	35	26.1	0	0.0	22
00125	08	S CLA PLUMB	232	109	47.0	2	0.9	39

**DIVISION OF APPRENTICESHIP STANDARDS**  
**SPONSORS WITH FIVE OR MORE APPRENTICES**  
**PERCENT MINORITIES AND WOMEN, BY FILE NUMBER**  
**AS OF 12-31-2011**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00130	05	S F AUTO JAC	11	5	45.5	0	0.0	3
00131	16	S D SH MET J	117	49	41.9	2	1.7	17
00132	08	S CLA MACH	25	12	48.0	0	0.0	0
00134	05	JAC PLUMBING	40	7	17.5	0	0.0	8
00137	08	S CLA ELEC	246	112	45.5	13	5.3	58
00139	09	FRS ELEC	68	30	44.1	1	1.5	16
00146	06	ALAMEDA ELEC	137	66	48.2	11	8.0	30
00152	03	NAPA ELEC	80	25	31.3	1	1.3	25
00156	06	UALU 342 JAT	337	110	32.6	4	1.2	44
00163	15	SB/RIV PLUM	113	47	41.6	3	2.7	21
00166	05	NO.CA. MILL	8	6	75.0	1	12.5	0
00169	03	REDWOOD ELEC	123	19	15.4	1	0.8	11
00177	12	SO CAL ROOFR	411	388	94.4	2	0.5	32
00180	08	S CLA AUTO	20	12	60.0	0	0.0	1
00238	10	KERN PLUMB J	64	33	51.6	0	0.0	0
00247	16	S D GAS ELEC	49	31	63.3	2	4.1	30
00277	11	S BAR PLUMB	38	13	34.2	1	2.6	5
00280	12	L A STMFTR	208	141	67.8	6	2.9	20
00370	05	NO CAL GLAZ	359	155	43.2	4	1.1	43
00374	11	VENTURA ELEC	82	38	46.3	2	2.4	12
00375	15	S. B. ELECT.	161	70	43.5	3	1.9	12
00425	09	CNTL VY ELEC	40	10	25.0	0	0.0	13
00494	14	ORANGE ELEC	181	75	41.4	3	1.7	51
00567	01	HUMB MEAT	41	23	56.1	3	7.3	9
00656	14	OR PLUMB JAC	209	86	41.1	2	1.0	11
00667	14	S CAL IRON W	341	196	57.5	8	2.3	117
00762	04	N.CAL.PLASTE	48	37	77.1	0	0.0	2
00824	13	S CAL CEMENT	243	222	91.4	3	1.2	39
00865	06	OAK MEAT	11	6	54.5	0	0.0	0
01403	14	SO CAL GLAZ	226	154	68.1	2	0.9	30
01501	04	IRONWORKERS	120	40	33.3	2	1.7	36
02012	15	RIV ELEC JAC	132	65	49.2	2	1.5	26
02898	06	EST NO BAY R	578	516	89.3	6	1.0	20
03029	12	POMONA PLUMB	207	100	48.3	1	0.5	0
03199	09	C VLY AUTO J	41	18	43.9	19	46.3	6
03262	16	S D CPT LINO	24	18	75.0	0	0.0	0
03275	09	STAN SH MET	29	5	17.2	0	0.0	0
03327	12	SCSMJATC	85	53	62.4	1	1.2	48
03688	12	OPG. & MAINT	110	83	75.5	2	1.8	26
04088	11	VTA PLUMB	74	48	64.9	1	1.4	0
04391	06	SPRINKLER FI	188	97	51.6	1	0.5	26
04489	11	TRI SHT MTL	40	15	37.5	0	0.0	11
04501	12	LA SPRKLR FT	122	71	58.2	0	0.0	23
04789	06	NORCAL FL CO	281	187	66.5	1	0.4	12
05025	15	STATER #002	28	17	60.7	6	21.4	0
05040	13	SOCAL ELEV	271	107	39.5	1	0.4	70
05041	16	ABC E.S.T.	11	7	63.6	0	0.0	5

**DIVISION OF APPRENTICESHIP STANDARDS**  
**SPONSORS WITH FIVE OR MORE APPRENTICES**  
**PERCENT MINORITIES AND WOMEN, BY FILE NUMBER**  
**AS OF 12-31-2011**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05043	16	SD AGC LAB	243	176	72.4	1	0.4	22
05044	03	CTMAA-UAC	56	25	44.6	0	0.0	1
05054	16	IMP IRRI DIS	6	5	83.3	1	16.7	0
05059	04	CA PSYCH TEC	22	13	59.1	6	27.3	0
05070	06	5 BAY MILL C	33	24	72.7	0	0.0	3
05072	05	SF LAB ENV	17	17	100.0	3	17.6	34
05073	06	CONSTR INSPE	78	32	41.0	7	9.0	2
05075	04	WECA	54	21	38.9	1	1.9	6
05081	13	METRO WATER	47	21	44.7	2	4.3	7
05083	12	COSMETICA	115	109	94.8	65	56.5	15
05087	06	NO CAL HOD	34	30	88.2	0	0.0	1
05088	08	SF BRI/FIRE	14	11	78.6	0	0.0	0
05090	13	SO CA PLAST	89	75	84.3	0	0.0	4
05092	04	MICHAEL BURT	79	67	84.8	8	10.1	9
05096	05	NCDCLPHIPL	50	29	58.0	0	0.0	2
05102	02	CRTR LK ELEC	36	5	13.9	0	0.0	10
05103	12	CA TRADESHOW	69	30	43.5	3	4.3	0
05104	16	SAN DIEGO TR	7	5	71.4	0	0.0	5
05110	14	A.B.C.H.V.A.	6	4	66.7	0	0.0	0
05111	14	A.B.C. S.MTL	17	9	52.9	0	0.0	0
05112	14	A.B.C.E.S.T.	44	19	43.2	0	0.0	0
05113	16	BARONA VALLE	11	5	45.5	2	18.2	0
05115	06	TCPAM&SP1176	25	15	60.0	0	0.0	0
05122	09	BCCBAC	13	2	15.4	11	84.6	0
05127	08	ABSS	15	11	73.3	4	26.7	0
05129	14	ORANGE ELEC	31	18	58.1	0	0.0	1
05134	11	SAESPGI	5	1	20.0	1	20.0	5
05137	13	SOCAL MODULA	32	24	75.0	0	0.0	7
05139	11	SCLCMJAC	18	17	94.4	0	0.0	0
05141	07	SJV	7	2	28.6	0	0.0	3
05142	12	DISTRICT COU	54	42	77.8	0	0.0	13
05146	15	SCLL&IFJAC	39	38	97.4	0	0.0	0
05147	13	CONSTRUCTION	10	3	30.0	0	0.0	0
05149	05	SF LAB GARD	9	8	88.9	3	33.3	2
05150	16	SAN DIEGO &	25	18	72.0	0	0.0	0
05151	13	SO CAL INSUL	76	53	69.7	0	0.0	5
05152	13	SO CAL WEATH	6	5	83.3	0	0.0	0
05159	16	IMP IRRI CON	7	4	57.1	0	0.0	21
05160	04	CDCR FOL	8	7	87.5	0	0.0	0
05161	13	SDFJAATC	97	88	90.7	2	2.1	0
07055	16	S D BRIK	6	6	100.0	0	0.0	1
07078	05	NCAL STN ENG	220	112	50.9	12	5.5	56
07205	06	OAK IRONWKR	392	260	66.3	5	1.3	17
07238	08	MTRY SH MET	21	13	61.9	1	4.8	5
07257	16	SD CEMENT MS	32	29	90.6	0	0.0	2
07293	16	S D IMP ROOF	19	15	78.9	2	10.5	1
07294	09	CNTRL VLY RF	190	166	87.4	1	0.5	0

**DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2011**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
07646	05	SF IRONWKR	214	173	80.8	5	2.3	5
07813	16	S D STR IRON	152	98	64.5	1	0.7	29
08280	12	SOCA RFDCC J	180	165	91.7	0	0.0	23
08378	11	S L O PLUMB	40	7	17.5	0	0.0	0
08685	10	KERN ELEC JA	159	76	47.8	4	2.5	11
08805	11	SLO ELEC JAC	33	4	12.1	0	0.0	5
08819	12	L A INTERCOM	57	52	91.2	2	3.5	27
08885	14	L A REIN IR	218	154	70.6	1	0.5	54
08902	01	OR WA CA PLU	16	0	0.0	0	0.0	0
08912	16	SD SOUND TEC	36	19	52.8	2	5.6	6
09005	07	S JQN SAC MC	5	3	60.0	0	0.0	2
09028	04	VALLEY ROOFR	98	77	78.6	0	0.0	6
09069	05	S CLA ROOFER	221	213	96.4	2	0.9	2
09076	09	CEN CAL IRON	75	47	62.7	0	0.0	11
09271	06	S CLA IRONWK	127	93	73.2	1	0.8	9
09307	15	INLND RFRIG	37	20	54.1	1	2.7	4
09333	04	RENO ELEC	69	16	23.2	3	4.3	8
09334	04	RENO PLUMB J	36	10	27.8	0	0.0	17
09422	12	L A BARB	88	81	92.0	21	23.9	11
09423	15	SCBAC	115	108	93.9	30	26.1	26
09431	04	46 NO OP ENG	423	192	45.4	23	5.4	111
09442	06	N CAL SURVYR	76	21	27.6	5	6.6	8
09449	12	SCAL ASBESTO	141	107	75.9	1	0.7	23
09470	12	MOT PIC ELEC	21	10	47.6	1	4.8	2
09502	06	BOILERMAKERS	123	86	69.9	7	5.7	7
09549	08	S CLARA MEAT	25	18	72.0	1	4.0	32
09554	11	OPER ENGR TR	308	105	34.1	23	7.5	92
09565	13	SCAL MLRT JA	245	126	51.4	4	1.6	17
09600	04	SHASTA ELEC	15	1	6.7	1	6.7	1
09601	11	SO CAL MACH	32	23	71.9	0	0.0	10
10041	09	FRESNO COMM.	13	12	92.3	11	84.6	4
10043	06	ABC NC PLUM	42	25	59.5	0	0.0	5
10060	06	ABC NC LAB0R	26	12	46.2	0	0.0	8
10061	06	NO CAL LAB J	965	634	65.7	48	5.0	48
10112	16	SDAGC CST EQ	53	25	47.2	2	3.8	5
10121	06	BRKLYRS LOC3	160	103	64.4	4	2.5	0
10131	06	GE BAY BARB	184	161	87.5	103	56.0	10
10230	04	NOR CAL COSM	675	559	82.8	493	73.0	46
10243	12	LOS ANGELES	113	89	78.8	3	2.7	22
10552	12	LA VENT UAC	202	155	76.7	4	2.0	22
10556	13	SCAL SPKR FT	228	218	95.6	0	0.0	0
10592	04	CDC FOLSOM	11	5	45.5	0	0.0	0
10607	12	IBEW LOC 40	40	11	27.5	0	0.0	1
10628	04	WECA ELECTRC	7	2	28.6	0	0.0	2
10629	16	MITASC BUAC	24	18	75.0	0	0.0	0
10633	16	S DGO COSMO	14	2	14.3	10	71.4	14
10669	06	EAST BAY COS	221	198	89.6	131	59.3	12



**DIVISION OF APPRENTICESHIP STANDARDS**  
**SPONSORS WITH FIVE OR MORE APPRENTICES**  
**PERCENT MINORITIES AND WOMEN, BY FILE NUMBER**  
**AS OF 12-31-2011**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
10679	11	SO CAL BRK T	10	8	80.0	0	0.0	1
10710	12	SO CAL LAB	954	820	86.0	24	2.5	250
10732	09	TULARE COUNT	10	4	40.0	1	10.0	0
10744	04	DOC FOLSOM	6	5	83.3	0	0.0	0
10748	14	SO CAL P TEN	60	56	93.3	0	0.0	1
10789	13	SO CAL STRPR	40	24	60.0	0	0.0	8
10790	08	CITYSANJOEST	16	5	31.3	0	0.0	0
10835	05	ELEV	275	92	33.5	6	2.2	21
10837	13	WBFAA	103	41	39.8	2	1.9	10
10999	04	TSFU	24	6	25.0	0	0.0	5
11069	06	LAW LVMR NTL	6	2	33.3	0	0.0	2
11526	12	BRIKLAYRS 4	100	85	85.0	0	0.0	11
14150	13	LACCFWJATC	32	29	90.6	0	0.0	1
14550	06	PGE JATC	384	132	34.4	11	2.9	205
14612	12	SCA DRYWALL	192	164	85.4	1	0.5	37
14700	16	SD IMP GLAZ	40	14	35.0	1	2.5	10
15016	04	DPT GEN SVCS	54	14	25.9	9	16.7	32
16129	13	S CA PLDRY O	119	70	58.8	1	0.8	16
16364	16	SOLAR TURBIN	16	6	37.5	1	6.3	1
16427	06	NCAL ASBESTO	90	49	54.4	2	2.2	12
16435	04	SAC A ELECTR	145	42	29.0	1	0.7	31
16508	08	CAL FIRE FTR	5,662	1,833	32.4	202	3.6	1,051
16987	12	APPRENTICESH	71	28	39.4	62	87.3	9
17164	04	DEPT PARK RE	26	4	15.4	5	19.2	24
17293	12	SO CA SURV	97	26	26.8	3	3.1	19
17346	05	CAL STAT ENG	7	4	57.1	2	28.6	1
17444	13	SO CAL DRYWL	1,977	1,464	74.1	9	0.5	286
17941	09	GLD LV FRES	7	7	100.0	7	100.0	1
18496	08	NO CA CEMENT	153	129	84.3	4	2.6	16
18979	16	SD TROLLEY J	27	15	55.6	0	0.0	1
18994	12	CTY GLNDLE E	14	4	28.6	0	0.0	2
18998	12	GLEN PWR OPR	8	4	50.0	0	0.0	0
19000	04	OTPD/JA&TC	10,845	9,309	85.8	1304	12.0	596
19080	12	BRBNK ELEC J	10	6	60.0	0	0.0	0
19161	16	SD AGC JAC	597	438	73.4	6	1.0	55
19167	08	N CA SOUND C	156	79	50.6	7	4.5	50
19224	16	ABC SD E UAC	131	49	37.4	5	3.8	29
19327	15	S CA ABC UAC	245	134	54.7	1	0.4	57
19421	04	ACTA	46	28	60.9	0	0.0	5
19570	06	CAL AM SPRKL	159	69	43.4	1	0.6	9
19602	04	WECA ELECATC	500	204	40.8	4	0.8	66
19657	04	APPLY-A-LINE	31	3	9.7	1	3.2	0
19671	06	AC TRANS JAC	22	16	72.7	1	4.5	1
19699	03	N CA IRG FTR	27	23	85.2	0	0.0	4
19704	06	IRCC	281	247	87.9	0	0.0	22
19718	16	INNER CO UAC	128	99	77.3	5	3.9	1
19719	13	LA ACOUS INS	214	130	60.7	0	0.0	31

**DIVISION OF APPRENTICESHIP STANDARDS**  
**SPONSORS WITH FIVE OR MORE APPRENTICES**  
**PERCENT MINORITIES AND WOMEN, BY FILE NUMBER**  
**AS OF 12-31-2011**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
19731	14	SCPDCA	67	60	89.6	0	0.0	2
19757	13	TER FIN JATC	15	14	93.3	0	0.0	3
19772	12	COSME UAC	278	112	40.3	220	79.1	0
19790	08	CWA/ACCA	19	12	63.2	0	0.0	2
19791	14	ORANGE SOUND	35	26	74.3	3	8.6	7
19810	04	PHCC PUAC SA	63	16	25.4	0	0.0	3
19814	16	ABCSD PLUMBR	104	45	43.3	0	0.0	11
19821	16	ABC SD SHT M	82	44	53.7	0	0.0	7
19835	16	IMP IRRI DIS	8	5	62.5	0	0.0	4
19837	15	S CAL ABC PL	79	34	43.0	2	2.5	15
19885	06	ABC NC ELEC	157	76	48.4	5	3.2	13
19912	06	ABC NC PAINT	35	21	60.0	1	2.9	5
19924	15	SND TECH JAC	9	5	55.6	0	0.0	2
19950	06	ABC NC CARP	34	14	41.2	2	5.9	2
99100	09	NAT SPRKLR	113	36	31.9	0	0.0	12
99120	13	CAL- NEV	314	131	41.7	2	0.6	51
99500	04	BU RCLM CEN	12	1	8.3	0	0.0	0
TOTAL			52,016	33,123	63.7	3,410	6.6	7,092

TOTAL NUMBER OF SPONSORS: 244

## Exhibit 2 - DAS Program Statistics 2012

### Table 1

Analysis of Program Sponsors with Five or More Apprentices in Calendar Year 2012

Number of programs reviewed	240
Percentage of minorities	63.0%
Percentage of women	6.1%
Total number of apprentices	53,685
Total number of minorities	33,811
Total number of women	3,269
Programs with no women	90
Total number of completions	13,716

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

## Exhibit 2 - DAS Program Statistics 2012

### Table 2

#### STATISTICAL REPORT TO THE LEGISLATURE

As of December 31, 2012

The active apprentices as of December 31, 2012, numbered 53,951.

New registrations and reinstatements numbered 14,224 for the year ending December 2012.

Minorities represented 63.1% of all active apprentices as of December 31, 2012.

Active women apprentices as of December 31, 2012, numbered 3,342, which is 6.2% of all active apprentices.

	<u>Total Active Apprentices</u>					2000 Census Goals <sup>‡</sup>
	<u>Count</u> <u>Dec-11</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Dec-12</u>	<u>% of</u> <u>Total</u>	<u>% Change</u> <u>in Count</u>	
All Minorities	34,414	65.2%	34,044	63.1%	-1.1%	51.6%
Black*	3,609	6.8%	3,785	7.0%	4.9%	6.7%
Asian or Pacific Islander*	1,722	3.3%	1,513	2.8%	-12.1%	8.6%
American Indian or Alaskan Native*	397	0.8%	426	0.8%	7.3%	0.8%
Filipino*	635	1.2%	683	1.3%	7.6%	3.2%
Hispanic*	20,830	39.5%	20,629	38.2%	-1.0%	32.4%
Unknown* <sup>†</sup>	7,221	13.7%	7,008	13.0%	-2.9%	
White	18,349	34.8%	19,907	36.9%	8.5%	48.4%
Total	52,763		53,951		2.3%	

\* These groups are included within the "all minorities" category prior to 2014. Starting in 2014, apprentices whose ethnicity was unknown are no longer included in the "all minorities" category.

<sup>†</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>‡</sup> Census Goals are set by the California Plan for Equal Opportunity in Apprenticeship, which mirrors the federal Apprenticeship Equal Employment Opportunity (EEO) Regulations, 29 CFR Part 30.

# Exhibit 2 - DAS Program Statistics 2012

## Table 3

**DIVISION OF APPRENTICESHIP STANDARDS**  
**SPONSORS WITH FIVE OR MORE APPRENTICES**  
**PERCENT MINORITIES AND WOMEN, BY FILE NUMBER**  
**AS OF 12-31-2012**

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	191	56	29.3	2	1.0	63
00004	12	RWJATC	907	624	68.8	25	2.8	210
00007	03	NO CA SHOP	27	17	63.0	0	0.0	29
00008	13	SOCAL CARP	2,679	1,942	72.5	32	1.2	1,130
00010	03	BASM	621	261	42.0	7	1.1	165
00011	12	L A PLUMB	185	126	68.1	0	0.0	37
00012	18	S MTO PLUMB	121	36	29.8	1	0.8	39
00014	12	S CAL PLAST	61	53	86.9	0	0.0	35
00015	06	SLNO PLUMB	38	9	23.7	1	2.6	27
00016	12	PAPER&DECOR	284	255	89.8	7	2.5	162
00018	05	BAY AREA PLA	64	51	79.7	2	3.1	14
00020	12	L A SH MET	440	277	63.0	3	0.7	116
00021	12	GLEN PLUMB	331	207	62.5	1	0.3	17
00023	05	S F PLUMBING	296	141	47.6	14	4.7	60
00029	12	L A TILE LAY	104	81	77.9	3	2.9	62
00030	05	SF ELEC JATC	237	89	37.6	20	8.4	46
00036	06	ALA CC AUTO	59	28	47.5	1	1.7	1
00037	04	PLUMB & PIPE	153	36	23.5	2	1.3	35
00038	08	C T C N C	2,639	1,565	59.3	115	4.4	886
00040	06	PTG DEC JATC	481	336	69.9	11	2.3	147
00042	06	CC PLBG TATC	42	20	47.6	2	4.8	6
00045	10	KERN NOR LA	38	21	55.3	0	0.0	5
00052	09	FRS SH MET J	66	29	43.9	0	0.0	1
00056	12	LB PLUMBERS	80	44	55.0	2	2.5	25
00058	16	SD ELEC JATC	265	116	43.8	7	2.6	61
00061	03	DC#36 PLUMB	223	84	37.7	6	2.7	72
00065	07	SAN JQN ELEC	46	13	28.3	1	2.2	19
00076	09	PTG DEC JATC	26	22	84.6	1	3.8	0
00081	11	S BAR ELEC	43	18	41.9	1	2.3	10
00088	06	NO CAL TILE	132	87	65.9	5	3.8	59
00098	18	S MTO ELEC	132	52	39.4	5	3.8	42
00105	13	L A MILL JAC	9	8	88.9	0	0.0	5
00106	07	S JQN AUTO	77	16	20.8	1	1.3	15
00109	05	WEST BAY ROO	370	346	93.5	6	1.6	90
00113	06	C C ELEC JAC	90	31	34.4	3	3.3	25
00119	08	TRI CO ELEC	30	14	46.7	4	13.3	17
00122	12	LA&O COS. AC	110	57	51.8	1	0.9	49
00123	04	SAC SH MET	119	31	26.1	0	0.0	41
00125	08	S CLA PLUMB	253	121	47.8	4	1.6	83

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2012

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00130	05	S F AUTO JAC	17	9	52.9	0	0.0	0
00131	16	S D SH MET J	122	53	43.4	2	1.6	38
00132	08	S CLA MACH	24	10	41.7	0	0.0	2
00134	05	JAC PLUMBING	41	9	22.0	0	0.0	7
00137	08	S CLA ELEC	287	140	48.8	10	3.5	63
00139	09	FRS ELEC	85	34	40.0	3	3.5	23
00146	06	ALAMEDA ELEC	180	96	53.3	11	6.1	39
00152	03	NAPA ELEC	63	22	34.9	0	0.0	17
00156	06	UALU 342 JAT	377	115	30.5	5	1.3	61
00163	15	SB/RIV PLUM	233	96	41.2	4	1.7	17
00166	05	NO.CA. MILL	52	37	71.2	1	1.9	7
00169	03	REDWOOD ELEC	100	14	14.0	0	0.0	27
00177	12	SO CAL ROOFR	457	432	94.5	2	0.4	245
00180	08	S CLA AUTO	20	13	65.0	0	0.0	8
00238	10	KERN PLUMB J	51	30	58.8	0	0.0	31
00247	16	S D GAS ELEC	52	33	63.5	2	3.8	19
00277	11	S BAR PLUMB	28	9	32.1	1	3.6	17
00280	12	L A STMFTR	254	163	64.2	9	3.5	42
00370	05	NO CAL GLAZ	299	127	42.5	6	2.0	89
00374	11	VENTURA ELEC	77	30	39.0	1	1.3	28
00375	15	S. B. ELECT.	180	76	42.2	4	2.2	38
00425	09	CNTL VY ELEC	59	11	18.6	0	0.0	13
00494	14	ORANGE ELEC	150	58	38.7	0	0.0	71
00567	01	HUMB MEAT	49	27	55.1	3	6.1	0
00656	14	OR PLUMB JAC	234	98	41.9	2	0.9	2
00667	14	S CAL IRON W	332	183	55.1	5	1.5	150
00762	04	N.CAL.PLASTE	66	54	81.8	0	0.0	16
00824	13	S CAL CEMENT	284	260	91.5	4	1.4	127
00865	06	OAK MEAT	16	12	75.0	1	6.3	0
01403	14	SO CAL GLAZ	175	126	72.0	1	0.6	89
01501	04	IRONWORKERS	207	84	40.6	6	2.9	82
02012	15	RIV ELEC JAC	199	106	53.3	3	1.5	39
02898	06	EST NO BAY R	599	535	89.3	6	1.0	107
03029	12	POMONA PLUMB	221	105	47.5	1	0.5	12
03199	09	C VLY AUTO J	42	17	40.5	21	50.0	2
03262	16	S D CPT LINO	20	16	80.0	0	0.0	12
03275	09	STAN SH MET	34	5	14.7	0	0.0	0
03327	12	SCSMJATC	48	28	58.3	1	2.1	37
03688	12	OPG. & MAINT	106	82	77.4	2	1.9	20
04088	11	VTA PLUMB	27	19	70.4	0	0.0	20
04391	06	SPRINKLER FI	234	122	52.1	3	1.3	3
04489	11	TRI SHT MTL	27	9	33.3	0	0.0	17
04501	12	LA SPRKLR FT	125	67	53.6	0	0.0	34
04789	06	NORCAL FL CO	238	146	61.3	0	0.0	62
05025	15	STATER #002	37	23	62.2	6	16.2	0
05040	13	SOCAL ELEV	227	92	40.5	1	0.4	48
05041	16	ABC E.S.T.	9	5	55.6	0	0.0	6
05043	16	SD AGC LAB	257	182	70.8	1	0.4	58

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2012

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05044	03	CTMAA-UAC	69	29	42.0	0	0.0	2
05054	16	IMP IRRI DIS	6	5	83.3	1	16.7	0
05059	04	CA PSYCH TEC	26	18	69.2	4	15.4	23
05068	13	RIV. P.U.D.	7	3	42.9	0	0.0	0
05072	05	SF LAB ENV	22	21	95.5	3	13.6	9
05073	06	CONSTR INSPE	99	39	39.4	9	9.1	16
05075	04	WECA	56	22	39.3	1	1.8	17
05081	13	METRO WATER	38	17	44.7	1	2.6	24
05083	12	COSMETICA	140	136	97.1	70	50.0	50
05087	06	NO CAL HOD	75	65	86.7	2	2.7	3
05088	08	SF BRI/FIRE	14	11	78.6	0	0.0	0
05090	13	SO CA PLAST	95	83	87.4	0	0.0	35
05092	04	MICHAEL BURT	99	84	84.8	11	11.1	32
05096	05	NCDCLPHIPL	52	29	55.8	1	1.9	8
05102	02	CRTR LK ELEC	33	5	15.2	1	3.0	10
05103	12	CA TRADESHOW	89	35	39.3	4	4.5	11
05104	16	SAN DIEGO TR	9	7	77.8	0	0.0	1
05110	14	A.B.C.H.V.A.	12	7	58.3	0	0.0	0
05111	14	A.B.C. S.MTL	22	13	59.1	0	0.0	8
05112	14	A.B.C.E.S.T.	53	25	47.2	0	0.0	14
05113	16	BARONA VALLE	9	5	55.6	1	11.1	9
05115	06	TCPAM&SP1176	27	13	48.1	0	0.0	1
05122	10	BCCBAC	15	4	26.7	14	93.3	3
05127	08	ABSS	15	11	73.3	4	26.7	0
05129	14	ORANGE ELEC	25	15	60.0	0	0.0	7
05137	13	SOCAL MODULA	28	21	75.0	0	0.0	23
05139	11	SCLCMJAC	29	25	86.2	0	0.0	15
05141	07	SJV	8	1	12.5	0	0.0	1
05142	12	DISTRICT COU	58	45	77.6	0	0.0	51
05146	15	SCLL&IFJAC	63	59	93.7	0	0.0	12
05147	13	CONSTRUCTION	33	15	45.5	1	3.0	3
05149	05	SF LAB GARD	18	12	66.7	3	16.7	7
05150	16	SAN DIEGO &	39	21	53.8	0	0.0	0
05151	13	SO CAL INSUL	82	62	75.6	0	0.0	16
05152	13	SO CAL WEATH	6	4	66.7	0	0.0	1
05159	16	IMP IRRI CON	5	3	60.0	0	0.0	2
05160	04	CDCR FOL	8	7	87.5	0	0.0	0
05163	06	NCCBAPUAC	19	17	89.5	10	52.6	0
07055	16	S D BRIK	5	5	100.0	0	0.0	3
07078	05	NCAL STN ENG	253	125	49.4	14	5.5	13
07205	06	OAK IRONWKR	375	236	62.9	8	2.1	151
07238	08	MTRY SH MET	19	9	47.4	1	5.3	10
07257	16	SD CEMENT MS	36	31	86.1	0	0.0	6
07293	16	S D IMP ROOF	23	19	82.6	1	4.3	17
07294	04	CNTRL VLY RF	215	184	85.6	1	0.5	10
07646	05	SF IRONWKR	298	234	78.5	5	1.7	107
07813	16	S D STR IRON	214	142	66.4	2	0.9	57
08280	12	SOCA RFDCC J	127	115	90.6	0	0.0	99

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
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FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
08378	11	S L O PLUMB	46	9	19.6	0	0.0	2
08685	10	KERN ELEC JA	171	79	46.2	4	2.3	16
08805	11	SLO ELEC JAC	38	4	10.5	0	0.0	7
08819	12	L A INTERCOM	46	41	89.1	4	8.7	25
08885	14	L A REIN IR	258	193	74.8	1	0.4	84
08902	01	OR WA CA PLU	15	0	0.0	0	0.0	2
08912	16	SD SOUND TEC	41	21	51.2	4	9.8	2
09028	04	VALLEY ROOFR	88	69	78.4	0	0.0	55
09069	05	S CLA ROOFER	286	274	95.8	4	1.4	8
09076	09	CEN CAL IRON	87	54	62.1	0	0.0	25
09271	06	S CLA IRONWK	161	123	76.4	1	0.6	34
09307	15	INLND RFRIG	36	18	50.0	1	2.8	7
09333	04	RENO ELEC	45	11	24.4	2	4.4	30
09334	04	RENO PLUMB J	30	9	30.0	0	0.0	16
09422	12	L A BARB	104	97	93.3	26	25.0	30
09423	15	SCBAC	88	84	95.5	27	30.7	76
09431	04	46 NO OP ENG	451	197	43.7	27	6.0	121
09442	06	N CAL SURVYR	81	23	28.4	8	9.9	19
09449	12	SCAL ASBESTO	140	113	80.7	2	1.4	39
09470	12	MOT PIC ELEC	19	10	52.6	1	5.3	5
09502	06	BOILERMAKERS	115	84	73.0	5	4.3	26
09554	11	OPER ENGR TR	395	111	28.1	23	5.8	98
09565	13	SCAL MLRT JA	253	121	47.8	6	2.4	47
09600	04	SHASTA ELEC	19	1	5.3	1	5.3	0
09601	11	SO CAL MACH	41	30	73.2	1	2.4	13
10041	09	FRESNO COMM.	11	10	90.9	9	81.8	2
10043	06	ABC NC PLUM	31	18	58.1	0	0.0	13
10060	06	ABC NC LAB0R	22	11	50.0	0	0.0	21
10061	06	NO CAL LAB J	1,417	951	67.1	62	4.4	149
10112	16	SDAGC CST EQ	65	26	40.0	2	3.1	2
10121	06	BRKLYRS LOC3	214	139	65.0	4	1.9	8
10131	06	GE BAY BARB	256	217	84.8	148	57.8	31
10230	04	NOR CAL COSM	707	597	84.4	496	70.2	186
10243	12	LOS ANGELES	104	83	79.8	2	1.9	43
10552	12	LA VENT UAC	226	167	73.9	5	2.2	36
10556	13	SCAL SPKR FT	258	249	96.5	0	0.0	50
10592	04	CDC FOLSOM	13	6	46.2	0	0.0	0
10607	12	IBEW LOC 40	40	11	27.5	0	0.0	4
10628	04	WECA ELECTRC	12	3	25.0	0	0.0	3
10629	16	MITASC BUAC	37	27	73.0	0	0.0	0
10633	16	S DGO COSMO	11	3	27.3	8	72.7	9
10669	06	EAST BAY COS	151	134	88.7	83	55.0	132
10710	12	SO CAL LAB	1,289	1,053	81.7	30	2.3	451
10732	09	TULARE COUNT	10	4	40.0	1	10.0	0
10744	04	DOC FOLSOM	6	5	83.3	0	0.0	0
10748	14	SO CAL P TEN	59	56	94.9	0	0.0	11
10789	13	SO CAL STRPR	57	36	63.2	0	0.0	14
10790	08	CITYSANJOEST	10	2	20.0	0	0.0	3



DIVISION OF APPRENTICESHIP STANDARDS  
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 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2012

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
10835	05	ELEV	282	92	32.6	6	2.1	0
10837	13	WBFAA	120	45	37.5	3	2.5	26
10999	04	TSFU	16	4	25.0	0	0.0	16
11069	06	LAW LVMR NTL	8	2	25.0	0	0.0	0
11526	12	BRIKLAYRS 4	86	68	79.1	0	0.0	54
12112	07	OWENS-TRACY	5	5	100.0	0	0.0	0
14150	13	SOUTHWEST HA	38	33	86.8	0	0.0	12
14550	06	PGE JATC	567	155	27.3	11	1.9	162
14612	12	SCA DRYWALL	162	146	90.1	2	1.2	97
14700	16	SD IMP GLAZ	51	18	35.3	0	0.0	13
15016	04	DPT GEN SVCS	89	26	29.2	9	10.1	15
16129	13	S CA PLDRY O	133	72	54.1	1	0.8	40
16364	16	SOLAR TURBIN	23	11	47.8	2	8.7	4
16427	06	NCAL ASBESTO	121	62	51.2	6	5.0	39
16435	04	SAC A ELECTR	129	39	30.2	3	2.3	45
16508	08	CAL FIRE FTR	5,028	1,556	30.9	158	3.1	1,792
16987	12	APPRENTICESH	74	32	43.2	64	86.5	25
17164	04	DEPT PARK RE	25	4	16.0	5	20.0	0
17293	12	SO CA SURV	90	27	30.0	3	3.3	39
17346	05	CAL STAT ENG	7	4	57.1	2	28.6	0
17444	13	SO CAL DRYWL	2,091	1,569	75.0	7	0.3	766
18496	08	NO CA CEMENT	213	176	82.6	6	2.8	80
18979	16	SD TROLLEY J	33	17	51.5	0	0.0	0
18994	12	CTY GLNDLE E	9	1	11.1	0	0.0	5
18998	12	GLEN PWR OPR	7	4	57.1	0	0.0	1
19000	04	OTPD/JA&TC	10,284	8,604	86.6	1246	12.1	647
19080	12	BRBNK ELEC J	9	6	66.7	0	0.0	1
19161	16	SD AGC JAC	510	379	74.3	4	0.8	114
19167	08	N CA SOUND C	200	99	49.5	9	4.5	45
19224	16	ABC SD E UAC	197	96	48.7	5	2.5	58
19327	14	S CA ABC UAC	212	109	51.4	1	0.5	100
19421	03	ACTA	49	30	61.2	1	2.0	19
19570	06	CAL AM SPRKL	151	58	38.4	0	0.0	45
19602	04	WECA ELECATC	525	226	43.0	10	1.9	143
19657	04	APPLY-A-LINE	31	3	9.7	1	3.2	1
19671	06	AC TRANS JAC	33	26	78.8	1	3.0	3
19699	03	N CA IRG FTR	28	23	82.1	0	0.0	5
19704	06	IRCC	197	165	83.8	0	0.0	146
19718	16	INNER CO UAC	57	47	82.5	0	0.0	124
19719	13	LA ACOUS INS	241	151	62.7	0	0.0	62
19731	14	SCPDCA	94	67	71.3	0	0.0	29
19757	13	TER FIN JATC	31	27	87.1	0	0.0	6
19772	12	COSME UAC	131	57	43.5	95	72.5	46
19790	08	CWA/ACCA	28	10	35.7	0	0.0	6
19791	14	ORANGE SOUND	37	25	67.6	4	10.8	18
19810	04	PHCC PUAC SA	52	13	25.0	0	0.0	27
19814	16	ABCSD PLUMBR	105	42	40.0	0	0.0	38
19821	16	ABC SD SHT M	89	48	53.9	0	0.0	29

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2012

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
19835	16	IMP IRRI DIS	9	5	55.6	0	0.0	1
19837	14	S CAL ABC PL	79	30	38.0	1	1.3	28
19885	06	ABC NC ELEC	170	81	47.6	4	2.4	45
19912	06	ABC NC PAINT	29	13	44.8	0	0.0	22
19924	15	SND TECH JAC	15	7	46.7	0	0.0	1
19950	06	ABC NC CARP	34	16	47.1	2	5.9	7
99100	09	NAT SPRKLR	113	31	27.4	0	0	31
99120	13	CAL- NEV	308	130	42.2	2	0.6	45
99500	04	BU RCLM CEN	12	1	8.3	0	0	0
TOTAL			53,685	33,811	63.0	3,269	6.1	13,716

TOTAL NUMBER OF SPONSORS: 240

## Exhibit 3 - DAS Program Statistics 2013

**Table 1**

Analysis of Program Sponsors with Five or More Apprentices in Calendar Year 2013

Number of programs reviewed	237
Percentage of minorities	63.5%
Percentage of women	5.9%
Total number of apprentices	54,934
Total number of minorities	34,894
Total number of women	3,261
Programs with no women	94
Total number of completions	6,448

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

## Exhibit 3 - DAS Program Statistics 2013

### Table 2

#### STATISTICAL REPORT TO THE LEGISLATURE

As of December 31, 2013

The active apprentices as of December 31, 2013, numbered 55,280.

New registrations and reinstatements numbered 14,971 for the year ending December 2013.

Minorities represented 63.5% of all active apprentices as of December 31, 2013.

Active women apprentices as of December 31, 2013, numbered 3,302, which is 6.0% of all active apprentices.

	<u>Total Active Apprentices</u>					2000 Census Goals <sup>‡</sup>
	<u>Count</u> <u>Dec-12</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Dec-13</u>	<u>% of</u> <u>Total</u>	<u>% Change</u> <u>in Count</u>	
All Minorities	34,044	63.1%	35,076	63.5%	3.0%	51.6%
Black*	3,785	7.0%	3,879	7.0%	2.5%	6.7%
Asian or Pacific Islander*	1,513	2.8%	1,730	3.1%	14.3%	8.6%
American Indian or Alaskan Native*	426	0.8%	449	0.8%	5.4%	0.8%
Filipino*	683	1.3%	642	1.2%	-6.0%	3.2%
Hispanic*	20,629	38.2%	21,479	38.9%	4.1%	32.4%
Unknown* <sup>†</sup>	7,008	13.0%	6,897	12.5%	-1.6%	
White	19,907	36.9%	20,204	36.5%	1.5%	48.4%
Total	53,951		55,280		2.5%	

\* These groups are included within the "all minorities" category prior to 2014. Starting in 2014, apprentices whose ethnicity was unknown are no longer included in the "all minorities" category.

<sup>†</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>‡</sup> Census Goals are set by the California Plan for Equal Opportunity in Apprenticeship, which mirrors the federal Apprenticeship Equal Employment Opportunity (EEO) Regulations, 29 CFR Part 30.

# Exhibit 3 - DAS Program Statistics 2013

Table 3

DIVISION OF APPRENTICESHIP STANDARDS  
SPONSORS WITH FIVE OR MORE APPRENTICES  
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
AS OF 12-31-2013

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	204	61	29.9	3	1.5	21
00004	12	RWJATC	923	618	67.0	23	2.5	97
00007	03	NO CA SHOP	25	14	56.0	0	0.0	4
00008	13	SOCAL CARP	3,283	2,430	74.0	33	1.0	301
00010	03	BASM	577	257	44.5	7	1.2	83
00011	12	L A PLUMB	268	177	66.0	1	0.4	8
00012	18	S MTO PLUMB	115	34	29.6	1	0.9	35
00014	12	S CAL PLAST	59	53	89.8	0	0.0	10
00015	06	SLNO PLUMB	51	12	23.5	2	3.9	6
00016	12	PAPER&DECOR	290	263	90.7	11	3.8	30
00018	05	BAY AREA PLA	114	93	81.6	3	2.6	8
00020	12	L A SH MET	448	297	66.3	4	0.9	135
00021	12	GLEN PLUMB	244	150	61.5	0	0.0	0
00023	05	S F PLUMBING	306	152	49.7	13	4.2	50
00029	12	L A TILE LAY	126	106	84.1	3	2.4	21
00030	05	SF ELEC JATC	279	107	38.4	23	8.2	56
00036	06	ALA CC AUTO	55	34	61.8	1	1.8	2
00037	04	PLUMB & PIPE	130	34	26.2	1	0.8	38
00038	08	C T C N C	2,690	1,590	59.1	91	3.4	346
00040	06	PTG DEC JATC	566	396	70.0	12	2.1	51
00042	06	CC PLBG TATC	40	20	50.0	2	5.0	2
00045	10	KERN NOR LA	38	22	57.9	0	0.0	2
00052	09	FRS SH MET J	78	36	46.2	0	0.0	0
00058	16	SD ELEC JATC	331	152	45.9	11	3.3	43
00061	03	DC#36 PLUMB	233	96	41.2	6	2.6	34
00065	07	SAN JQN ELEC	42	18	42.9	0	0.0	14
00076	09	PTG DEC JATC	20	16	80.0	1	5.0	0
00081	11	S BAR ELEC	33	13	39.4	1	3.0	10
00088	06	NO CAL TILE	119	90	75.6	3	2.5	8
00098	18	S MTO ELEC	147	72	49.0	12	8.2	34
00105	13	L A MILL JAC	9	9	100.0	0	0.0	2
00106	07	S JQN AUTO	86	25	29.1	1	1.2	15
00109	05	WEST BAY ROO	210	195	92.9	2	1.0	21
00113	06	C C ELEC JAC	79	27	34.2	3	3.8	23
00119	08	TRI CO ELEC	32	13	40.6	2	6.3	7
00122	12	LA&O COS. AC	116	61	52.6	0	0.0	29
00123	04	SAC SH MET	97	24	24.7	0	0.0	35
00125	08	S CLA PLUMB	270	120	44.4	4	1.5	62
00130	05	S F AUTO JAC	21	13	61.9	0	0.0	0

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2013

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00131	16	S D SH MET J	113	49	43.4	1	0.9	25
00132	08	S CLA MACH	26	10	38.5	0	0.0	0
00134	05	JAC PLUMBING	47	11	23.4	0	0.0	4
00137	08	S CLA ELEC	343	182	53.1	13	3.8	34
00139	09	FRS ELEC	83	36	43.4	3	3.6	23
00146	06	ALAMEDA ELEC	169	86	50.9	10	5.9	26
00152	03	NAPA ELEC	53	14	26.4	1	1.9	32
00156	06	UALU 342 JAT	383	121	31.6	6	1.6	29
00163	15	SB/RIV PLUM	279	116	41.6	3	1.1	0
00169	03	REDWOOD ELEC	74	10	13.5	2	2.7	28
00177	12	SO CAL ROOFR	307	284	92.5	4	1.3	50
00180	08	S CLA AUTO	40	28	70.0	2	5.0	5
00238	10	KERN PLUMB J	57	33	57.9	0	0.0	4
00247	16	S D GAS ELEC	76	47	61.8	3	3.9	0
00277	11	S BAR PLUMB	35	13	37.1	1	2.9	0
00280	12	L A STMFTR	280	166	59.3	12	4.3	35
00370	05	NO CAL GLAZ	325	151	46.5	5	1.5	77
00374	11	VENTURA ELEC	75	31	41.3	1	1.3	9
00375	15	S. B. ELECT.	207	89	43.0	5	2.4	15
00425	09	CNTL VY ELEC	72	17	23.6	0	0.0	4
00494	14	ORANGE ELEC	163	64	39.3	0	0.0	5
00567	01	HUMB MEAT	49	27	55.1	3	6.1	0
00656	14	OR PLUMB JAC	267	109	40.8	2	0.7	0
00667	14	S CAL IRON W	336	187	55.7	5	1.5	49
00824	13	S CAL CEMENT	330	306	92.7	6	1.8	19
00865	06	OAK MEAT	18	11	61.1	1	5.6	3
01403	14	SO CAL GLAZ	184	124	67.4	2	1.1	36
01501	04	IRONWORKERS	120	48	40.0	4	3.3	17
02012	15	RIV ELEC JAC	278	155	55.8	2	0.7	15
02898	06	EST NO BAY R	275	238	86.5	2	0.7	24
03029	12	POMONA PLUMB	204	100	49.0	1	0.5	24
03199	09	C VLY AUTO J	13	6	46.2	5	38.5	2
03262	16	S D CPT LINO	25	22	88.0	0	0.0	0
03275	09	STAN SH MET	14	0	0.0	0	0.0	0
03688	12	OPG. & MAINT	102	79	77.5	2	2.0	19
04083	16	S D CIV SERV	6	6	100.0	0	0.0	1
04088	11	VTA PLUMB	37	26	70.3	1	2.7	2
04391	06	SPRINKLER FI	166	78	47.0	2	1.2	54
04489	11	TRI SHT MTL	33	12	36.4	1	3.0	0
04501	12	LA SPRKLR FT	128	68	53.1	1	0.8	21
04789	06	NORCAL FL CO	224	139	62.1	0	0.0	34
05025	15	STATER #002	23	13	56.5	4	17.4	18
05040	13	SOCAL ELEV	295	119	40.3	1	0.3	0
05041	16	ABC E.S.T.	8	4	50.0	0	0.0	2
05043	16	SD AGC LAB	201	138	68.7	1	0.5	33
05044	03	CTMAA-UAC	55	25	45.5	0	0.0	6
05054	16	IMP IRRI DIS	6	5	83.3	1	16.7	0

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2013

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05059	04	CA PSYCH TEC	25	17	68.0	4	16.0	0
05068	13	RIV. P.U.D.	12	5	41.7	0	0.0	0
05072	05	SF LAB ENV	9	9	100.0	1	11.1	16
05073	06	CONSTR INSPE	105	38	36.2	6	5.7	2
05075	04	WECA	66	35	53.0	1	1.5	6
05081	13	METRO WATER	36	15	41.7	0	0.0	7
05083	12	COSMETICA	165	158	95.8	83	50.3	25
05087	06	NO CAL HOD	67	57	85.1	2	3.0	3
05089	12	RWJATC	9	9	100.0	1	11.1	0
05090	13	SO CA PLAST	124	114	91.9	0	0.0	1
05092	04	MICHAEL BURT	112	101	90.2	8	7.1	22
05096	05	NCDCLPHIPL	63	34	54.0	2	3.2	0
05102	02	CRTR LK ELEC	29	5	17.2	1	3.4	6
05103	12	CA TRADESHOW	84	31	36.9	5	6.0	2
05104	16	SAN DIEGO TR	11	8	72.7	0	0.0	0
05110	14	A.B.C.H.V.A.	5	2	40.0	0	0.0	0
05111	14	A.B.C. S.MTL	31	19	61.3	0	0.0	0
05112	14	A.B.C.E.S.T.	47	26	55.3	0	0.0	5
05113	16	BARONA VALLE	9	5	55.6	1	11.1	0
05115	06	TCPAM&SP1176	12	5	41.7	0	0.0	4
05122	10	BCCBAC	8	2	25.0	8	100.0	4
05127	08	ABSS	15	11	73.3	4	26.7	0
05129	14	ORANGE ELEC	19	11	57.9	0	0.0	4
05137	13	SOCAL MODULA	42	32	76.2	0	0.0	2
05139	11	SCLCMJAC	33	31	93.9	0	0.0	0
05141	07	SJV	7	0	0.0	0	0.0	0
05142	12	DISTRICT COU	60	46	76.7	0	0.0	8
05146	15	SCLL&IFJAC	73	63	86.3	0	0.0	7
05147	13	CONSTRUCTION	32	14	43.8	1	3.1	0
05149	05	SF LAB GARD	28	11	39.3	7	25.0	4
05150	16	SAN DIEGO &	35	19	54.3	0	0.0	0
05151	13	SO CAL INSUL	92	70	76.1	0	0.0	7
05153	07	STMM	6	4	66.7	0	0.0	0
05160	04	CDCR FOL	8	7	87.5	0	0.0	0
05163	06	NCCBAPUAC	25	21	84.0	15	60.0	0
05168	08	CFCAAUAC	5	2	40.0	5	100.0	0
05169	04	WHAM	5	2	40.0	5	100.0	0
05173	04	GRND PHIN	47	47	100.0	25	53.2	0
07055	16	S D BRIK	6	6	100.0	0	0.0	0
07078	05	NCAL STN ENG	262	126	48.1	11	4.2	11
07205	06	OAK IRONWKR	398	257	64.6	4	1.0	0
07238	08	MTRY SH MET	18	8	44.4	0	0.0	2
07257	16	SD CEMENT MS	30	27	90.0	0	0.0	5
07293	16	S D IMP ROOF	67	63	94.0	1	1.5	0
07294	04	CNTRL VLY RF	127	114	89.8	0	0.0	0
07646	05	SF IRONWKR	417	310	74.3	4	1.0	0
07813	16	S D STR IRON	197	132	67.0	4	2.0	15

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2013

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
08280	12	SOCA RFDCC J	111	95	85.6	0	0.0	22
08378	11	S L O PLUMB	65	17	26.2	1	1.5	0
08685	10	KERN ELEC JA	203	84	41.4	4	2.0	15
08805	11	SLO ELEC JAC	34	4	11.8	0	0.0	4
08819	12	L A INTERCOM	74	62	83.8	7	9.5	17
08885	14	L A REIN IR	310	235	75.8	0	0.0	14
08902	01	OR WA CA PLU	16	0	0.0	0	0.0	0
08912	16	SD SOUND TEC	47	26	55.3	6	12.8	6
09028	04	VALLEY ROOFR	64	54	84.4	0	0.0	6
09069	05	S CLA ROOFER	173	161	93.1	4	2.3	15
09076	09	CEN CAL IRON	80	49	61.3	0	0.0	10
09271	06	S CLA IRONWK	165	132	80.0	3	1.8	0
09307	15	INLND RFRIG	22	7	31.8	0	0.0	5
09333	04	RENO ELEC	68	15	22.1	3	4.4	2
09334	04	RENO PLUMB J	52	12	23.1	0	0.0	0
09422	12	L A BARB	133	122	91.7	32	24.1	17
09423	15	SCBAC	109	102	93.6	33	30.3	40
09431	04	46 NO OP ENG	505	224	44.4	38	7.5	54
09442	06	N CAL SURVYR	96	35	36.5	5	5.2	12
09449	12	SCAL ASBESTO	127	102	80.3	1	0.8	17
09470	12	MOT PIC ELEC	19	10	52.6	1	5.3	4
09502	06	BOILERMAKERS	87	66	75.9	4	4.6	11
09549	08	S CLARA MEAT	15	11	73.3	0	0.0	0
09554	11	OPER ENGR TR	453	134	29.6	44	9.7	42
09565	13	SCAL MLRT JA	263	120	45.6	7	2.7	33
09601	11	SO CAL MACH	52	38	73.1	1	1.9	7
10041	09	FRESNO COMM.	11	10	90.9	9	81.8	0
10043	06	ABC NC PLUM	21	13	61.9	0	0.0	4
10060	06	ABC NC LAB0R	19	10	52.6	0	0.0	5
10061	06	NO CAL LAB J	1,814	1,235	68.1	72	4.0	74
10112	16	SDAGC CST EQ	50	23	46.0	1	2.0	5
10121	06	BRKLYRS LOC3	289	192	66.4	4	1.4	1
10131	06	GE BAY BARB	229	207	90.4	135	59.0	35
10230	04	NOR CAL COSM	609	531	87.2	411	67.5	77
10243	12	LOS ANGELES	94	76	80.9	2	2.1	7
10552	12	LA VENT UAC	196	144	73.5	4	2.0	30
10556	13	SCAL SPKR FT	226	219	96.9	0	0.0	0
10592	04	CDC FOLSOM	12	5	41.7	0	0.0	0
10607	12	IBEW LOC 40	49	15	30.6	0	0.0	1
10628	04	WECA ELECTRC	17	7	41.2	0	0.0	0
10629	16	MITASC BUAC	39	27	69.2	0	0.0	0
10633	16	S DGO COSMO	18	5	27.8	16	88.9	0
10669	06	EAST BAY COS	214	195	91.1	115	53.7	24
10710	12	SO CAL LAB	1,619	1,321	81.6	38	2.3	258
10744	04	DOC FOLSOM	6	5	83.3	0	0.0	0
10748	14	SO CAL P TEN	49	48	98.0	0	0.0	4
10789	13	SO CAL STRPR	67	45	67.2	0	0.0	6



DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2013

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
10790	08	CITYSANJOEST	10	2	20.0	0	0.0	0
10835	05	ELEV	309	89	28.8	9	2.9	0
10837	13	WBFAA	100	42	42.0	2	2.0	9
10999	04	TSFU	25	6	24.0	0	0.0	1
11069	06	LAW LVMR NTL	6	2	33.3	0	0.0	2
11526	12	BRIKLAYRS 4	80	68	85.0	0	0.0	8
14150	13	SOUTHWEST HA	26	21	80.8	0	0.0	1
14550	06	PGE JATC	684	178	26.0	18	2.6	103
14612	12	SCA DRYWALL	181	161	89.0	0	0.0	22
14700	16	SD IMP GLAZ	47	18	38.3	0	0.0	3
15016	04	DPT GEN SVCS	123	44	35.8	10	8.1	12
16129	13	S CA PLDRY O	144	83	57.6	0	0.0	12
16364	16	SOLAR TURBIN	23	11	47.8	2	8.7	0
16427	06	NCAL ASBESTO	124	58	46.8	7	5.6	14
16435	04	SAC A ELECTR	120	32	26.7	2	1.7	55
16508	08	CAL FIRE FTR	5,124	1,529	29.8	163	3.2	1,445
16987	12	APPRENTICESH	72	26	36.1	61	84.7	16
17147	08	SJ VEH EQUIP	8	5	62.5	0	0.0	0
17293	12	SO CA SURV	91	32	35.2	2	2.2	12
17346	05	CAL STAT ENG	5	3	60.0	2	40.0	0
17444	13	SO CAL DRYWL	2,124	1,592	75.0	7	0.3	177
18496	08	NO CA CEMENT	264	219	83.0	6	2.3	19
18979	16	SD TROLLEY J	30	18	60.0	0	0.0	3
18998	12	GLEN PWR OPR	5	4	80.0	0	0.0	2
19000	04	OTPD/JA&TC	10,057	8,746	87.0	1210	12.0	588
19081	12	BRBNK LN MEC	7	0	0.0	0	0.0	0
19161	16	SD AGC JAC	340	258	75.9	0	0.0	55
19167	08	N CA SOUND C	209	100	47.8	9	4.3	26
19186	04	SURPRISE VLY	7	0	0.0	0	0.0	0
19224	16	ABC SD E UAC	192	97	50.5	5	2.6	32
19327	14	S CA ABC UAC	210	111	52.9	1	0.5	49
19421	03	ACTA	46	28	60.9	0	0.0	3
19570	06	CAL AM SPRKL	163	59	36.2	0	0.0	15
19602	04	WECA ELECATC	454	198	43.6	6	1.3	72
19657	04	APPLY-A-LINE	31	3	9.7	1	3.2	0
19671	06	AC TRANS JAC	16	13	81.3	0	0.0	16
19699	03	N CA IRG FTR	36	30	83.3	0	0.0	4
19704	06	IRCC	235	183	77.9	0	0.0	6
19718	16	INNER CO UAC	22	18	81.8	0	0.0	0
19719	13	LA ACOUS INS	314	198	63.1	0	0.0	18
19731	14	SCPDCA	109	94	86.2	1	0.9	7
19760	13	TER SET JATC	67	60	89.6	0	0.0	4
19772	12	COSME UAC	159	79	49.7	114	71.7	32
19790	08	CWA/ACCA	18	6	33.3	0	0.0	0
19791	14	ORANGE SOUND	53	30	56.6	5	9.4	3
19810	04	PHCC PUAC SA	49	13	26.5	0	0.0	8
19814	16	ABCSD PLUMBR	98	37	37.8	0	0.0	18

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2013

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
19821	16	ABC SD SHT M	81	46	56.8	0	0.0	11
19837	14	S CAL ABC PL	82	37	45.1	0	0.0	8
19885	06	ABC NC ELEC	170	84	49.4	4	2.4	22
19912	06	ABC NC PAINT	39	19	48.7	0	0.0	3
19924	15	SND TECH JAC	17	8	47.1	0	0.0	0
19950	06	ABC NC CARP	27	12	44.4	2	7.4	4
19958	13	CSU&SETC JAC	9	7	77.8	0	0.0	1
99100	09	NAT SPRKLR	89	31	34.8	0	0	16
99120	13	CAL- NEV	359	163	45.4	3	0.8	32
99500	04	BU RCLM CEN	12	1	8.3	0	0	0
		TOTAL	54,934	34,894	63.5	3261	5.9	6,448

TOTAL NUMBER OF SPONSORS: 237

## Exhibit 4 - DAS Program Statistics 2014

**Table 1**

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 2014

Number of programs reviewed	238
Percentage of minorities	56.9%
Percentage of women	5.4%
Total number of apprentices	51,801
Total number of minorities	29,489
Total number of women	2,786
Programs with no women	87
Total number of completions	5,202

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

## Exhibit 4 - DAS Program Statistics 2014

### Table 2

#### STATISTICAL REPORT TO THE LEGISLATURE

As of December 31, 2014

The active apprentices as of December 31, 2014, numbered 53,366.

New registrations and reinstatements numbered 16,668 for the year ending December 2014.

Minorities represented 56.9% of all active apprentices as of December 31, 2014.

Active women apprentices as of December 31, 2014, numbered 2,852, which is 5.3% of all active apprentices.

	<u>Total Active Apprentices</u>					
	<u>Count</u> <u>Dec-13</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Dec-14</u>	<u>% of</u> <u>Total</u>	<u>% Change</u> <u>in Count</u>	<u>Census</u> <u>Goals</u> <sup>§</sup>
All Minorities	35,076	63.5%	30,365	56.9%	-13.4%	51.6%
Black*	3,879	7.0%	3,963	7.4%	2.2%	6.7%
Asian or Pacific Islander* <sup>†</sup>	1,730	3.1%	1,989	3.7%	15.0%	8.6%
American Indian or Alaskan Native*	449	0.8%	466	0.9%	3.8%	0.8%
Filipino*	642	1.2%	702	1.3%	9.3%	3.2%
Hispanic*	21,479	38.9%	23,245	43.6%	8.2%	32.4%
Unknown <sup>‡</sup>	6,897	12.5%	1,561	2.9%	-77.4%	
White	20,204	36.5%	21,440	40.2%	6.1%	48.4%
Total	55,280		53,366		-3.5%	

\* These groups are included in the "all minorities" category starting in 2014. Prior years also included apprentices whose ethnic group was unknown.

<sup>†</sup> For greater detail, see the Summary of Apprentices with Asian or Pacific Islander Background, on the following page. Please note that here, Filipinos are counted separately, whereas in the Summary of Apprentices with Asian or Pacific Islander Background, they are included within the category of Asian or Pacific Islanders. Hence the different totals.

<sup>‡</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>§</sup> Census Goals are set by the California Plan for Equal Opportunity in Apprenticeship, which mirrors the federal Apprenticeship Equal Employment Opportunity (EEO) Regulations, 29 CFR Part 30.

## Exhibit 4 - DAS Program Statistics 2014

Table 2 (Cont'd)

### Summary of Apprentices with Asian or Pacific Islander Background

As of December 31, 2014

<b>Group</b>	<b>Count</b>	<b>Percent</b>
Asian Indian	49	1.8%
Asian or Pacific Islander*	1,060	39.4%
Bangladeshi	1	0.0%
Cambodian	48	1.8%
Chinese	259	9.6%
Fijian	19	0.7%
Filipino	702	26.1%
Guamanian	32	1.2%
Hawaiian	53	2.0%
Hmong	34	1.3%
Indonesian	5	0.2%
Japanese	83	3.1%
Korean	66	2.5%
Laotian	26	1.0%
Malaysian	5	0.2%
Pakistani	8	0.3%
Samoaan	58	2.2%
Sir Lankan	3	0.1%
Taiwanese	6	0.2%
Thai	18	0.7%
Tongan	35	1.8%
Vietnamese	121	4.5%
<b>Total†</b>	<b>2,691</b>	<b>100.0%</b>

\* Apprentices who indicated an ethnic background of Asian or Pacific Islander prior to the additional detail provided by AB 1088 (chaptered 2011).

† The total number here does not match the number of Asian and Pacific Islander apprentices given on the previous page of Table 2, because that number does not include the Filipino apprentices, which are listed separately there.

# Exhibit 4 - DAS Program Statistics 2014

## Table 3

DIVISION OF APPRENTICESHIP STANDARDS  
SPONSORS WITH FIVE OR MORE APPRENTICES  
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
AS OF 12-31-2014

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES -- NUMBER	PCT	--- WOMEN --- NUMBER	PCT	COMPLETIONS
00002	16	SDI PIPE TRA	248	79	31.9	3	1.2	29
00004	12	RWJATC	968	643	66.4	26	2.7	92
00007	03	NO CA SHOP	37	23	62.2	0	0.0	1
00008	12	SOCAL CARP	3,335	2,489	74.6	33	1.0	287
00010	03	BASM	650	299	46.0	9	1.4	4
00011	12	L A PLUMB	213	140	65.7	1	0.5	35
00012	18	S MTO PLUMB	120	34	28.3	0	0.0	17
00014	12	S CAL PLAST	40	36	90.0	1	2.5	14
00015	06	SLNO PLUMB	54	12	22.2	2	3.7	4
00016	12	PAPER&DECOR	333	305	91.6	13	3.9	24
00018	05	NO CA PLAST	115	97	84.3	1	0.9	9
00020	12	L A SH MET	413	266	64.4	4	1.0	76
00021	12	GLEN PLUMB	259	160	61.8	0	0.0	0
00023	05	S F PLUMBING	360	171	47.5	13	3.6	30
00029	12	L A TILE LAY	115	103	89.6	1	0.9	24
00030	05	SF ELEC JATC	385	151	39.2	30	7.8	0
00036	06	ALA CC AUTO	45	27	60.0	0	0.0	8
00037	04	PLUMB & PIPE	110	21	19.1	2	1.8	32
00038	04	C T C N C	3,043	1,837	60.4	108	3.5	246
00040	06	PTG DEC JATC	498	362	72.7	10	2.0	68
00042	04	CC PLBG TATC	46	24	52.2	2	4.3	2
00045	10	KERN NOR LA	33	19	57.6	0	0.0	2
00052	09	FRS SH MET J	38	16	42.1	0	0.0	0
00058	16	SD ELEC JATC	365	161	44.1	12	3.3	15
00061	07	DC#36 PLUMB	199	82	41.2	3	1.5	25
00065	07	SAN JQN ELEC	46	19	41.3	1	2.2	1
00076	05	DC16DFJATC	19	16	84.2	1	5.3	0
00081	11	S BAR ELEC	37	12	32.4	2	5.4	9
00088	06	NO CAL TILE	117	91	77.8	0	0.0	9
00098	18	S MTO ELEC	163	79	48.5	15	9.2	20
00105	12	L A MILL JAC	10	10	100.0	0	0.0	2
00106	07	S JQN AUTO	116	28	24.1	2	1.7	3
00109	05	WEST BAY ROO	153	142	92.8	2	1.3	8
00113	04	C C ELEC JAC	84	31	36.9	3	3.6	13
00119	08	TRI CO ELEC	31	16	51.6	2	6.5	6
00122	12	LA&O COS. AC	142	73	51.4	0	0.0	15
00123	04	SAC SH MET	95	26	27.4	0	0.0	17
00125	08	S CLA PLUMB	321	132	41.1	3	0.9	30
00130	05	SFPAMJAC	21	12	57.1	0	0.0	3
00131	16	S D SH MET J	106	48	45.3	1	0.9	22
00132	08	S CLA MACH	24	9	37.5	1	4.2	0
00134	05	JAC PLUMBING	54	11	20.4	0	0.0	2

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2014

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00137	08	S CLA ELEC	378	193	51.1	12	3.2	27
00139	09	FRS ELEC	111	44	39.6	3	2.7	6
00146	06	ALAMEDA ELEC	187	93	49.7	12	6.4	3
00152	03	NAPA ELEC	58	14	24.1	1	1.7	3
00156	04	UALU 342 JAT	339	122	36.0	8	2.4	34
00163	15	SB/RIV PLUM	221	91	41.2	2	0.9	19
00169	03	REDWOOD ELEC	57	6	10.5	1	1.8	12
00169	04	REDWOOD ELEC	57	6	10.5	1	1.8	12
00177	12	SO CAL ROOFR	294	270	91.8	4	1.4	38
00180	08	S CLA AUTO	51	34	66.7	0	0.0	3
00238	10	KERN PLUMB J	51	29	56.9	0	0.0	6
00247	16	S D GAS ELEC	65	39	60.0	3	4.6	24
00277	11	S BAR PLUMB	43	14	32.6	1	2.3	0
00280	12	L A STMFTR	271	156	57.6	15	5.5	20
00370	05	NO CAL GLAZ	285	130	45.6	4	1.4	39
00374	11	VENTURA ELEC	77	34	44.2	2	2.6	9
00375	15	S. B. ELECT.	209	98	46.9	4	1.9	12
00425	09	CNTL VY ELEC	67	18	26.9	0	0.0	7
00494	13	ORANGE ELEC	124	46	37.1	1	0.8	49
00656	13	OR PLUMB JAC	171	66	38.6	2	1.2	18
00667	14	S CAL IRON W	397	229	57.7	16	4.0	41
00824	12	S CAL CEMENT	381	356	93.4	7	1.8	30
00865	06	NOR CA MEAT	88	55	62.5	7	8.0	3
01403	14	SO CAL GLAZ	150	102	68.0	1	0.7	26
01501	04	IRONWORKERS	155	76	49.0	3	1.9	15
02012	15	RIV ELEC JAC	248	143	57.7	2	0.8	20
02898	06	EST NO BAY R	286	245	85.7	6	2.1	18
03029	12	POMONA PLUMB	197	102	51.8	2	1.0	22
03199	09	C VLY AUTO J	23	13	56.5	7	30.4	5
03262	16	S D CPT LINO	25	22	88.0	2	8.0	1
03275	09	STAN SH MET	13	0	0.0	0	0.0	0
03688	12	OPG. & MAINT	115	87	75.7	2	1.7	12
04088	11	VTA PLUMB	46	31	67.4	2	4.3	0
04391	06	SPRINKLER FI	206	103	50.0	3	1.5	0
04489	11	TRI SHT MTL	42	16	38.1	1	2.4	0
04501	12	LA SPRKLR FT	103	58	56.3	0	0.0	17
04789	06	NORCAL FL CO	190	126	66.3	0	0.0	26
05025	13	STATER #002	31	23	74.2	6	19.4	10
05040	12	SOCAL ELEV	365	163	44.7	1	0.3	23
05041	16	ABC E.S.T.	8	3	37.5	1	12.5	3
05043	16	SD AGC LAB	255	183	71.8	1	0.4	54
05044	03	CTMAA-UAC	50	23	46.0	0	0.0	10
05059	04	CA PSYCH TEC	28	24	85.7	18	64.3	23
05068	15	RIV. P.U.D.	12	5	41.7	0	0.0	0
05072	05	SF LAB ENV	15	13	86.7	0	0.0	14
05073	06	CONSTR INSPE	125	53	42.4	12	9.6	9
05075	04	WECA	55	31	56.4	0	0.0	15
05081	15	METRO WATER	54	26	48.1	0	0.0	0
05083	12	COSMETICA	243	228	93.8	111	45.7	24
05087	06	NO CAL HOD	78	68	87.2	0	0.0	1
05089	12	RWJATC	18	18	100.0	1	5.6	0

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2014

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05090	12	SO CA PLAST	78	70	89.7	1	1.3	7
05092	04	MICHAEL BURT	106	93	87.7	6	5.7	29
05096	05	NCDCLPHIPL	88	48	54.5	3	3.4	5
05102	02	CRTR LK ELEC	30	4	13.3	1	3.3	3
05103	12	CA TRADESHOW	112	42	37.5	8	7.1	16
05104	16	SAN DIEGO TR	11	8	72.7	0	0.0	4
05110	13	A.B.C.H.V.A.	6	3	50.0	1	16.7	0
05111	13	A.B.C. S.MTL	29	17	58.6	1	3.4	4
05112	13	A.B.C.E.S.T.	48	29	60.4	0	0.0	9
05113	16	BARONA VALLE	7	4	57.1	1	14.3	0
05115	06	TCPAM&SP1176	12	6	50.0	0	0.0	0
05122	10	BCCBAC	8	1	12.5	8	100.0	3
05127	08	ABSS	15	11	73.3	4	26.7	0
05129	13	ORANGE ELEC	20	12	60.0	0	0.0	2
05137	12	SOCAL MODULA	63	52	82.5	0	0.0	7
05139	11	SCLCMJAC	42	41	97.6	1	2.4	0
05141	07	SJV	8	0	0.0	0	0.0	1
05142	12	DISTRICT COU	67	54	80.6	1	1.5	8
05146	15	SCLL&IFJAC	87	78	89.7	1	1.1	7
05147	15	CONSTRUCTION	31	14	45.2	1	3.2	2
05149	05	SF LAB GARD	17	10	58.8	5	29.4	2
05150	16	SAN DIEGO &	32	17	53.1	0	0.0	0
05151	12	SO CAL INSUL	128	101	78.9	0	0.0	2
05153	07	STMM	15	9	60.0	0	0.0	0
05158	16	IMP IRRI TT	5	5	100.0	0	0.0	0
05160	04	CDCR FOL	11	10	90.9	0	0.0	0
05162	02	CITY B&C	35	35	100.0	23	65.7	0
05163	06	NCCBAPUAC	38	31	81.6	27	71.1	0
05168	08	CFCAAUAC	5	2	40.0	5	100.0	0
05169	04	WHAM	19	14	73.7	13	68.4	0
05173	04	GRND PHIN	200	198	99.0	125	62.5	0
05175	04	CDC-FOLSOM	10	7	70.0	5	50.0	0
07055	16	S D BRIK	6	6	100.0	0	0.0	0
07078	05	NCAL STN ENG	270	128	47.4	12	4.4	51
07205	06	OAK IRONWKR	516	311	60.3	7	1.4	49
07238	08	MTRY SH MET	18	8	44.4	0	0.0	0
07257	16	SD CEMENT MS	37	29	78.4	2	5.4	3
07293	16	S D IMP ROOF	18	15	83.3	0	0.0	0
07294	04	CNTRL VLY RF	71	60	84.5	0	0.0	8
07646	05	SF IRONWKR	631	460	72.9	14	2.2	22
07813	16	S D STR IRON	238	165	69.3	6	2.5	11
08280	12	SOCA RFDCC J	95	78	82.1	0	0.0	12
08378	11	S L O PLUMB	67	16	23.9	1	1.5	0
08685	10	KERN ELEC JA	165	65	39.4	4	2.4	10
08805	11	SLO ELEC JAC	38	7	18.4	0	0.0	3
08819	12	L A INTERCOM	103	91	88.3	10	9.7	8
08885	14	L A REIN IR	347	273	78.7	0	0.0	31
08902	01	OR WA CA PLU	16	0	0.0	0	0.0	0
08912	16	SD SOUND TEC	49	25	51.0	6	12.2	11
09028	04	VALLEY ROOFR	90	79	87.8	0	0.0	3
09069	05	S CLA ROOFER	172	158	91.9	4	2.3	8



DIVISION OF APPRENTICESHIP STANDARDS  
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FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
09076	09	CEN CAL IRON	180	116	64.4	1	0.6	0
09271	06	S CLA IRONWK	213	173	81.2	5	2.3	11
09307	15	INLND RFRIG	28	7	25.0	0	0.0	1
09333	04	RENO ELEC	74	13	17.6	1	1.4	3
09334	04	RENO PLUMB J	44	9	20.5	0	0.0	2
09422	12	L A BARB	115	104	90.4	29	25.2	24
09423	15	SCBAC	142	134	94.4	33	23.2	30
09431	04	46 NO OP ENG	567	243	42.9	45	7.9	56
09442	06	N CAL SURVYR	90	40	44.4	5	5.6	21
09449	12	SCAL ASBESTO	142	116	81.7	2	1.4	9
09470	12	MOT PIC ELEC	16	10	62.5	1	6.3	3
09502	06	BOILERMAKERS	66	48	72.7	4	6.1	6
09549	08	S CLARA MEAT	32	21	65.6	2	6.3	0
09554	11	OPER ENGR TR	521	158	30.3	38	7.3	35
09565	12	SCAL MLRT JA	285	123	43.2	8	2.8	36
09601	11	SO CAL MACH	56	39	69.6	0	0.0	8
10043	06	ABC NC PLUM	22	14	63.6	0	0.0	2
10060	06	ABC NC LABOR	23	19	82.6	2	8.7	6
10061	06	NO CAL LAB J	2,038	1,407	69.0	78	3.8	226
10112	16	SDAGC CST EQ	50	23	46.0	0	0.0	12
10121	04	BRKLYRS LOC3	309	207	67.0	5	1.6	0
10131	05	GE BAY BARB	117	103	88.0	55	47.0	23
10230	04	NOR CAL COSM	447	386	86.4	305	68.2	60
10243	12	LOS ANGELES	97	81	83.5	2	2.1	9
10552	12	LA VENT UAC	187	138	73.8	5	2.7	22
10556	12	SCAL SPKR FT	275	269	97.8	1	0.4	2
10592	04	CDC FOLSOM	15	8	53.3	0	0.0	0
10607	12	IBEW LOC 40	43	14	32.6	1	2.3	6
10628	04	WECA ELECTRC	14	5	35.7	0	0.0	2
10629	12	MITASC BUAC	36	21	58.3	0	0.0	1
10633	16	S DGO COSMO	23	8	34.8	19	82.6	0
10669	06	EAST BAY COS	116	105	90.5	62	53.4	16
10710	12	SO CAL LAB	1,787	1,469	82.2	45	2.5	319
10744	04	DOC FOLSOM	7	6	85.7	0	0.0	0
10748	14	SO CAL P TEN	49	46	93.9	0	0.0	9
10789	15	SO CAL STRPR	56	39	69.6	0	0.0	6
10790	08	CITYSANJOEST	10	2	20.0	0	0.0	0
10835	05	ELEV	277	82	29.6	11	4.0	83
10837	12	WBFAA	113	51	45.1	0	0.0	19
10999	04	TSFU	26	6	23.1	0	0.0	2
11069	06	LAW LVMR NTL	6	1	16.7	0	0.0	2
11526	12	BRIKLAYRS 4	92	79	85.9	0	0.0	7
14150	12	SOUTHWEST HA	36	30	83.3	0	0.0	2
14550	06	PGE JATC	622	166	26.7	16	2.6	179
14612	12	SCA DRYWALL	133	118	88.7	1	0.8	29
14700	16	SD IMP GLAZ	36	15	41.7	1	2.8	5
15016	04	DPT GEN SVCS	107	36	33.6	7	6.5	29
16129	12	S CA PLDRY O	119	67	56.3	0	0.0	18
16364	16	SOLAR TURBIN	30	13	43.3	2	6.7	3
16427	04	NCAL ASBESTO	111	53	47.7	4	3.6	6
16435	04	SAC A ELECTR	127	36	28.3	2	1.6	22

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2014

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
16508	04	CAL FIRE FTR	6,448	1,904	29.5	201	3.1	696
16987	13	APPRENTICESH	89	30	33.7	76	85.4	10
17147	08	SJ VEH EQUIP	7	4	57.1	0	0.0	0
17293	12	SO CA SURV	94	30	31.9	4	4.3	22
17444	12	SO CAL DRYWL	1,877	1,412	75.2	5	0.3	179
18496	08	NO CA CEMENT	309	272	88.0	5	1.6	19
18979	16	SD TROLLEY J	25	15	60.0	0	0.0	6
18994	12	CTY GLNDLE E	6	2	33.3	0	0.0	1
18998	12	GLEN PWR OPR	5	4	80.0	0	0.0	0
19000	04	OTPD/JA&TC	4,831	2,229	46.1	632	13.1	166
19080	12	BRBNK ELEC J	7	0	0.0	0	0.0	0
19161	16	SD AGC JAC	325	249	76.6	0	0.0	47
19167	08	N CA SOUND C	228	118	51.8	14	6.1	33
19186	04	SURPRISE VLY	6	0	0.0	0	0.0	1
19224	16	ABC SD E UAC	179	80	44.7	2	1.1	17
19327	13	S CA ABC UAC	219	114	52.1	2	0.9	24
19421	03	ACTA	44	25	56.8	0	0.0	6
19421	04	ACTA	44	25	56.8	0	0.0	6
19570	04	CAL AM SPRKL	136	43	31.6	0	0.0	25
19602	04	WECA ELECATC	379	173	45.6	5	1.3	43
19657	04	APPLY-A-LINE	32	4	12.5	1	3.1	0
19671	06	AC TRANS JAC	16	13	81.3	0	0.0	0
19699	03	N CA IRG FTR	31	27	87.1	0	0.0	4
19704	04	IRCC	137	112	81.8	0	0.0	26
19718	16	INNER CO UAC	46	43	93.5	1	2.2	2
19719	12	LA ACOUS INS	249	154	61.8	0	0.0	28
19731	13	SCPDCA	105	91	86.7	0	0.0	5
19760	12	TER SET JATC	56	49	87.5	0	0.0	10
19772	12	BARBER & COS	174	88	50.6	131	75.3	31
19790	08	CWA/ACCA	16	8	50.0	0	0.0	2
19791	13	ORANGE SOUND	33	17	51.5	1	3.0	18
19810	04	PHCC PUAC SA	60	13	21.7	0	0.0	1
19814	16	ABCSD PLUMBR	81	30	37.0	0	0.0	22
19821	16	ABC SD SHT M	56	33	58.9	0	0.0	25
19835	16	IMP IRRI DIS	10	6	60.0	0	0.0	0
19837	13	S CAL ABC PL	68	32	47.1	0	0.0	10
19885	06	ABC NC ELEC	150	74	49.3	2	1.3	17
19912	06	ABC NC PAINT	40	23	57.5	2	5	7
19924	15	SND TECH JAC	13	6	46.2	0	0	1
19950	06	ABC NC CARP	23	10	43.5	2	8.7	11
19958	12	CSU&SETC JAC	11	10	90.9	0	0	1
99100	09	NAT SPRKLR	89	28	31.5	0	0	9
99120	12	CAL- NEV	358	165	46.1	1	0.3	56
TOTAL			51,801	29,489	56.9	2,786	5.4	5,202
TOTAL NUMBER OF SPONSORS:				238				

## Exhibit 5 - DAS Program Statistics 2015

### Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 2015

Number of programs reviewed	239
Percentage of Minorities	62.1%
Percentage of women	6.0%
Total number of apprentices	63,769
Total number of minorities	39,601
Total number of women	3,802
Programs with no women	73
Total number of completions	6,513

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

## Exhibit 5 - DAS Program Statistics 2015

**Table 2**  
**STATISTICAL REPORT TO THE LEGISLATURE**

As of December 31, 2015

The active apprentices as of December 31, 2015, numbered 63,959.

New registrations and reinstatements numbered 18,185 for the year ending December 2015.

Minorities represented 59.7% of all active apprentices as of December 31, 2015.

Active women apprentices as of December 31, 2015, numbered 3,810, which is 6.0% of all active apprentices.

	<u>Total Active Apprentices</u>					
	<u>Count</u> <u>Dec-14</u>	<u>% of</u> <u>2014</u>	<u>Count</u> <u>Dec-15</u>	<u>% of</u> <u>2015</u>	<u>% Change</u> <u>in Count</u>	<u>Census</u> <u>Goals<sup>§</sup></u>
All Minorities	30,365	56.9%	38,160	59.7%	25.7%	51.6%
Black*	3,963	7.4%	4,652	7.3%	17.4%	6.7%
Asian or Pacific Islander* <sup>†</sup>	1,989	3.7%	2,387	3.7%	20.0%	8.6%
American Indian or Alaskan Native*	466	0.9%	559	0.9%	20.0%	0.8%
Filipino*	702	1.3%	840	1.3%	19.7%	3.2%
Hispanic*	23,245	43.6%	29,722	46.5%	27.9%	32.4%
Unknown <sup>‡</sup>	1,561	2.9%	1,563	2.4%	0.1%	
White	21,440	40.2%	24,236	37.9%	13.0%	48.4%
Total	53,366		63,959		19.8%	

\* These groups are included in the "all minorities" category starting in 2014. Prior years also included apprentices whose ethnic group was unknown.

<sup>†</sup> For greater detail, see the Summary of Apprentices with Asian or Pacific Islander Background, on the following page. Please note that here, Filipinos are counted separately, whereas in the Summary of Apprentices with Asian or Pacific Islander Background, they are included within the category of Asian or Pacific Islanders. Hence the different totals.

<sup>‡</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>§</sup> Census Goals are set by the California Plan for Equal Opportunity in Apprenticeship, which mirrors the federal Apprenticeship Equal Employment Opportunity (EEO) Regulations, 29 CFR Part 30.

## Exhibit 5 - DAS Program Statistics 2015

**Table 2 (Cont'd)**

### **Summary of Apprentices with Asian or Pacific Islander Background**

As of December 31, 2016

<b>Group</b>	<b>Count</b>	<b>Percent</b>
Asian Indian	62	1.9%
Asian or Pacific Islander*	943	29.2%
Bangladeshi	2	0.1%
Cambodian	84	2.6%
Chinese	351	10.9%
Fijian	33	1.0%
Filipino	840	26.0%
Guamanian	47	1.5%
Hawaiian	91	2.8%
Hmong	103	3.2%
Indonesian	8	0.2%
Japanese	133	4.1%
Korean	85	2.6%
Laotian	37	1.1%
Malaysian	8	0.2%
Pakistani	19	0.6%
Samoan	108	3.3%
Sri Lankan	2	0.1%
Taiwanese	9	0.3%
Thai	28	0.9%
Tongan	59	1.8%
Vietnamese	175	5.4%
<b>Total†</b>	<b>3,227</b>	<b>100.0%</b>

\* Apprentices who indicated an ethnic background of Asian or Pacific Islander prior to the additional detail provided by AB 1088 (chaptered 2011).

† The total number here does not match the number of Asian and Pacific Islander apprentices given on the previous page of Table 2, because that number does not include the Filipino apprentices, which are listed separately there.

# Exhibit 5 - DAS Program Statistics 2015

## Table 3

DIVISION OF APPRENTICESHIP STANDARDS  
SPONSORS WITH FIVE OR MORE APPRENTICES  
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
AS OF 12-31-2015

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	271	90	33.2	3	1.1	25
00004	12	RWJATC	1,159	783	67.6	29	2.5	55
00007	03	NO CA SHOP	30	21	70.0	0	0.0	7
00008	12	SOCAL CARP	4,958	3,821	77.1	60	1.2	261
00010	03	BASM	838	373	44.5	11	1.3	23
00011	12	L A PLUMB	287	191	66.6	2	0.7	21
00012	18	S MTO PLUMB	135	44	32.6	0	0.0	27
00014	12	S CAL PLAST	72	68	94.4	1	1.4	3
00015	06	SLNO PLUMB	54	14	25.9	3	5.6	2
00016	12	PAPER&DECOR	395	356	90.1	13	3.3	44
00018	05	NO CA PLAST	166	138	83.1	2	1.2	5
00020	12	L A SH MET	582	391	67.2	4	0.7	71
00021	12	GLEN PLUMB	294	185	62.9	2	0.7	1
00023	05	S F PLUMBING	403	186	46.2	13	3.2	36
00029	12	L A TILE LAY	141	128	90.8	2	1.4	15
00030	05	SF ELEC JATC	447	176	39.4	42	9.4	0
00036	06	ALA CC AUTO	67	41	61.2	0	0.0	3
00037	04	PLUMB & PIPE	133	27	20.3	1	0.8	19
00038	04	C T C N C	3,738	2,388	63.9	117	3.1	304
00040	06	PTG DEC JATC	349	243	69.6	9	2.6	41
00042	06	CC PLBG TATC	53	25	47.2	2	3.8	0
00045	10	KERN NOR LA	46	25	54.3	0	0.0	4
00052	09	FRS SH MET J	60	30	50.0	0	0.0	0
00058	16	SD ELEC JATC	454	206	45.4	13	2.9	31
00061	07	DC#36 PLUMB	222	94	42.3	2	0.9	20
00065	07	SAN JQN ELEC	46	18	39.1	1	2.2	7
00076	06	DC16DFJATC	173	141	81.5	3	1.7	19
00081	11	S BAR ELEC	37	11	29.7	2	5.4	7
00088	06	NO CAL TILE	195	156	80.0	2	1.0	27
00098	18	S MTO ELEC	195	96	49.2	14	7.2	25
00105	12	L A MILL JAC	10	9	90.0	0	0.0	0
00106	07	S JQN AUTO	126	32	25.4	2	1.6	12
00109	05	WEST BAY ROO	169	160	94.7	3	1.8	14
00113	06	C C ELEC JAC	94	39	41.5	4	4.3	8
00119	08	TRI CO ELEC	36	22	61.1	1	2.8	0
00122	12	LA&O COS. AC	177	99	55.9	0	0.0	16
00123	04	SAC SH MET	112	31	27.7	0	0.0	17
00125	08	S CLA PLUMB	411	179	43.6	3	0.7	34
00130	06	SFPAMJAC	25	16	64.0	0	0.0	2

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2015

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00131	16	S D SH MET J	117	52	44.4	1	0.9	10
00132	08	S CLA MACH	23	9	39.1	1	4.3	0
00134	05	JAC PLUMBING	68	18	26.5	0	0.0	9
00137	08	S CLA ELEC	443	232	52.4	14	3.2	42
00139	09	FRS ELEC	139	57	41.0	6	4.3	11
00146	06	ALAMEDA ELEC	183	94	51.4	10	5.5	26
00152	03	NAPA ELEC	57	11	19.3	1	1.8	13
00156	04	UALU 342 JAT	371	132	35.6	7	1.9	31
00163	15	SB/RIV PLUM	161	73	45.3	2	1.2	21
00169	03	REDWOOD ELEC	63	9	14.3	1	1.6	7
00177	12	SO CAL ROOFR	571	542	94.9	8	1.4	33
00180	08	S CLA AUTO	51	36	70.6	0	0.0	4
00238	10	KERN PLUMB J	62	38	61.3	1	1.6	3
00247	16	S D GAS ELEC	72	38	52.8	3	4.2	13
00277	11	S BAR PLUMB	56	19	33.9	1	1.8	0
00280	12	L A STMFTR	306	176	57.5	18	5.9	20
00370	05	NO CAL GLAZ	405	207	51.1	4	1.0	35
00374	11	VENTURA ELEC	78	34	43.6	3	3.8	12
00375	15	SAN BERNARDI	198	95	48.0	3	1.5	47
00425	07	CNTL VY ELEC	88	33	37.5	1	1.1	6
00494	13	ORANGE ELEC	196	88	44.9	4	2.0	27
00656	13	OR PLUMB JAC	206	94	45.6	0	0.0	30
00667	14	S CAL IRON W	602	366	60.8	23	3.8	81
00824	12	S CAL CEMENT	472	440	93.2	7	1.5	30
00865	06	NOR CA MEAT	99	54	54.5	9	9.1	31
01403	14	SO CAL GLAZ	179	124	69.3	2	1.1	17
01501	04	IRONWORKERS	187	91	48.7	2	1.1	25
02012	15	RIV ELEC JAC	277	162	58.5	2	0.7	18
02898	06	EST NO BAY R	329	283	86.0	3	0.9	13
03029	12	POMONA PLUMB	238	122	51.3	3	1.3	16
03199	09	C VLY AUTO J	27	16	59.3	7	25.9	2
03262	16	S D CPT LINO	36	32	88.9	2	5.6	4
03275	07	STAN SH MET	10	0	0.0	0	0.0	5
03688	12	OPG. & MAINT	105	77	73.3	1	1.0	18
04088	11	VTA PLUMB	57	33	57.9	3	5.3	5
04391	06	SPRINKLER FI	255	130	51.0	3	1.2	19
04489	11	TRI SHT MTL	48	28	58.3	0	0.0	9
04501	12	LA SPRKLR FT	126	71	56.3	1	0.8	12
04789	06	NORCAL FL CO	224	146	65.2	1	0.4	22
05025	13	STATER BROS	91	73	80.2	13	14.3	5
05040	12	SOCAL ELEV	435	185	42.5	0	0.0	10
05041	16	ABC E.S.T.	14	5	35.7	3	21.4	1
05043	16	SD AGC LAB	355	262	73.8	2	0.6	54
05044	03	CTMAA-UAC	46	23	50.0	0	0.0	19
05068	15	RIV. P.U.D.	12	5	41.7	0	0.0	0
05072	05	SF LAB ENV	17	15	88.2	0	0.0	0
05073	06	CONSTR INSPE	129	54	41.9	10	7.8	5
05081	15	METRO WATER	56	28	50.0	0	0.0	13

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2015

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05083	12	COSMETICA	502	480	95.6	280	55.8	22
05087	06	NO CAL HOD	110	94	85.5	2	1.8	1
05089	12	RWJATC	8	8	100.0	0	0.0	0
05090	12	SO CA PLAST	92	80	87.0	1	1.1	4
05092	04	MICHAEL BURT	89	84	94.4	1	1.1	18
05096	05	NCDCLPHIPL	133	75	56.4	5	3.8	3
05102	02	CRTR LK ELEC	37	4	10.8	1	2.7	4
05103	12	CA TRADESHOW	146	54	37.0	12	8.2	17
05104	16	SAN DIEGO TR	15	12	80.0	0	0.0	3
05111	13	A.B.C. S.MTL	39	29	74.4	0	0.0	7
05112	13	A.B.C.E.S.T.	52	33	63.5	0	0.0	11
05115	06	TCPAM&SP1176	12	6	50.0	0	0.0	0
05122	10	BCCBAC	8	3	37.5	7	87.5	3
05127	08	ABSS	15	11	73.3	4	26.7	0
05129	13	ORANGE ELEC	16	10	62.5	0	0.0	5
05137	12	SOCAL MODULA	72	64	88.9	0	0.0	20
05139	11	SCLCMJAC	49	47	95.9	0	0.0	0
05141	07	SJV	7	2	28.6	0	0.0	3
05142	12	DISTRICT COU	98	77	78.6	0	0.0	13
05146	15	LABORERS SOU	86	78	90.7	1	1.2	9
05147	15	CONSTRUCTION	38	17	44.7	1	2.6	7
05149	05	SF LAB GARD	29	16	55.2	9	31.0	0
05150	16	SAN DIEGO &	38	17	44.7	0	0.0	0
05151	12	SO CAL INSUL	221	171	77.4	1	0.5	8
05153	07	STMM	12	6	50.0	0	0.0	1
05158	16	IMP IRRIT	7	7	100.0	0	0.0	1
05160	04	CDCR FOL	11	10	90.9	0	0.0	0
05162	02	CITY B&C	33	33	100.0	23	69.7	0
05163	06	NCCBAPUAC	44	29	65.9	31	70.5	18
05164	16	TNN BEAUTY	7	5	71.4	1	14.3	0
05167	08	STAN UN	5	5	100.0	0	0.0	0
05169	04	WHAM	30	24	80.0	22	73.3	3
05173	04	GRND PHIN	315	305	96.8	186	59.0	4
05174	06	BART	9	4	44.4	0	0.0	12
05175	04	CDC-FOLSOM	10	7	70.0	5	50.0	0
05182	09	LAMODA	92	89	96.7	75	81.5	9
05184	04	NCCT	15	15	100.0	2	13.3	15
05185	06	DC16IPJATC	37	22	59.5	1	2.7	0
05186	09	JBT	10	8	80.0	0	0.0	0
05187	04	UFCW CANNA	35	8	22.9	24	68.6	0
05194	16	RXRSUAC	5	4	80.0	3	60.0	0
05196	04	SMUD	65	11	16.9	2	3.1	0
07055	16	S D BRIK	6	5	83.3	0	0.0	1
07078	05	NCAL STN ENG	293	144	49.1	16	5.5	80
07205	06	OAK IRONWKR	634	414	65.3	15	2.4	15
07238	08	MTRY SH MET	11	4	36.4	0	0.0	7
07257	16	SD CEMENT MS	37	32	86.5	2	5.4	6
07293	16	S D IMP ROOF	35	28	80.0	0	0.0	1



DIVISION OF APPRENTICESHIP STANDARDS  
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 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2015

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
07294	04	CNTRL VLY RF	131	113	86.3	1	0.8	3
07646	05	SF IRONWKR	756	583	77.1	12	1.6	12
07813	16	S D STR IRON	274	192	70.1	6	2.2	40
08280	12	SOCA RFDCC J	100	91	91.0	3	3.0	5
08378	09	S L O PLUMB	74	18	24.3	1	1.4	0
08685	10	KERN ELEC JA	128	57	44.5	3	2.3	27
08805	09	SLO ELEC JAC	35	6	17.1	0	0.0	10
08819	12	L A INTERCOM	123	102	82.9	14	11.4	6
08885	14	L A REIN IR	389	324	83.3	1	0.3	84
08902	01	OR WA CA PLU	15	0	0.0	0	0.0	1
08912	16	SD SOUND TEC	52	25	48.1	6	11.5	7
09028	04	VALLEY ROOFR	126	100	79.4	0	0.0	15
09069	05	S CLA ROOFER	164	155	94.5	4	2.4	6
09076	09	CEN CAL IRON	246	162	65.9	2	0.8	5
09271	06	S CLA IRONWK	271	218	80.4	8	3.0	5
09307	15	INLND RFRIG	31	9	29.0	0	0.0	2
09333	04	RENO ELEC	89	16	18.0	3	3.4	11
09334	04	RENO PLUMB J	61	9	14.8	1	1.6	3
09422	12	L A BARB	145	127	87.6	42	29.0	15
09423	15	SCBAC	158	149	94.3	27	17.1	40
09431	04	46 NO OP ENG	680	282	41.5	57	8.4	87
09442	06	N CAL SURVYR	102	48	47.1	7	6.9	22
09449	12	SCAL ASBESTO	155	125	80.6	4	2.6	28
09470	12	MOT PIC ELEC	16	7	43.8	1	6.3	4
09502	06	BOILERMAKERS	84	57	67.9	4	4.8	11
09549	08	S CLARA MEAT	35	23	65.7	3	8.6	13
09554	11	OPER ENGR TR	514	165	32.1	35	6.8	112
09565	12	SCAL MLRT JA	302	133	44.0	7	2.3	34
09601	11	SO CAL MACH	51	33	64.7	1	2.0	14
10043	06	ABC NC PLUM	15	12	80.0	0	0.0	7
10060	06	ABC NC LAB0R	22	18	81.8	0	0.0	6
10061	06	NO CAL LAB J	1,906	1,416	74.3	65	3.4	361
10112	16	SDAGC CST EQ	57	32	56.1	0	0.0	13
10121	04	BRKLYRS LOC3	350	241	68.9	5	1.4	1
10131	05	GE BAY BARB	139	127	91.4	81	58.3	6
10230	04	NOR CAL COSM	469	390	83.2	308	65.7	97
10243	12	LOS ANGELES	86	73	84.9	1	1.2	30
10552	12	LA VENT UAC	184	145	78.8	7	3.8	30
10556	12	SCAL SPKR FT	217	210	96.8	1	0.5	0
10592	04	CDC FOLSOM	15	8	53.3	0	0.0	0
10607	12	IBEW LOC 40	54	16	29.6	2	3.7	2
10629	12	MITASC BUAC	41	28	68.3	0	0.0	9
10633	16	S DGO COSMO	16	10	62.5	11	68.8	15
10669	06	EAST BAY COS	173	164	94.8	89	51.4	9
10710	12	SO CAL LAB	1,986	1,683	84.7	53	2.7	266
10744	04	DOC FOLSOM	7	6	85.7	0	0.0	0
10748	14	SO CAL P TEN	70	67	95.7	1	1.4	13
10789	15	SO CAL STRPR	73	54	74.0	1	1.4	8

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2015

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
10790	08	CITYSANJOEST	10	2	20.0	0	0.0	0
10835	05	ELEV	419	129	30.8	11	2.6	0
10837	12	WBFAA	172	75	43.6	1	0.6	11
10999	04	TSFU	29	6	20.7	0	0.0	2
11526	12	BRIKLAYRS 4	99	86	86.9	0	0.0	7
14150	12	SOUTHWEST HA	30	23	76.7	0	0.0	2
14550	04	PGE JATC	693	192	27.7	11	1.6	190
14612	12	SCA DRYWALL	221	206	93.2	2	0.9	27
14700	16	SD IMP GLAZ	55	23	41.8	1	1.8	2
15016	04	DPT GEN SVCS	107	44	41.1	10	9.3	31
16129	12	S CA PLDRY O	124	68	54.8	1	0.8	16
16364	16	SOLAR TURBIN	26	11	42.3	2	7.7	7
16427	04	NCAL ASBESTO	125	64	51.2	4	3.2	13
16435	04	SAC A ELECTR	188	59	31.4	8	4.3	18
16508	04	CAL FIRE FTR	6,939	2,092	30.1	219	3.2	1,329
16987	13	APPRENTICESH	91	36	39.6	78	85.7	10
17147	08	SJ VEH EQUIP	8	4	50.0	0	0.0	0
17293	12	SO CA SURV	152	57	37.5	4	2.6	56
17444	12	SO CAL DRYWL	2,496	1,922	77.0	8	0.3	171
18496	08	NO CA CEMENT	371	327	88.1	8	2.2	40
18979	16	SD TROLLEY J	36	20	55.6	1	2.8	0
18994	12	CTY GLNDLE E	6	3	50.0	0	0.0	3
19000	04	OTPD/JA&TC	7,062	5,240	74.2	1097	15.5	205
19080	12	BRBNK ELEC J	5	0	0.0	0	0.0	1
19161	16	SD AGC JAC	366	297	81.1	3	0.8	22
19167	08	N CA SOUND C	270	138	51.1	10	3.7	53
19224	16	ABC SD E UAC	200	104	52.0	2	1.0	23
19327	13	S CA ABC UAC	293	171	58.4	1	0.3	13
19421	04	ACTA	45	24	53.3	0	0.0	6
19570	04	CAL AM SPRKL	203	81	39.9	1	0.5	13
19602	04	WECA ELECATC	532	259	48.7	13	2.4	69
19657	04	APPLY-A-LINE	33	5	15.2	1	3.0	0
19671	06	AC TRANS JAC	17	14	82.4	0	0.0	0
19699	03	N CA IRG FTR	38	36	94.7	0	0.0	2
19704	04	IRCC	198	151	76.3	0	0.0	16
19718	16	INNER CO UAC	35	30	85.7	1	2.9	6
19719	12	LA ACOUS INS	286	183	64.0	0	0.0	28
19731	13	SCPDCA	108	92	85.2	1	0.9	9
19760	12	TER SET JATC	43	38	88.4	0	0.0	6
19772	12	BARBER & COS	174	83	47.7	131	75.3	40
19790	08	CWA/ACCA	26	17	65.4	0	0.0	4
19791	13	ORANGE SOUND	43	25	58.1	1	2.3	13
19810	04	PHCC PUAC SA	45	9	20.0	0	0.0	11
19814	16	ABCSD PLUMBR	83	32	38.6	0	0.0	19
19821	16	ABC SD SHT M	65	39	60.0	0	0.0	7
19835	16	IMP IRRI DIS	8	5	62.5	0	0.0	2
19837	13	S CAL ABC PL	68	35	51.5	0	0.0	11
19885	06	ABC NC ELEC	176	100	56.8	4	2.3	17

DIVISION OF APPRENTICESHIP STANDARDS  
 SPONSORS WITH FIVE OR MORE APPRENTICES  
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
 AS OF 12-31-2015

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
19912	06	ABC NC PAINT	49	24	49	3	6.1	4
19924	15	SND TECH JAC	17	9	52.9	0	0	1
19950	06	ABC NC CARP	24	10	41.7	1	4.2	7
19958	12	CSU&SETC JAC	12	10	83.3	0	0	2
19979	09	ARDAGH	6	4	66.7	0	0	0
99100	09	NAT SPRKLR	128	41	32	0	0	5
99120	12	CAL- NEV	357	161	45.1	0	0	97
		TOTAL	63,769	39,601	62.1	3,802	6.0	6,513
		TOTAL NUMBER OF SPONSORS:		239				

## Exhibit 6 - DAS Program Statistics 2016

**Table 1**

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 2016

Number of programs reviewed	256
Percentage of Minorities	63.8%
Percentage of women	6.3%
Total number of apprentices	73,821
Total number of minorities	47,109
Total number of women	4,672
Programs with no women	84
Total number of completions	8,969

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

## Exhibit 6 - DAS Program Statistics 2016

### Table 2

#### STATISTICAL REPORT TO THE LEGISLATURE

As of December 31, 2016

The active apprentices as of December 31, 2016, numbered 74,441.

New registrations and reinstatements numbered 23,885 for the year ending December 2016.

Minorities represented 61.5% of all active apprentices as of December 31, 2016.

Active women apprentices as of December 31, 2016, numbered 4,683, which is 6.3% of all active apprentices.

	<u>Total Active Apprentices</u>					
	<u>Count</u> <u>Dec-15</u>	<u>% of</u> <u>2014</u>	<u>Count</u> <u>Dec-16</u>	<u>% of</u> <u>2015</u>	<u>% Change</u> <u>in Count</u>	<u>Census</u> <u>Goals<sup>§</sup></u>
All Minorities	38,160	59.7%	45,796	61.5%	20.0%	51.6%
Black*	4,652	7.3%	5,277	7.1%	13.4%	6.7%
Asian or Pacific Islander* <sup>†</sup>	2,387	3.7%	2,687	3.6%	12.6%	8.6%
American Indian or Alaskan Native*	559	0.9%	645	0.9%	15.4%	0.8%
Filipino*	840	1.3%	1,005	1.4%	19.6%	3.2%
Hispanic*	29,722	46.5%	36,182	48.6%	21.7%	32.4%
Unknown <sup>‡</sup>	1,563	2.4%	1,713	2.3%	9.6%	
White	24,236	37.9%	26,932	36.2%	11.1%	48.4%
Total	63,959		74,441		16.4%	

\* These groups are included in the "all minorities" category starting in 2014. Prior years also included apprentices whose ethnic group was unknown.

<sup>†</sup> For greater detail, see the Summary of Apprentices with Asian or Pacific Islander Background, on the following page. Please note that here, Filipinos are counted separately, whereas in the Summary of Apprentices with Asian or Pacific Islander Background, they are included within the category of Asian or Pacific Islanders. Hence the different totals.

<sup>‡</sup> Apprentices who opted out of declaring their ethnic background are described as "unknown."

<sup>§</sup> Census Goals are set by the California Plan for Equal Opportunity in Apprenticeship, which mirrors the federal Apprenticeship Equal Employment Opportunity (EEO) Regulations, 29 CFR Part 30.

## Exhibit 6 - DAS Program Statistics 2016

Table 2 (Cont'd)

### Summary of Apprentices with Asian or Pacific Islander Background

As of December 31, 2016

<b>Group</b>	<b>Count</b>	<b>Percent</b>
Asian Indian	115	3.1%
Asian or Pacific Islander*	855	23.2%
Bangladeshi	3	0.1%
Cambodian	113	3.1%
Chinese	412	11.2%
Fijian	41	1.1%
Filipino	1,005	27.2%
Guamanian	61	1.7%
Hawaiian	103	2.8%
Hmong	133	3.6%
Indonesian	9	0.2%
Japanese	178	4.8%
Korean	104	2.8%
Laotian	56	1.5%
Malaysian	10	0.3%
Pakistani	23	0.6%
Samoaan	136	3.7%
Sri Lankan	3	0.1%
Taiwanese	13	0.4%
Thai	35	0.9%
Tongan	74	2.0%
Vietnamese	210	5.7%
<b>Total†</b>	<b>3,692</b>	<b>100.0%</b>

\* Apprentices who indicated an ethnic background of Asian or Pacific Islander prior to the additional detail provided by AB 1088 (chaptered 2011).

† The total number here does not match the number of Asian and Pacific Islander apprentices given on the previous page of Table 2, because that number does not include the Filipino apprentices, which are listed separately there.

# Exhibit 6 - DAS Program Statistics 2016

Table 3

DIVISION OF APPRENTICESHIP STANDARDS  
SPONSORS WITH FIVE OR MORE APPRENTICES  
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER  
AS OF 12-31-2016

FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	267	96	36.0	4	1.5	34
00004	12	RWJATC	1,423	1,003	70.5	37	2.6	159
00007	06	NO CA SHOP	30	21	70.0	0	0.0	3
00008	12	SOCAL CARP	5,192	3,923	75.6	104	2.0	257
00010	03	BASM	965	454	47.0	15	1.6	35
00011	12	L A PLUMB	297	200	67.3	4	1.3	26
00012	18	S MTO PLUMB	158	53	33.5	0	0.0	2
00014	12	S CAL PLAST	77	71	92.2	2	2.6	8
00015	04	SLNO PLUMB	60	25	41.7	2	3.3	6
00016	12	PAPER&DECOR	547	507	92.7	13	2.4	45
00018	05	NO CA PLAST	172	150	87.2	6	3.5	13
00020	12	L A SH MET	632	436	69.0	6	0.9	28
00021	12	GLEN PLUMB	279	182	65.2	4	1.4	55
00023	05	S F PLUMBING	440	200	45.5	12	2.7	46
00029	12	L A TILE LAY	312	281	90.1	1	0.3	35
00030	05	SF ELEC JATC	424	177	41.7	40	9.4	33
00036	06	ALA CC AUTO	63	39	61.9	0	0.0	12
00037	04	PLUMB & PIPE	143	31	21.7	2	1.4	15
00038	04	C T C N C	4,555	3,067	67.3	136	3.0	372
00040	08	PTG DEC JATC	318	236	74.2	13	4.1	49
00042	06	CC PLBG TATC	44	20	45.5	2	4.5	10
00045	10	KERN NOR LA	39	24	61.5	0	0.0	0
00052	09	FRS SH MET J	68	36	52.9	2	2.9	0
00058	16	SD ELEC JATC	435	208	47.8	12	2.8	55
00061	07	DC#36 PLUMB	212	88	41.5	2	0.9	29
00065	07	SAN JQN ELEC	52	20	38.5	2	3.8	13
00076	08	DC16DFJATC	165	140	84.8	2	1.2	22
00081	11	S BAR ELEC	40	16	40.0	3	7.5	5
00088	08	NO CAL TILE	219	183	83.6	0	0.0	17
00098	18	S MTO ELEC	223	114	51.1	13	5.8	23
00105	12	L A MILL JAC	11	10	90.9	0	0.0	0
00106	07	S JQN AUTO	130	32	24.6	1	0.8	14
00109	05	WEST BAY ROO	166	159	95.8	5	3.0	13
00113	06	C C ELEC JAC	90	40	44.4	4	4.4	21
00119	08	TRI CO ELEC	48	27	56.3	1	2.1	2
00122	12	LA&O COS. AC	208	120	57.7	0	0.0	23
00123	04	SAC SH MET	98	30	30.6	0	0.0	15
00125	08	S CLA PLUMB	435	189	43.4	4	0.9	26
00130	06	SFPAMJAC	28	18	64.3	0	0.0	7

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FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
00131	16	S D SH MET J	124	51	41.1	3	2.4	21
00132	08	S CLA MACH	22	9	40.9	1	4.5	0
00134	05	JAC PLUMBING	71	16	22.5	0	0.0	12
00137	08	S CLA ELEC	471	252	53.5	14	3.0	67
00139	09	FRS ELEC	144	55	38.2	8	5.6	2
00146	06	ALAMEDA ELEC	203	108	53.2	7	3.4	16
00152	03	NAPA ELEC	56	12	21.4	1	1.8	10
00156	04	UALU 342 JAT	379	137	36.1	11	2.9	37
00163	15	SB/RIV PLUM	153	73	47.7	0	0.0	14
00169	03	REDWOOD ELEC	66	13	19.7	1	1.5	10
00177	12	SO CAL ROOFR	649	613	94.5	6	0.9	42
00180	08	S CLA AUTO	44	35	79.5	1	2.3	7
00238	10	KERN PLUMB J	91	58	63.7	1	1.1	4
00247	16	S D GAS ELEC	69	34	49.3	1	1.4	25
00277	11	S BAR PLUMB	67	22	32.8	1	1.5	0
00280	12	L A STMFTR	396	240	60.6	18	4.5	28
00370	08	NO CAL GLAZ	520	271	52.1	6	1.2	29
00374	11	VENTURA ELEC	80	32	40.0	2	2.5	15
00375	15	SAN BERNARDI	192	96	50.0	3	1.6	14
00425	07	CNTL VY ELEC	70	25	35.7	1	1.4	16
00494	13	ORANGE ELEC	264	132	50.0	2	0.8	26
00656	13	OR PLUMB JAC	250	118	47.2	1	0.4	23
00667	14	S CAL IRON W	691	433	62.7	24	3.5	46
00824	12	S CAL CEMENT	513	482	94.0	4	0.8	42
00865	06	NOR CA MEAT	115	58	50.4	12	10.4	21
01403	14	SO CAL GLAZ	242	169	69.8	4	1.7	23
01501	04	IRONWORKERS	163	76	46.6	2	1.2	11
02012	15	RIV ELEC JAC	256	153	59.8	2	0.8	10
02898	06	EST NO BAY R	464	415	89.4	7	1.5	20
03029	12	POMONA PLUMB	269	137	50.9	3	1.1	15
03199	09	C VLY AUTO J	25	17	68.0	7	28.0	6
03262	16	S D CPT LINO	31	25	80.6	1	3.2	1
03275	07	STAN SH MET	11	2	18.2	0	0.0	5
03688	12	OPG. & MAINT	89	59	66.3	0	0.0	31
04083	16	S D CIV SERV	6	5	83.3	0	0.0	0
04088	11	VTA PLUMB	68	42	61.8	2	2.9	2
04391	08	SPRINKLER FI	310	161	51.9	4	1.3	22
04489	11	TRI SHT MTL	53	27	50.9	1	1.9	0
04501	12	LA SPRKLR FT	150	86	57.3	2	1.3	18
04789	08	NORCAL FL CO	203	135	66.5	0	0.0	13
05025	13	STATER BROS	81	68	84.0	14	17.3	33
05040	12	SOCAL ELEV	637	266	41.8	2	0.3	22
05041	16	ABC E.S.T.	18	8	44.4	2	11.1	1
05043	16	SD AGC LAB	444	346	77.9	4	0.9	70
05044	03	CTMAA-UAC	38	25	65.8	0	0.0	10
05053	16	IMP IRRI PH	5	3	60.0	0	0.0	0
05055	16	IMP IRRI DIS	5	5	100.0	1	20.0	0



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FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05059	04	CA PSYCH TEC	26	21	80.8	12	46.2	0
05068	15	RIV. P.U.D.	12	5	41.7	0	0.0	0
05072	05	SF LAB ENV	20	19	95.0	5	25.0	11
05073	06	CONSTR INSPE	143	72	50.3	16	11.2	7
05081	15	METRO WATER	55	28	50.9	0	0.0	0
05083	12	COSMETICA	663	628	94.7	378	57.0	50
05087	06	NO CAL HOD	51	44	86.3	2	3.9	5
05089	12	RWJATC	7	6	85.7	0	0.0	0
05090	12	SO CA PLAST	87	77	88.5	0	0.0	2
05092	04	MICHAEL BURT	89	82	92.1	5	5.6	35
05096	05	NCDCLPHIPL	135	83	61.5	9	6.7	10
05102	02	CRTR LK ELEC	35	6	17.1	1	2.9	3
05103	12	CA TRADESHOW	198	87	43.9	10	5.1	20
05104	16	SAN DIEGO TR	18	16	88.9	0	0.0	6
05111	13	A.B.C. S.MTL	47	34	72.3	0	0.0	1
05112	13	A.B.C.E.S.T.	69	43	62.3	0	0.0	6
05115	08	TCPAM&SP1176	15	10	66.7	0	0.0	0
05122	10	BCCBAC	17	10	58.8	7	41.2	0
05127	08	ABSS	15	11	73.3	4	26.7	0
05129	13	ORANGE ELEC	7	5	71.4	0	0.0	8
05137	12	SOCAL MODULA	85	78	91.8	1	1.2	4
05139	11	SCLCMJAC	69	64	92.8	1	1.4	1
05142	12	DISTRICT COU	151	127	84.1	0	0.0	9
05146	15	LABORERS SOU	135	127	94.1	1	0.7	6
05147	15	CONSTRUCTION	55	26	47.3	2	3.6	1
05149	05	SF LAB GARD	32	18	56.3	9	28.1	0
05150	16	SAN DIEGO &	36	12	33.3	0	0.0	13
05151	12	SO CAL INSUL	263	204	77.6	2	0.8	3
05153	07	STMM	15	8	53.3	0	0.0	2
05158	16	IMP IRRI TT	8	8	100.0	0	0.0	0
05159	16	IMP IRRI CON	6	6	100.0	0	0.0	0
05160	04	CDCR FOL	11	10	90.9	0	0.0	0
05162	02	CITY B&C	34	34	100.0	23	67.6	2
05163	06	NCCBAPUAC	63	49	77.8	32	50.8	15
05164	16	TNN BEAUTY	50	44	88.0	26	52.0	3
05167	08	STAN UN	5	5	100.0	0	0.0	0
05169	04	WHAM	107	97	90.7	86	80.4	1
05173	04	GRND PHIN	363	346	95.3	217	59.8	33
05174	06	BART	8	3	37.5	0	0.0	5
05175	04	CDC-FOLSOM	10	7	70.0	5	50.0	0
05180	12	PASA ELE MEC	5	3	60.0	0	0.0	0
05182	09	LAMODA	143	139	97.2	120	83.9	33
05184	04	NCCT	161	159	98.8	17	10.6	180
05185	08	DC16IPJATC	84	53	63.1	0	0.0	10
05186	09	JBT	9	8	88.9	0	0.0	0
05187	04	UFCW CANNA	35	8	22.9	24	68.6	0
05188	12	DREAM INTERN	6	3	50.0	0	0.0	0

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FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
05190	15	ABOVE THE RE	47	40	85.1	22	46.8	0
05193	03	COSMEBAR	8	6	75.0	3	37.5	0
05195	04	CWA	17	12	70.6	11	64.7	0
05196	04	SMUD	69	13	18.8	2	2.9	33
05198	12	WORKER	9	9	100.0	7	77.8	0
05200	13	GRACESBEAUTY	34	34	100.0	27	79.4	1
05202	16	ABLEDISABLED	36	20	55.6	4	11.1	0
05204	12	LABARBERCOLL	11	10	90.9	2	18.2	0
05207	12	SEIU EARLY C	36	33	91.7	36	100.0	0
05213	08	VTA	175	147	84.0	40	22.9	0
05219	12	SOCAL SCAF	1,007	925	91.9	9	0.9	66
05229	04	CCHCS	24	21	87.5	20	83.3	0
07055	16	S D BRIK	5	4	80.0	0	0.0	0
07078	05	NCAL STN ENG	274	137	50.0	12	4.4	55
07205	06	OAK IRONWKR	536	349	65.1	17	3.2	152
07257	16	SD CEMENT MS	55	51	92.7	2	3.6	2
07293	16	S D IMP ROOF	38	34	89.5	0	0.0	3
07294	09	CNTRL VLY RF	137	116	84.7	1	0.7	0
07646	05	SF IRONWKR	778	594	76.3	13	1.7	107
07813	16	S D STR IRON	264	194	73.5	6	2.3	53
08280	12	SOCA RFDCC J	156	143	91.7	1	0.6	7
08378	09	S L O PLUMB	26	7	26.9	0	0.0	17
08685	10	KERN ELEC JA	150	77	51.3	4	2.7	20
08805	09	SLO ELEC JAC	32	5	15.6	0	0.0	9
08819	12	L A INTERCOM	144	120	83.3	18	12.5	28
08885	14	L A REIN IR	425	347	81.6	0	0.0	16
08902	01	OR WA CA PLU	15	0	0.0	0	0.0	0
08912	16	SD SOUND TEC	66	30	45.5	6	9.1	4
09028	04	VALLEY ROOFR	213	162	76.1	0	0.0	11
09069	05	S CLA ROOFER	150	142	94.7	6	4.0	17
09076	09	CEN CAL IRON	326	218	66.9	5	1.5	10
09271	06	S CLA IRONWK	222	180	81.1	9	4.1	63
09307	15	INLND RFRIG	39	15	38.5	0	0.0	2
09333	04	RENO ELEC	142	23	16.2	4	2.8	8
09334	04	RENO PLUMB J	107	29	27.1	2	1.9	4
09422	12	L A BARB	142	125	88.0	49	34.5	30
09423	15	SCBAC	138	130	94.2	19	13.8	56
09431	04	46 NO OP ENG	718	294	40.9	63	8.8	98
09442	06	N CAL SURVYR	128	61	47.7	6	4.7	24
09449	12	SCAL ASBESTO	107	92	86.0	3	2.8	44
09470	12	MOT PIC ELEC	15	4	26.7	0	0.0	3
09502	06	BOILERMAKERS	69	44	63.8	3	4.3	12
09549	08	S CLARA MEAT	42	29	69.0	1	2.4	8
09554	11	OPER ENGR TR	645	207	32.1	41	6.4	97
09565	12	SCAL MLRT JA	282	129	45.7	8	2.8	17
09601	11	SO CAL MACH	46	26	56.5	0	0.0	15
10043	06	ABC NC PLUM	20	10	50.0	0	0.0	10

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				NUMBER	PCT	NUMBER	PCT	
10060	06	ABC NC LABOR	47	28	59.6	0	0.0	19
10061	06	NO CAL LAB J	2,774	2,002	72.2	110	4.0	170
10112	16	SDAGC CST EQ	81	52	64.2	0	0.0	7
10121	04	BRKLYRS LOC3	197	135	68.5	3	1.5	80
10131	05	GE BAY BARB	144	130	90.3	89	61.8	42
10230	04	NOR CAL COSM	351	290	82.6	232	66.1	88
10243	12	LOS ANGELES	94	79	84.0	0	0.0	18
10531	12	PASA ELE DIS	9	3	33.3	0	0.0	0
10552	12	LA VENT UAC	189	154	81.5	5	2.6	37
10556	12	SCAL SPKR FT	293	282	96.2	1	0.3	22
10592	04	CDC FOLSOM	15	8	53.3	0	0.0	0
10607	12	IBEW LOC 40	61	21	34.4	2	3.3	7
10629	12	MITASC BUAC	49	41	83.7	1	2.0	5
10633	16	S DGO COSMO	17	9	52.9	13	76.5	3
10669	06	EAST BAY COS	140	137	97.9	70	50.0	9
10710	12	SO CAL LAB	2,333	2,009	86.1	55	2.4	460
10744	04	DOC FOLSOM	7	6	85.7	0	0.0	0
10748	14	SO CAL P TEN	83	80	96.4	0	0.0	1
10789	15	SO CAL STRPR	67	55	82.1	1	1.5	18
10790	08	CITYSANJOEST	10	2	20.0	0	0.0	0
10835	05	ELEV	601	195	32.4	14	2.3	0
10837	12	WBFAA	202	96	47.5	2	1.0	17
10999	04	TSFU	58	22	37.9	1	1.7	0
11069	06	LAW LVMR NTL	5	1	20.0	0	0.0	2
11526	12	BRIKLAYRS 4	114	100	87.7	1	0.9	31
14150	12	SOUTHWEST HA	27	23	85.2	0	0.0	1
14550	04	PGE JATC	711	196	27.6	16	2.3	244
14612	12	SCA DRYWALL	282	260	92.2	1	0.4	17
14700	16	SD IMP GLAZ	57	25	43.9	1	1.8	9
15016	04	DPT GEN SVCS	111	53	47.7	11	9.9	22
16129	12	S CA PLDRY O	155	92	59.4	5	3.2	10
16364	16	SOLAR TURBIN	18	6	33.3	0	0.0	9
16427	04	NCAL ASBESTO	153	86	56.2	4	2.6	1
16435	04	SAC A ELECTR	195	71	36.4	11	5.6	15
16508	04	CAL FIRE FTR	8,221	2,615	31.8	274	3.3	1,062
16987	13	APPRENTICESH	76	29	38.2	68	89.5	6
17147	08	SJ VEH EQUIP	15	7	46.7	0	0.0	1
17293	12	SO CA SURV	157	61	38.9	4	2.5	17
17444	12	SO CAL DRYWL	2,863	2,296	80.2	22	0.8	194
18496	08	NO CA CEMENT	432	378	87.5	9	2.1	43
18979	16	SD TROLLEY J	29	17	58.6	1	3.4	19
18994	12	CTY GLNDLE E	9	3	33.3	0	0.0	0
19000	04	OTPD/JA&TC	7,785	5,755	73.9	1318	16.9	1,751
19080	12	BRBNK ELEC J	10	5	50.0	0	0.0	1
19081	12	BRBNK LN MEC	8	0	0.0	0	0.0	0
19161	16	SD AGC JAC	417	333	79.9	5	1.2	41
19167	08	N CA SOUND C	345	201	58.3	17	4.9	33

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FILE NUMBER	DIST	SPONSOR	APPRENTICES	-- MINORITIES --		--- WOMEN ---		COMPLETIONS
				NUMBER	PCT	NUMBER	PCT	
19224	16	ABC SD E UAC	198	101	51.0	2	1.0	64
19327	13	S CA ABC UAC	352	214	60.8	2	0.6	17
19421	04	ACTA	56	39	69.6	0	0.0	14
19570	04	CAL AM SPRKL	228	92	40.4	0	0	10
19602	04	WECA ELECATC	608	294	48.4	15	2.5	70
19657	04	APPLY-A-LINE	5	0	0	0	0	13
19671	06	AC TRANS JAC	12	9	75	0	0	7
19699	03	N CA IRG FTR	42	40	95.2	0	0	5
19704	04	IRCC	313	252	80.5	0	0	13
19718	16	INNER CO UAC	47	45	95.7	3	6.4	0
19719	12	LA ACOUS INS	309	211	68.3	0	0	14
19731	13	SCPDCA	95	85	89.5	0	0.0	8
19760	12	TER SET JATC	54	47	87	0	0	10
19772	12	BARBER & COS	194	94	48.5	136	70.1	35
19790	08	CWA/ACCA	35	26	74.3	0	0	7
19791	13	ORANGE SOUND	53	35	66	3	5.7	8
19810	04	PHCC PUAC SA	53	17	32.1	0	0	3
19814	16	ABCSD PLUMBR	81	37	45.7	0	0	21
19821	16	ABC SD SHT M	69	47	68.1	0	0	10
19835	16	IMP IRRI DIS	9	5	55.6	0	0	0
19837	13	S CAL ABC PL	73	39	53.4	0	0	7
19885	06	ABC NC ELEC	194	110	56.7	4	2.1	34
19912	06	ABC NC PAINT	42	23	54.8	1	2.4	6
19924	15	SND TECH JAC	17	9	52.9	0	0	2
19950	06	ABC NC CARP	34	10	29.4	0	0	22
19958	12	CSU&SETC JAC	7	5	71.4	0	0	4
19979	09	ARDAGH	15	7	46.7	1	6.7	9
99100	09	NAT SPRKLR	141	48	34	0	0	2
99120	12	CAL- NEV	352	157	44.6	0	0	67
			73,821	47,109	63.8	4,672	6.3	8,969

TOTAL NUMBER OF SPONSORS: 256

## Exhibit 7 - Active Women Apprentices in Construction Occupations - 2015 and 2016

### CONSTRUCTION STATEWIDE TOTALS OF ACTIVE WOMEN APPRENTICES

#### YEAR 2015

<u>Month</u>	<u>Women</u>	<u>Percentages</u>	<u>Active Apprentices</u>
JANUARY	814	2.20%	37,070
FEBRUARY	827	2.19%	37,721
MARCH	833	2.19%	38,078
APRIL	822	2.14%	38,462
MAY	845	2.16%	39,042
JUNE	860	2.16%	39,831
JULY	875	2.13%	41,098
AUGUST	903	2.12%	42,588
SEPTEMBER	917	2.12%	43,245
OCTOBER	938	2.13%	44,141
NOVEMBER	940	2.12%	44,293
DECEMBER	952	2.13%	44,662

#### YEAR 2016

<u>Month</u>	<u>Women</u>	<u>Percentages</u>	<u>Active Apprentices</u>
JANUARY	935	2.11%	44,378
FEBRUARY	967	2.13%	45,441
MARCH	962	2.10%	45,730
APRIL	988	2.15%	45,893
MAY	1,010	2.15%	46,876
JUNE	1,049	2.20%	47,720
JULY	1,089	2.18%	49,949
AUGUST	1,141	2.21%	51,531
SEPTEMBER	1,138	2.20%	51,743
OCTOBER	1,166	2.26%	51,528
NOVEMBER	1,185	2.27%	52,138
DECEMBER	1,186	2.27%	52,146