

Request for Public Comment

by the California Department of Industrial Relations'

Division of Apprenticeship Standards

California Youth Apprenticeship Grant

Budget Year 2022-2023



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This publication is issued by the Division of Apprenticeship Standards as part of the CA Youth Apprenticeship Grant Program, which in Budget Year 2022-2023 has \$20M in funding available.

Background

Apprenticeship creates a way for people to earn-and-learn, yet the average age of an apprentice in California in 2022 was 30 years old. This illustrates an opportunity to make the apprenticeship pathway more visible to youth in California. Apprenticeship could start in high school as early as age 16 and could be a key mechanism into a career for disconnected or out-of-school youth.

Apprenticeship for both in-school and out-of-school youth is a priority for the Division of Apprenticeship Standards (DAS). Two key components of this include the convening of the California Youth Apprenticeship Committee (CYAC) as well as the funding allocated to the California Youth Apprenticeship Grant (CYAG) Program. Through [SB 191](#), this priority, committee and grant were all established in 2022.

The CYAG Program was funded in FY 2022-2023 with \$20 million and DAS was empowered to develop and deploy CYAG. Through this request for public comment process, DAS is seeking input from the public to ensure it maximizes the impact of this funding. Below is a summary of CYAG as outlined in SB 191, followed by key question areas that DAS is seeking public input.

California Youth Apprenticeship Grant Program Summary

CYAG Program Objectives

The stated objective of the CYAG Program is to award grant funds to eligible applicants operating existing apprenticeship and pre-apprenticeship programs or developing new apprenticeship and pre-apprenticeship programs to serve opportunity youth and satisfy the goals and objectives of the grant program. The grant program does not apply to building and construction trades programs that are within the jurisdiction of the council established pursuant to Section 3070. The overall objective of the CYAG program is to develop and test innovative practices to increase the participation of opportunity youth in pre-apprenticeship and apprenticeship programs, and to demonstrate the impact of apprenticeship on employment and earnings outcomes for opportunity youth.

Eligible Applicants

Under the grant program, services shall be delivered primarily through collaborative, mission-driven, community-based organizations with experience in providing services to, and with relevant relationships with opportunity youth, consistent with the objectives of the grant program. DAS shall solicit proposals and select grant recipients from eligible applicants, including:

- Community based organizations
- Local educational agencies
- County offices of education
- Regional consortia of community college districts
- Local intermediaries
- Regional and local workforce development boards
- Apprenticeship program sponsors

- Organizations who contract with employers, local educational agencies, community-based organizations, labor, and other workforce development stakeholders.

DAS shall require that grant recipients demonstrate a commitment to high road principles, as described in [subdivision \(r\) of Section 14005 of the Unemployment Insurance Code](#), and shall evaluate the performance of recipients based on those principles.

Target Population – Opportunity Youth

DAS is summarizing the target population for CYAG with the term “opportunity youth,” which in the context of this funding opportunity includes individuals from 16 to 24 years of age who are at risk of disconnection or are disconnected from the education system or employment, unhoused, in the child welfare, juvenile justice, or criminal legal systems, living in concentrated poverty, or are facing barriers to labor market participation. Opportunity youth include those that face chronic opportunity educational achievement gaps, attend schools in communities of concentrated poverty, or attend high schools with a negative school climate indicated by factors, including, but not limited to:

- School attendance rates
- Chronic absenteeism and truancy rates
- Dropout rates and low graduation rates
- Proficiency scores in English language arts and mathematics
- Pupil suspension and expulsion rates

Use of Funds

Grant funds may be used for eligible purposes that include, but are not limited to:

- Instruction and training of apprentices and pre-apprentices.
- Costs related to registration, design, and setting up the apprenticeship or pre-apprenticeship program or curriculum.
- Project and case management
- Related instruction costs
- Education or training equipment, uniforms, tools, graduation fees, and union fees
- Mental health services, trauma-informed care, and wraparound support services, including child or dependent care.

Grant Requirements:

The grant proposal shall include, but is not limited to, the following information:

- Knowledge, experience, and capacity to provide services to the target population
- Industries and career pathways targeted
- Target population that will be served
- How project goals and objectives will be achieved
- Other requirements as specified by the division

If the proposal requests funds for a firefighter apprenticeship program, the proposal shall meet the conditions specified in [subdivision \(b\) of Section 3075 of the Labor Code](#). If the proposal requests funds for a firefighter pre-apprenticeship program, the proposal shall be approved by the California Apprenticeship Council.

Reporting Requirements

The Youth Apprenticeship Grant Program will have an explicit focus on equity and aims to ensure that race, income, geography, gender, citizenship status, ability, and other demographics and student characteristics no longer predict the outcomes of California's youth. To measure success towards that goal, the grant program will require collection, analysis, and reporting of program data on race, gender, income, rurality, ability, foster youth, homeless youth, English language learners, and other key characteristics.

Request for Public Comment

DAS is seeking public comment on this initial framing. Keep in mind that comments may become a matter of public record. The public is invited to submit comments concerning:

1. Where are the gaps in serving the opportunity youth population?
2. What are the barriers to entry for opportunity youth in entering apprenticeships and pre-apprenticeships?
3. For organizations and schools that serve opportunity youth, what are the barriers to creating youth apprenticeship and pre-apprenticeship programs?
4. How can this funding be most effectively utilized to serve opportunity youth? And please comment on if/how you think this funding should be braided with other funding sources.
5. If you were applying for funding, which of these functions would you seek to fund?
 - a. Intermediary role
 - b. Recruitment of participants
 - c. Recruitment of hosting companies
 - d. Training costs
 - e. Participant wages
 - f. Supportive services
 - g. Other?
6. In your experience what are the costs of supporting and placing opportunity youth into a pre-apprenticeship or an apprenticeship? Costs on a per participant basis are most helpful.
7. How would you balance priorities for youth who are in school and youth who are out of school?
8. What are the key metrics to measure on the effectiveness of this program?
9. What are supportive services that are key to the supporting opportunity youth through apprenticeship and pre-apprenticeship? Are there any innovative practices to supports for youth that enhance retention and employment success that you would highlight?
10. What are key issues in ensuring that such a grant program improves equity outcomes for opportunity youth?

11. What are examples of organizations that you think serve opportunity youth well in CA and could be good candidates to become pre-apprenticeship or apprenticeship programs? Please feel free to provide contact information.
12. Are there any aspects of the grant's mechanics that you think we should be considering for the most effective implementation of this grant?

Submission of Comments

The deadline for written comments is **July 14, 2023**.

Please submit comments through this [survey](#).

The **CA Youth Apprenticeship Committee will have a public meeting hosted virtually on Monday June 26 at 9am** and will open for public comment regarding this CYAG. For connection details visit the [CA Youth Apprenticeship Committee meeting posting page](#).

If you have questions you can contact DASGrantUnit@dir.ca.gov. But please note that we cannot be answering any questions about any further detail on this grant, as we are in the public comment period and are primarily looking to hear from you all.