

**STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
QUARTERLY REPORT**

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP
FROM: ADELE BURNES, DEPUTY CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FIRST-QUARTERLY MEETING:

February 13, 2024

ACTIVITIES/INFORMATION

New Hires:

- Michael Rolph, Apprenticeship Consultant
- Raul Poblete, Apprenticeship Consultant
- Jeanne Marie Duval, Apprenticeship Consultant
- Amanda Hodge, Apprenticeship Consultant
- Justin Donate, Apprenticeship Consultant
- Ryan Jefferson, AGPA
- Monica Zachary, AGPA
- Daniel Israelyan, AGPA
- Andrea Harlin, AGPA
- Michael Lanceta, AGPA
- Miguel Silva, AGPA

Promotions

- Richard Robles, Area Administrator
- Kevin Gong, AGPA

Separations/Retirements:

- Eric Rood

**Upcoming IACA Meeting dates and sites:
2024**

May 3, 2024 - Wyndham San Diego Bayside San Diego

August 20, 2024 - To be determined

October 22, 2024 - To be determined

Updates:

In the last quarter of 2023, DAS had a number of significant team changes, which we want to be sure to recognize. Very significantly, former DAS Chief Eric Rood retired from state service, after 30 years of serving the state of CA across many capacities, from the Labor Commissioners Office to tax, and of course his tremendous service to DAS. DAS recognized this service in the most recent DAS [newsletter](#). In his absence, DIR Director Katie Hagen and DAS Deputy Chief Adele Burnes are collaborating to fill the role of DAS Chief, with Director Hagen serving as signatory on all key standards and funding related items, and Deputy Chief Burnes operationally running DAS. The Governor's appointments office is working to determine the next Chief of DAS.

The DAS team also made tremendous hiring progress, bringing on 11 new staff members, primarily into the program teams, along with hiring a new Area Administrator. In our Apprenticeship and Workforce Innovation (AWI) team which supports all IACA connected programs, we welcomed a number of new team members and have integrated the new team members into the AWI sector focused teams. New additions to our Northern California team include, Ryan Jefferson (Public Sector), Daniel Israelyan (Public Sector) and Monica Zachary (Art, Media & Entertainment and Agriculture), all as Strategic Business Advisors. New additions to the Southern CA team include, Andrea Harlin (Transportation), Miguel Silva (Art, Media & Entertainment and Agriculture) and Michael Lanceta (Business Services) also as Strategic Business Advisors. In our Funding team, Kevin Gong got a promotion to a Funding Advisor, which further helps to build capacity and recognize Kevin's great work in supporting specifically with both the CAC Training Funds and also the Apprenticeship Innovation Funding.

On our Legacy team, which includes all CAC connected building and fire trades related programs, Richard Robles is the new Area Administrator overseeing all Legacy program staff statewide. In our Legacy Team in the Bay Area, we welcomed 5 new Apprenticeship Consultants. The new team members include, Amanda Hodges, Jeanne-Mairie Duval, Raul Poblete, Michael Rolph and Justin Donate, who are all based out of the Oakland office. Also of note in the Bay area is that DAS has moved out of its San Jose office and is now exclusively based out of Oakland in the Bay Area.

DAS continues with progress on hiring, including being in interview stages for a new Equity and Inclusion Apprenticeship Consultant, a role created by the Women in Construction Priority Program. Other roles also in interview stages are Apprenticeship Consultants in the AWI team along with 2 more Apprenticeship Consultants in the San Diego Legacy team. Finally, DAS has a few different roles across the state that are currently posted both with our Funding Team and also our Program teams – therefore please send around the opportunity.

In November, DAS joined you all in celebrating National Apprenticeship Week, Nov 13-18, 2023. DAS hosted a virtual webinar, Shaping California's Future Through Youth Apprenticeship, in which Amie Bergin, DAS and DIR Director Katie Hagen welcomed apprentices, educators and apprenticeship programs to speak to the early Youth Apprenticeship program models. DAS also shared updates about California's Youth Apprenticeship Committee and announced the framework of the CA Opportunity Youth Apprenticeship (COYA) Grant. Another highlight of the

week was a launch event for developing the workforce for the Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES), in which Deputy Chief Burnes joined the State Building and Construction Trades Council at the Electrical Training Institute in Commerce, CA for an exciting event and robust workforce discussion. In addition, various members of the DAS team joined apprenticeship careers fairs and training center open houses across the state, from Vista to Sacramento, Los Angeles, Riverside, Pleasanton and Oakland. The Southern CA Apprenticeship Network hosted a kickoff event in Los Angeles, which Deputy Chief Burnes also spoke at. To wrap the week, LWDA Secretary Stewart Knox was the keynote at the Northern CA Apprentice Network in San Francisco.

In December, DAS announced the recipients of the first round of Apprenticeship Innovation Funding. This pivotal moment marks the culmination of efforts by DAS to launch an impactful funding source for IACA apprenticeship programs. The successful implementation of AIF demonstrates how supportive funding can have a profound effect on sustaining and scaling new and innovative apprenticeship programs. AIF is an innovative funding source accessible to all IACA apprenticeship programs if they meet the eligibility criteria. The funding model is not a competitive grant, as the mechanism ensures that funds awarded are distributed in a transparent and equitable manner, with the goal of expanding apprenticeship opportunities across many sectors.

The initial round of AIF investment resulted in positive outcomes toward advancing registered apprenticeships in key sectors such as education, advanced manufacturing, civil service, healthcare, information technology and business services. AIF recipients have demonstrated a commitment to high road principles by offering quality jobs, strong wage growth, and empowerment of a diverse workforce. AIF serves as a dynamic model to support program sponsors and facilitate career pathways for upward mobility.

Total Funding Awarded: \$17,358,198

- AIF-Support Funding: \$15,476,407
 - Number of Apprentices Served: 6,012
 - Number of Apprentices Completed: 1,549
- AIF-Training Funding: \$1,881,791
 - Number of Apprentices Served: 1,285
 - Number of RSI Hours: 213,255

Participant Data

- Average Hourly Wage: \$33.13
- Average Total Compensation (Hourly): \$53.30

[AIF 2022-2023 Awardee List](#)

The next round of AIF Funding will open up in Q1 2024 and all eligible programs are encouraged to apply for the funding, including the recipients of first round, since AIF is intended to be an annual funding source to all eligible programs.

Apprentice Complaints: Status of IACA Apprentice Complaints

Year	2023	2022	2021	2020	2019
Investigation/Hearing	0	0	0	0	0
Administrator/Legal Review	0	0	0	0	0
Withdrawn/Dismissed	0	0	0	1	3
Resolved through Hearing	0	0	1	0	0
Determination Issued	0	0	0	2	0
Total Filed	0	0	1	3	3

New Programs:

The DAS has Forty (40) new programs approved during the last quarter. They are:

- Hollywood Production Assistant Program for the occupations of Digital Media Production Assistant Program, Digital Project Management Assistant Program, and Performing Arts Teacher Assistant Program. Pre-apprenticeship
- Shasta College's Customer Service Academy for the occupation of Business Services. Pre-apprenticeship
- OpenClassrooms Skills Bootcamp for the occupations of Application Developer Skills Bootcamp, Data Analyst Skills Bootcamp, Digital Marketer Skills Bootcamp, and Help Desk Technician Skills Bootcamp. Pre-apprenticeship
- SF CLOUT Sistas with Tools for the occupation of Multi-Craft Core Curriculum (MC3). Pre-apprenticeship
- CVUHSD Arts, Media, and Entertainment (AME) - FLEX for the occupations of Cinematic Practicum, Digital Design Tech Act Practicum, and ECC Photojournalism. Pre-apprenticeship
- BASF-Orange, CA Apprenticeship Program for the occupation of Process Operations Technician. Apprentice
- Clear Digital Labs Pre-Apprenticeship for the occupations of Clear Digital Labs Pre-Apprenticeship Level 1, and Clear Digital Labs Pre-Apprenticeship Level 2. Pre-apprenticeship
- Enablence USA Components, Inc. for the occupation of Semiconductor Process Technician, Apprentice
- Tubit Enterprises for the occupation of Logging and Forestry Worker. Apprentice
- Infinera Apprenticeship Program for the occupation of Semiconductor/Nanotechnology Process Technician. Apprentice
- Key Code Education for the occupation of Media & Entertainment Post Production Engineer (Digital Video Editor). Apprentice
- Multiverse US Inc. for the occupations of Business Associate, Data Analyst, Digital Marketer, and Software Engineer. Apprentice
- Cedar Fair California Parks Apprenticeship for the occupations of Ride Maintenance Mechanic, and Ride Maintenance Power Control. Apprentice
- Music Forward Foundation for the occupations of Audio & Video Technician, Audio Engineer, Costume Attendant, Entertainment Production Accountant, General & Operations Manager, General Marketing Coordinator, Grip, Lighting Technician, Marketing Manager, Music Publisher, Music Supervisor, Special Events Sales Manager, Stagehand, and Talent Buyer. Apprentice
- Strategic Information Resources, Inc. for the occupation of Tech Support Specialist. Apprentice

Grant information

DAS has announced the framework for the upcoming CA Opportunity Youth Apprenticeship (COYA) Grant. The announcement was made in the National Apprenticeship Week, Shaping California’s Future Through Youth Apprenticeship webinar, which was recorded and posted to the DAS [website](#). DAS plans to open up the COYA Solicitation for Proposals in Q1 2024.

For the latest grant and funding information please visit our website at https://www.dir.ca.gov/DAS/Funding_Source.htm

Statistics of December 31, 2023 this Committee / California total

The active apprentices numbered **20,231 / 92,160**

New registrations and reinstatements numbered **2,322 / 7,789** for the quarter.

Minorities represented **78.0% / 71.9%** of all active apprentices.

Active women apprentices numbered **5,810 / 8,358**, which is **27.4% / 9.1%** of all active apprentices.

There are currently **1,587 / 14,644 veterans** active, **1,425 / 6,252** of which registered and **667 / 3,194** completed in 2023.

Program Evaluations October 1, 2023 through December 31, 2023

Since October 1, 2023, there are six (6) program evaluations opened and zero (0) evaluation had been completed. Twenty-three (23) program evaluations are in progress and there are thirteen (13) programs with corrective action needed. DAS consultants are monitoring these programs to ensure their recommendations are completed.

DAS will continue to send new evaluation notification letters one year following the creation of a new program or substantial expansion of an existing program. To ensure high-quality apprenticeship administration, consultants will assist apprenticeship programs with correcting the deficiencies found in order to close their evaluations/reviews.

Evaluations Presented to the IACA February 2024

Program Name	Status/Action Date
City of Pasadena Water and Power Department Power Utility Power Dispatcher J.A.C. (File #100830) Issued at the February 2024 IACA	OPEN/Compliance Pending 10/24/2023
City College of San Francisco Early Childhood & Special Education Apprenticeship Program (File # 100665) Issued at the February 2024 IACA	OPEN/Compliance Pending 10/12/2023
Santa Clara Valley Transportation Authority Joint Apprenticeship Training Committee (File # 100692) Issued at the February 2024 IACA	OPEN/Compliance Pending 10/6/2023

Evaluations Presented to the IACA February 2024 Continued

Program Name	Status/Action Date
MPC Medical Assisting CLICK Apprenticeship (File # 100718) Issued at the February 2024 IACA	OPEN/Compliance Pending 10/4/2023
Pest Tech Apprenticeship Training Committee (File # 100841) Issued at the February 2024 IACA	OPEN/Compliance Pending 11/3/2023
ACS Automotive Calibration Technologist Apprenticeship Program (File # 100758) Issued at the February 2024 IACA	OPEN/Compliance Pending 11/6/2023

Prior Evaluations Presented to the IACA

Program Name	Status/Action Date
Wham Hair Studio Barber and Cosmetology Apprenticeship Program (File #5169) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/17/2023
The League XS Apprenticeship Academy of Cosmetology & Barbering (File # 100256) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/17/2023
Launch Apprenticeship Network Automotive(File #100663) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/21/2023
California Barbering and Cosmetology Unilateral Apprenticeship Committee (File #10230) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/24/2023
TNN Beauty, Barber, Cosmetology, Permanent Makeup Apprenticeship of California and Training Center (File #5164) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/26/2023
Kitchens for Good Hospitality Apprenticeship Program (File # 100659) Issued at the November 2023 IACA	OPEN/Compliance Pending 8/10/2023
Insurance Account Manager Program (File #100720) Issued at the November 2023 IACA	OPEN/Compliance Pending 9/29/2023
Spaulding Marine Center (SMC), Boatworks 101 (File #100642) Issued at the July 2023 IACA	OPEN/Compliance Pending 6/14/2023
California Cybersecurity Apprenticeship Program (CCAP) (File #5254) Issued at the July 2023 IACA	OPEN/Compliance Pending 6/14/2023
City and County of San Francisco Office of Economic & Workforce Development (TechSF) (File #100570) Issued at the May 2022 IACA	OPEN/Compliance Pending 2/17/2022

Prior Evaluations Presented to the IACA (continued)

Program Name

Status/Action Date

USF Reddaway, Inc. (File # 100603)

Issued at the May 2022 IACA

OPEN/Compliance Pending 2/17/2022

Shirley Ware Education Center (File #100284)

Issued at the May 2022 IACA

OPEN/Compliance Pending 3/10/2022

Tooling U-SME (File #100049)

Issued at the May 2022 IACA

OPEN/Compliance Pending 3/10/2022

Kitchens for Good Baking Apprenticeship Program for Underserved

Populations (File #100609) Issued at the May 2022 IACA

OPEN/Compliance Pending 3/24/2022

SLO Partners Apprenticeship Committee (File # 100612)

Issued at the May 2022 IACA

OPEN/Compliance Pending 3/28/2022

CD & Power Apprenticeship Training Committee

(File #100541) Issued at the May 2022 IACA

OPEN/Compliance Pending 3/28/2022

Woz U Enterprise Technology Apprenticeship Program

(File #100574) Issued at the May 2022 IACA

OPEN/Compliance Pending 3/28/2022

Foothill College Dental Assistant Apprenticeship Program

(File #100531) Issued at the May 2022 IACA

OPEN/Compliance Pending 3/29/2022

CCHCS, SEIU Local 1000, and RCC LVN-to-RN

Apprenticeship Program J.A.C. (File #100583)

Issued at the May 2022 IACA

OPEN/Compliance Pending 3/29/2022

Los Angeles Community College District DBA

West Los Angeles Community College (WLACC)

(File #100644) Issued at the May 2022 IACA

OPEN/Compliance Pending 3/30/2022

YMCA of the East Bay (File #100844)

Issued at the May 2022 IACA

OPEN/Compliance Pending 3/30/2022

Beuology Academy Apprenticeship Program

(File #100513) Issued at the October 2021 IACA

OPEN/Compliance Pending 7/26/2021

Westside Works Early Childhood Educator Apprenticeship Program

(File #100523) Issued at the July 2021 IACA

OPEN/Compliance Pending 5/17/2021

The Salvation Army Napa Valley Culinary Training Academy

(File #100495) Issued at the July 2021 IACA

OPEN/Compliance Pending 5/5/2021

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
City Barbering and Cosmetology Apprenticeship Committee (File #5162) Issued at the July 2019 IACA (CAR)	OPEN/Compliance Pending 7/12/2019
Strong Workforce Apprenticeship Group Health Care Apprenticeship Program (File #100171) Issued at the September 2020 IACA (CAR)	OPEN/Compliance Pending 4/24/2020
The Technest Apprenticeship for San Jose Evergreen Community College District (File #100488) Issued at the July 2021 IACA (CAR)	OPEN/Compliance Pending 5/5/2021
El Camino Community College District (File #100639) Issued at the May 2022 IACA (CAR)	OPEN/Compliance Pending 3/28/2022
California Registered Nurse Specialty Apprenticeship Program (File #100648) Issued at the May 2022 IACA (CAR)	OPEN/Compliance Pending 3/30/2022
San Jose City College Internet Technician (Google IT) (File #100577) Issued at the July 2023 IACA (CAR)	OPEN/Compliance Pending 5/18/2023
San Jose City College Data Analytics Technician (File # 100578) Issued at the July 2023 IACA (CAR)	OPEN/Compliance Pending 5/18/2023
San Joaquin County Apprenticeship Program (File #100478) Issued at the July 2021 IACA (CAR)	OPEN/Compliance Pending 6/7/2023
Extended Realty Developers Apprenticeship Program (File #100545) Issued at the January 2023 IACA (CAR)	OPEN/Compliance Pending 6/14/2023
East Los Angeles College Medical Assistant Apprenticeship Program (File #100666) Issued at the July 2023 IACA (CAR)	OPEN/Compliance Pending 5/17/2023
Early Care & Education Pathways to Success (ECEPTS) (File #100633) Issued at the May 2022 IACA (CAR)	OPEN/Compliance Pending 2/17/2022
Launch Apprenticeship Network Healthcare (File #100627) Issued at the November 2023 IACA (CAR)	OPEN/Compliance Pending 7/21/2023
Launch Apprenticeship Program (File #99764) Issued at May 2022 IACA (CAR)	OPEN/Compliance Pending 3/10/2022

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending December 31, 2023

The active apprentices as of numbered 21,231.

New registrations and reinstatements numbered 2,322.

Minorities represented 78.0% of all active apprentices.

Active women apprentices as of numbered 5,810 which is 27.4% of all active apprentices.

IACA Active Apprentices

Group	Count Sep-23	% of Total	Count Dec-23	% of Total	Change Sep to Dec	Census Goals
All Minorities	16,645	78.2%	16,408	78.0%	-1.4%	51.6%
Black	2,407	11.3%	2,347	11.2%	-2.5%	6.7%
Asian or Pacific Islander	1,305	6.1%	1,335	6.3%	2.3%	8.6%
American Indian or Alaskan Native	234	1.1%	246	1.2%	5.1%	0.8%
Filipino	406	1.9%	397	1.9%	-2.2%	3.2%
Hispanic	12,293	57.7%	12,083	57.5%	-1.7%	32.4%
White	<u>4,651</u>	<u>21.8%</u>	<u>4,624</u>	<u>22.0%</u>	<u>-0.6%</u>	<u>48.4%</u>
Unknown	217		199			
Total All Groups	21,513		21,231		-1.3%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2023

The active apprentices numbered 92,160.

New registrations and reinstatements numbered 7,789.

Minorities represented 71.9% of all active apprentices.

Active women apprentices numbered 8,358 which is 9.1% of all active apprentices.

California Total Active Apprentices

	Count Sep-23	% of Total	Count Dec-23	% of Total	Change Sep to Dec	Census Goals
All Minorities	66,445	71.8%	65,839	71.9%	-0.9%	51.6%
Black	6,748	7.3%	6,634	7.2%	-1.7%	6.7%
Asian or Pacific Islander	3,358	3.6%	3,378	3.7%	0.6%	8.6%
American Indian or Alaskan Native	823	0.9%	822	0.9%	-0.1%	0.8%
Filipino	1,142	1.2%	1,117	1.2%	-2.2%	3.2%
Hispanic	54,374	58.7%	53,888	58.8%	-0.9%	32.4%
White	<u>26,118</u>	<u>28.2%</u>	<u>25,792</u>	<u>28.1%</u>	<u>-1.2%</u>	<u>48.4%</u>
Unknown	533		529			
Total All Groups	93,096		92,160		-1.0%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	274	6.1%	182	10.5%
ASIAN OR PACIFIC ISLANDER	875	19.5%	387	22.3%
BANGLADESHI	7	0.2%	4	0.2%
CAMBODIAN	134	3.0%	73	4.2%
CHINESE	445	9.9%	135	7.8%
FIJIAN	41	0.9%	17	1.0%
FILIPINO	1117	24.8%	397	22.9%
GUAMANIAN	79	1.8%	25	1.4%
HAWAIIAN	186	4.1%	38	2.2%
HMONG	148	3.3%	88	5.1%
INDONESIAN	10	0.2%	6	0.3%
JAPANESE	195	4.3%	46	2.7%
KOREAN	151	3.4%	40	2.3%
LAOTIAN	106	2.4%	30	1.7%
MALAYSIAN	6	0.1%	2	0.1%
PAKISTANI	36	0.8%	23	1.3%
SAMOAN	190	4.2%	47	2.7%
SRI LANKAN	4	0.1%		0.0%
TAIWANESE	29	0.6%	6	0.3%
THAI	58	1.3%	18	1.0%
TONGAN	93	2.1%	15	0.9%
VIETNAMESE	313	7.0%	153	8.8%
Total	4,497	100.0%	1,732	100.0%
		100.0%		100.0%

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