

# APPRENTICESHIP



*75th Anniversary of Apprenticeship in California*

1939



2014

CALIFORNIA APPRENTICESHIP COUNCIL

*First Quarter 2014*



Message from the Director

## Dear Apprenticeship stakeholders,

With this message, I would like to wish all of you a Happy New Year! We at DIR are very proud of our accomplishments and efforts of the past year, and thankful for the opportunity to work with you all to improve the safety and economic well-being of California's workers. We continue to look for ways to modernize the department to make it easier for our stakeholders to resolve their issues.

Many of you have assisted DIR by helping us to implement regulations and new technology, and to serve the public. You have also shown great dedication in working directly with employers and workers to improve California's workforce and economic well-being.

We at DIR have a lot to be grateful for and a lot to look forward to. I would like to share some highlights of DIR's accomplishments over the past year, thanks to our joint efforts. Labor Secretary David Lanier and I thank you all for your dedication to DIR's cause and efforts toward reaching our goals. Our best wishes to you and yours for a great New Year!

Sincerely, Christine Baker, Director, Department of Industrial Relations

## YEAR IN REVIEW: SELECTED DIR ACCOMPLISHMENTS FOR 2013

### Division of Workers' Compensation (DWC)

DWC can count many significant achievements in the past year, in particular implementing a comprehensive reform of the workers' compensation system, improving benefits, expediting the medical dispute system, and making other administrative improvements:

- Revised the Ambulatory Surgical Center (ASC) Fee Schedule, reducing the payment from 120% to 80% of Medicare's outpatient fee schedule.
- Revised the Inpatient Hospital Fee Schedule to reduce duplicate payments for spinal implant surgeries.
- Issued the lien filing fee and activation fee regulations, and issued emergency regulations to implement the independent medical review program and the independent bill review program.
- Issued emergency regulations that revised the Supplemental Job Displacement Benefit regulations, the qualified medical evaluator regulations and the interpreter certification process.
- Implemented the Medicare Resource-Based Relative Value Scale fee schedule that went into effect Jan. 1, 2014.
- DWC continues to work with em-

ployer groups, worker advocates, and plan administrators to ensure the effective implementation of SB 863.

### Cal/OSHA

Cal/OSHA (also known as the Division of Occupational Safety and Health) staff members address all health and safety issues across the state with dedication. They are on the front lines ensuring that workplaces are safe and workers' safety needs get addressed.

Cal/OSHA continues to partner with federal, state, and local agencies on the Interagency Refinery Task Force to improve worker and public safety at or near oil refineries. The group was formed to enhance collaboration between regulatory bodies and strengthen emergency preparedness in response to potential future refinery incidents.

Partnerships with agricultural associations, insurance groups, and worker advocates also continue to help Cal/OSHA inform the public about the risks of heat illness and the precautions that must be taken to ensure safety while working outdoors in the heat, as well as hazards when working in confined spaces.

A major effort is also under way to update regulations and standards,

and 2014 should prove to be successful in this regard, thanks to increased resources and a robust process safety management program now in place. Structural budget and recourse fixes are also under way.

### Labor Commissioner's Office

The Labor Commissioner's Office, also known as the Division of Labor Standards Enforcement (DLSE), has moved aggressively to bring employers into compliance and ensure workers receive their wages. DLSE is working closely with District Attorneys throughout the state to seek maximum criminal penalties for employers with egregious labor law violations that impact employees. DLSE reported the highest amount on record of minimum and overtime wages assessed, not to mention the highest amount of penalties assessed in the past decade.

The division continues to offer workshops with the Employment Development Department to advise employers of their responsibilities, and works collaboratively with public works stakeholders to perfect online reporting for compliance purposes.

DLSE has also reduced the length of time from filing to hearing of individual wage claims. Across the board, it has reduced backlogs, reviewed record

# Best wishes for a great New Year!

numbers of applications for licensing, and streamlined its processes. Its efforts to modernize and update continue unabated.

## Division of Apprenticeship Standards (DAS)

DAS continues to build relationships and connect with the regional workforce and investment boards to improve local apprenticeship programs, with a particular emphasis on recognizing and utilizing apprenticeship to achieve the state's ambitious energy efficiency goals.

DAS has also been working with the California Community Colleges Chancellor's Office to streamline the administration of apprenticeship-related and supplemental instruction.

The New Year brings opportunities to expand apprenticeship to benefit California's workers and employers.

## Office of Self-Insured Plans (OSIP)

OSIP has made significant improvements over the past year, streamlining its processes to reduce costs, while at the same time providing higher quality service:

- Reinvested \$7.7 billion (that would otherwise be idle capital) back into growing businesses.

- Reduced the application time for employers to get permission to self-insure from between six and nine months to less than 30 days.
- Strengthened the self-insurance marketplace by creating a process to evaluate risk and constantly monitor and evaluate the suitability of businesses for self-insurance.

## Labor Enforcement Task Force (LETF)

Thanks go to the inspection teams that must move around the state to fight the underground economy and bring employers into compliance through joint efforts with other agencies.

A working group in the roofing industry was formed in September by LETF in conjunction with several other state and local agencies, labor-management groups, and unions to improve safety conditions for workers and to help law-abiding contractors thrive. Their goals are to improve rapid response of complaints relating to workplace health and safety, as well as complaints related to payroll, misclassification, and workers' compensation issues.

Additionally, the Governor has recognized the good work of LETF by signing AB 576 and asking DIR to lead the implementation of an even broader and more ambitious multiagency task force that will focus on recovering lost state revenue.

## Information Technology

Kudos to the DIR Information technology team for receiving the Center for Digital Government's Digital Government Achievement Award for 2013! Over the course of the year, this team has accomplished the following:

- Successfully implemented the lien filing system.
- Redesigned the DIR website to provide for easier customer access.

- Moved check printing to the State Controller's office for the Uninsured Employers Benefits Trust Fund, ensuring secure and timely checks to injured workers of uninsured employers.
- Created check lock box systems to scan and deposit checks upon receipt.
- Made IT infrastructure improvements throughout the DIR, adding encryption for better security and implementing network firewalls.
- Completed the online Entertainment Work permit and online Child Performer Services permit.

## DIR Outreach & Education

Thanks to the many public speakers, division representatives and volunteers who reach out directly to DIR's stakeholders and the many communities we serve in person, in radio and television interviews, and online via webinars.

This past year, DIR participated in over 800 separate education, information and training events on a variety of topics, including labor law enforcement, fighting the underground economy, workplace health and safety, the implementation of workers' compensation reform brought about by Senate Bill 863, self-insurance best practices, and apprenticeship opportunities for veterans.

DIR maintains its monthly and bi-monthly informational seminars at Mexican Consulates in Sacramento, San Francisco, Fresno, Los Angeles, San Bernardino, San Jose and San Diego.

In 2013, DIR expanded its virtual outreach with webinar trainings that were attended by 3,809 external participants or stakeholder groups, and 1,460 internal staff members.

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## Letter from the Chief of the Division of Apprenticeship Standards

### 2014—A GREAT NEW YEAR AHEAD!

75 years of California apprenticeship & welcome to our new commissioners



Diane Ravnik, DAS Chief

**A**s we enter the New Year, 2014, we have much to celebrate! Principal among which, we celebrate the 75<sup>th</sup> Anniversary of Apprenticeship in California, commemorating the enactment, September 23, 1939, of the Shelley-Maloney Apprenticeship Standards of 1939, authored by California State Senators Jack Shelley and Thomas Maloney.

The new law provided for the Governor to appoint an Apprenticeship Council and specify its composition and duties. In addition, it stated the responsibilities of the Director of the Department of Industrial Relations (DIR) or a duly authorized representative. It also contained specific requirements for the approval, contents and operation of state-registered apprenticeship programs.

The first meeting of the California Apprenticeship Council (CAC) was held Saturday, October 14, 1939 in San Francisco. Archie J. Mooney was designated by the Director of the Department of Industrial Relations (DIR) to represent him as the first Secretary of the Apprenticeship Council.

We will celebrate the 75<sup>th</sup> Anniver-

sary of California Apprenticeship later this year (April 29-May 1) at the 27<sup>th</sup> biennial California Conference on Apprenticeship (CCA) in San Diego—culminating with the Apprenticeship Hall of Fame dinner May 1, to which Governor Jerry Brown has been invited to be the keynote speaker.

The dinner is preceded by two full days of speakers and workshops featuring labor, employer and education veterans who have been operating apprenticeship programs for 20, 30 and even 40 years or more; prospective apprenticeship partners in new industries and occupations; educators from K-12, adult education and community colleges around the state; state and local Workforce Investment Boards (WIBs); veterans and women's advocates; those involved in "green energy" and energy efficiency; and others involved in workforce development and building California's economy.

**A**t the start of 2014, we also welcome five new Commissioners, appointed by the Governor, to the California Apprenticeship Council (CAC) and thank our outgoing CAC Commissioners Julia Dozier, Wayne Lindholm, Donna Bechthold, Les DenHerder and Anne Quick for their years of service to the Council and to the advancement of apprenticeship in California.

We welcome new public member, **Susan Anderson**, who brings to the Council years of public service to Fresno County as County Supervisor, County Clerk, Registrar of Voters and Deputy District Attorney. Employer member **Jim Hussey** is President of Marina

Mechanical, Chief Operations Officer of the Sheet Metal Workers' Local 104 Bay Area Industrial Training Fund, and member of the Sheet Metal and Air Conditioning Contractors National Association (SMACNA). Employer member **Chip Martin**, Executive Director of the Finishing Contractors Association of Southern California, brings an extensive administrative background with a variety of apprenticeship program sponsors: the California Plumbing and Mechanical Contractors Association, IBEW 441 and the California Landscape and Irrigation Council. New employer member **Frank Quintero** is a member of the Burbank-Glendale-Pasadena Airport Authority, and has an extensive record of public service as City of Glendale Mayor and City Council member, California Workforce Investment Board (CWIB) member, and former Director of the Alliance for Education. Employer member **Hector Velez** is Facilities and Maintenance Manager of BAE Systems and an active member of the Santa Clara and San Benito Counties Machinist Joint Apprenticeship and Training Committee (JATC).



California Division of  
Apprenticeship Standards

The Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

[www.dir.ca.gov/das](http://www.dir.ca.gov/das)

## Letter from the CAC Chair

# CELEBRATING THE PAST, BUILDING THE FUTURE

*As we celebrate our diamond anniversary, let us work together to build a stronger apprenticeship institution for the next 75 years*



*Jack Buckhorn, CAC 2014 Chair*

As the incoming Chair of the California Apprenticeship Council (CAC), I have the honor and privilege of representing our apprenticeship community for the next year. This is especially fulfilling for me as I owe a debt of gratitude to the visionary California legislators who championed apprenticeship training 75 years ago when the Shelly-Maloney Apprenticeship Labor Standards Act of 1939 was passed into law. The results of Shelly-Maloney speak for themselves, as tens of thousands of workers have completed apprenticeships in California and become productive members of society. Our apprenticeship training model proves that, when incorporated with a high quality public education system the opportunity for lifetime learning and acquiring employment-sustaining skills is achievable.

I've been asked to share a little about my background and involvement with apprenticeship for this article. Without question, my pathway to the middle class is directly related to the public education I received,

followed by the apprenticeship I served with the IBEW/NECA Redwood Empire Joint Electrical Apprenticeship Training Committee (REJATC). I attended Cerritos Community College and Santa Rosa Junior College where I earned an Associate of Science degree. After completing my apprenticeship in 1985 I worked as a journeyman electrician in the Bay Area. From 1989 to 1998 I served as the first full-time Training Director of the REJATC, during which time I regularly attended CAC meetings. I am currently the Business Manager/Financial Secretary for the International Brotherhood of Electrical Workers Local Union 551 located in Santa Rosa, an office to which I was first elected in 2004.

Those early days in my career set in place a deep commitment to promote and defend the workforce training standards that have evolved into the rules and regulations that define our CAC programs today. I know many who read this article have similar stories, having dedicated a majority of their careers to apprenticeship workforce development. If you are just beginning to investigate our training model, let me highlight a few important factors and reasons apprenticeship works.

One of the reasons our community has such a passion for apprenticeship comes from the real life success stories that we see everyday. We are touched by the tremendous programs our community has developed to support our returning veterans, mentor women and give a second chance to troubled youth. The vertical

mobility apprenticeship provides is only limited by one's ability to dream, as many graduates are foremen, superintendents, engineers, teachers, training directors and owners of successful companies.

Apprenticeship works because the program sponsors design curricula reflecting the skills, knowledge and attitudes necessary to be competitive in their respective industries. Apprenticeship works because it provides training where you "earn while you learn" on the job. Contrast that with the majority of education and training models in America where students end up with high debt, hoping to start a career that matches their education. Above all other reasons, apprenticeship works because we have employers who value and invest in employees.

Our apprenticeship-training model is the perfect public/private partnership that leverages an extremely small public investment with more than \$200 million in private funding to achieve a highly skilled, safe and productive middle class workforce. This is the essence of apprenticeship—so as we celebrate our diamond anniversary, let us work together to build a stronger apprenticeship institution for the next 75 years.



*To learn more about the California Apprenticeship Council, please visit [www.dir.ca.gov/cac/cac.html](http://www.dir.ca.gov/cac/cac.html)*

## EDUCATION INITIATIVES SUPPORT APPRENTICESHIP



Van Ton-Quinliven, California Community Colleges Vice Chancellor of Workforce & Economic Development

As 2014 begins, there has been much activity at the Chancellor's Office (and elsewhere) that impacts Apprenticeship in California, including meetings on Related/Supplemental Instruction (RSI) Common Policies and Procedures, and AB 86 Adult Education Consortium Planning legislation (which includes apprenticeship in its scope). Below are updates of some notable activities:

### RSI Common Policies and Procedures

Since the last CAC meeting, the Chancellor's Office and the DAS have hosted four meetings around the state to allow public input and discussion on the draft document required to be submitted by March 14, 2014 on "common administrative practices and treatment of costs and services..." The meetings were well-attended and provided an opportunity for staff to listen and gather information on how we all might improve delivery and oversight of RSI funding, among other things. A final version will be presented to the CAC in January for their review and consideration.

John Dunn has embarked on a project to improve the resources and information available to the public on the Chancellor's Office Apprenticeship web page and has also started work on an "Apprenticeship Tool Kit" for employers, LEAs and others who are interested in using apprenticeship as a training model. The Tool Kit will also be available on the "Doing What Matters for Jobs & The Economy" website in the near future.

### AB 86 Adult Education Consortium Planning Program

AB 86 tasks the Chancellor's Office and the California Department of Education with implementing AB 86, "to provide planning and implementation grants to regional consortia of community college districts and school districts for the purpose of developing regional plans to better serve the educational needs of adults."

Adult Education in the future will focus on five areas, with the fifth being most notably "programs for apprentices." The inclusion of apprenticeship underscores the importance of adult education in supporting past, present and future apprenticeship programs and helps to highlight apprenticeship as a career path.

### New Report Sheds Positive Light on Apprenticeship

A new report, "Training for Success: A Policy to Expand Apprenticeships in the United States," released in November by the Center for American Progress, contains useful information on

best practices, how to improve marketing of apprenticeship, and the importance of the employer in apprenticeship. For example: "Nearly all employers who sponsor apprenticeship programs recommend them. A survey... found that 87 percent of sponsors would strongly recommend... apprenticeships" and "A Swiss study found that employers spend around \$3.4 billion annually training apprentices, but earn \$3.7 billion each year from apprentices' work during training."

*Apprenticeship awareness is growing stronger as we to continue to improve the current system*

Apprenticeship awareness is growing stronger as we to continue to improve the current system and work together to build a model that equals college as a post-secondary educational pathway. I'm looking forward to continuing to work with all of you in this effort.

### Resources:

"Training for Success" report from Center for American Progress: <http://ow.ly/rW0i7>

AB86 web page: <http://ab86.cccco.edu/>

21st Century Registered Apprenticeship Webinar: <http://ow.ly/rW0ar>

Doing What Matters web site: <http://doingwhatmatters.cccco.edu/>

Chancellor's Office Apprenticeship web page: <http://ow.ly/rW069>

## 45 YEARS ON THE MANAGEMENT SIDE OF THE TABLE



Paul Von Berg, CAC 2013 Chair

After working for over 45 years, I retired from the construction industry several years ago. I am a civil engineer by education and degree, but I was a builder by heart and choice. From tunnels and dams in Colorado to railroads in Montana, I built heavy engineering projects in over 20 states.

I understand how to negotiate contracts, build structures and move the earth, but don't put a hammer in my hands or place me at the controls of a D-9. Now, that would be looking for a disaster to happen! What successes I have experienced as a builder happened because I had the good fortune working for some great organizations, with great management personell who mentored me in my early career. I always worked for companies that performed the majority of our work with our own crews.

There are a lot of things that can control the success or failure of a construction project. Factors such as weather, location, third-party entities, and unforeseen conditions are issues you cannot control, and must be evaluated as separate risk factors when determining the estimated cost of a project. Self-

performing large portions of the work gave us control of the schedule and the flow of the work, but it also introduced more risk as we took on more liabilities for labor, equipment, material costs, etc.

Early in my career it became clear to me that a competent well-trained work force was needed to make each project successful. As a contractor we could purchase the newest, most advanced dozer or excavator manufactured by Caterpillar to help us build a successful project—but if we didn't have a well-trained and competent Operating Engineer to run and maintain that piece of equipment that Cat would sit outside and rust. The key words are "well-trained and competent."

From the high country of Colorado to the majestic mountains of Montana, where do you find a well trained and competent work force? Fortunately for me, I worked for signatory contractors that had labor agreements with different building trade organizations that provided us with well-qualified workers for whatever trades we needed.

A well-trained workforce begins early with the apprenticeship programs of the individual trades.

These apprenticeship programs teach young men and women how to place and finish concrete, how to lay down asphalt, how to build plywood concrete forms and how to operate heavy equipment to move the earth and many, many, more valuable and useful construction trade crafts. The young apprentice spends his or her indentured time learning the skills of the trade by classroom training and on-the-job work experience. The apprentice is taught to be responsible for their own actions: to show up on time; give a full day's effort for a full day's pay; complete their paper work; attend class, etc. Lessons taught and learned early by apprentices last a lifetime.

I have always felt that management and labor need to work together for the betterment of the industry. There are so many goals common to both management and labor, that old-line stereotypes and prejudices must be set aside for the common good.

And in my opinion there is no more important common goal then recruiting and training the next generation's labor force. What a wonderful and rewarding alternative for the young person who, for what ever reason, does not want to go to college.

### Apprentice Statistics For the quarter ending December 31, 2013

Number of active apprentices .....	55,280
Number of new registrations and reinstatements .....	2,679
Number of active women apprentices.....	3,302
Percent of active apprentices represented by women .....	6%
Percent of active apprentices represented by minorities .....	51%
Number of active veteran apprentices .....	3,727
Number of veterans registered in 2013.....	901
Number of those veterans who have completed apprenticeships.....	391

# FORGING A CONNECTION: APPRENTICESHIP & COMMUNITY

By Frank Cuneo, Training Coordinator, Bay area Sheet Metal JATC; VP, California Apprenticeship Coordinators' Association

Because it is a paid path to career-level skills and knowledge, apprenticeship can be an excellent career opportunity, and can provide a steady stream of highly-skilled workers for employers. But, in today's world, many potential candidates are unprepared, or even unaware of apprenticeship's opportunities; hence, our constant need for outreach.

In recent years, a variety of pre-apprenticeship programs have been developed to link good candidates with programs, with mixed results. Trade introduction courses, especially those for candidates beyond high school, have been discussed and compared in labor research reports, employment development conferences and the California Conference on Apprenticeship. A few apprentice programs signed agreements providing limited placements or other forms of credit toward their apprenticeship for recognized preparation training, and some apprenticeships provided their own preparation training, but most trainings were less connected to apprenticeship. An idea began to surface that more coordinated, yet flexible training may allow greater recognition and success with apprenticeships.

In 2009 the Building and Construction Trades Department of the AFL-CIO introduced the Multi-Craft Core Curriculum, developed in partnership with

various trades, producing the sort of realistic, coordinated trades introduction that apprentice candidates really need. The curriculum's success can be attributed to close connections with local building trade councils and related apprenticeships.

In 2011, Assembly Bill 554 (Atkins) took a significant step to better link trades preparation efforts, requiring State and Local Workforce Investment Boards (WIBs) to collaborate on apprenticeship preparation with DAS-approved apprenticeship programs and California Community Colleges. As implementation of AB 554 began in 2012-13, representatives of trade organizations, apprentice programs, DAS, WIBs and community colleges met at regional meetings around the state; realistic understandings developed and local groups saw how they could work together.



A local group that met in San Mateo County, including representatives of apprenticeship programs, the building trade council, the WIB, the community college district, and SMCUCA (a labor-management association), determined they could not only join for outreach, but also for a well-connected pre-apprenticeship training program.

Over the past year, the group has been developing a curriculum featuring instructor placement by the Bay Area Apprentice Coordinator's Association; utilization of

the Multi-Craft Core Curriculum and OSHA 10 curriculum; classroom location and campus services at the College of San Mateo; partial training funding, assistance with candidate selection and related job services by the San Mateo WIB; support from the California Division of Apprenticeship Standards; and financial oversight through SMCUCA; while focusing training on realistic apprenticeship expectations and opportunities.



In partnership with a similar Santa Clara County group, the San Mateo group has recently secured

one-time grant funding, and is seeking additional funds. The first class is anticipated to begin in late spring 2014; those completing it will receive a special certificate to present to the apprentice programs they are interested in.

This exciting development is much more than one local class, but potentially a series of classes that will come to be recognized as a connection to apprenticeship. Community groups, high schools and counselors can refer the best candidates to the classes. We hope apprenticeship programs will recognize the value of the preparation, and will seek out successful students—and then provide credit as allowed by their standards on file with DAS.

We hope that other communities will forge similar connections with their apprentice preparation courses—keep your eye on this exciting new opportunity and take steps to implement it in your area.

## PRE-APPRENTICESHIP TRAINING ON TRACK FOR HIGH SPEED RAIL



By *Blake Konczal, Executive Director of the Fresno Regional Workforce Investment Board*

Unemployment in the Great Central Valley of California has been a perennial problem; with agriculture as the first industry sector historically (and still dominant), seasonal unemployment has been the norm.

Exacerbating the Central Valley's workforce woes is the misguided policy followed by many valley communities to market themselves as a "cheap place to do business." The problem is, businesses that locate in your area today because you are cheap will relocate tomorrow because: there's always someplace cheaper to do business.

Faced with these dire facts, the Central California Workforce Collaborative, a consortium of the eight workforce investment boards (WIBs) between Stockton and Bakersfield, undertook a detailed economic analysis that looked at public infrastructure projects as its own industry sector. The results of this analysis was staggering: between now and 2020 there will be \$30 billion worth of publicly-funded infrastructure construction projects in the Great Central Valley, not counting an additional \$6 billion for High Speed Rail.

Realizing that this massive and previously undefined industry sector was in our midst, and that the majority of these public infrastructure projects utilized the building trades unions, the Fresno Regional Workforce Investment Board (FRWIB) developed a program to offer "multi-craft, pre-apprentice" training to unemployed and underemployed clients for referral to various building trades. Partnering with the Fresno, Madera, Tulare, Kings Building Trades Council, under the leadership of Chuck Riojas of the IBEW Local 100, we have finished our first cohort of 25 students trained as pre-apprentices to be referred to building trades unions for work on the High Speed Rail project and other public infrastructure projects.

The FRWIB based much of its program design on the more than six cohorts of Power Pathways pre-apprentice utility worker trainees it has supplied to Pacific Gas & Electric and the IBEW Local 1245.

California Governor Jerry Brown has provided \$1.5 million to a partnership between the Fresno Regional Workforce Investment Board, the Stanislaus County Alliance, and the Kern-Inyo-Mono

Workforce Investment Board to train unemployed and underemployed workers as pre-apprentices for referral to construction unions employed on public infrastructure projects. This idea is not new—(then) Secretary of Commerce Herbert Hoover proposed a similar project to (then) President Warren G. Harding in 1923!

All prospective trainees are pre-screened using employment criteria including drug and background checks, as well as assessments for basic-level math and English needed to receive the training.



Some trainees participate in math and English remediation concurrent with their pre-apprentice training. Our multi-craft pre-apprentice training program exposes the trainee to generic coursework in construction, physical education training, and direct training by multiple building trades on their particular areas of specialty. At the end of the process these trainees are ready to hire!

# THE CALIFORNIA CLEAN ENERGY JOBS ACT

By Carol Zabin & Megan Scott

California's energy and greenhouse gas reduction programs invest billions of dollars each year in incentive programs, public works projects, and a variety of other contracts and subsidies. Proposition 39, approved by voters in November 2012, is one example of such an investment. The measure allocates up to \$550 million per year for five years for energy efficiency and clean energy projects in California's K-12 public schools and community colleges. In addition to goals of reducing the use and cost of energy for these facilities, Proposition 39 states that funds should "create good-paying energy efficiency and clean energy jobs in California." It also includes the goal of training and employing disadvantaged youth, veterans and others for jobs in these sectors.

The FY 2013-14 State of California budget directed \$381 million in Proposition 39 funds for projects at K-12 Local Educational Agencies (LEAs), which include school districts, county offices of education, charter schools and state special schools. The California Department of Education announced specific allocations for each LEA this past fall. The California Energy Commission (CEC) is in charge of developing and implementing the K-12 program and will begin accepting project applications (called "energy expenditure plans") in January.

SB 73 directs the CWIB to report jobs and workforce outcomes resulting from Proposition 39 investments. The CWIB is working with

the Department of Industrial Relations to develop an online reporting system that collects jobs and workforce data based on certified payroll records. This will provide critical data on the quantity, quality and classifications of jobs created, along with the geographic distribution of workers, which will help determine whether the program met its jobs and workforce goals.

The CWIB received \$3 million for FY 2013-14 to administer competitive grants for "earn-and-learn" job training and placement programs targeting disadvantaged workers, youth and veterans. The CWIB is issuing a Request for Proposals (RFP) to fund technical assistance and capacity-building, development and implementation. Eligible applicants include local Workforce Investment Boards (WIBs), community-based organizations, educational systems and other nonprofit workforce development training providers.

The CWIB will fund pre-apprenticeship training programs that are formally linked to state-registered apprenticeship training programs, which will help improve the job placement rate for training graduates, and avoid unnecessary duplication and competition among training programs. Key elements of the CWIB approach include: (1) pre-apprenticeship training aligned with local apprenticeship training programs and building trades councils and based on nationally certified multi-craft core curriculum; (2) regional partnerships and alignment of resources and programs among local WIBs, employers,

*In passing Proposition 39, California voters demonstrated a belief in the potential of energy and greenhouse gas reduction programs to improve our environment and economy.*

organized labor, K-12, Community Colleges, Conservation Corps, and community-based stakeholders; and (3) rigorous performance and evaluation methods to ensure program efficacy and continuous improvement.

The California Community College Districts received \$47 million in Proposition 39 funds for FY 2013-14, of which \$6 million will fund workforce development grants. The remainder of this funding will be spent directly on community college projects. The Chancellor's Office will administer grants to community colleges for education and training in energy efficiency and clean energy generation.

In passing Proposition 39, California voters demonstrated a belief in the potential of energy and greenhouse gas reduction programs to improve our environment and economy. Tracking and analyzing data from Proposition 39 projects and training programs will enable program implementers to evaluate outcomes and improve program performance. It will also inform California's myriad other energy and greenhouse gas reduction programs and help move California forward on the path to a cleaner state and a healthier economy.

*Dr. Carol Zabin is Co-Chair of the Donald Vial Center on Employment in the Green Economy and Director of Research at the Center for Labor Research and Education at UC Berkeley. Dr. Zabin also serves as Chair of the Green Collar Jobs Council. Megan Scott is Policy Analyst at the Don Vial Center and UC Berkeley Center for Labor Research and Education.*

# Celebrating 75 Years of California Apprenticeship

## 2014 CALIFORNIA CONFERENCE ON APPRENTICESHIP APRIL 29-MAY 1

By Scott Payne , Chairperson,  
2014 California Conference on  
Apprenticeship (CCA)

This New Year, 2014, marks the 27th Biennial California Conference on Apprenticeship (CCA) and the 75th Anniversary of Apprenticeship in California.

The CCA was created in 1960, as a permanent organization within the California apprenticeship framework and subject to the rules and regulations of the California Apprenticeship Council (CAC). It is composed of members of the CAC and representatives of California's apprenticeship committees and other organizations interested in apprenticeship. Designed to promote apprenticeship in California and share information to improve and enhance programs, the first of what would become a biennial conference was held at the Jack Tar Hotel in San Francisco May 18-20, 1960.

The "Apprenticeship Hall of Fame" was created by the CAC April 23, 1981, during Governor Jerry Brown's first administration, to recognize those who have made significant contributions to apprenticeship in California. It has become part of the CCA, this year marking its 32nd anniversary, and features an award dinner as the culmination of the conference.

In words as true today as in 1981, Governor Brown noted that "the skills acquired in apprenticeship increase the employment op-

portunities of individual workers while providing the nation with a workforce capable of meeting the challenges presented by growing scientific and technological knowledge."

The dinner is preceded by two days of speakers, workshops and vendor displays, with a special display this year highlighting a visual "Walk through History," commemorating the 75th Anniversary of the establishment of California's Apprenticeship law, the 1939 Shelley-Maloney Act.

This year's CCA workshop topics include the following:

- *Economic Development and Job Growth: Expanding Apprenticeship into Growing and In-Demand Occupations;*
- *Best Practices to Increase the Participation of Women and Veterans in Apprenticeship;*
- *The Role of Workforce Development Programs such as the Employment Training Panel (ETP), the California Workforce Investment Board (CWIB) and local Workforce Development Boards (WIBs) in support of Apprenticeship;*
- *Developments in Apprenticeship Related and Supplemental Instruction (RSI);*
- *Designing and Implementing Quality Pre-Apprenticeship Programs; and*
- *The Greening of Apprenticeship: Apprenticeship's Role in Meeting California's Ambitious Energy Efficiency Goals.*

The California Conference on Apprenticeship is reaching out this year to groups and organizations that may not have been included in the conference in the past to try to "demystify" apprenticeship, dispel myths and provide the opportunity to learn what apprenticeship has to offer.

Along with the workshops, there will be networking events to get everyone together in an informal setting to meet, discuss and learn from each other. These events will allow some great information to be exchanged and new partnerships to form.

The conference is being held at the Hilton San Diego Resort and Spa. This event will be here before you know it, so if you are planning to participate, I suggest you get your registration in soon!

Meeting information may be found on the DAS website at:

[www.dir.ca.gov/DAS/DASMeetings.html#6](http://www.dir.ca.gov/DAS/DASMeetings.html#6)

You can follow the link below to download the form:

[www.dir.ca.gov/das/DAS\\_MeetingAgenda/2014/May/CCARegistrationForm.pdf](http://www.dir.ca.gov/das/DAS_MeetingAgenda/2014/May/CCARegistrationForm.pdf)

Please fill out the form and mail it to the address listed.

Hotel information may be found at the following link:

[www.hilton.com/en/hi/groups/personalized/S/SANHIHF-CCA-20140429/index.jhtml?WT.mc\\_id=POG](http://www.hilton.com/en/hi/groups/personalized/S/SANHIHF-CCA-20140429/index.jhtml?WT.mc_id=POG)

*We look forward to seeing you there!*

# Save the Date!

## California Conference on Apprenticeship

Celebrating the 75th Anniversary of the  
Shelley-Maloney Apprentice Labor Standards  
Act of 1939

April 29 - May 1, 2014—San Diego, CA

**Biennial Conference Benefitting  
Apprenticeship in California**

Full 2-Day Conference Fee \$250.00  
Early Registration Starts August 1, 2013  
Location: Hilton San Diego Resort and Spa

**Please share this event with others  
interested in learning more about  
apprenticeship!**

- ◆ Nine Informative Workshops
- ◆ Shelley-Maloney Act Historical Presentation
- ◆ Hall of Fame Honoree Banquet & Entertainment
- ◆ 2 Networking Events (April 29, 2014)
- ◆ Vendor Exhibits



See us on Facebook: [www.facebook.com/CCA1959](http://www.facebook.com/CCA1959)



California Conference on Apprenticeship Committee  
In Association with the California Apprenticeship Council