Department of Industrial Relations
STATE OF CALIFORNIA

California Division of Apprenticeship Standards

APPRENTICESHIP

Preserving Institutional Knowledge While Growing The Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL
2nd Quarter | 2016

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Photo Credit: High-Speed Rail Authority

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Photo Credit: Damon Brown by Holly Brown

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Department of Industrial Relations
STATE OF CALIFORNIA

The California Department of Industrial Relations (DIR) protects and improves the health, safety, and economic well-being of over 18 million wage earners and helps employers comply with state labor laws. DIR is housed within the Labor & Workforce Development Agency.

California Division of Apprenticeship Standards

DIR's 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.

Opportunities for apprenticeship and leadership roles

Christine Baker
Director, Department of Industrial Relations

As the need for apprentices increases it is important to open doors of opportunity to women, particularly in leadership roles.

California's growing economy has led to a corresponding demand for skilled labor, which provides apprentices a path to successful careers. The Department of Industrial Relations and the Division of Apprenticeship Standards, with the strong support of Governor Brown, is expanding apprenticeship programs and creating new ones to meet the state's needs today and in the future.

One area for expansion is the recruitment of women into the building trades. More than a decade ago, the Blue Ribbon Committee on Women in Apprenticeship concluded that women need support and increased leadership opportunities to build their numbers in apprenticeship beyond 6 percent. To that end, DIR and the California Apprenticeship Council developed the Director's Award for Excellence in Supporting Women in the Building Trades.

I am pleased to present this year's award to Operating Engineers Local Union Number 3 Joint Apprenticeship Committee for Northern California. The OE3's Joint Apprenticeship Committee's workforce includes 9 percent women, well above the 3 percent that still remains the norm in the building and construction trades.

Recruitment and retention are keys to increasing the number of women in apprenticeship and this award recognizes programs that do both. OE3's Joint Apprenticeship Committee has maintained a 5 percent annual increase in recruiting women, year after year. This success comes from a focused effort combining outreach and collaboration with trades organizations, vocational schools and employment agencies, with the goal to institute and maintain quality education. Once the apprentices are ready, the JAC works closely with employers to build and maintain an inclusive workplace that truly represents California's diversity.

The JAC's Director of Apprenticeship Tammy Castillo is one of the few but growing number of women holding a leadership position in the trades; her staff includes four women in management positions and two female instructors. This helps attract and retain women into the program. As Tammy Castillo notes, "We can clearly see our recruitment efforts are working by the 168 female applicants on our applicant list, as well as seeing more women each time we schedule testing."

The Blue Ribbon Committee's report, conducted in 2003 and released in 2006, noted that 64 of the women surveyed said they wanted to become leaders. This is another area in which Operating Engineers Local Union Number 3 Joint Apprenticeship Committee for Northern California is leading by example.

As the need for apprentices increases it is important to open doors of opportunity to women, particularly in leadership roles, so that California can continue to lead the way.

Join me in congratulating Operating Engineers Local Union Number 3 Joint Apprenticeship Committee for Northern California for their exemplary work in the recruitment, retention and support of women in the building trades.

Photo Credit: Operating Engineers Local Union Number 3

Left: Tammy Castillo (front and center) with Operating Engineers Local Union Number 3 instructors. Right: OE3's administrative staff.

Proud traditions, new beginnings converge at CCA

Diane Ravnik
Chief, California Division of Apprenticeship Standards

California Division of Apprenticeship Standards

California continues to be both a pioneer and innovator, leading the nation with over 65,000 registered apprentices—1/7th of all apprentices in the country, and three times that of any other state.

The proud and pioneering traditions of California's "traditional" apprenticeship programs — some dating back to the late 1930s and honed over the years — are providing insights into the successful operation of formal, registered apprenticeship to nascent apprenticeship programs in new industries and occupations at the 29th biennial California Conference on Apprenticeship (CCA) in Monterey April 26–29. This 29th CCA features two days of workshops and plenary sessions displaying "best practices" and exploration of evolving issues: in related and supplemental classroom instruction (RSI), apprenticeship's relationship to the new Workforce Innovation and Opportunity Act (WIOA), financial wellness for apprentices, and building sustainable workforce diversity, to name a few.

At this CCA, we also mark the 35th anniversary of the Apprenticeship Hall of Fame at a banquet welcoming four new inductees — Dave McEuen, Michael Sparks, Daryl Peterson and Sandra Benson. Their many years of achievements are highlighted on pages 8 and 9 of this issue.

Established April 23, 1981 by the California Apprenticeship Council (CAC), the Apprenticeship Hall of Fame was created to honor those who have made "significant contributions to apprenticeship in California." Then-Governor Jerry Brown marked the first Apprenticeship Hall of Fame by declaring the month of October "State Apprenticeship Month," commending the California Apprenticeship Council (CAC) and the Division of Apprenticeship Standards (DAS) for seeking to "anticipate and meet this country's ever-increasing need for a highly skilled workforce."

At that time, Governor Brown noted that "the skills acquired in apprenticeship increase the employment opportunities of individual workers while providing the nation with a workforce capable of meeting the challenges presented by growing scientific and technological knowledge." Now, some 35 years later, in a November 2015 letter commemorating the first National Apprenticeship Week, Governor Brown noted that "given the significance of apprenticeship to the state's workforce development system, it is essential that the apprenticeship model continue to adapt along with changes in our economy." In order to support the growth of apprenticeship, the Governor added some $15 million to both his 2015–16 and his 2016–17 state budgets "to expand existing apprenticeship programs and to create new programs in non-traditional fields and emerging industries with unmet labor demands."

Governor Brown himself was inducted into the Apprenticeship Hall of Fame in April 2014, on the 75th anniversary of California's apprenticeship law, the Shelley-Maloney Apprenticeship Standards Act, enacted in 1939. Today, California continues to be both a pioneer and innovator in apprenticeship around the nation, leading the nation with over 65,000 registered apprentices—1/7th of all apprentices in the country, and three times that of any other state.

At this CCA we also welcome the 24 new grantees of the Governor's California Apprenticeship Initiative, who will be learning from the apprenticeship "pioneers" how to create successful, sustainable, enduring new apprenticeship programs, while greatly expanding the scope of apprenticeship and continuing to build that next generation of skilled workers to meet the needs of our growing California economy.

Building our future

Yvonne de la Pena
2016 Chairperson, California Apprenticeship Council

Our programs are facing exciting times that offer both great opportunity and great responsibility.

On behalf of the California Apprenticeship Council, I'd like to welcome you to the 29th Biennial California Conference on Apprenticeship (CCA) in Monterey and congratulate this year's Hall of Fame inductees.

For more than 75 years, apprenticeship has been an unsurpassed force helping to build a well-trained, more capable and more diverse workforce in California. Through three quarters of a century, California has remained the beacon for the nation, training more apprentices to higher standards than anywhere else in the nation.

The continuing strength and relevance of apprenticeship training underscores the enduring strength of this model for workforce development. As the apprenticeship community gathers at the CCA, we continue to build on the qualities that are at the heart of the apprenticeship — collaboration, commitment and opportunity.

Our apprenticeship programs are facing exciting times that offer both great opportunity and great responsibility.

The opportunities are provided by a growing economy, and a renewed commitment from the state to support apprenticeship. The funding support in the most recent state budget provides the opportunity for innovative efforts to bring apprenticeship into additional, non-traditional industries. For me, these possibilities are particularly exciting, as similar out-of-the-box thinking brought apprenticeship into the fire service over three decades ago.

Even as we cheer the possibilities of the future, we face a great responsibility to maintain a course that preserves the quality and high standards we have fought so hard to attain. Apprenticeship is, first and foremost, about creating excellence in the work force of the future.

We only make this work through the collaboration and commitment that is the cornerstone of this conference. The partnerships and collaboration that start at this conference is at the heart of apprenticeship and gives program sponsors, educators and the CAC the ability to actively participate in building the future of apprenticeship.

Even as we look into the future, we honor the rich legacy and incalculable contribution apprenticeship has made to California. The Hall of Fame inductees, both past and present have led the way toward a stronger, better trained and more diverse workforce for our dynamic state.

As participants in the CCA, you are a part of that legacy. I hope you will make the most of it by participating in the opportunities afforded at this conference. The workshops and networking opportunities are many, and the ability to share ideas and experiences is invaluable.

California remains our nation's economic engine. By building apprenticeship, we are not only building a strong, competent work force, we are also building our future.

Photo Credit: High-Speed Rail Authority

New grants fund innovative program for life sciences

Van Ton-Quinlivan
California Community Colleges
Vice Chancellor of Workforce
& Economic Development and
CAC Commissioner

The payoff to individuals who pursue these pathways is significant, with beginning median wages ranging from $31 to $36 per hour.

In recent months we reported on an exciting development: issuance of $15 million in new grants under the California Apprenticeship Initiative (CAI) to fund the expansion of apprenticeship programs statewide. Awardees have been selected and innovative projects are now underway. One exciting example is San Diego Miramar College under the New and Innovative grant portion of the initiative. This CAI awardee is creating a new and unique apprenticeship called Innovative Apprentices for Life Sciences Industry (IALSI) in San Diego, Los Angeles and Orange counties, and indeed across the state of California. Occupations in the life sciences industry are in high demand and as a result garner high wages.

Innovative Apprentices for Life Sciences Industry will become a workforce pipeline into an industry experiencing robust growth of 12% to 25% (depending on the position). The payoff to individuals who pursue these pathways is significant, with beginning median wages ranging from $31 to $36 per hour. IALSI will focus on 9 apprenticeships in the near term:

- Microbiology Quality Control Technician
- Chemistry Control Technician
- Regulatory Compliance Associate
- Regulatory Affairs Specialist
- Clinical Research Coordinator
- Quality Assurance Associate/GXP Auditor
- Clinical Trial Assistant
- Drug Safety Associate
- Clinical Data Coordinator

The intent of the Chancellor's office is to support just this kind of development — and the team from Miramar College is already moving toward delivering on expectations. In July 2015, the California Division of Apprenticeship Standards registered both Microbiology Quality Control Technician and Chemistry Control Technician. The remaining registrations will be secured and the program will register 30 apprentices before January 2018. All apprentices will attain third party credentials required by the industry.

Rx Research Services, Inc. is the unilateral apprenticeship industry sponsor for IALSI and will collaborate with 17 host companies in the region. Companies actively participating in building this program, either by hosting apprentices or by participating on the industry advisory board, are Allele Biotech, ThermoFisher, Genomic Health, Auspex Pharmaceuticals, Inc., Lab Launch, Inc. and STARR Surgical.

Although this project kicks off in Southern California counties, the long term sustainability plan includes expansion into Northern California, and specifically into the Bay Area, an area of rapid growth in this industry. The advisory board will develop and maintain a braided funding model utilizing effective practices from across the state, leveraging Related and Supplemental (RSI) support, Workforce Innovation and Opportunity (WIOA) funds and veterans training resources. The long-term vision includes sustaining a pipeline of apprentices prepared for work in the life sciences industry at a minimum of six community colleges across the state.

We are all excited to watch the growth of this and other new and innovative apprenticeship programs throughout our state. We look forward to learning promising practices from them that will allow more industries to use this proven workforce training model.

Apprentice Statistics for the quarter ending March 31, 2016

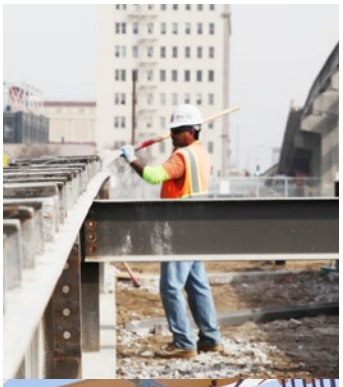
66,022	5,611	4,024	6.1%	61.5%	4,402	294	83
Number of active apprentices	Number of new registrations and reinstatements	Number of active women apprentices	Percent of active apprentices represented by women	Percent of active apprentices represented by minorities	Number of active veteran apprentices	Number of veterans registered in 2015	Veterans who have completed apprenticeships in 2015

ELIZABETH JONASSON High-Speed Rail Authority

High-Speed Rail: Creating jobs in the Central Valley

So far, more than 7,800 project hours have been dedicated to apprentices.

Photo Credits: High-Speed Rail Authority



Top photo: Demolition work on the Tuolumne Street Bridge in Fresno. Bottom photo: Apprentice Arlan Harrell, who is also the subject of the cover photo, gives a positive sign at the Highway 145 worksite in Madera.

Every morning, Eddie Drayden wakes up excited to work on one of the multiple high-speed rail construction projects underway in the Central Valley. When Drayden initially joined the Construction & General Laborers Local 294, 23 years ago, he never imagined he would be working on a project of this magnitude.

"I put a lot of effort into my work," Drayden says. "I helped build Valley Children's Hospital, various highway interchanges, and now I can say I helped build high-speed rail." He proudly wears the distinction of being the first worker to be dispatched to the project as he shares stories of what it was like to work on the test pile in Madera County over a year and a half ago.

Since then, geotechnical work, and numerous demolition and utility relocation projects have been completed. Currently, contractors, subcontractors and businesses of various sizes are working at six construction sites throughout Fresno and Madera. Three more sites will be added in the coming weeks. These include construction of two viaducts, a trench and the realignment of State Route (SR) 99 (commonly known as Highway 99) in Fresno.

Construction of the Fresno River Viaduct in Madera County began last year and is expected to be finished this summer. This 1,600-foot long structure runs parallel to the existing tracks traversing State Route 145 between Raymond Road and Watson Street.

While work on that structure is wrapping up, crews are starting to drill and pour the foundations for the Cedar Viaduct near North and Cedar Avenues in Fresno. The tall viaduct will carry trains over SR 99 toward either the station in downtown Fresno or Hanford.

Another project underway in the heart of Fresno is the demolition of the old one-way Tuolumne Street Bridge to make way for a higher, two-way bridge that will accommodate future high-speed rail service. This site will be bustling throughout the year as demolition wraps up and construction of the new Tuolumne Street Bridge begins. J. Kroeker, Inc., a woman-owned small business in the Central Valley, is in charge of removing the bridge, which spans over well-trafficked railroad lines, and ensuring it goes smoothly. The Authority has an aggressive 30 percent small business participation rate, and as of December 1, 2015, there are 92 Valley small businesses with commitments to the high-speed rail program.

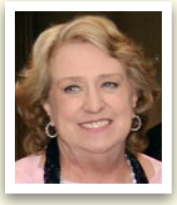
Drivers on SR 99 are seeing first hand another one of the project's construction sites. The highway will be realigned from Clinton to Ashlan Avenues in Fresno to make way for the high-speed rail tracks. The resulting configuration will include new, more driver friendly, on and off ramps. This major undertaking is being done by Caltrans as a contractor to the High-Speed Rail Authority.

There are two lesser known construction areas in the City of Fresno where work is now underway: The Fresno Trench and State Route 180 Tunnel. These two projects are separate but connected, literally. The trench starts at Olive Avenue and continues below street level until Stanislaus Avenue. The tunnel will be the section of the tracks that go directly under the freeway.

Drayden is one of thousands of Valley workers that will be employed building the various structures, bridges, trenches, overpasses and underpasses needed to complete the project. Thus far, for the first 29 miles of high-speed rail, trade workers have clocked in more than 91, 800 hours. This includes carpenters, operating engineers, laborers and other skilled workers from the local trade halls. These projects also provide opportunities for apprentices learning the trade to gain valuable paid experience. So far, more than 7,800 project hours have been dedicated to apprentices.

To see the latest on construction projects in the Valley, please visit our construction website at www.BuildHSR.com or follow our progress at Facebook.com/CaliforniaHighSpeedRail or on Twitter @CaHSRA. The latest on road closure and construction alerts can also be found at quickmap.dot.ca.gov.

2016 Apprenticeship Hall *of* Fame



Sandra Benson recently retired as a partner in the law firm of Weinberg, Roger & Rosenfeld, specializing in the representation of Unions and Apprenticeship Programs. She began her career as a legal secretary and had the equivalent of a "legal apprenticeship" under the mentorship of the nationally renowned labor attorney Victor Van Bourg. She graduated from Boalt Hall Law School at University of California, Berkeley and was made a partner in the firm of Weinberg, Roger & Rosenfeld, representing unions and apprenticeship programs.

Sandra has been a champion for apprenticeship for more than three decades. She served as the general counsel to the California Apprenticeship Coordinators' Association for more than 20 years as well as scores of construction and non-construction apprenticeship programs throughout California and the United States. She was a member of the board of directors of the AFL-CIO National Labor Lawyers Coordinating Committee where she was a voice for apprenticeship.

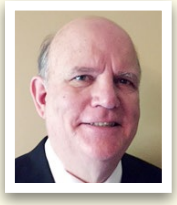
She was also appointed labor's representative on the CAC's Blue Ribbon Committee for Apprenticeship Standards for the State of California and served on the CAC's Blue Ribbon Committee for Retention of Women in the Construction Industry.

Sandra also worked extensively with community based organizations to open apprenticeship opportunities for at-risk youth and underserved communities, and was a member of the board of directors for the Cypress-Mandela Training Center in Oakland, which was recognized by the United States Department of Labor as a national model.

Benson has represented unions and apprenticeship programs in jury and non-jury trials all across the United States and litigated labor and apprenticeship cases before both the California Supreme Court and the U.S. Supreme Court.

Benson also specialized in negotiating Project Labor Agreements where she consistently insisted on protecting the interests of apprentices on major construction projects. She has negotiated some of the largest project labor agreements (PLAs) in the country, including the ground-breaking Port of Oakland Maritime and Aviation Agreement and the Hetch Hetchy Water Improvement Project Agreement which is currently the largest public works water project in the United States. Her successful litigation of the Supreme Court case involving the construction of the San Francisco International Airport proved to be a groundbreaking legal strengthening of California's apprenticeship programs.

Sandra has been a champion for apprenticeship for more than three decades.



Dave McEuen started as an ironworker apprentice in the early 1970s in the Bay Area. He has been in the industry for more than 45 years, and a signatory contractor for 38 years. His many years of experience and his awareness of the conditions of the industry allows him to give invaluable advice and help. Many ironworkers have gone to work for Dave as apprentices and have continued on with as journeymen, foremen and superintendents at his Benicia-based company, California Erectors, Inc. Together, they have built scores of buildings and steel structures throughout the state.

Dave's dedication to apprenticeship is demonstrated in many ways. He serves as the management co-chair of the Ironworkers Statewide Apprenticeship Trust, and under his leadership, all five of the University of Iron Training Centers in Northern and Southern California have been refurbished or built from the ground up in the last 12 years. These facilities are all accredited through the American Welding Society as approved test labs. Dave oversees the training centers' staff, maintenance, upgrades, improvement, safety and training.

Dave has been a champion for pre-apprenticeship training, aiding the process by removing barriers for applicants. Standards were amended to allow direct entry for veterans, pre-apprenticeship graduates and newly organized members. He has also recently lent support to women's pre-apprenticeship courses to bring new apprenticeships into the trade.

The Ironworkers' apprentice mission statement is "To ensure that Ironworkers are trained to the highest level of safety and productivity." Thanks to Dave McEuen's leadership, that mission is accomplished on a regular basis.

Dave oversees all five of the training centers: staff, maintenance, upgrades, improvement, safety and training.

SANDRA BENSON DARYL PETERSON

2016 Hall of Fame Inductees

DAVE MCEUEN MICHAEL J. SPARKS

Daryl Peterson has been a welding instructor for the Loyd E. Williams Pipe Trades Training Center in San Jose for more than 47 years.

When he started teaching in 1970, Boeing's 747 jetliner made its first commercial flight, "All My Children" made its television debut, and new car models included the Pinto and Gremlin. Daryl has outlasted almost all of them.

Daryl learned about steam and welding while serving in the Navy between 1958 and 1961. He joined Local 393 in San Jose in 1963 and set about becoming one of the top craftsmen in his trade, while at the same time working to establish a first-class welding program. He has spent a lifetime honing his steam fitting and welding skills, continuously adding to his tremendous base of knowledge of the trade.

Daryl has also dedicated his life to mentoring and training others. In addition to his work at the Loyd E. Williams Pipe Trades Training Center, he also spends many hours at the Elmwood Correctional Facility in Milpitas teaching welding to inmates — a marketable skill that improves their chances of successfully transitioning into the working world.

One of Daryl's gifts is the ability to connect with others, as he does even with his more youthful students. In their instructor evaluations, they typically take the initiative to write comments that reflect their respect and appreciation for Daryl's teaching style and excellent communication skills.

The training center has begun to film some of his class sessions to preserve his thoughtful interpretations of the curriculum he so diligently developed. Daryl is more than an instructor, he is also a mentor and father figure.

And Daryl Peterson shows no signs of slowing down. He epitomizes the essence of apprenticeship: to selflessly offer up what you know to others so that they can carry on the tradition of excellence and continuous improvement.

One of Daryl's gifts is the ability to connect to others, as he does even with his more youthful students. Daryl is more than an instructor, he is also a mentor and father figure.

Michael J. Sparks began his remarkable career in 1968.

He started his apprenticeship that year and is an example of the pathways afforded by the apprenticeship model. That journey has taken him from apprentice to foreman to project manager to superintendent, and he always generously shares his wealth of knowledge.

He has been with the San Diego Electrical Training Center's Joint Apprenticeship and Training Committee (JATC) since 1984, and was its chairman for 20 years. During this time, he also served on the California Statewide Electric JATC and was inducted into the National Apprenticeship Hall of Fame in 2015.

That year's conference was held in San Diego, where he has spent his career. He was president of the San Diego National Electrical Contractor Association (NECA) from 1993–94. He received the Founder's Award in 2002 from the San Diego chapter of NECA for his leadership and service — one of only 10 such awards given in the chapter's 73-year history. Michael Sparks entered the Academy of Electrical Contracting as a fellow in 2008.

The Academy honors outstanding leaders in the field and Michael was a worthy recipient, as he is of the Apprentice Hall of Fame honor.

Michael received the Founder's Award from the San Diego chapter of NECA in 2002, one of only 10 given in 73 years.

DENNIS MORIN Contributing Writer

Inside wireman apprentice rides the wave

Surfer, den leader, apprentice. This ain't your typical soccer mom. Erin Gibbens is a third year apprentice in the Sacramento IBEW/NECA inside wireman apprenticeship program. A former SMUD tech for the meter upgrade program, she was glad to meet the right people when she was laid off.

"The guys are like family," says Gibbens. "They really care about you and support you every step of the way."

A native of Pismo Beach, Gibbens enjoys shredding the waves of the Pacific, fishing and spending time with her family. But perhaps her biggest catch was finding her way to the program and the exciting opportunities it provides.

Her current job is on the state-of-the art Golden One Center, Sacramento's new arena and home of the NBA's Sacramento Kings. She is amazed by the magnitude and complexity of the systems. Her program is giving her the tools to succeed

With over 75 years of success in building electrical careers in the Sacramento and Redding areas, the Training Center is the educational force of IBEW Local 340 and NECA Sacramento. It employs professionally certified instructors who are experts in the skills of the electrical trade and is one of the larger schools of its kind on the west coast. The inside wireman apprenticeship is a five-year "learn while you earn" process that provides free classroom training, paid on-the-job training, and culminating in graduation to a journey-level inside wireman. Applications are available 24/7 online at www.340jatc.org

The 16,000 square foot training center contains classrooms, computer lab, instrumentation lab, conduit bending and motor control labs, and an outdoor training mock up area. Hands-on training is its hallmark feature.

During Erin's apprenticeship, she is learning how to install, repair and troubleshoot electrical power systems, lighting systems, motor and energy-efficient control systems, solar power generation, and other topics pertinent to the inside wireman craft.

The program's high graduation rate underscores its commitment to learning and nurturing the next generation of electricians.

Gibbens thinks her program is ideal for women considering the trades. "You can do it," says Gibbens. "If you are willing to learn and work hard, this is the program for you."

Gibbens thinks her program is ideal for women considering the trades.

Photo Credit: Dennis Morin

HOLLY BROWN Local 3 Joint Apprenticeship Committee (JAC) Coordinator

Apprentices kicking ash

A devastating fire swept through Clear Lake last year that destroyed over 1,000 homes, creating debris and disaster in its path. To combat its effects and provide essential clean-up, at least 20 apprentices joined hundreds of journey-level operators, once they received their Hazmat certification. They came from all over Northern California to provide help, including Burlingame, Fairfield, Rohnert Park, Stockton, Fresno, Redding, Sacramento and Morgan Hill. These apprentices include Brandon Magnussen, Jacob Ewert-Heckman, Danny Batterton, Robert Moreno, Alex Finau, John Griswold, James Walters, Samuel Barrett, Antonio Vega, Nicole Stephenson, Mathew Gibber, Damon Brown, Zachari Zinkovich, Domingo Holguin, Chris Boblitt, Musaqoi Young, Estefan Ramirez, William Talbot, Robert Carrillo and Joshua Yarnal.

Pacific States Environmental has had as many as 10 apprentices onsite, and A. J. Diani employed many apprentices, as well.

Second-step Apprentice Josh Yarnal was dispatched to the clean-up site in October and has a personal connection to the effort, as members of his family live or have lived in the areas most affected.

"I'm glad to help and bring these places back to normal," he said.

Yarnal operated the skid-steer for A. J. Diani to remove ash and debris in the places the excavator couldn't reach. He finished in January and noted how rewarding the work was — just another reason why he enjoys his career.

"I love it," he said. "I haven't had a job I liked so much before — so many different places to work and so many different things to do."

Fourth-step Apprentice Chris Boblitt, a Santa Rosa native, was out on disability with a torn ACL when he signed up for a Hazmat class to be ready to help when he healed. His house was very close to the fires but thankfully wasn't affected. When he was dispatched to the clean-up site for Pacific States, he couldn't believe what he saw.

"There was nothing there; houses were just to the ground," he recalled.

One homeowner cried and hugged him for helping out — a memory he won't forget.

Boblitt also won't forget the day he was accepted into the Apprenticeship Program. He was about to start working as an electrician, when he received the call after being on the waiting list for three years.

Today, he tells people all the time that they should join.

"I'm proud of it," he said, about his career and the work he has done on the fire clean-up.

We're proud of our apprentices for digging their heels in and kicking some ash.

There was nothing there; houses were just to the ground.

Apprentices (clockwise from top left) Joshua Yarnal, Matt Gage, Danny Batterton, Jacob Ewart-Heckman, Domingo Holguin and Mathew Gibber in Clear Lake. Damon Brown is pictured on page 2. Bottom photo: Chris Boblitt helps the clean-up effort.

Acoustical Installer ‘Activity Director ‘Aerospace Engineer ‘Aerospace Engineering & Operations Technician ‘Air Balance and Testing Tech ‘Air Balance Testing Technician ‘Air Conditioning and Refrigeration Mechanic ‘Air Conditioning Mechanic ‘Air Conditioning Refrigeration Mechanic ‘Air Conditioning Specialist ‘Air Conditioning/Refrigeration Mechanic (Maintenance) ‘Aircraft Governor Technician ‘Aircraft Structure, Surfaces, Rigging, and Systems Assemblers (A/C Installer Mechanic) ‘Arson & Bomb Investigator ‘Assistant Lineman (LRV) ‘Assistant Lineman (Wayside) ‘Auto & Truck Body Builder ‘Auto Body & Fender Repairer ‘Auto Body & Fender Repairman ‘Auto Body Repairer Fender ‘Auto Machinist ‘Auto Mechanic ‘Automatic Screw Machine Set Up Operator ‘Automatic Screw Machine Set-Up ‘Automotive Body Repairer ‘Automotive Electrical Repairer ‘Automotive Electrician ‘Automotive Machinist ‘Automotive Mechanic ‘Automotive Painter ‘Automotive Parts Clerk ‘Automotive Radiator Mechanic ‘Automotive Radio Repair ‘Automotive Technician ‘Automotive Technician Specialist - Lead Tech ‘Automotive Technician Specialist - Senior Tech ‘Automotive Technician Specialist - Tech ‘Automotive Technician Specialist - Trainee ‘Automotive Upholsterer ‘Automotive Upholsterer & Trimmer ‘Automotive Upholsterer (Trimmer) ‘Automotive/Equipment Mechanic ‘Baker ‘Barber ‘Biomedical Equipment Technician ‘Body and Fender ‘Boilermaker ‘Book Binder ‘Brick Tender ‘Brick Tender (Hod Carrier) ‘Bricklayer ‘Bricklayer & Stonemason ‘Bricklayer (Construction) ‘Bricklayer/Stonemason ‘Bridge, Structural, Ornamental and Reinforcing Ironworker ‘Broiler Cook ‘Building Insulator ‘Building Service Engineer ‘Bus Mechanic ‘C N C Machine Operator ‘C.N.C. Machine Technician ‘C.N.C. Machinist ‘Cabinet Maker ‘Cable Splicer ‘Cable Splicer - GC ‘California Highway Patrol ‘California Highway Patrol Officer ‘Caltrans Heavy Equipment Mechanic ‘Carp Main ‘Carpenter

What is the California Apprenticeship Council?

Established by the 1939 landmark Shelley-Maloney Apprentice Labor Standards Act, the California Apprenticeship Council sets policy for the Division of Apprenticeship Standards (DAS). The 17-member council is comprised of six employer, six employee and two public representatives appointed by the governor, plus one representative each of the chancellor of the California community colleges, superintendent of public instruction, and director of industrial relations as administrator of apprenticeship. The DAS chief serves as secretary to the council, and the division provides staff assistance to the CAC and its subcommittees.

The council meets quarterly in different locales around the state to address issues affecting apprenticeship in California:

- Receives reports from the DAS chief and other cooperating agencies
- Provides policy advice on apprenticeship matters to the administrator of apprenticeship
- Ensures selection procedures are impartially administered to applicants
- Conducts appeals hearings on apprentice agreement disputes, new apprenticeship standards for approval, and apprenticeship program administration
- Adopts regulations carrying out the intent of apprenticeship legislation

Fitter (Laborer) ‘Landscape Gardener ‘Licensed Vocational Nurse ‘Licensed Vocational Nurse - Geriatrics ‘Line Erector ‘Line Mechanic ‘Lineman ‘Lineman (GC) ‘Lineman (LRV) ‘Lineman (Wayside) ‘Lineman - Transmission ‘Lineperson/Cablesplicer ‘Local Transportation Systems Technician ‘Locksmith ‘Locksmith I ‘Machine Repair Maintenance ‘Machine Tool Rebuilder ‘Machinist ‘Machinist (Material Control) ‘Machinist (Steam Generation) ‘Machinist - Welder ‘Machinist General ‘Machinist, Assembly ‘Machinist, General / Precision ‘Machinist, Inspector ‘Machinist, Machine Repairer ‘Machinist, Metal Former ‘Maintenance Machinist ‘Maintenance Carpenter ‘Maintenance Electrician ‘Maintenance Machinist ‘Maintenance Mechanic ‘Maintenance Mechanic (Can Line) (Press Line) (Coater) ‘Maintenance Mechanic (Special Products) ‘Maintenance Painter ‘Maintenance Plumber ‘Maintenance Plumber (Service and Repair) ‘Maintenance Repairer Factory ‘Maintenance Repairer, Buildings ‘Maintenance Technician ‘Maintenance, Service and Repair Plumber ‘Manager Cemetery ‘Manager Procurement Services ‘Marble Finisher ‘Marble Mason/Setter ‘Marble Setter ‘Marine Electrician ‘Martial Arts Instructor ‘Mason Finisher ‘Master Machinist ‘Master Maintenance Mechanic ‘Measurement & Control Mechanic ‘Meat Cutter ‘Meat Cutter Retail ‘Mechanic Rigger (Steam) ‘Mechanical Draftsman ‘Mechanical Engineer ‘Mechanical Equipment Service & Maintenance ‘Medical Technical Assistant ‘Metal Fabricator, Precision Welder ‘Metal Forming Set-Up Technician ‘Metal Worker (Maintenance) ‘Meter Technician ‘Meter Tester ‘Metering System Technician ‘Meterman (Electric Meter Repairer) ‘Meterperson ‘Mill & Cabinet Maker ‘Mill Cabinet Maker ‘Millwright ‘Mobile Concrete Pumps Operator ‘Mobile Vertical and/or Horizontal Drilling Machine Operator ‘Model Makers, Metal and Plastic ‘Modular Furniture Installer ‘Mold Maker ‘Mold Maker-Tool Maker ‘Mold, Die & Metal Surface Finisher ‘Neon Sign Electrician ‘Non-Licensed Operator (Nuclear Operator) ‘Nuclear Power Plant Senior Reactor Operator ‘Offset Press Operator ‘Operating and Maintenance Engineer (Stationary Engineer) ‘Operating Service Engineer (Boiler) ‘Operations & Maintenance Technician IV (Electrician) ‘Operations & Maintenance Technician IV (Mechanical) ‘Packaging Technician ‘Painter ‘Painter (Maintenance) ‘Painter I Maintenance ‘Painter, Decorator Paperhanger ‘Painter, Paperhanger and Decorator ‘Paramedic ‘Parking & Highway Improvement Painter (Laborer) ‘Parole Agent ‘Parole Agent (Field & Institution) ‘Parts Person ‘Pastry Cook ‘Pattern Maker ‘Patternmaker Wood ‘Pavement Striper ‘Photovoltaic Installer ‘Pile Driver ‘Pipe Fitter ‘Pipe Maintainer ‘Pipefitter ‘Pipefitter/Steamfitter ‘Plant Equipment Operator ‘Plant Mechanic ‘Plant Operator ‘Plaster Tender ‘Plaster Tender (Hod Carrier) ‘Plasterers ‘Plumber ‘Plumber & Pipefitter ‘Plumber (Maintenance) ‘Plumber Residential ‘Plumber, Service, Repair & Remodel ‘Plumber/Pipefitter ‘Pointer-Cleaner-Caulker ‘Police Officer ‘Police Officer I ‘Power House Mechanic (Generation Mechanic) ‘Power Line Mechanic ‘Power Lineman ‘Power Plant Control Operator ‘Power Plant Mechanic ‘Precision Grinding Technician ‘Precision Machine Tool Mechanic ‘Precision Machining Technician ‘Printer 2 ‘Protective Signal Installer ‘Psychiatric Technician ‘Radiation & Process Monitor (Traveling) ‘Radiator Repairman ‘Refrigeration & Air Conditioning Fitter ‘Refrigeration & Air Conditioning Mechanic ‘Refrigeration & Air Conditioning Mechanic Equipment Service & Maintenance ‘Refrigeration & Air Conditioning Service & Repair (Residential and Commercial) ‘Refrigeration & Air-Conditioning Mechanic ‘Refrigeration And Air Conditioning Fitter ‘Refrigeration and Air Conditioning Mechanic ‘Refrigeration Fitter ‘Refrigeration Fitter & Air-Conditioning Mechanic ‘Refrigeration Fitter / Air Conditioning Mechanic ‘Refrigeration Mechanic ‘Refrigeration Mechanics and Installers ‘Refrigeration Unit Mechanic ‘Registered Nurse ‘Reinforcing Ironworker ‘Relays Technician ‘Residential Plumber ‘Residential Sheet Metal Worker ‘Residential Sheet Metal/Service Technician ‘Residential Wireman ‘Residential/Light Commercial A/C Specialist ‘Revenue Maintainer I ‘Revenue Maintainer II ‘Rigger/Crane Operator ‘Rock, Sand & Gravel ‘Rodman/Chainman ‘Roofer ‘Roofer & Waterproofers ‘S.C.A.D.A./Telecommunications Technician ‘Sanitary Health Technician ‘Sausage Maker ‘Scaffold & Shoring Erector ‘Screw Machine Operator ‘Security Officer - Health Services ‘Security Officer - Manufacturing and Industrial ‘Security Police Officer I ‘Security Police Officer II ‘Security Police Officer III ‘Senior Electronics Technician ‘Senior Parts Technician ‘Service Advisor, Auto Repair ‘Service Technician ‘Sheet Metal Experimental Mechanic ‘Sheet Metal Service Worker ‘Sheet Metal Ship Yard Worker ‘Sheet Metal Specialist ‘Sheet Metal