



das
California Division of
Apprenticeship Standards

APPRENTICESHIP

Preserving Institutional Knowledge While Growing The Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

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In This Issue



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- 03 Apprenticeship is rooted in history
- 04 It's a new era for apprenticeship
- 05 CAC impacts the apprenticeship community
- 06 Governor restores apprenticeship RSI; adds an additional \$15 million for new programs
- 07 Women are "Building the Nation" in California!
- 08 An apprenticeship teaches life lessons
- 09 Finding a way from no way—one man's journey
- 10 New "University of Iron" scheduled to open mid-September
- 11 Ceremony honors graduates of pre-apprenticeship training class



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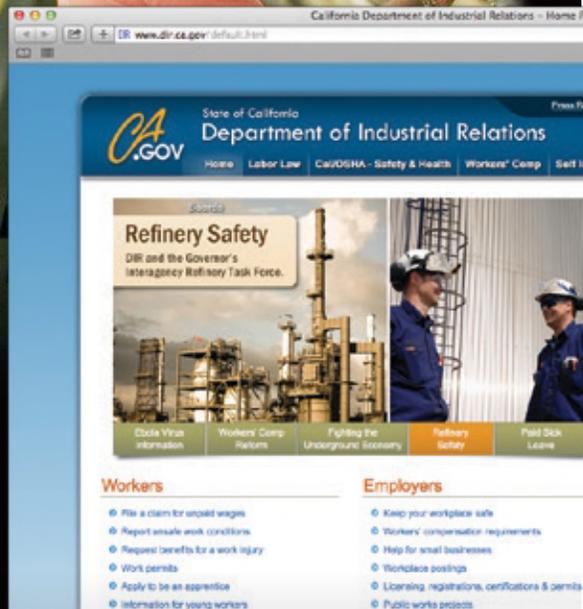


Photo Credit: Bob Gumpert

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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.



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.

Apprenticeship is rooted in history



Christine Baker
Director, Department of
Industrial Relations



During colonial times the concept of apprenticeship . . . existed back then but was first developed in the later Middle Ages and supervised by craft guilds and town governments.

THIS MONTH WE CELEBRATED the Fourth of July to commemorate our 239th birthday of independence. During colonial times the concept of apprenticeship, which is the system of learning while earning and learning by doing, existed back then but was first developed in the later Middle Ages and supervised by craft guilds and town governments. A master craftsman was entitled to employ young people as an inexpensive form of labor in exchange for providing food, lodging, and formal training in the craft. Most became master craftsmen after completion of their contract, usually a term of seven years. Although the majority of apprentices were male, female apprentices worked in the crafts of seamstress, tailor, cordwainer, baker, and stationer.

The Division of Apprenticeship Standards (DAS) has its own history worthy of acknowledgement. Opportunities for men and women to gain employable lifetime skills while providing employers with a highly skilled and experienced workforce continue

today. Since 1939 DAS has been promoting apprenticeship training through creation of partnerships, consultation with program sponsors, and program monitoring to ensure high standards for on-the-job training and supplemental classroom instruction are met. The field and technical staffs of the division assist management and labor by developing additional training programs, providing technical data through research on current trends and training practices to improve and expand existing programs, and by serving as the registration and certification agency for apprenticeship in California.

Under the auspices of the California Apprenticeship Council (CAC), each program operates under training standards in accordance with state and federal laws where an individual apprentices with a qualified worker to gain on-the-job skills. This system is just as relevant in the 21st Century as it was in the 15th Century—it remains a vital component to sustain a growing economy and to develop the next generation of labor.



Photo Credit: Bob Gumpert

It's a new era for apprenticeship



Diane Ravnik
Chief, California Division of
Apprenticeship Standards



The United States Department of Labor and the California Division of Apprenticeship Standards have both set an ambitious goal of *doubling* the number of registered apprentices in the next five years.



WE ARE TRULY ENTERING a “new era” for registered apprenticeship across the nation and especially here in California!

It is an era of recognition and long-overdue respect and appreciation for a tried-and-true employment training system that can meet employer needs for skilled personnel while offering the new workforce a ticket to the middle class, free of student loan debt through the opportunity to “earn while you learn.” What was, for many years, “the best kept secret—apprenticeship,” is finally coming out of the shadows.

We hope and expect that this new era of apprenticeship will be one of unprecedented support and growth. The initial support has already been evidenced by the federal government’s \$100 million in “American Apprenticeship Initiative” grants that will be awarded in early Fall and by Governor Brown’s inclusion of an additional \$29.1 million for the support and growth of apprenticeship in the 2015–16 Budget. The United States Department of Labor and the California Division of Apprenticeship Standards have both set an ambitious goal of *doubling* the number of registered apprentices in the next five years. With some 56,000 apprentices, California has already surpassed the number of apprentices (by almost three times) of any other state in the nation, which would put us at over 100,000 apprentices by the end of 2020. I believe we can do this.

Further supporting the growth and expansion of apprenticeship is a healthy, growing economy and the re-authorization of the Workforce Investment Act, now called the Workforce Innovation and Opportunity Act (WIOA). While registered apprenticeship was referenced and encouraged in the old WIA, apprenticeship is now mentioned 257 times in the new WIOA, with comments like “These programs (apprenticeships) are proven job-driven strategies that provide workers with career pathways and opportunities to

earn while they learn.” Under the new WIOA, all registered apprenticeship programs are now required to be listed on every WIB’s eligible training provider list (ETPL) and all local WIBs must have apprenticeship program representation on their boards.

At our last California Apprenticeship Council (CAC) meeting, Nick Loret de Mola of CWA (California Workforce Association which is the association of all local WIBs) presented an excellent forum on “WIOA and Apprenticeship” to our apprenticeship community. Nick and I will be reprising that presentation at CWA’s annual “Meeting of the Minds” conference in Monterey September 8–10 to a largely WIB audience.

Lastly, I am excited to announce that California will be hosting the annual conference of NASTAD (the National Association of State and Territorial Apprenticeship Directors) in San Diego from August 17–21. On the first day of the conference my fellow state apprenticeship directors will be joined by the Department of Labor Employment and Training Administration (DOL-ETA) Deputy Director Eric Seleznow, Office of Apprenticeship (OA) Director John Ladd, and federal OA apprenticeship staff from around the country. This joint federal-state session will hear about DOL’s new initiatives, including their “LEADERS” (Leaders of Excellence in Apprenticeship Development, Education and Research) program, the WIOA-Registered Apprenticeship partnership, and strategies to greatly expand apprenticeship.



Photo Credit: Bob Gumpert

CAC impacts the apprenticeship community



Richard Harris
2015 Chairman, California
Apprenticeship Council



I want to thank the Council again for providing informative and valuable forum topics that give our programs insights and resources that help us improve our workforce training.

—JAMIE ROBISON

AT CERTAIN TIMES, many of us may feel as though we are just going through the daily motions in life. It's easy to forget that sometimes what we say and do affect others and may even cause them to take action. In what may have seemed like a routine part of his job Robert Marcial did just that during our first quarter meeting's forum when he gave an engaging explanation of the education activities that take place at the Energy Center for Pacific Gas and Electric (PG&E). What he said did in fact get a reaction. I received this letter that I feel illustrates just how important presentations at our council meetings can be:

Mr. Harris,

I wanted to write you this letter so that you may share with the Commissioners and apprenticeship community how the forum presentations and information the California Apprenticeship Council brings to the attention of programs, sponsors, and community organization alike can spark a dialog and bring about positive results that benefit apprenticeship.

At the January meeting of the California Apprenticeship Council, a forum on "The New Workforce Innovation and Opportunity Act (WIOA) and its Connection to Apprenticeship" included an invitation to program sponsors to become further involved in energy efficiency measures. Robert Marcial, of the Pacific Energy Center Pacific Gas and Electric, gave the presentation and reviewed several slides with the audience showing efficiency progress made in various energy sectors. The slides also identified the areas in which further cuts in energy use could still be improved, such as the building envelope.

During his presentation, Mr. Marcial enthusiastically said the independently owned utilities (IOU) were seeking feedback from the apprenticeship community on how best to continue to expand the training for trade journey workers and apprentices. Because so many aspects of the building envelope involve the carpenter trades, the opportunity to partner with the IOU and work with experts in the latest science and technology deserved attention, especially since professional installation is an important factor in achieving this targeted demand side energy goal.

In the months since the first quarter meeting, several meetings have taken place between Statewide IOU Workforce Education and Training (IOU_WET), Carpenters Training Committee for Northern California (CTCNC), Southwest Carpenters Training Fund (SWCTF), and Carpenters International Training Fund (CITF). This series of meetings has provided a basic understanding of what each group brings to the table as far as training resources, materials, facilities, installation practices, and industry expertise.

As mentioned in January's forum presentation, the IOU education programs provide training at various training centers throughout the state and schedule classes for the public. In our discussions, we have explored how some of the technical information, tools in the tool library, and tool use experts can be made available to program sponsors. This includes matching training descriptions and outcomes with our training program content and objectives.

The next steps in our developing partnership include detailed coordination for content selection, scheduling, adaptation of course timeframes, and tool availability. While the current work is aimed at apprenticeship, further conversations will address how content can be delivered most effectively to journey workers as well.

In closing, I want to thank the Council again for providing informative and valuable forum topics that give our programs insights and resources to help us improve our workforce training.

Jamie Robison
*Educational Services Facilitator,
Southwest Carpenters Training Fund*



Governor restores apprenticeship RSI; adds an additional \$15 million for new programs



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



Perhaps more exciting is the additional \$15 million in the budget for “new innovative apprenticeship programs” focused in large part on emerging and priority industry sectors.

GOOD NEWS apprenticeship supporters! With the passage of the 2015–16 Budget Act, the Governor and Legislature approved the restoration of Related and Supplemental Instruction (RSI) funding to pre-recession levels and increased the reimbursement rate to \$5.46 per hour. Many of you took the time to support the inclusion of the additional funding for RSI and your efforts have paid off. The increase reflects the reality that California’s apprenticeship training programs provide the state with safe, highly trained and efficient employees and is a worthy investment of tax dollars.

Perhaps more exciting is the additional \$15 million in the budget for “new innovative apprenticeship programs” focused in large part on emerging and priority industry sectors. The funds will be administered and distributed by the Chancellor’s Office and we have been working closely with the Division of Apprenticeship Standards (DAS), Labor Agency, California Workforce Investment Board (CWIB) and the Employment Training Panel (ETP) to ensure that the funding aligns with existing workforce development goals and priorities.

There will be several Requests For Application (RFAs) released under the following areas:

- **New Apprenticeship Program**
\$10.5 million released for grants lasting 24–30 months for larger scale (20+ apprentices) projects that may range from \$250,000 to \$1,000,000, focused on creating and implementing sustainable new apprenticeship programs in priority industry sectors or other high need areas.
- **Apprenticeship Accelerator Program**
Borrowing from the California Workforce Investment Board Accelerator grants,

\$1.5 million will be available for up to 15 grants (\$100,000 to \$150,000 each) for new programs that have recently been (or soon will be) approved by DAS, to provide focused and short term support in order to create and/or refine curriculum, purchase equipment, recruit apprentices and employers, etc.

- **Pre-Apprenticeship Program**
\$2 million released for pilot projects no more than 24 months in length to create new pre-apprenticeship programs that specifically target underserved populations or other barriers to entry and are directly connected to registered apprenticeship programs. Grant amounts may vary depending on the application with a maximum of \$500,000.

An additional \$1 million has been set aside for research as well as outreach to employers, potential apprentice and educators, providing real time evaluation and support for grantees and to create a Community of Practice (CoP) that collects and distributes best practices for all interested parties. The outreach component will also provide support for linkages to employers, community colleges, Career Pathways Trust grants, ROPs, WIBs and other stakeholders.

As many of you know, the Federal Workforce Innovation and Opportunities Act (WIOA) is changing how federal workforce funds will be spent in the future and apprenticeships are an integral part of WIOA. The Chancellor’s Office has also created the Taskforce on Workforce to address future workforce training at our community colleges. The additional apprenticeship funds will support both efforts, and I look forward to working with all of you to support existing programs and to increase the number of new apprentices in California.

Apprentice Statistics for the quarter ending June 30, 2015	56,787	5,467	3,223	5.7%	59.8%	3,919	676	160
	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



Women are “Building the Nation” in California!

Since its inception in 1979, Tradeswomen Inc. (TWI) has sponsored national and regional tradeswomen conferences, including the first national tradeswomen conference in 1983.

THE WOMEN BUILDING THE NATION Conference was held in Los Angeles on May 1–3. Over 1,070 tradeswomen and men from all around the country—Alaska, California, District of Columbia, Illinois, Oregon, Massachusetts, Minnesota, New York, Tennessee, Utah, Washington, and Wisconsin were in attendance. There were tradeswomen from five provinces in Canada, including Alberta, Saskatchewan and Quebec. Ireland sent one hardy representative as well. The tradeswomen at the conference represented over 18 major crafts unions. This was the largest Women Building Conference attendance ever, surpassing last year’s by 200. The California State Building & Construction Trades Council (SBCTC) and the National Building and Construction Trades Department (BCTD) AFL-CIO sponsored the conference as a whole while Tradeswomen Inc. organized and sponsored the Entering Tradeswomen workshops, bringing 118 women

sanction from their unions, tradeswomen still attended these conferences; hitching rides, bunking with sisters in the host city, or tripling up in any reserved hotel rooms. In the late 1980s and early ’90s a few building trades unions began to sponsor single trade regional women’s conferences and some held national meetings in the late ’90s.

In 1999, TWI assembled a very dynamic multi-craft Tradeswomen’s Conference in Oakland that directed the California State Building & Construction Trades Council (SBCTC) to adopt a unanimous resolution pledging to intensify its efforts to recruit and retain women in all its affiliate unions. Through this close partnership the first Women Building California Conference was held in May 2002. The SBCTC co-sponsored the event while TWI developed and managed the agenda. Over 200 tradeswomen attended of which many are now official representatives of their unions.

The Women Building California Conference became an annual event and grew steadily in attendance and scope. In 2010 the National Building and Construction Trades Department (BCTD), AFL-CIO, became an official sponsor with senior BCTD leadership in attendance. General presidents from the International Brotherhood of Electrical Workers (IBEW), International Union of Painters and Allied Trades (IUPAT), International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IW), Laborers International Union of North America (LIUNA) and the Brick Layers and Allied Crafts (BAC) have all appeared at the podium.

Although the conference has evolved into a national event, one-third of the attendees are California tradeswomen in addition to over 160 participating workshop presenters, California apprenticeship coordinators, instructors, and numerous volunteers. Next year’s Women Building the Nation Conference will be held in Chicago but will return to California in Spring 2017.

For more pictures and reports about the Women Building the Nation Conferences, TWI’s Scholarship program, and the Institute and the Policy Forum, please see www.tradeswomen.org and www.sbctc.org.

Photo Credits: Vicky Hamlin



(1) TWI board volunteers Vicky Hamlin and Lisa Dickerson

(2) Executive Director Meg Vasey (left of center) with California Conservation Corps attendees.

pre-apprentices and trainees. Tradeswomen Inc. also cohosted the Friday all day Pre-Apprenticeship Training Institute and the Sunday afternoon Tradeswomen Policy Forum.

Since its inception in 1979, Tradeswomen Inc. (TWI) has sponsored national and regional tradeswomen conferences, including the first national tradeswomen conference in 1983. Early on the Women’s Bureau was a frequent conference co-sponsor. Without official



An apprenticeship teaches life lessons

PAID ON THE JOB TRAINING, operating heavy equipment, guaranteed pay raises and winter vacations may be some of the reasons people are interested in becoming an apprentice for Local 3 Operating Engineers, but for me, it all happened by a lucky chance.

My name is Sabrina Martin. I am 26 years old and from Vacaville. I recently became a brand new journeyperson; one of 55 who graduated on May 2, 2015 as a construction equipment operator from the Operating Engineers Local 3 Apprenticeship Program. I started off as a parts runner for a small union company and after a year I was sponsored by the Local 3 apprenticeship program. I had no idea how much hard work I would be getting myself into or how many lessons I would learn through mistakes.

During my apprenticeship with Local 3 I gained the basic foundation of who I am and what I value. Commitment means getting to work on time every day and working long hours on a freeway during the summer heat or on cold nights to get the job done. I learned to plan for success and to expect challenges along the way while making moves count by looking two steps ahead. Team work is something required in this trade which means

everyone does their part no matter how big or small. The saying that has stuck in my head and made me a better operator is “Take care of the outside and the middle will take care of itself.”

As I reflect on my apprenticeship experience, I am grateful for the opportunity to make those mistakes in order to learn from them and become better. I have gained skills as an operator that I can pass on to the next apprentice who follows me. I will maintain my positive work ethic and willingness to learn something new every day. My view of life and work ethic are described in these words: “If that guy can do it then so can I.”

I would like to express a debt of gratitude to the following people in my life: My apprenticeship coordinator Holly Brown for being so understanding and standing behind me when I needed a push from time to time; my younger brother Cody Martin for getting me started in the construction industry as a parts runner; and lastly to my boyfriend Mike Brown for making me a better all around operator by setting high standards. Because these people helped me in their own special way, I want to pay it forward by helping the next apprentice who enrolls in the apprenticeship program achieve the same success I have enjoyed.

I have gained skills as an operator that I can pass on to the next apprentice who follows me.

—SABRINA MARTIN

Graduates of Operating Engineers Local 3 Apprenticeship Program



Photo Credits: Local 3 Operating Engineers



Finding a way from no way— one man's journey

THE LOCAL 3 APPRENTICESHIP PROGRAM changes lives, and this is what I love the most about my job as Local 3's director of apprenticeship. Apprentice Eric Martinez is an example of one whose life was changed when he was accepted into the program.

Eric didn't come from a construction background. He grew up on the streets of San Jose, staying in tents or abandoned buildings. While his mother was away on drug binges, he often stole food for himself and his little sister when he was just 6 years old. He didn't know anyone who was a Local 3 member nor did he have a family member to talk to about the benefits of belonging to a union. Instead, Eric knew gang members and foster homes. By time he was 10, he knew how to use a .22 and what it felt like to get high on methamphetamine.

In his early twenties, Eric hit rock-bottom after a drug deal went south. His mother, who eventually got clean and sober, took him to a transitional home in Sacramento where he

found God, his own sobriety, and his wife, Cecilia. He also found a career.

Through the Sacramento Entertainment and Sports Center (Kings' Arena) Priority Apprenticeship Program, Eric was introduced to the possibility of a construction career in 2012 through Job Corps and then through our apprenticeship program, which he joined last year.

"It's been really good," said Eric about being an apprentice. "It's a different mindset on life. It's responsibility; it's paying my bills. It's a career."

Being involved in building something and enjoying the camaraderie of his crew members has been therapeutic for Eric, since he never did any of that before. Today, he's going on trips with some of his construction "brothers" and planning a retirement party for one of his Job Corps instructors.

Local 3 Apprenticeship Coordinator Doug Albright, who oversees Martinez, explained that he's thriving in the program.

"I can't say enough good things about the guy," Albright said. "He's what you want your apprentices to be."

Local politicians are also noticing Eric. He was chosen by Congressman Ami Bera as the Most Improved in Job Corps Class of 2014 and has been asked by Sacramento Mayor Kevin Johnson to speak about his incredible journey. However, Eric's story doesn't always resemble a fairytale. He works hard to fight the demons of his past.

"It's easier not to do the right thing and do what you want," he said. "I ask God to help me."

Where would Eric be without his faith and his Local 3 career?

"Dead, in jail or homeless," he said.

Eric hopes to one day own his own home. He also intends to openly share his story so that others can see that it is possible to overcome a tough past.



Apprentice Eric Martinez is an example of one whose life was changed when he was accepted into the program.

Local 3 Apprenticeship Coordinator Doug Albright (left) and Apprentice Eric Martinez.



Photo Credits: Local 3 Public Relations

New “University of Iron” scheduled to open mid-September

THIS YEAR California Field Ironworkers Apprenticeship Trust plans to open a new “University of Iron” Apprenticeship and Journeyman Training Center in San Diego on September 15. It will be one of five ironworker training locations providing classroom and hands-on instruction.

The two-acre site was chosen under the leadership of Joe Standley, Dave McEuen and the board of directors. This collaborative effort between union and management has resulted in a state-of-the-art training center where union

Program is on safety and skills training to ensure workers are trained to the highest level of safety and productivity.”

In week-long, 40-hour blocks, each apprentice is assigned four weeks of formal training per year at the training centers. This is combined with on-the-job training provided by the union contractors. All of the week-long classes encompass theory and safe work practices; hands-on training where apprentices erect structural steel mock-ups; rebar mats, walls, columns, post-tensioning slabs; and architectural window/wall systems. Other subjects include, but are not limited to, solar/green technology; hands-on layout and instrument instruction; and rigging and crane signaling. Journeyman upgrade classes include: Superintendent Training, Qualified Rigger, Advanced Instrument, OSHA 510 and OSHA 500, Welding, Post Tension certification. Lifelong learning is stressed and encouraged.

The welding shops are accredited by the American Welding Society so that weld testing and requalifying of welders can be done on site in addition to routinely scheduled Oxy – Fuel, SMAW, FCAW, TIG, GMAW and Carbon Arc training and testing. The 30 welding booths, which will have a new smoke extraction system for all welding and cutting activities, were built by Coordinator Mike Peterson with assistance from his instructors and apprentices.

For information about the Ironworkers Apprenticeship Program visit www.UniversityOfIron.org. Applications are accepted year round, five days a week. Additional information regarding pre-apprenticeship courses, upcoming events, and instructor recognitions are regularly posted on the website.

The focus of the Ironworkers 4-Year Apprenticeship Program is on safety and skills training to ensure workers are trained to the highest level of safety and productivity.

members and union contractors can train in all aspects of the ironworking trade. Those include reinforcing, post tensioning, structural steel erection, welding, rigging, signaling, architectural metals, layout and instruments, solar, wind and other green construction, OSHA 30 classes, and foreman training.

“The new facility is a major investment in our current and future members,” said Dick Zampa, Statewide Training Director. “The focus of the Ironworkers 4-Year Apprenticeship



Ceremony honors graduates of pre-apprenticeship training class

NINETEEN MEN AND WOMEN are ready to hit the job market after successfully completing a ground-breaking training program that prepares skilled workers for public infrastructure construction jobs.

On May 15, those 19 students were honored in Fresno at graduation ceremonies for the Multi-Craft Pre-Apprenticeship Training Program. The program teaches students important skills such as construction math and allows them to explore a variety of construction trades.

The ceremony was hosted by the partnership

The graduates are entering a promising job market. Studies show that roughly \$36 billion in public infrastructure projects are projected to roll out between 2010 and 2020 in the 14-county Central Valley region. Many of those projects are under way—such as a variety of highway improvements and the first phase of the high-speed rail project.

Several speakers at Friday's ceremony talked about the opportunities available to graduates and the success of the pre-apprenticeship training program. Isaac Camarena, apprenticeship training coordinator for the Sheet Metal Workers Local 104, noted that 19 of 20 students successfully completed the program. He encouraged the graduates to be dependable and seek out prospects for work.

"Each and every individual here today has that opportunity and has that ability to attain a job with one of the trades," Camarena said.

Tim Rainey, executive director of the California Workforce Investment Board, offered congratulations to the students and their supportive families. He urged graduates to continue learning as they enter the workforce.

"The key to success today is not just being a working person and having a job . . . but being a working learner," he said.

Rainey and others praised the training program as a model for the state and nation. Chuck Riojas, financial secretary/treasurer of the local trades council, said about 150 people have participated in roughly 14 variations of the pre-apprenticeship class offered in several area counties.

Riojas said 100 of those people have secured jobs, and half of those have been apprenticeship jobs in the trades.

"This is a highly successful program," he said.

Blake Konczal, CEO/executive director of the Fresno workforce board, pointed out that that the program provides top-notch training for jobs created by an array of public infrastructure construction projects.

"We have to help our local residents to seize any opportunity to find good-paying jobs—jobs that have the prospect of being a career," he said.

Additional pre-apprenticeship training classes are planned in the multi-county region over the next 18 months.

Photo Credits: The Rios Company



(1) Graduate Kenneth Andrews, Plasterers & Cement Masons Local 300 Business Representative Gary Clark (retired), and Chasitie Neal from the Fresno Metro Black Chamber of Commerce engage in a discussion.

(2) Graduates of the Fresno Multi-Craft Pre-Apprenticeship Training Program.

(3) Blake Konczal, CEO/executive director of the Fresno workforce board, addresses the program graduates.

responsible for the program: the Fresno Regional Workforce Investment Board and the Fresno, Madera, Kings and Tulare Counties Building and Construction Trades Council. Funding for the class came through a grant from the state Employment Development Department and Governor Brown's office.

Various local elected officials and their representatives, along with the proud families of graduates, attended the ceremony. Graduates now head out to find jobs as apprentices or in other areas; some already are in line for apprenticeships.

Graduate Michael Marozik, 23, of Fresno, said he feels well-prepared to enter the job market after completing the challenging six-week curriculum that began April 6.

"It really worked for me," he said of the training program. "It gave me some confidence and gave me some experience in every trade."

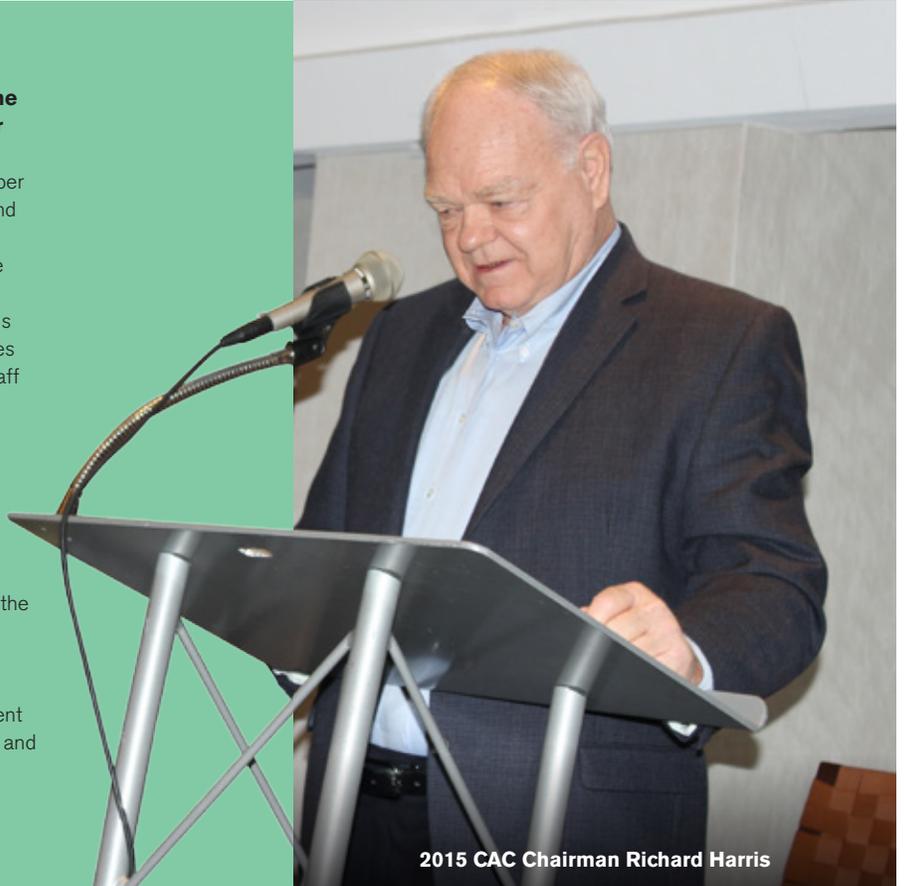
California Apprenticeship Council

Photo Credits: Victoria Maglio

Established by the 1939 landmark Shelley-Maloney Apprenticeship Labor Standards Act, the California Apprenticeship Council sets policy for the Department of Industrial Relations' Division of Apprenticeship Standards (DAS). The 17-member council is comprised of six employers, six employees and two public representatives appointed by the governor, plus one representative each from the chancellor of the California Community Colleges, the superintendent of public instruction, and the 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. CAC's functions include:

- Receiving reports from the DAS chief and other cooperating agencies
- Providing policy advice on apprenticeship matters to the administration of apprenticeship
- Ensuring selection procedures are impartially administered to applicants
- Conducting appeals hearings on apprentice agreement disputes, new apprenticeship standards for approval, and apprenticeship program administration
- Adopting regulations carrying out the intent of apprenticeship legislation



2015 CAC Chairman Richard Harris



DAS Chief Diane Ravnik and CAC Commissioner Aram Hodess



Commissioner Pat McGinn