



APPRENTICESHIP

Preserving Institutional Knowledge While Growing The Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

4th Quarter | 2015



In This Issue



The California Apprenticeship Council Newsletter is a quarterly publication produced by the Department of Industrial Relations' Communications Office and is published every January, April, July, and October. Archived issues can be accessed at <http://www.dir.ca.gov/cac/CACPublications.html>

Contestants from IBEW/NECA Western States Electrical Contest; ABC SoCal competitor (Photo Credits: Tasha Louie/Jennifer Mouritzen)

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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 thrived in 2015



Christine Baker
Director, Department of
Industrial Relations



IT IS HARD TO BELIEVE we are fast approaching the end of 2015, a banner year from the very beginning for apprenticeship and our partnering agencies. I would like to recap some of the highlights of our progress.

California has 62,000 apprentices statewide this year; nearly triple the number of apprentices of any other state in the country. Our state is projected to surpass 100,000 apprentices by the end of 2020.

The high speed rail project launched in January is projected to bring 4,000 new apprenticeships and 20,000 new construction jobs to California each year over the next five years. That is a total of 20,000 new apprenticeships and 100,000 construction jobs between now and 2020.

Governor Brown demonstrated his commitment to reshape California's workforce this June by earmarking \$15 million for new apprenticeship programs in healthcare, advanced manufacturing, information technology and renewable energy.

The state budget for this fiscal year also increased the Related Supplemental Instruction (RSI) fund by \$14 million.

That translates to nearly \$37 million for existing apprenticeships this fiscal year, an increase that restores apprenticeship reimbursement rates to pre-recession levels.

The RSI fund further calls for California's community college system to institute an aggressive agenda for preparing students to enter occupations in high-demand industries such as healthcare, biotech, information technology, and advanced manufacturing.

To date, a total of 22 community colleges across the state joined a national network of colleges and registered apprenticeship sponsors to help apprenticeship graduates further their careers in their chosen field. The Registered Apprenticeship College Consortium allows apprenticeship graduates to accelerate completion of their associate or bachelor's degrees.

California apprenticeship is a success thanks to the strong collaborative partnerships with government, education, labor and business. This year more than ever, our state serves as a valued model for how to meet the challenges of our growing economy by creating the next generation of skilled workers for the 21st century.

California has 62,000 apprentices statewide this year; nearly triple the number of apprentices of any other state in the country.



Photo Credit: Daniel Martinez

\$17 million in federal apprenticeship grants awarded to five California applicants



Diane Ravnik
Chief, California Division of
Apprenticeship Standards



With five California-based program grantees, California received more of the “American Apprenticeship Initiative” grants (nearly 10% of the total) than any other state.

ON SEPTEMBER 9, 2015, the federal Department of Labor (DOL) announced the award of \$175 million in American Apprenticeship Grants to 46 public/private partnerships to expand high-quality registered apprenticeships in high-growth industries around the country.

With five California-based program grantees, California received more of the “American Apprenticeship Initiative” grants (nearly 10% of the total) than any other state—appropriate, since at 62,000, the current number of California apprentices represent about 15% of all U.S. apprentices from all 50 states. These grants could expand the number of California apprentices to close to 65,000.

The five California programs awarded in occupations as diverse as information technology, advanced manufacturing, biotechnology, and healthcare received \$16.9 million dollars to develop registered apprenticeship and pre-apprenticeship programs for nearly 3,000 new apprentices in the next five years. “Open Tech LA Regional Apprenticeship Collaborative” aims to train some 1,000 apprentices in the next five years in California, Michigan and Maryland, in health information technology, IT and expansion of biotechnology. The “Silicon Valley High Tech Apprenticeship Initiative” joined with six California community colleges and more than 60 employers to develop apprenticeship opportunities for 300 in IT occupations. Los Rios Community College took the lead in a five-college initiative to expand apprenticeship in advanced manufacturing in Northern California to add close to 1,000 new apprentices. The City and County of San Francisco was awarded a grant for their “Tech SF Applied Learning Accelerator Project” to train 300 workers through apprenticeship and pre-apprenticeship in information and communications technology involving some 20 local IT employers. Able-Disabled Advocacy, Inc. in San Diego hopes to train 300 apprentices in information and communications technology and advanced manufacturing occupations.

In addition, four other multi-state grants included grant activities in California to expand

apprenticeship. Two of those were to existing California apprenticeship programs; the Los Angeles County Electrical Training Institute JATC to initiate pre-apprenticeship programs in LA County and to the Construction Teamsters Training and Upgrade Fund of Southern California aimed at upgrading incumbent workers and transitioning veterans to address a national driver shortage. The other two grants were to the National Public Transportation Partnership for California for transit occupation apprenticeships and to N-Power, Inc. for technology occupations in the San Francisco Bay Area.

These awards were announced just as California put out the first of four Requests for Applications (RFAs) in its own \$15 million “California Apprenticeship Initiatives.” Now all four RFAs have been released and are seeking applicants.

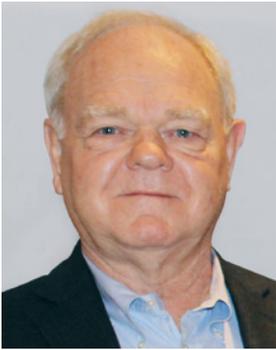
Also in this issue, we announce the creation of an innovative new apprenticeship program, which we believe will be the national model for apprenticeship and workforce development collaboration under the new WIOA—the Sacramento Workforce Investment Board’s new “Workforce Development Professional” Apprenticeship program, sponsored by the statewide California Workforce Association (CWA). We hope this Sacramento WIB-based program will be the first of many others with local WIBs throughout the State.

Last, but certainly not least, this issue highlights some of the annual statewide apprenticeship contests and competitions and their winners, many of whom went on to receive national awards from their industry training programs.



National Apprenticeship Week is November 2–8, 2015. For more information on this inaugural event, please visit: www.doleta.gov/oa/naw/

Solar decathlon draws global contestants



Richard Harris
2015 Chairman, California
Apprenticeship Council



I would like to thank all apprentices who have participated in these worthwhile charitable projects.

SEMIANNUALLY the United States Department of Energy invites colleges and universities from around the world to compete in a solar decathlon to design and build net-zero energy houses. This year the contest had 17 entries representing the United States, South America, Italy, China, and Germany. The 2015 Solar Decathlon was held in Orange County at the University of California, Irvine; Chapman University; and Irvine Valley College. Saddleback College entered the contest as Team Orange County.

Team Orange County asked the Southwest Carpenters Training Fund (SWCTF) and Carpenters' Retirees Club 108 to provide supervision and labor for the carpentry work on their net-zero energy home, "Casa del Sol." Apprentices from the Carpenters Buena Park Training Center worked over 400 hours on the home.

Tom Rooney, the SWCTF coordinator in charge of our Buena Park, California Training Center, recently received the following letter from Larry Howe, one of the retired carpenters working with Team Orange County. I'm sure most apprenticeship programs get letters like this every year from charitable organizations thanking our apprentices for helping out with their construction projects. I would like to thank all apprentices who have participated in these worthwhile charitable projects.

For more information visit
<http://www.solardecathlon.gov> and
<http://www.teamoc2015.com/>

Hi Tom,

As you know I, Larry Howe, am the contact person for the Carpenters' Retirees Club 108 with Team Orange County, Solar Decathlon. When our apprentices worked on Casa Del Sol it blew Team Orange County's minds at how professional and expedient we were.

On Friday, August 21, 2015 Apprenticeship instructors Galo Toapanta and Mike Madrid showed up for work with 15 Union Apprentices at Irvine Valley College. These apprentices were there on

time ready for work. I mean they had had breakfast, tools on, hard hats, harnesses—the works! I was so proud. The supervision of Casa Del Sol had work for them as we had laid the groundwork out for a big crew that knew what they were doing.

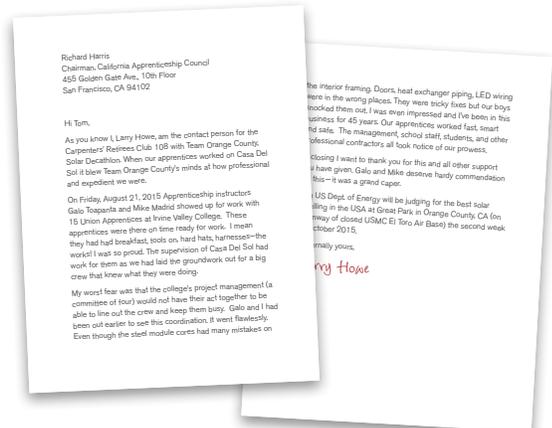
My worst fear was that the college's project management (a committee of four) would not have their act together to be able to line out the crew and keep them busy. Galo and I had been out earlier to see this coordination. It went flawlessly. Even though the steel module cores had many mistakes on the interior framing. Doors, heat exchanger piping, LED wiring were in the wrong places. They were tricky fixes but our boys knocked them out. I was even impressed and I've been in this business for 45 years. Our apprentices worked fast, smart and safe. The management, school staff, students, and other professional contractors all took notice of our prowess.

In closing I want to thank you for this and all other support you have given. Galo and Mike deserve hardy commendation for this—it was a grand caper.

The US Dept. of Energy will be judging for the best solar dwelling in the USA at Great Park in Orange County, CA (on a runway of closed USMC El Toro Air Base) the second week of October 2015.

Fraternally yours,

Larry Howe



Richard Harris
Chairman, California Apprenticeship Council
455 Golden Gate Ave., 10th Floor
San Francisco, CA 94102

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Fraternally yours,
Larry Howe

Chancellor's Office partners with DOL to advance apprenticeship



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



Through our California Apprenticeship Initiative we will be working with the DOL and encouraging the new apprenticeship programs (and their employers) to participate in the LEADERS initiative.

IT HAS BEEN A WHIRLWIND three months since our last California Apprenticeship Council (CAC) meeting and we're happy to report that the Request for Applications (RFAs) for the California Apprenticeship Initiative (CAI) were released in September, and we have been anxiously awaiting the grant submittals, some of which are due this week. We had inquiries from many different industries, from the expected information communication technology, healthcare, and advanced manufacturing areas as well as education, agriculture and even current building trades programs interested in creating new apprenticeships. You may or may not know but one of the requirements of grant winners is to attend at least two CAC meetings per year. We are encouraging all to attend the upcoming California Conference on Apprenticeship (CCA) so that they can learn as much as possible from our existing apprenticeship programs. We want the grant winners to get up to speed as quickly as possible, and their attendance will enable them to ask questions and hear about best practices from the experts who attend the CCA. Currently, our staff is prepping to review, score, and announce the grantees in the next six weeks. If you have any questions at all regarding the CAI, contact John Dunn at jdunn@cccoco.edu.

You may recall that last year the U.S. Department of Labor (DOL) announced the Registered Apprenticeship College Consortium (RACC) as a way to provide apprentices and journeymen with an "accelerated pathway to earn an associate's or bachelor's degree" through a credit for prior learning process. So far, 22 California Community Colleges from around the state have joined the RACC. In addition, more than 70 local apprenticeship programs from the

IBEW, Heat and Frost Insulators, Sheet Metal, National Elevator and UA Plumbers and Pipefitters have joined the RACC. In the near future, we will be working with our colleges to prepare them for those journeymen and apprentices who may decide to attend a local community college to advance their education. You can learn more at the RACC website: www.doleta.gov/oa/racc

The DOL also has another initiative, the apprenticeship LEADERS (Leaders of Excellence in Apprenticeship Development, Education and Research) project in which employers and other organizations join and promote apprenticeship to other businesses by conducting outreach, participating in national and regional convenings, and working with the DOL to collect and share best practices so that others can learn from a "LEADER." Through our California Apprenticeship Initiative we will be working with the DOL and encouraging the new apprenticeship programs (and their employers) to participate in the LEADERS initiative. Some of the members include: ABC, Siemens, SEIU Healthcare NW, ACTE (Association for Career Technical Education), Laborers International Union of North America (LiUNA), United Auto Workers (UAW), Ivy Tech Community College, Pepperidge Farms, and more.

We all know that apprenticeship is not a new workforce training model and that we have some of the best examples of apprenticeship training here in California. The Chancellor's Office looks forward to the continuing support for all of the existing programs, highlighting their strengths and showcasing their best practices as apprenticeship expands into new and exciting areas.

Apprentice Statistics for the quarter ending September 30, 2015	61,809	4,385	3,586	5.8%	60.7%	4,202	1,225	250
	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



Zero Net Energy Training Center hosts 2015 IBEW/NECA Western States Electrical Contest

Each participating apprenticeship program was given the opportunity to send a contestant who recently completed their respective five-year inside wireman program.



Garrett Greer of Stockton, 3rd place winner.

Photo Credit: Tasha Louie

(Below, from left to right) John O'Rourke, 9th District IBEW International Vice-President, 2nd place winner James Lystad of Southwest, Washington JATC, 1st place winner Tim Garcia of Fresno, California JATC, 3rd place winner Garrett Greer of Stockton, California JATC, and DAS Chief Diane Ravnik

THIS YEAR marked the 52nd annual celebration of the International Brotherhood of Electrical Workers/ National Electrical Contractors Association (IBEW/NECA) Western States Electrical Contest. The Zero Net Energy Training Center located in San Leandro, California was honored to play host to this year's event that was held on October 3rd. The contest originated in 1963 as a competition between the IBEW/NECA joint electrical training programs in the state of Oregon. In 1983 it was expanded to include the other Northwest states of Alaska, Idaho, and Washington. In 1999, the contest was expanded even further to include the eleven western states of Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, Utah, Washington, and Wyoming.

Each participating apprenticeship program was given the opportunity to send a contestant who recently completed their respective five-year inside wireman program. In some cases, fifth year apprentices were allowed to represent their local jurisdiction.

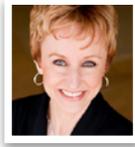
The competition included the following timed events: Written Exam, Material Identification, Motor Control Diagram, Motor Control Wiring, Residential Wiring, and ½ Inch and ¾ Inch Conduit Bending. The following organizations were participants in this year's competition:

- Fresno, CA JATC
Tim Garcia, 1st Place
- Southwest, WA JATC
James Lystad, 2nd Place
- Stockton, CA JATC
Garrett Greer, 3rd Place
- Alameda County, CA JATC Alex Wolfers
- Puget Sound, WA JATC Anthony Thomas
- Solano—Napa, CA JATC Daniel Delgadillo
- Central Oregon JATC Bobby Eli
- Southwestern, ID JATC Ben Rhinehart
- Santa Clara, CA JATC Corey Palmer
- Sacramento, CA JATC Rickey Cota
- Utah Electrical JATC Jared Swallow
- Southern Nevada JATC Lucas Metcalf
- Kern County, CA JATC Justin Gipson
- Riverside, CA JATC Adrian Estrada
- San Bernardino, CA JATC Jason Eshelman
- San Diego, CA JATC Gonzalo Barrera
- San Mateo County, CA JATC Louis Tatola
- San Luis Obispo, CA JATC Robert Martell
- Santa Barbara, CA JATC Wayne Ito
- Portland, OR JATC William Cannon
- Modesto, CA JATC Mark Allen

All contestants performed in an exemplary fashion, showcasing the best of what IBEW/NECA trained electricians have to offer in the 21st century economy of sustainability.



Photo Credit: Tasha Louie



SoCal competitors shine at ABC 2015 National Craft Championships

Established in 1987, the ABC National Craft Championships competition helps to celebrate and recognize the high quality of craft training in construction careers and attracts some of the nation's most talented craft professionals in the industry.

THE 2015 Associated Builders and Contractors (ABC) National Craft Championships in Fort Lauderdale, Florida, featured a field of nearly 200 craft professionals from 32 states competing for top honors in 15 competitions across 12 crafts. Contestants first took an intense, two-hour written exam and then competed in an all day, hands-on practical performance tests in the following crafts: Carpentry, electrical-industrial, electrical-residential, fire sprinkler, HVAC, instrumentation fitting, insulation, millwright, pipefitting, plumbing, sheet metal, welding-pipe, welding-structural, and masonry.

This year Matthew Elliott of Buena Park took the gold while Bryan Weaver of Loma Linda took the silver in the plumbing competition. The practical test for both competitors was to assemble a mockup of a

ABC, tools from Hilti, Klein and Miller Electric, along with a pair of boots from Keen.

Weaver, who works for Warren Weaver Inc. in Colton, is a fourth-generation plumber, and has been going out on jobs with his father since he was a kid. Besides his silver medal, he received a cash award of \$500 from ABC, tools from Hilt, Klein and Miller, and a pair of boots from Keen.

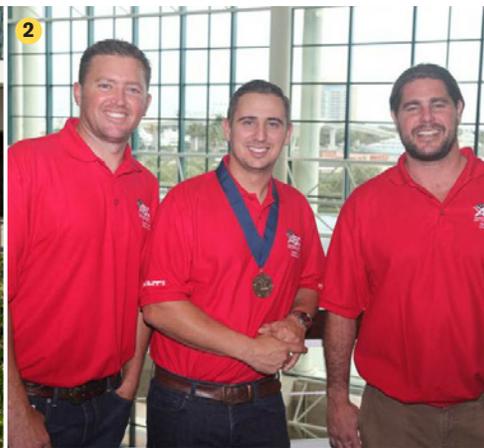
Because of their accomplishments, Elliott and Weaver are now members of ABC's Craft Championships Committee chapter in their area. Both work as plumbing lab technicians, assisting the instructors and providing one-on-one training for the next generation of plumbing journeymen.

ABC San Diego competitor Kevin Strahler of Murietta with West Coast Air Conditioning won a silver medal for Sheet Metal Craft Champion. Strahler and his teammates, electrical champion Daniel Siordia of Clairemont representing Rowan Electric, and plumbing champion Daniel Baldwin of El Cajon representing Interpipe Contracting, also faced off among national finalists from local, regional, and state competitions around the country. Strahler's 2015 silver medal brings San Diego's total to 17 in 14 years of national competition, including a winning streak of five straight years.

"The pressure gets tougher every single year to keep our win streak going," said Sherry Yarbrough, ABC Apprenticeship Training Trust Executive Director. "They are competing as representatives of all their fellow apprentices and trainees and they don't want to let them down."

Established in 1987, the ABC National Craft Championships competition helps to celebrate and recognize the high quality of craft training in construction careers and attracts some of the nation's most talented craft professionals in the industry. To qualify in the national event, contestants must first complete hundreds of hours of classroom training and thousands of hours of practical field experience to be eligible for preliminary local competitions. The National Craft Championships Committee, which is composed of leading merit shop construction firms, plans all year for the two-day competition.

Photo Credits:
Jennifer Mouritzen



(1) Matthew Elliott, gold medalist.
(2) Plumbing champion Daniel Baldwin (left) of El Cajon represented Interpipe Contracting; silver medalist Kevin Strahler (middle) of Murietta represented West Coast Air Conditioning in El Cajon; Electrical champion Daniel Siordia (right) of San Diego represented Rowan Electric in San Diego.
(3) Bryan Weaver, silver medalist.



Photo Credit: Douglas Sawyer, Sr.

bathroom using copper, cast iron, steel pipe, and PVC/CPVC pipe.

"These winners' dedication to high-quality craftsmanship, training and safety showcase the very best the construction industry has to offer and ABC is thrilled to honor them." said 2015 ABC National Chair Pamela Volm and president of Annapolis Contracting, Inc. in Annapolis, Maryland. "ABC is grateful to have them represent our commitment to helping develop another generation of skilled workers."

Elliott works at Southside Plumbing in Newbury Park, and in addition to the gold medal, he received a cash award of \$750 from



Plasterers and Cement Masons Invitational Apprenticeship Contest in Sacramento

The contestants were from California and Canada and judged on elapsed time, finished product, plan specifications, quality, safety, use of materials, and tools.

THE NORTHERN and Southern California Plasterers and Cement Masons Apprenticeship Programs conducted their statewide invitational contests at the 2015 California State Fair on July 22 and 23. Each apprentice had to meet specific eligibility requirements to participate. The contestants were from California and Canada and judged on elapsed time, finished product, plan specifications, quality, safety, use of materials, and tools. First place winners received \$500.00, second place \$400.00, and third place \$300.00. The contests included some of the current products and finishing processes related to these trades. The response from the general public about the contests was outstanding and the conversations around apprenticeship were even better.

Where are they now?

At the first Operative Plasterers Cement Masons International Association (OPCMIA) Apprenticeship Competition that was held in 1984 in Las Vegas, Nevada, the first place winner for plasterers was Glen Forman, who is now deputy chief of the Division of Apprenticeship Standards (DAS) and the first place winner for cement masons was Mark Gonzalez, current director of the Northern California Cement Masons Joint Apprenticeship and Training Committee (JATC).

(Below, from left to right) Mark Gonzalez, General President Melvin Roots, and Glen Forman



Photo Credits: Daniel Martinez



New workforce development professional apprenticeship program ready to launch

The program will include technical classroom instruction in the workforce development industry, project/team leadership, individual skill development, and community relationships.

WHAT IS APPRENTICESHIP? An organized learn and earn model, combining paid on-the-job training of approximately 2,000 hours with supplemental related classroom instruction (usually at least 144 hours). Upon completion of an apprenticeship, apprentices receive State Apprenticeship Council Certificates documenting the attainment of the skills and competencies achieved.

In mid-2013, California State University, Sacramento (CSUS) and some local workforce development areas began exploring the feasibility of a professional development apprenticeship program for front line staff that would increase staff capacity and standardize levels of quality and professionalism among workforce development staff. In 2014 the discussion was expanded to include the Division of Apprenticeship Standards (DAS), the California Workforce Association, the Butte County Office of Education, AFSCME Local 146, and other parties with the goal of establishing a formal apprenticeship model that could be piloted locally and replicated statewide.

Since 2014 the parties have continued to develop a formal Workforce Development Professional Apprenticeship Program (WDPA) and have submitted an application to DAS to formally register it with the State and establish an apprenticeship committee. The program

was officially approved on August 25, 2015. The program requirements and structure includes:

- **Local Education Agency (LEA):**
The Butte County Office of Education will be the LEA of record and provide access to related and supplemental instruction funds while the California State University system will provide the classroom instruction.
- **Program Sponsor:**
The California Workforce Association will oversee the registration of apprentices with DAS, document training hours, and coordinate with participating employers.
- **Local WIBs and Other Employers:**
The employers that will provide the on-the-job training for registered apprentices.
- **AFSCME Local 146 and Other Employee Representatives:**
The organizations that represent apprentices and applicants.

DAS appointed an apprenticeship consultant, Steve Gutierrez, who will help facilitate the application process and continue to guide the Apprenticeship Committee. Because the DAS process was largely unclear to the committee members, Gutierrez's knowledge and guidance have proven to be invaluable.

The proposed apprenticeship program is scheduled to begin September 2015, with an initial cohort of 20 to 25 apprentices from local workforce development areas and partner staff. The program will include technical classroom instruction in the workforce development industry, project/team leadership, individual skill development, and community relationships.

The participants will benefit from the establishment of and alignment with state-wide high quality standards for professional workforce development services, the ability to cross-train One-Stop System staff, and improved employer/employee relations. In addition, the program will allow for greater emphasis on certain areas under the new Workforce Innovation and Opportunity Act, such as enhanced business services, credentials for career pathways, use of technology, and other innovations.

(Sitting, left to right)
Steve Gutierrez, Division of Apprenticeship Standards; Roy Kim, SETA; Karmen Lee Ortloff, AFSCME Council 57.
(Standing, left to right) Bob Lanter, California Workforce Association; Stephen Wright, Butte County Office of Education; Diana Nash, Local 146 Steward at SETA and Apprentice; Jessica Rainey, Local 146 SETA Chapter President



Photo Credit: Keith Lane of Butte County Office of Education

As economy grows, so does apprenticeship program

WHEN THE ECONOMY was in the doldrums, the International Association of Machinists apprenticeship program was not far behind. But now that the economy is resurging, President Obama has invested more than \$175 million in apprenticeships nationwide and California is proposing new similar investments. Taking advantage of these opportunities, the IAM is taking the lead to expand the industries it covers and the sites of its programs.

The Automotive Trades Apprenticeship Program, based in Oakland, has worked with employers to place, train and oversee apprentices for Locals 1546, 1173, 1414 and 653. Nearly 100 apprentices are currently indentured in the program. "This is an increase of more than

trucks, as MUNI requires training on more work processes." Once the training regimen is approved, Fowkes expects the city to hire about 10 apprentices to start.

New Apprentices at the Waterfront

Fowkes and Local 1484 Business Rep Kevin Kucera are proud to announce that they've launched a new apprenticeship program in Southern California. SSA, a major waterfront employer, has hired its first two apprentices, Chris Towler and Mynor Perez.

"We've established the work processes. The first two apprentices are already on the job and will be starting school in the fall semester. While we haven't yet finalized the apprenticeship standards, we know some of the classes they need to take and want them to get started right away," says Fowkes. "As soon as the state approves the standards and curriculum, this program is primed to grow across the waterfront in Los Angeles and Long Beach with multiple employers."

New State-wide Advisory Committee Being Developed

Fowkes hopes to utilize federal resources to expand the IAM apprenticeship program substantially. "We're establishing a statewide apprenticeship association called Advanced Manufacturing and Transportation Apprenticeships of California (AMTAC). This group is partnering with the Division of Apprenticeship Standards, Employment Training Panel, the Community College Chancellor's office, the California Workforce Investment Board and several local WIBs, 17 community colleges and more than 20 employers.

"We are utilizing the knowledge and relationships we have developed over the past 70 years servicing the training needs of the automotive industry to help other sectors such as advanced manufacturing" says Fowkes. "Our apprenticeship model will work for any industry and location that has a local community college that has chosen to provide them with instructional support and is willing to train apprentices."



Southern California's first two new apprentices will work at SSA. (Left) **Mynor Perez**, (Right) **Chris Towler**

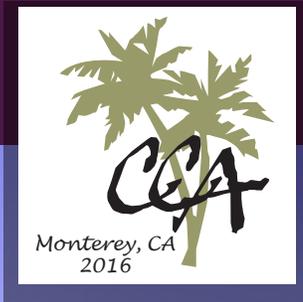
20% — just in the last month," says Apprenticeship Coordinator Jon Fowkes. "Few young people are coming out of high school with any vocational training and our employers are struggling to find the skilled workforce that they desperately need. Now that work is on the upswing, employers are starting to hire and they're ready to invest in training the workforce of the future."

In San Francisco, MUNI needs people to maintain and repair streetcars and cable cars. "People who work on these not only need heavy-duty truck experience, but they also need to be able to machine the parts because there are no off-the-shelf parts for the cable cars or the historic streetcar line," Fowkes says. He's in the process of establishing standards for apprenticeship training approved by the City of San Francisco. "This will be a longer program than the standard training for heavy-duty

Celebrating the 58TH Anniversary California Conference on Apprenticeship

Association with the California Apprenticeship Council

29TH
Biennial
Event



The biennial conference is comprised of all members of the apprenticeship community in the State of California. Attendees will include the California Apprenticeship Council, the Division of Apprenticeship Standards, committee members and training directors of all occupations, school administrators, high school and community college instructors as well as the general public. This will be another great opportunity to develop apprenticeship ideas and network with others interested in apprenticeship.

The event will take place in Monterey, California, at the Hyatt Regency Monterey Resort & Spa. Pre-conference will start on Tuesday, April 26, 2016, with networking events, exhibitor set up and registration. Conference sessions will begin Wednesday morning, April 27, 2016, with an opening session, and continue through Thursday, April 28, 2016. An apprenticeship banquet will be held on Thursday evening. An abbreviated CAC meeting will follow on Friday, April 29, 2016 at the completion of the conference. www.californiaapprenticeship.org



Hall of Fame Honoree Award Banquet