



APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

4th Quarter | 2016



National Apprenticeship Week 2016

NOVEMBER 14–20, 2016



In This Issue



Photo Credit: Bob Gumpert

The California Apprenticeship Council Newsletter

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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.

New Partnerships Key to Preparing for the Future, Expanding Opportunities



Christine Baker
Director, Department of
Industrial Relations



CALIFORNIA continues to be at the forefront of innovation, especially in our workplaces, where we work hard to ensure that workers receive benefits, and employers prosper in a competitive and fair environment. The California workforce is a dynamic group of skilled workers that is rising to the challenge of mass retirements, evolving job trends, and the need for advanced technical skills. The apprenticeship model provides an ideally suited track to train and connect these skilled workers with employers. Under the direction of the Labor and Workforce Development Agency, the DIR and California Workforce Development Board (CWDB) will lead the development and implementation of a comprehensive apprenticeship plan for California.

Our goal will be to expand apprenticeship in California by increasing opportunities for women, immigrants, and underrepresented communities. We will also find ways to retain workers who have jobs that may be displaced by advances in technology. In order to prepare for the future, we will need to create apprenticeship

programs that meet the needs of employers and empower workers to thrive in changing workplaces.

Our success depends on close collaboration among stakeholders and agencies. As we have in the past, we seek to establish additional partnerships with industry to support the goal of sustainable expansion. It may be timely to consider a revitalized program for new and emerging industries, reaching beyond the scope of the traditional approach. A nimble track with standardized core training could be used to accommodate occupational areas with high growth and high demand for workers. This additional path to apprenticeship would complement the building trade's reputed model that has demonstrated effectiveness and continues to develop critical skills for workers in this sector.

It is prime time for this kind of innovative thinking, and California is well positioned to take advantage of these new apprenticeship opportunities for our workers and employers.

I welcome comments on how we can accomplish this goal together.

It may be timely to consider a revitalized program for new and emerging industries, reaching beyond the scope of the traditional approach. A nimble track with standardized core training could be used to accommodate occupational areas with high growth and high demand for workers.



California Celebrates “National Apprenticeship Week”



Diane Ravnik
Chief, California Division of
Apprenticeship Standards



California is poised to increase its number of apprentices over the next 10 years, to well over 100,000.

CALIFORNIA CELEBRATES the second annual National Apprenticeship Week on November 14–20 with a broad range of events that highlight innovative new apprenticeship programs and outreach efforts to increase the participation of women, veterans and other underrepresented populations. The events will display the many benefits of registered apprenticeship to both employers and jobseekers. I encourage all our apprenticeship program sponsors of both new and long-standing programs to consider hosting an event to celebrate National Apprenticeship Week and post your event on the national DOL/Office of Apprenticeship website.

Registered apprenticeship has finally become recognized, in both California and nationally, for its remarkable education and training system, which is applicable to almost all industries and immediately responsive to changing industry needs. It is cost-effective for employers, apprentices and the community, and, especially in these times, essential for addressing the need to replace overwhelming numbers of retiring baby boomers (which some have described as “the silver tsunami”) *before* those skilled, experienced workers leave their jobs, taking their expertise with them.

California—which has the largest apprenticeship system in the country, with nearly 73,000 apprentices (three times that of the next largest state) and nearly 900 apprenticeship programs—is poised to increase its number of apprentices over the next 10 years, to well over 100,000.

Several of the new programs created over the past year, just a few of the 32 new

apprenticeship programs registered, are featured in this issue of *Apprenticeship*—in health care, public transit, microbiology and other life science occupations, and information technology.

As noted by our California Apprenticeship Council (CAC) chairperson Yvonne de la Pena, “these are heady times for apprenticeship.” President Barack Obama touted apprenticeship in not just one but the last two State of the Union messages and backed up his words with unprecedented financial support. First, over \$175 million in federal grants was awarded to new apprenticeship program sponsors in 2015 and then an additional \$50 million in competitive grants was allocated to states to expand their capacity to create and support new apprenticeship programs.

California has applied for one of those state grants, which, if successful, would help leverage Governor Jerry Brown’s own commitment to expanding registered apprenticeship. With new funding of \$15 million in each of the last two fiscal years, the governor established the “California Apprenticeship Initiative” (CAI) grants program, administered through the California Community Colleges Chancellor’s Office, to promote expansion of “new and innovative” apprenticeship programs.

In addition, the governor also added \$14 million to the 2016–2017 state education budget in each of the last two years to increase both the total dollar amount and in the reimbursement rate for apprenticeship-related and supplemental classroom instruction, which are essential for supporting and expanding our long-standing programs and provide the foundation and model for our new programs.

Apprentice Statistics for the quarter ending September 30, 2016	72,963	7,052	4,449	6.1%	63.0%	4,747	1,255	374
	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 2016	Veterans who have completed apprenticeships in 2016

Staying True to Our Mission



Yvonne de la Pena
2016 Chairperson, California
Apprenticeship Council



California has consistently led the country in the number of apprentices trained, and our standards are rightly seen as national models.

THESE are heady times for apprenticeship. No less a person than the president of the United States has identified apprenticeship as a focus of investment in the ongoing effort to provide a pathway to the middle class for millions of young men and women of all backgrounds. Apprenticeship proposals have also made their way into the 2016 presidential race. National media have spotlighted the role that apprenticeship can play in filling the vocational education gap and building and training the next generation of professionals.

After centuries as the cornerstone of on-the-job professional training, apprenticeship is an “overnight sensation.”

For those of us who have been in the business for a while, the attention is gratifying. We have all spoken of the important role apprenticeship plays in creating a vibrant, well-trained, and effective workforce, a workforce that contributes to our state’s economic growth and vitality. It is a message we have urgently delivered in the annual fiscal wrestling matches over the state’s modest but critical funding pool for apprenticeship.

Yet, as we bask in the national attention, it is important that we not lose track of the foundation upon which it is built. Our California Apprenticeship Council has accumulated nearly eight decades of service in workforce development. California has consistently led the country in the number

of apprentices trained, and our standards are rightly seen as national models. In some cases, such as our firefighter apprenticeship program, California is unique.

No matter how bright the national spotlight gets, we must never lose sight of what we have built and never stop fighting to protect it.

In California, that means continued vigilance in the state budget process, to ensure that the state’s modest investment in apprenticeship is preserved. If the federal government swoops in, it will be tempting for California budget writers to trim back the state’s role. We can’t let that happen.

It also means an unceasing focus on our program’s North Star: the high-quality standards we set for apprenticeship training. Although it is more glamorous to tout apprenticeship’s potential as a pathway to the middle class, the standards we set ensure that this new workforce knows what it is doing and does it the right way.

The faster we grow, the more important it is that we remember where we came from.

In closing, a personal note. This is my last message as chair of the CAC. This year has been an exciting time in which we have solidified our funding base and broadened awareness of our efforts in the legislature, the administration, and beyond. It has been my honor to serve on the CAC, and I am grateful for the opportunity to serve as your chair. Thank you for your support and trust.

“Change your leaves . . . keep intact your roots.”

– VICTOR HUGO

California Apprenticeship Initiative Building a Strong Workforce by Growing Apprentices



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



Round 1 CAI awardees will gather at the Buena Park Training Center on October 18 for a daylong Apprenticeship Lab. The lab is designed to support growth and sustainment for these new and innovative apprenticeship training programs.

LAST YEAR'S RECIPIENTS of California Apprenticeship Initiatives (CAI) awards have begun work in earnest on new and innovative apprenticeship programs as well as increasing numbers of those completing pre-apprenticeships who come from underrepresented populations. During the first nine months of this initial grant cycle, apprenticeship sponsors have worked closely with DAS consultants from around California and, as a result, new registered apprenticeship programs now exist. They include nondestructive testing in Los Angeles, advanced manufacturing occupations at Reedley College (Central Valley), and life science occupations at Miramar Community College (San Diego). All new and innovative apprenticeship award recipients have worked closely with their DAS consultants and are on clear timelines to become registered before February 2017.

Round 1 CAI awardees will gather at the Buena Park Training Center on October 18 for a daylong Apprenticeship Lab. The lab is designed to support growth and sustainment for these new and innovative apprenticeship training programs. Each awardee will attend with a team and participate in workshops focused on reviewing their recruitment messaging, employer engagement, sustainable funding sources, and program evaluation. In addition, the workshop attendees will participate in developing an apprenticeship community of practice that is supported by a portal. The community of practices will cultivate a network of apprenticeship training program developers who share issues and solutions.

Recently, in partnership with employers, the California Community Colleges Chancellor's Office released another \$9 million in grant opportunities for competitive applications due September 27. The focus is funding a second round of startups of new and innovative apprenticeship programs across the state. Awards range from \$250,000 to \$1 million. See <http://bit.ly/2dw09K5>.

Although the outcomes for these new grantees remain consistent with round 1 awards, the expected preparation for round 2 applicants has become more rigorous. The Chancellor's Office will require that round 2 applicants clearly demonstrate that they are working closely with employers to define the need for a particular occupation, that the applicant has vetted the local or regional need for a particular occupation, and that the applicants have engaged in the planning and collaboration necessary to prepare for the DAS approval process.

As part of round 2 proposal preparation, the applicants are expected to identify the specific O*NET code or codes for which they are seeking to create a program. This may come as no surprise to professionals who know and understand the process of building and sustaining registered apprenticeship, but individuals and institutions new to this work have only recently discovered that requirement. Round 2 applicants will need to understand the apprenticeship model a bit more deeply to complete this application.

In addition, the Chancellor's Office is requiring the utilization of the Strong Workforce Metrics in areas already aligned with metrics from the Workforce Innovation and Opportunities Act (WIOA). With these metrics and additional rigor, CAI has become a part of the Doing What Matters for Jobs and the Economy strategy to deliver a strong workforce to fuel regional economies. While the Chancellor's Office anticipates that the new expectations for CAI applicants may create additional questions during the preparation process, we also anticipate that these new expectations will only serve to strengthen the field and the eventual registered apprenticeship programs that result. The Chancellor's Office is looking forward to collaborating with DAS staff in the evaluation of these exciting new proposals. Questions on the CAI can be addressed to Nick Esquivel at nesquivel@cccco.edu.

First Life Sciences Apprentices to Graduate

Hashimoto learned about quality and its application to food while in graduate school, but applying those skills at an actual food-production facility is a whole new experience.

IT IS ANTICIPATED that the first three life sciences apprentices will be completing their apprenticeships this winter. The apprenticeships are in quality control, specifically in food manufacturing. After they take and pass their second industry-recognized certification, for working as a Certified Hazard Analysis Critical Control Point Auditor, offered this October, they will be prepared to complete the program.

The first apprentices to complete the program are Karina Rodriguez, Eddie Needham and Tiffany Hashimoto. All three apprentices have already made a meaningful contribution to their employers. The federal government has been increasing regulations on food manufacturers through the Food Safety Modernization Act, which shifts the focus from responding to contamination to preventing it. The act took effect in 2015. The apprentices have been helping their host employers by implementing procedures to improve quality and safety. They did this by introducing industry best practices learned from their mentor, Masaaki (Mas) Hori, at their companies.

“This apprenticeship has given me the boost I needed to enter the food industry and jumpstart my career,” states Tiffany Hashimoto, who is working with Nagatanien, a manufacturer and distributor of Japanese soups and other instant foods. Tiffany thought it would be relatively easy to find a job in her field after graduating with an M.S. in food science. She eventually found that most positions required several years of industry experience.

“I started out handling basic quality assurance inspections and monitoring. I also visited some of our out-of-state facilities to

evaluate and help them improve their quality programs. I now have a more supervisory position in which I review records, train quality assurance employees, revise Hazard Analysis Critical Control Point plans, and work on some projects in other areas to help our growing company.”

Although Hashimoto learned about quality and its application to food while in graduate school, applying those skills at an actual food-production facility is a whole new experience. “I’m so glad that I have my mentor, Mas, to help guide me through it all. The experience I’ve gained and the valuable training and certification provided have allowed me to progress and contribute to my host company. I’m very happy to be taking a position as a full-time employee after I graduate from the apprenticeship program.”

The nine apprenticeships in life sciences are:

- Microbiology quality control technician
- Quality control technician
- Regulatory compliance associate
- Regulatory affairs specialist
- Clinical research coordinator
- Quality assurance associate/good practice (GxP) auditor
- Clinical trial assistant
- Drug safety associate
- Clinical data coordinator

The program would not be possible without the dedication of the apprenticeship sponsor Rx Research Services (<http://meirxrs.com/apprenticeship-program/>), headed by Rosemarie Christopher and Dr. Sandra Slivka at San Diego Miramar College, Division of Apprenticeship Standards, and the host companies Catalina Offshore Products, Nagatanien, Red Shell Foods, Soy Foods of America, Global Nature Foods, Mindful Foods, Culiflex, and LA Prep.

For additional information on the nine life science apprenticeships, visit <http://meirxrs.com/apprentices/>.

(1) Kathie Ngoc Vu Tran is inspecting ingredients for teriyaki sauce in the storage area. (2) Kathie is inspecting the transferring of teriyaki sauce from the mixer to the holding tank or the filling machine.

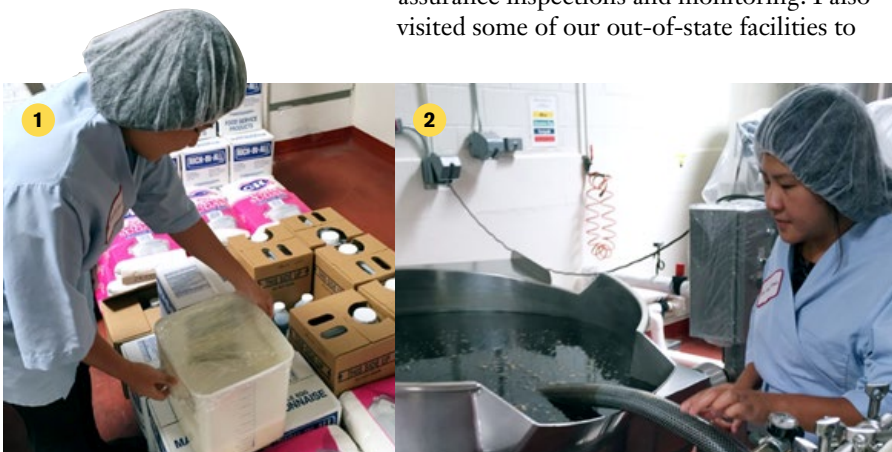


Photo Credit: Paul Dionne

Able-Disabled Advocacy Has Established the First IT Apprenticeship in California

As current workforce needs are changing, we aim to utilize a successful apprenticeship training model to build a quality program in order to ensure that our workers can compete successfully in a job market with a strong emphasis on the information and communications technology industries that are integral to the growth of our regional economy.

THE PATHWAYS2PAYCHECKS PROGRAM of Able-Disabled Advocacy (A-DA) is part of a national effort to double the number of apprenticeships in the United States over the next five years. A-DA is a San Diego-based nonprofit organization that has provided occupational skills training and employment services to county residents for the past four decades. With assistance from the California Division of Apprenticeship Standards (DAS) and the US Department of Labor (DOL), A-DA has created the first information technology (IT) apprenticeships in California. A-DA also operates a Youthbuild construction preapprenticeship training program at our youth services site.

A-DA's apprenticeship model for computer support specialist requires up to six months of frontloaded training before apprentices are placed in 2,000 hours of paid on-the-job learning with a local company. This free training is tied to the attainment of industry-recognized credentials—CompTIA A+, Network+, and Security+, along with Microsoft Windows 7. In approximately 18 months, apprentices will attain IT certifications and fulfill the 2,000 hours of required work experience to prepare them for high-paying technology careers.

A-DA applauds DAS's effort to expand apprenticeships to include new occupations and industries, especially those for highly skilled technology jobs. As current workforce needs are changing, we aim to utilize a successful apprenticeship training model to build a quality program in order to ensure that our workers can compete successfully in a job market with a strong emphasis on the information and communications technology (ICT) industries that are integral to the growth of our regional economy. A-DA is proud to offer this innovative workforce training program to San Diego residents. We strongly encourage San Diego employers to contact us for more information if they need to hire individuals for jobs in technical support.

Unique to A-DA's program is our commitment to the inclusion of individuals with disabilities and veterans in apprenticeships.

Our organization has historically provided occupational skills training and employment assistance to these groups and others with significant barriers to employment. Serving these populations and helping them to overcome personal and economic challenges to success form A-DA's core mission. Because these populations are typically underrepresented in apprenticeship programs, A-DA's commitment to serving them was of special interest to DAS. A-DA also gives priority to women, because of not only their limited representation in apprenticeships but also their underemployment in technology occupations, in general.

As a new apprenticeship program that has received both DOL and DAS approval, we understand the additional challenges and effort required to work with both apprenticeship oversight entities. We strongly support and encourage the ongoing dialogue between DAS and DOL, and we eagerly await new developments.

Mirroring the goals of DAS, A-DA strives to bring community partners together to expand the use of apprenticeships in our region. Because of its commitment to develop 300 new apprenticeships in the San Diego region, A-DA is currently working to add advanced manufacturing apprenticeships to our program. These apprenticeships are expected to be available within the next six months. We are also in discussion with UC Extension, the non-degree training division of the University of California at San Diego, regarding the addition of computer programming apprenticeships. The executive director of A-DA, Elaine Cooluris, described the recognition that apprenticeships bring to the organization, stating, "A-DA, which is small nonprofit organization, has the opportunity be a state and national leader in workforce innovation through the development of new apprenticeships. With focus and determination, we aspire to be successful in fulfilling our leadership role."

For more information, visit the A-DA website www.able2work.org or contact A-DA's apprenticeship director, Cindy Lennon, at (619) 231-5990, ext. 315, or email her at cindy@able2work.org.

Community Health Worker Apprenticeship Program Meets Needs for Skills

Opportunities are growing for entry-level positions that call for cultural affinity with patients, strong communication skills, knowledge of the system, and support and coaching of patients.

THE HEALTH-CARE SECTOR is going through a major transformation in California as a result of the Patient Protection and Affordable Care Act (ACA, or Obamacare), which led to changes in the demand for health-care occupations. California has provided health-care coverage to millions of new patients, either through the state's health-care exchange, Covered California, or through the expansion of Medicaid services, known as MediCal in our state. But many of these new patients are not accustomed to health-care coverage and how to best use services. Many of these patients may never have had regular checkups, vaccinations, or a medical "home." In many cases, patients have issues that affect their health: poor housing and nutrition, mental health disorders, or substance abuse.

Opportunities are growing for entry-level positions that call for cultural affinity with patients, strong communication skills, knowledge of the system, and support and coaching of patients. Demand is particularly strong in the occupation known as community health workers (CHW), a.k.a. care navigators, *promotoras* (lay Hispanic/Latino community members who are not professional health-care workers but have specialized training to provide basic health education in the community), or health coaches, particularly at primary-care clinics.

The Worker Education and Resource Center (WERC) in Los Angeles County has been training CHWs for many years, partnering with community-based organizations, public health systems, and community health clinics. WERC is a nonprofit labor-management workforce development organization that, since 2001, has been preparing under- or unemployed workers for occupations in health care in high demand. WERC partners with labor organizations, community colleges, and employers to design and implement programs that meet real needs for skills.

In 2015 WERC registered a Community Health Worker Apprenticeship Program with the California Division of Apprenticeship Standards (DAS) and is currently sponsoring the first cohort of ten apprentices. WERC is also providing related instruction. WERC is partnering with LA Trade-Technical College, supported by a California Apprenticeship Initiative Accelerator Grant Program. LA Trade Technical College is the Local Education Agency and approved the WERC curriculum.

Two apprentices per site are being sent to five community health clinics that are part of Health Care LA for on-the-job learning and mentorship. The program, which will take one year to complete, is a partnership with generous support from LA Care Health Plan and the California Endowment.

WERC Community Health Worker apprentices participate in Health Center Week event on creating solutions to the homeless epidemic with LA County Supervisor Mark Ridley-Thomas.



Photo Credit: Diane Factor

“Career Ladder/Lattice” Transit Apprenticeships Meet Community, Industry, and Worker Needs

CITIES ACROSS THE NINE-COUNTY Bay Area are prioritizing mass transit as a key economic strategy because it is critically needed infrastructure. The transit industry faces an impending personnel crisis, as a high percentage of employees are currently or soon eligible to retire. All these factors drive an unprecedented need for new hiring (such as coach operators), particularly for upskilling, or training existing employees to fill positions requiring more specialized knowledge

(e.g., transit mechanics, track workers, and overhead line workers).

In response, Amalgamated Transit Union Local 265 (ATU), the Santa Clara Valley Transportation Authority (VTA), and Mission College in Santa Clara (with support from the California Labor Federation) have created the Transit Apprenticeships for Professional.

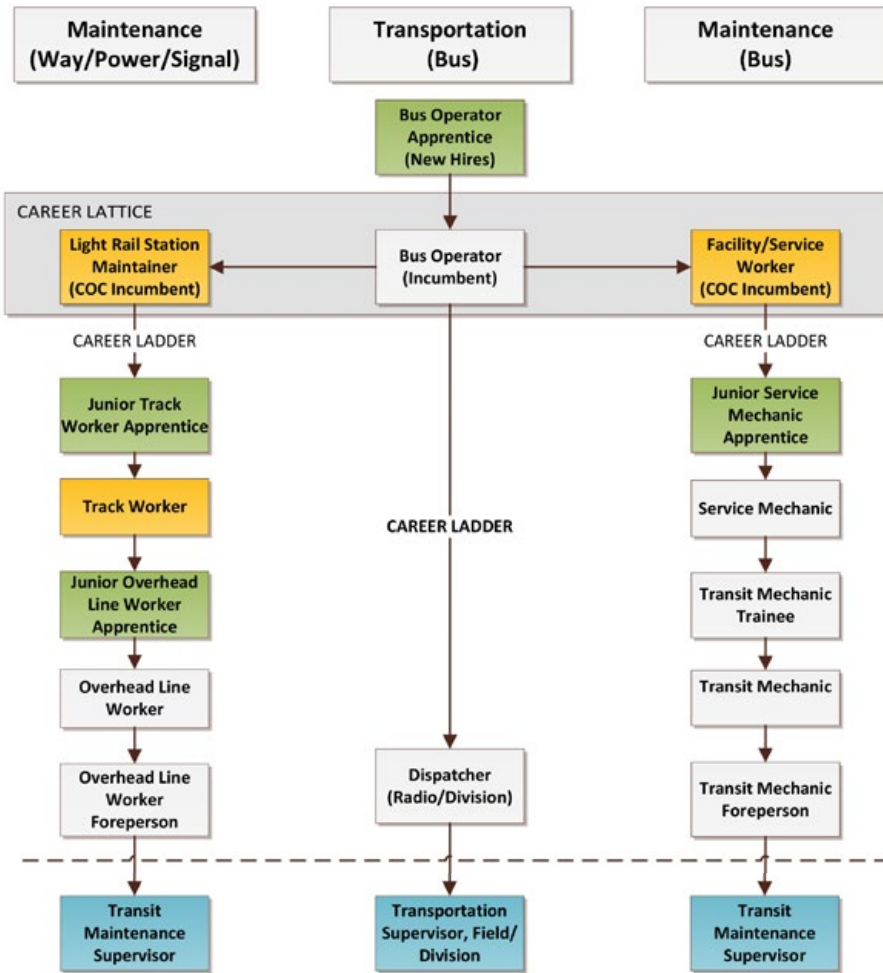
Inez Evans, the chief operating officer of VTA, fully supports apprenticeship as VTA’s “Grow Your Own” succession planning strategy. “More than 27 percent of VTA Operations employees are eligible for retirement *right now*. Most of those are coach operators. Other classifications, such as overhead line worker, are extremely difficult to fill. Apprenticeship is essential to meet VTA’s need for skilled, professionally trained workers in the months and years to come.”

The coach operator apprenticeship is the first of its kind, both in California and in the United States. The new Track Worker apprenticeship program is also the first of its kind in California. All apprentices receive full salary and benefits during their apprenticeship program. At least 100 VTA apprentices will be trained during TAPCA’s first year.

Through Mission College, VTA’s longtime education/training partner, TAPCA apprentices will earn classroom and work-based college credit that can lead to a CCCC Certificate of Achievement. This higher education opportunity gives students a deeper understanding and appreciation of their current jobs, as well as skills and credentials needed to apply for future positions at VTA. The Certificate of Achievement opens pathways to future academic advancement and creates a sustainable funding stream for ongoing apprenticeships.

TAPCA is being studied as a replicable model for transit workforce development at the regional, statewide, and national level. Its strength lies in a strong labor/management partnership that promotes worker pride and ownership. Susan Yates, one of the original coach operator mentors and current JWI coordinator, puts it best: “It came from us. We did the work, and now we have access to resources: community college resources, funding resources, and professional standing.”

TAPCA Apprentice Career Lattice/Ladders



KEY
 Career Lattice = Lateral movement between Operations sub-divisions
 Career Ladder = Vertical movement within an Operations sub-division
 Green = new DAS apprenticeships
 Yellow = former “dead end” jobs in an Operations sub-division
 COC = Change of Class list
 Dotted lines = promotion to management

ETP Surpasses the \$50 Million Mark for Apprenticeship

The Employment Training Panel (ETP) program is no longer a pilot project but, rather, a full-fledged component of today's ETP and a valuable part of the Brown administration's efforts to strengthen and expand registered apprenticeship.

ON SEPTEMBER 23, the State of California's Employment Training Panel (ETP) held its monthly panel meeting in Sacramento and awarded seven contracts under its Apprenticeship Training Program, the most ever awarded in a single month. The seven proposals, worth more than \$2.9 million, will help to train 1,595 apprentices and raised the total amount funded by the panel to \$48.5 million. By the time of the October panel meeting, ETP will have surpassed the \$50 million mark. The ETP program is no longer a pilot project but, rather, a full-fledged component of today's ETP and a valuable part of the Brown administration's efforts to strengthen and expand registered apprenticeship.

ETP's Apprenticeship Training Program (ATP) aids individuals who are in the course of completing the rigorous training requirements of preapprentice, apprentice, and journey training programs approved by the California Division of Apprenticeship Standards (DAS). Since 2012, the panel has funded 113 contracts worth nearly \$48.5 million to train approximately 30,000 workers through its ATP. These contracts have performed very well, with 92 percent of the trainees meeting ETP's requirements for hours trained and job placement.

"These funds from ETP will strengthen our apprenticeship program, which provides

not only skills training but also high wages and benefits," said Robert Topete, the director of training for the Fresno Area Plumbers Joint Apprenticeship Training Committee.

Apprenticeship programs are training workers to thrive in California's green economy; they help workers to expand their skills in good-paying, clean-energy jobs. Many of the apprenticeship proposals funded include green skills training components to address energy efficiency and renewable energy regulatory changes and to provide clear, high-wage career pathways for many Californians.

Preapprentice, apprentice, and journey training at the seven locations will vary and include HVAC (heating, ventilation, and air conditioning) and energy auditor for air conditioning and refrigerator technicians, green audits, advanced lighting installation, plumbing and piping equipment use, updated building standards and green business practices, production efficiency and safety, residential and commercial floor installation and repair, and green training on energy efficient construction and technology.

The panel awarded apprenticeship training contracts to the following centers:

- Los Angeles and Orange Counties Air Conditioning and Refrigeration Joint Journeymen and Apprentice Training Committee
- Santa Clara County Electrical Joint Apprentice Training Trust
- Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee
- Northern California Heat and Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee
- Southern California Resilient Floor and Decorative Covering Crafts Joint Apprenticeship Training Committee
- Northern California Construction Inspectors Joint Apprenticeship Committee and Inland Training Fund
- Inland Empire Electrical Training Center.

New operator apprentices training with their veteran operator mentors at the Santa Clara Valley Transportation Authority Chaboya bus division on August 13, 2016.



Photo Credit: Santa Clara Valley Transit Authority

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 'Carpenter (Maintenance) 'Carpet & Resilient Installer 'Carpet Installer 'Carpet, Linoleum & Resilient Floor Layer 'Carpet, Linoleum & Soft Tile Layer 'Caseworker Specialist 'Caterpillar Dealer Engine Technician 'Caterpillar Dealer Equipment Technician 'Cement Mason 'Chainman 'Chemistry & Radiation Protection Technician 'Chief of Party 'Church Planter 'Cleaner 'Combination Welder 'Commercial Body Builder 'Communication & Instrumentation Mechanic (Electronics Mechanic) 'Communication & Systems (C/S) Installer 'Communication Technician 'Communication Technician (GC) 'Computer Controlled

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

'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