

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burnes, Chief
From: Maria D. Silva Reyes
CC: DAS, Program Planning & Review Unit
Date: April 9, 2026

Program Name: PRIDE Industries Apprenticeship Program
Industry: Transportation
DAS File No.: 101543
Grant Awardee: ☐ No ☒ Yes COYA 2023

Action(s):

- ☒ Proposed new apprentice program
- ☐ Existing apprenticeship program adding new occupations
- ☐ Existing apprenticeship program expanding area of operations
- ☐ Existing apprenticeship program changing work processes on approved occupations

Labor Organization(s) Representing Apprentices:

None

Request for Approval under Labor Code 3075:

PRIDE Industries Apprenticeship Program is not intended to train in the building and construction trades and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will not train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

The Paratransit Commercial Bus Driver's Driver Apprentice Program is designed to create a career pathway for youth interested in the transportation industry. This program will primarily target individuals ages 21–24 and will leverage referrals from our Youth Employment Services (YES!) program as well as direct applications. Upon acceptance, participants will enter a structured apprenticeship that includes paid training and mentorship, leading to the attainment of a Commercial Driver's License and long-term employment opportunities.

PRIDE Industries Apprenticeship Program will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

Proposed Occupation, Wage Rate & O*Net Code:

- Paratransit Commercial Bus Driver

Professional Worker Wage:	\$27.61 per hour	O*Net:	53-3052.00
Proposed Apprentice Wage:	\$23.50 per hour		
Proposed No. of Apprentices:	8		

Proposed Employers:

- PRIDE Industries Inc., 10030 Foothills Blvd., Roseville, CA 95747
 - Occupation: Paratransit Commercial Bus Driver

PRIDE Industries Apprenticeship Program Standards

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Article I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education-sponsored, employer-based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

Article II Craft, Trade or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training

Occupation: Paratransit Commercial Bus Driver

O*Net Code: 53-3052.00

Attachment: B

Article III Organization

For each employer participating in this program, an "Employer Agreement" (See Attachment D) will be provided to specify the information particular to that employer as noted herein, including the option to waive or offer participation on the committee, employer committee members will be selected as outlined in the rules & regulations.

Article IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Area Covered by Standards: Placer and Sacramento County

Article V Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 3) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) aid in the adjustment of apprenticeship disputes;
- 5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

Article VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards;
- 3) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 4) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 5) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
- 6) make periodic evaluations of each apprentice's on-the-job training and related and supplemental instruction;
- 7) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
- 8) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
- 9) file a signed copy, written or electronic, of each apprentice agreement with the Division of Apprenticeship Standards, within 30 days of execution, with copies to all parties to the agreement;
- 10) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;

- 11) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
- 12) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
- 13) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;
- 14) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
- 15) ensure training in the recognition of illegal discrimination and sexual harassment;
- 16) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to ensure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
- 17) establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
- 18) comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
- 19) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

Article VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

Article VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

Article IX Apprentice Agreement

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee.
- 2) Each apprentice shall be furnished with a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

Article X Termination and Transfer of Agreements

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
- 2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

Article XI Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

Article XII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

Article XIII Certificate of Completion

- 1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
- 3) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the Chief of the Division of Apprenticeship Standards and the Interagency Advisory Committee on Apprenticeship.

Article XIV Equal Opportunity in Apprenticeship

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or veteran or military status.

PRIDE Industries Apprenticeship Program will ensure selection procedures meet objective standards and maintain a fair and equitable selection process for all applicants.

Article XV Written Applications

Applications for apprenticeship will be accepted by emailing:

Request and application by emailing PRIDEPathways@prideindustries.com.

Article XVI Records

All records will be maintained, in written or electronic form, for five (5) years and kept at:

PRIDE Industries Apprenticeship Program
10030 Foothills Boulevard
Roseville, CA 95747

Article XVII Annual Compliance

PRIDE Industries Apprenticeship Program will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

PRIDE Industries Apprenticeship Program agrees to accept electronic signatures for these Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by PRIDE Industries Apprenticeship Program on December 8, 2025 (Committee approval date).

Employer Organization

PRIDE Industries

10030 Foothills Boulevard, Roseville, CA 95747

Darelyn Pazdel, Senior Vice President, Workforce Inclusion Date

The foregoing apprenticeship standards, being in conformity with the applicable California Labor Code, California Code of Regulations and Federal Regulations, are hereby approved

(DAS approval date)

Adele Burnes, Chief

Division of Apprenticeship Standards

Date

Attachment B

Training Schedule and Working Conditions

PRIDE Industries Apprenticeship Program

Occupation

Occupation: Paratransit Commercial Bus Driver

O*Net Code: 53-3052.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be a competency-based approach, with approximately 2000 on-the-job training (OJT) hours, 204 related and supplemental instruction (RSI) hours, and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 27.61 per hour effective 12/15/2025.

Professional Worker Benefits:

Health & Welfare \$ 2.50 per hour

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% - 50% Competencies	\$ 23.50 /hour
2nd period	51% - 100% Competencies	\$ 24.68 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

Article III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency

Name of Competency Section

Initial/Date

COMPETENCY REQUIREMENT

Driving Skills:

- Operate paratransit vehicles, including wheelchair lifts and other specialized equipment.
- Navigate routes, adhere to schedules, and maintain safe driving practices.

Communication and Interpersonal Skills:

- Interact with passengers and provide assistance using verbal and non-verbal communication skills.
- Listen attentively, understand passenger needs, and provide clear instructions.
- Act with patience, courtesy, and empathy in dealing with diverse passenger populations, including those with disabilities.

Assistive Skills:

- Safely assist passengers with boarding and disembarking vehicles, including those using wheelchairs or other mobility aids.
- Use safety equipment and procedures for securing wheelchairs and other mobility aids.

Physical Requirements:

- Stand for extended periods, bend, twist, and kneel to assist passengers.
- Lift and move objects up to 20 lbs. such as walkers, and other mobility aids.

Vehicle Maintenance:

- Perform daily pre-trip inspections to ensure the vehicle is in good working order, reporting any mechanical issues.

Record Keeping:

- Complete required paperwork, including trip logs, incident reports, and maintenance checklists.

First Aid and CPR Certification:

- Demonstrate ability to assess the situation, secure the vehicle and scene, and activate transit dispatch and emergency services.

Safety and Responsibilities:

- **Exhibit safe driving practices** including keeping aisles clear, ensuring everyone is seated when the vehicle is moving, and properly securing belongings and adhering to all traffic laws and company safety regulations.

- **Secure self, travelers and belongings:** Use seatbelts while operating the vehicle and ensure seatbelts are used by all passengers.
- **Perform vehicle maintenance:** Check the vehicle for any issues before and after each trip, reporting any problems to the appropriate personnel, and maintaining a clean vehicle. The vehicle must be locked when unattended.
- **Maintain on-time service:** Adhere to established schedules for pickups and drop-offs, minimizing delays for passengers.
- **Provide assistance to individuals with disabilities:** Receive training and assist passengers with disabilities, including those who use wheelchairs or require other forms of assistance.

Courtesy and Professionalism:

- **Conduct self professionally:** Maintain a positive and professional demeanor with all passengers, even when dealing with difficult situations.
- **Communicate respectfully:** Respect passengers' time and personal space and avoid engaging in any behavior that could be considered offensive or disrespectful.
- **Maintain confidentiality:** Maintain the confidentiality of passengers' personal information, including their disabilities and medical conditions.
- **Report Concerns:** Report any incidents or concerns to the appropriate personnel, such as supervisors or dispatchers.

Compliance with Laws and Regulations:

- Adhere to the Americans with Disabilities Act (ADA) and its requirements for providing transportation to individuals with disabilities.
- Follow all company policies and procedures, including those related to safety, service delivery, and customer service.
- Comply with all local regulations that may apply to paratransit operations

Tests and Certificates

1. **Pass a Medical Examination (DOT) and Obtain a Medical Examiner's Certificate.** The physical qualification examination you take for your Medical Examiner's Certificate, Form MCSA-5876, confirms that you are healthy enough to safely perform the demanding job of a CMV driver and keep our Nation's roads safe.
2. **Submit K4 4-year history check from DMV.** The following will lead to disqualification: excessive speeding, reckless driving, improper lane changes, following too closely, driving under the influence, and leaving the scene of an accident.
3. **Pass a General Knowledge and Passengers Endorsement test for Class C W/Passengers Endorsement and receive a Commercial Learner's Permit (CLP).** Study and practice tests from the DMV Commercial Handbook regularly preparing for the actual test. After obtaining California License Permit (CLP), practice a minimum of 14-day behind-the-wheel before attempting the exam.
4. **Complete the Transit Operator Development Course Development Course.** The trainer will provide classroom-based environment, approximately 2 to 3 weeks to

complete, includes a final exam, must pass with 80% percent or higher. Successful completion of Entry Level Driver Training (ELDT) conducted by a registered training provider listed on the federal Training Provider Registry (TPR) is required for commercial driver's license.

5. **Register with the Federal Motor Carrier Safety Administration (FMCSA) and upload final score and BTW DMV form www.fmcsa.dot.gov.** In addition to the federal requirements, when applying for an original CDL (Class A or B) in California, the applicant must complete a minimum of 15 hours of behind-the-wheel training and submit a California Commercial Driver BTW Training Certification (DL 1236) to the DMV as proof of completion prior to the issuance of their CDL.
6. **Complete and pass the Pre-Trip Safety Inspection section.** Pre-Trip safety inspection will be physically practiced daily with the trainer. Apprentices will become familiar with vehicle's components, understand how to identify potential safety issues, understand pre-trip performance inspections, and be ready to take the test within 2 to 3 weeks. Must pass this section to move on to the next test.
7. **Pass the Basic Control Skill Test.** The test will include the following exercises:
 - Straight line backing
 - Offset back/right
 - Offset back/left
 - Parallel Park (driver side)
 - Parallel Park (conventional)
 - Alley dock
8. **Perform on-the-road driving BTW.** The trainer will cover basic driving maneuvers like turns, stops, backing, lane changes, and driving in various traffic situations, potentially including freeways.
 - Trainer will Evaluate to determine if the driver is ready for the DMV test. The trainer will determine if further training is needed. If a driver is unable to demonstrate certain skills, the evaluation can recommend further instruction.
 - The trainer will schedule an appointment with the DMV. The DMV will give three attempts to pass at a later date and time. The tests will be as follows:
 - Pre-Trip Inspection – W/DMV Instructor. Once passed, instructor will move on to the next test, If failed DMV instructor will reschedule testing.
 - Perform Basic Control Skill Test –W/ DMV Instructor - The purpose of the basic control skills test is to evaluate your skill in controlling the vehicle and judging its position and relation to other objects while maneuvering through various exercises. The judgement and skill required for each exercise can apply to many different driving situations
 - Road Test- W/DMV Instructor - The behind-the-wheel drive test where the DMV examiner will ride with you for 20 minutes to ensure you can drive safely and obey traffic laws. You must bring your permit or license, a safe vehicle, proof of insurance and registration, and another licensed driver.

- 9. Register with the FMCSA drug and alcohol Clearing House** once CDL is issued. The Clearinghouse is a secure online database that gives employers, FMCSA, State Driver Licensing Agencies (SDLAs), and State law enforcement personnel real-time information about commercial driver's license (CDL) and commercial learner's permit (CLP) holders' drug and alcohol program violations.
- 10. Obtain a Vehicle for Developmentally Disabled Persons (VDDP) certificate.** VDDP is a special driver certificate issued by the DMV that is required for drivers who are employed to transport individuals with developmental disabilities. This involves passing a background check for paratransit in California. Individuals typically need to clear both a criminal background check and a driving record check with the Dept of Justice. The process usually involves fingerprinting for criminal record checks and accessing the applicant's DMV records. Clearance requires a clean criminal history and a safe driving record, with some exceptions for minor traffic violations.

Article IV Related Instruction

Related and supplemental instruction (RSI) will be provided and/or overseen by the Local Education Agencies (LEA) whose confirmation of such has been affixed to these Standards for this occupation.

Any significant difference in sample related and supplemental instruction (RSI) listed below, and the related and supplemental instruction (RSI) provided by the Local Education Agency (LEA) will be detailed and included with the Local Education Agency's (LEA) confirmation letter and submitted to the Division of Apprenticeship Standards for review.

Time spent in related and supplemental instruction may not be compensated.

COURSE

CDL Basics

2 Hours

This course is designed to provide an overview of CDL basics, including fees, requirements, endorsements, testing procedures, disqualifications, and essential rules for commercial drivers.

- Intro & Fees
- Requirements and Endorsements
- CDL Tests
- CDL Disqualifications
- Other CDL Rules

Drive Safety

60 Hours

This course is designed to cover safe driving practices such as vehicle inspections, basic control, hazard recognition, speed and space management, communication, and handling emergencies. Includes guidance on special conditions, distracted driving, and compliance with hazardous material regulations.

- Inspections and Types of Vehicle inspections
- Basic Control of your vehicle
- Seeing
- Communicating
- Controlling your speed
- Managing Space
- Seeing Hazards
- Distracted Driving
- Aggressive Drivers/Road Rage
- Driving in Special Conditions
- Railroads-Highways Crossings
- Mountain Driving
- Driving Emergencies
- Anti-Locking Braking System (ABS)
- Skid Control and Recovery
- Accident Procedures
- Fires
- Alcohol, Other drugs and driving
- Hazardous Materials Rules for all Commercial Drivers

Transporting Passengers Safety

7 Hours

This course is designed to focus on passenger safety through proper vehicle inspections, loading procedures, trip preparation, on-road best practices, and post-trip inspections.

- Vehicle Inspections
- Loading and Trips Start
- On the Road
- After-Trip Vehicle Inspection & Important Information

Vehicle Inspection Test

60 Hours

This course is designed to prepare drivers for the CDL vehicle inspection test by reviewing internal and external inspection steps for all vehicles, including coach and transit buses.

- All Vehicles
- Internal Inspection (All Vehicles)
- External Inspection (All Vehicles)
- Coach/Transit Bus
- Taking the CDL Vehicle Inspection Test

Basic Control Skills Test

2 Hours

This course is designed to explain the scoring process and exercises required to demonstrate essential vehicle control skills during the CDL skills test.

- Skills Test Scoring & Exercises

Road Test

2 Hours

This course is designed to detail the road test process, including what

examiners look for and how drivers will be evaluated during on-road performance.

- How you will be Tested

Additional Lessons

5 Hours

Provides specialized training on de-escalation techniques, managing seizure disorders, recognizing and responding to hypoglycemia, education on disabilities and ensuring passenger and driver safety.

- De-escalation
- Seizure Disorders
- Hypoglycemia
- Disability Awareness and Education
- Security of Mobility Devices

Transit and Paratransit Company Training

66 Hours

This course is designed to meet the requirement that all applicants must complete the federally mandated Entry-Level Driver Training (ELDT) theory component through an FMCSA-approved provider. This training covers essential safety, operational, and regulatory topics. Additionally, California requires applicants for an original Class B CDL to complete a minimum of 15 hours of behind-the-wheel instruction before the license can be issued.

- Introduction to Professional Driving
- Safety Best Practices
- LLLC Defensive Driving
- Hazard Identification & Mitigation
- Pre-Trip Inspections
- Mirror Adjustments & Reference Points
- Preventing Rear End Collision
- Preventing Intersection Accidents
- Railroad Crossings
- Pedestrian & Bicycle Awareness
- Preventing Backing Accidents
- Merging, Lane Changing & Passing
- Adverse Driving Conditions
- Preventing Driver Fatigue
- Preventing Driver Distractions
- Drug & Alcohol Awareness
- Bloodborne Pathogens & Other Infectious Diseases
- Wayfinding
- Hazardous Materials
- Employee Safety Reporting Program
- Professionalism & Customer Service
- Conflict and Aggression Management
- Duty of Care
- ADA Compliance & Sensitivity

- Assisting Customers with Mobility Challenges
- Mobility Devices
- Types of Service
- Emergency Evacuations
- What to Do in the Event of an Accident
- ELDT Supplement
- Classroom Final Exam
- Lift Operations
- Securement Systems

TOTAL HOURS: 204

Article V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise two (2) apprentice(s)