

# APPRENTICESHIP

*Preserving institutional knowledge while  
growing the next generation of talent*



CALIFORNIA APPRENTICESHIP COUNCIL

*First Quarter 2013*

# YEAR IN REVIEW: SELECTED DIR ACCOMPLISHMENTS OF 2012



Christine Baker, Director,  
Department of Industrial Relations

The California Department of Industrial Relations (DIR) has experienced a year of unprecedented collaboration and consolidation in leveraging resources and increasing efficiencies in every office. We have successfully prioritized efforts to streamline activities in the spirit of department-wide and inter-agency coordination, and we have demonstrated our commitment to providing service and resolving problems in the most effective way possible.

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The following “2012 Year in Review” provides an opportunity to reflect on achievements throughout DIR.

### **Making California more competitive and improving benefits to workers: Labor and Management working together to improve California workplaces.**

On September 18, 2012, Governor Brown signed into law Senate Bill 863, a comprehensive reform of California’s workers’ compensation system. This historic agreement between labor and management raises benefits for occupationally injured employees, while simultaneously lowering costs to employers and making claim processes more efficient.

### **Division of Workers’ Compensation (DWC): Acting Administrative Director Destie Overpeck, George Parisotto and their team.**

Immediately after SB 863 was signed, DWC began its implementation. Emergency regulations on independent medical review, independent bill review, lien filing and activation fees, interpreter certification and fees, supplemental job displacement benefits, and vocational rehabilitation expert fees went into effect January 1, 2013.

DWC has also reconstituted its Medical Evidence Evaluation Advisory Committee (MEEAC), which will focus efforts on revising guidelines for “Strength of Evidence” and “Opioid Use.”

Thanks to further improvements in DWC’s Electronic Adjudication Management System (EAMS), use of electronic filing has grown from 32 percent to 55 percent, which

has increased the efficiency of the case adjudication process and saved paper as well.

### **Labor Enforcement Task Force (LETF): Renee Bacchini, Aston Ling, Mark Janatpour and their team.**

In January 2012, the DIR Director’s Office assumed responsibility for the newly formed, multi-agency LETF, charged with combatting the underground economy. Multi-agency, in-depth investigations involving data matching focus efforts and resources on egregious actors while minimizing inconvenience to compliant employers. In addition, partnerships with many organizations have helped us identify leading indicators of egregious behaviors and noncompliance.

LETF’s outreach and education efforts continue to inform California employers as well as their employees of their rights and responsibilities. New educational materials have been translated into multiple languages, and regional focus for specific industries has enabled us to reach our target audiences better.

### **Division of Labor Standards Enforcement (DLSE): Labor Commissioner Julie Su and her team.**

DLSE has prioritized service delivery for the lowest-paid workers in the state, assessing a record-setting amount of minimum wages and overtime wages and improving workers’ ability to receive lost wages. DLSE has also issued the greatest amount of penalties for minimum wage and overtime violations in the last decade.

Regarding enforcement, a newly established Criminal Investigation

Unit comprised of sworn peace officers and a former District Attorney has augmented investigations of criminal violations of the Labor Code. DLSE has also created a one-stop shop for public works enforcement in California. To protect those who report transgressions, DLSE has reinvigorated retaliation complaint investigations.

**Division of Occupational Health and Safety (DOSH): Chief Ellen Widess and her team.**

In response to the August 6 incident at Chevron’s Richmond refinery, DOSH has increased the coordination and data-sharing between local, state and federal regulatory agencies and is seeking feasible approaches to promote and enforce adequate process safety practices in the refinery industry across California.

California’s heat illness prevention program, the first of its kind in the nation, achieved a record year of success. Finally, DOSH and its staffing agencies have received national attention for their unprecedented enforcement of laws addressing safety hazards in the warehouse industry.

**Division of Apprenticeship Standards (DAS): Chief Diane Ravnik and her team.**

DAS enhanced its working relationships with the State’s other workforce development agencies—in particular the California Workforce Development Agency (CWIB) and Employment Training Panel (ETP). In 2012 ETP launched a new “apprenticeship pilot program” setting aside 10 percent of its total funds to support apprenticeship Related and Supplemental Instruction (RSI); and CWIB included apprenticeship in its five-year Strategic Plan.

## 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

**Department-wide Activity: DIR Staff**

We have elevated the quality and consistency of information provided to the public, exemplified in the renovation of the DIR website. We encourage everyone to visit [www.dir.ca.gov](http://www.dir.ca.gov) to see the new face of DIR, which is promoting more efficient sharing of information between departments and with the public. The first edition of the “DIR Times,” a newsletter detailing the achievements of DIR units and employees, was issued in March 2012, with the fourth edition slated for publication in early 2013.

This year was the most robust year of department-wide training in DIR history. For instance, we have conducted trainings on effective worker interviews and many other skills, including leadership skills for supervisors and management. Workers’ Compensation Judges have received training on the new laws affecting workers compensation. In

order to reduce costs, much of the training is conducted regionally or online.

DIR is focused on reducing disability and improving return-to-work through an integrated workers’ compensation and disability management program within DIR. Special recognition goes to the Commission on Health and Safety and Workers’ Compensation and staff, who show so much dedication in conducting the studies we need to recommend vital improvements for the benefit of workers and employers in the State.

As demonstrated by DIR’s 2012 performance, the department is responding well to the needs of its stakeholders to ensure California’s wage earners have safe and fair working conditions and that employers have equal opportunity to thrive and drive economic growth in this great State. The department and its divisions will continue its efforts to make California the best place to live, work and do business.

## LET'S WORK TO EXPAND OUR VISION OF APPRENTICESHIP TRAINING



Diane Ravnik, DAS Chief

For centuries, apprenticeship has had a long and proud tradition as an exemplary system for training well-rounded, highly-skilled workers in a wide variety of occupations in California, nationally, and around the globe. In the U.S., apprenticeship was formalized with the institution of the federal Fitzgerald Act in 1937 and in California two years later with the adoption of the Shelley-Maloney Apprentice Labor Standards Act of 1939.

Today, in California and across America, apprenticeship training programs are most utilized in the building and construction trades, which employ nearly two-thirds of California's 54,000 registered apprentices. There are also significant numbers of apprentice barbers and cosmetologists, firefighters, machinists, automotive mechanics and public safety officers, among others.

But this flexible, highly adaptable, tried-and-true system which incorporates industry standards and can be customized to individual employer needs is vastly *underutilized* in California and the nation. Not so in Europe, Canada and other nations around the world, where, for example, Germany credits both the nation's low youth unemployment rate and its suc-

cess as an exporting nation to its strong apprenticeship system. A recent Canadian study examining return on investment concluded that for each \$1 invested in apprenticeship training, employers achieved a net return of \$1.38.

***The list of apprenticeable occupations is almost endless and our work to expand apprenticeship has just begun!***

Although over 200 of California's 600 approved apprenticeship programs are in the building and construction trades, there are over 800 recognized "apprenticeable occupations." But, just what is an apprenticeable occupation? California regulations (8 CCR 205(c)) define an apprenticeable occupation as one "*which requires independent judgment and the application of manual, mechanical, technical, or professional skills and is best learned through an organized system of on-the-job training together with related and supplemental instruction.*" That includes a pretty wide range of occupations. And why did we call this wonderful, flexible, cost-effective system "the best-kept secret"? Because the general lack of knowledge of what apprenticeship is and how it works has resulted in apprenticeship being greatly *undervalued and underutilized*. And yet, I find that the more people know about apprenticeship, the more they like it.

In this issue we will see examples of how well formal, registered apprenticeship serves employers and apprentices alike in California's growing and evolving industries and occupations. The long-standing, highly successful Psychiatric Technician program

offered in several of our state hospitals is an excellent example of how well apprenticeship training works in the growing health care field. Nationally-recognized Lawrence Livermore National Laboratory's machinist program shows how apprenticeship training can be used to achieve cutting-edge, technologically advanced training in manufacturing skills to enable employers to be competitive in our global economy. And in Alphatec Spine's new apprenticeship program, featured in our October, 2011, issue, manufacturing meets health care in an apprenticeship program that teaches the skills needed to manufacture innovative new medical devices.

Apprenticeship is getting "greener" too, as existing building and construction trades programs transform to teach new energy-efficient techniques and building practices, and with exciting new opportunities in occupations like Organic Farmer and the Alameda Pointe Collaborative's new Landscape Horticulturalist program featured in this issue. The list of "apprenticeable occupations" is almost endless, and our work to expand apprenticeship has just begun!



California Division of  
Apprenticeship Standards

The 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.

[www.dir.ca.gov/das](http://www.dir.ca.gov/das)

## Letter from the CAC Chair

### WHO IS PAUL VON BERG?

*I am amazed at the experience, background diversity, and knowledge my fellow council members have. I look forward to working with each of you this coming year.*



Paul Von Berg, CAC 2013 Chair

I am honored to be your CAC 2013 Chair. But I am sure there are many of you asking the question, “Who is Paul Von Berg?”

I was appointed to the CAC in the summer of 2011. I am married and my bride Stacey and I live in Orange County California. We have two grown children that graduated from college this past year. (And they are not living at home!) I am a graduate of Arizona State University. I have been in the construction industry since 1966. For the past twenty years I have been the Executive Vice President for Brutoco Engineering & Construction in Fontana, California. I have worked in the heavy engineering and highway construction industry in 22 states during my career.

Now that you know a little of who I am, you might now ask, why is he here? I am here because I am a true believer that not all young people have to go to college to be a contributor to society and have a good and meaningful career. There are many great career paths that young men and women can take that do not involve college. I am a supporter of apprenticeship programs, not only for

the building trades but for all the many other apprenticeship trades. These young people can have a well-paying career, provide health coverage for their families, and a great retirement.

I am following Scott Gordon’s reign as the 2012 CAC Chair. I have some extremely large shoes to fill figuratively and literally. Scott leads by example; he has developed the Laborers’ Training School in Southern California to a level of excellence to be envied by all. I thank Scott for his leadership last year for the CAC. I look forward to his wise counsel in 2013.

After over 46 years in management in the construction industry I have learned that you can’t please everyone all the time. I promise all of you that I will always be open to your concerns, suggestions and criticisms. I have the benefit of having a great staff here at the CAC and the DAS.

The heart and soul of any successful construction company are the workers that physically build the projects in the field. The laborers, carpenters, operators, etc. are the men and women that work in the unrelenting heat on some Interstate highway on a July day in the desert, or on a railroad in the high country on a snowy, brutally cold day in January. These are the heroes in the construction industry, skilled journeymen who are the result of strong apprenticeship programs. At Brutoco I came to know, admire, and love these hard workers. If it wasn’t for them I would never have reached any degree of success that I may have been fortunate to achieve. I am here because of them. Industries

need young trained workers.

I am writing my first “Chair” report on an unusually cool and rainy Thursday afternoon in mid December here in SoCal where it never rains and the sun always shines. Don’t believe that.

In these quarterly reports I will try to report timely and relevant information. If any of you have suggestions on topics or wish to request information or my viewpoint on any subject, please contact me.

Lastly I want to say a few things about my fellow CAC Commissioners. As a group we are here because of our belief in the training and the opportunities that Apprenticeship programs offer to young people. We are not here for the compensation or the retirement benefits. It’s a way to give back and to help develop opportunities for men and women that look for an alternative to college. I am amazed at the experience, background diversity, and knowledge my fellow council members have. I look forward to working with each of you this coming year and I look for your advice and counsel for the betterment of the CAC. My door will always be open.

In closing I hope everyone had a happy and joyful Holiday Season. I am looking forward to working with all of you in 2013.

—Paul Von Berg



# Psychiatric Technician Apprenticeship Program



**PSYCH TECH  
GRADUATION  
RATE TOPS  
CHARTS**

To us laymen, the occupation of psychiatric technician is shrouded in mystery, and maybe a little fear. With all the talk in the news of violence being perpetrated by persons with mental health issues, we lose sight of the structured part of California’s mental health support system and the role of today’s psychiatric technicians. As one apprentice noted, “A psychiatrist sees the patient once or twice a week. We see them every day.”

Apprentices training at Napa State Hospital relish their experience and the excitement of a sometimes dangerous, always challenging work environment. Napa State Hospital was established to house mentally ill criminals and today, more than 80 percent of patients arrive by way of the criminal justice system. They are considered either incompetent to stand trial, not guilty by reason of insanity, or just too dangerous and mentally ill to be paroled into the community.

Being attuned to a potentially dangerous work environment is just part of the job, where violence perpetrated against hospital staff, including psychiatric technicians, has resulted in fatalities. Part of the

apprentice’s training includes safety training and safe practices. But as one apprentice said, “I’ve learned to keep an open mind—to understand that not everything they’ve done to end up here is of their own volition—but rather, a result of their condition.”

*With tutoring, peer support, counseling and intense labor-management cooperation, this program has continually graduated over 90 percent of its entering apprentices!*

Established in 2004 as a statewide program, the psychiatric technician program is approved to operate at two facilities: Napa State Hospital is the larger of the state’s two sites, and has completed five graduating classes with an average of over 20 apprentices in each class; the other approved training site is located in southern California at Patton State Hospital in San Bernardino.

The state psychiatric apprenticeship program is distinguished by having possibly the highest graduation rates of any apprenticeship program in the state. With tutoring, peer support, counseling and intense

labor-management cooperation, this program has continually graduated over 90 percent of its entering apprentices!

The program is a “joint” program, so the governing committee includes membership from both management—from the State departments of Personnel, Mental Health and State Hospitals—and labor: from the California Association of Psychiatric Technicians.

This fast-paced program packs clinical training, on-the-job training and related supplemental instruction into just 18 months, with the related supplemental instruction (RSI) provided by Napa Valley College in the north and San Bernardino Community College in the south. The psychiatric technician occupation is state-licensed, and in order to complete their apprenticeship program, apprentices must also pass numerous health and Nursing Board exams.

The outstanding completion rates serve as a stellar example for other clinics and private care facilities that need to incorporate training for their psychiatric technician staff. The occupation of psychiatric technician is an expanding field—no longer are jobs only in institutions and correctional facilities. Hospitals, clinics and private care facilities are adding psychiatric technicians to their service staffs. Apprentices receive training in a broad spectrum of the health care industry, with the focus on the huge field of mental health.

The future looks bright for this apprentice program, which also serves as an exemplary model for apprenticeship training in other health care occupations in clinics, hospitals and related facilities throughout the state.

—Andrew Lee, DAS

# Lawrence Livermore National Laboratory, Materials Engineering Division

## MANUFACTURING MACHINIST APPRENTICES WORKING THEIR WAY UP



Alan Ma



Brandon Pratt



Christial Oda



Kyle Beith

The LLNL machinist apprenticeship program has a long and prestigious legacy starting in 1954. The program became accredited through the California DIR, Division of Apprenticeship Standards in 1961, and continued to develop into what became known as one of the top machinist apprenticeship programs in the state, if not the country.

To maintain the accreditation, they work with Division of Apprenticeship Standards consultant Victor Rodriguez, who monitors the program annually and attends LLNL monthly Apprenticeship Committee meetings to review progress of each apprentice and any local program concerns.

The apprenticeship program is a four-year state-registered apprenticeship, consisting of 8,000 hours of on-the-job training and over 500 hours of related supplemental instruction through Chabot-Las Positas Community College District.

Apprenticeship is an important tool for maintaining a community of highly skilled machinists at LLNL. With over 140 graduates to date, this program has produced a wealth of technical and leadership talent that has contributed to the success of LLNL programs. The combination of highly talented mentors, shops with broad general manufacturing capabilities, the demanding and unique weapons-related fabrication challenges, as well as world-class precision machining facilities, provides apprentices with an on-the-job training environment that is virtually unparalleled.

Many of the apprenticeship graduates have worked their way up through the ranks to become Technical Associates, Supervisors and Section Leaders.

Currently these eight Machinist Apprentices are accruing years of service toward their careers at LLNL as Journeyman Machinists.

—Paul Ahre, LLNL Machinist Apprenticeship Program Manager



Sam Wickizer



Tyler Panigua



Wesley Scoggins



Willard Morton

## STANDARDIZED TRAINING CREATES EXCELLENCE IN THE FIRE SERVICE

**P**aramedic response. Hazardous materials. Water rescue. Urban search. Massive firestorms in the wildlands. These are just some of the responsibilities that fall under the job description of a modern firefighter in California.

To meet the challenge of protecting lives and property, effective on-the-job training is more than just a pathway to professional advancement—it can literally be a matter of life and death. For three decades, the California Fire Fighter Joint Apprenticeship Committee (CFFJAC) has been at the center of recruitment and training efforts for the modern fire service.

Created in 1982 as a way to bring a broader, more diverse range of people into firefighting, the CFFJAC has evolved into a national model for apprenticeship training in the fire service. More than 145 California fire departments are affiliated with the JAC, representing more than 90 percent of all career California firefighters. The unique partnership between the Office of the State Fire Marshal (representing management) and California Professional Firefighters (representing labor) has enabled the CFFJAC to promote standardized training where little had existed.

“In California, emergency response is built on the concept of mutual aid across jurisdictional lines,” said CFFJAC Chair Daniel Terry. “CFFJAC apprenticeship training helps assure that firefighters can work together when seconds count.”



*Firefighter apprentices learn how to control an LPG gas fire in San Bernardino.*

With more than 5,000 apprentices spread across 20 job classifications, CFFJAC training is building a solid base of professionalism for first responders, but the CFFJAC has also brought creativity and innovation to fire service training.

The CFFJAC’s Terrorism Consequence Management (TCM) was the nation’s first terrorism response program geared to the fire service. TCM training modules are now available to all California firefighters online through a partnership with Kaplan University. And the JAC’s newly revised Wildfires training program has been an important tool for municipal firefighters who are increasingly called to respond to massive firestorms far from home.

As with all apprenticeship programs, CFFJAC also remains committed to its founding mission: the recruitment and retention of a broader, more diverse and better-trained fire service.

CFFJAC is leading an industry-wide transition to skills-based

physical ability testing through the labor-management sponsored Candidate Physical Ability Test (CPAT). CFFJAC operates three CPAT Testing Centers throughout the state, certifying the skills of tens of thousands of would-be firefighters and saving departments thousands in the process. To promote a more diverse fire service, the CFFJAC has developed mentoring and direct outreach to the next generation through its Commission to Recruit Women for the Fire Service. And the CFFJAC manages a statewide Displaced Firefighter List, which has provided career transition support for firefighters who have lost their jobs through budget cuts or military base closures.

“Apprenticeship in the fire service is more than just a success story—it has literally changed our industry,” said Terry. “Our firefighters are as well trained as any in the country, and that makes our state a safer place to live and work.”

—Yvonne de la Pena, Program Director, CFFJAC; CAC Commissioner

## Employment Training Panel

# ETP LAUNCHES NEW APPRENTICESHIP PILOT, EXPANDS PARTNERSHIPS



**E**TP is on the move to find new ways to support California employers through Registered Apprenticeship, working with DAS and other partners to maximize their efforts to train California's workforce.

### ETP Sets Aside 10% of Total Funds for Apprentice Training Pilot

In March 2012, ETP began funding apprenticeship training through an Apprentice Training Pilot Program to supplement Related and Supplemental Instruction (RSI) funds. The Panel set aside 10 percent of its total funds, which are usually

*ETP is currently seeking applications from DAS-approved apprenticeship programs outside the construction sector, such as healthcare, machining, automotive repair, agriculture, and others.*

between \$60-\$90 million per year, for the Pilot. ETP apprenticeship training is funded from its Special Employment Training (SET) Fund, which is typically used for construction and health care training. The Pilot Program funds RSI at the rate of \$13 per hour and is capped at 144 hours per individual apprentice. The Pilot also funds OSHA 10 training for a total of 154 hours. Only DAS-approved apprenticeship programs are eligible to apply, and apprenticeship training is capped at \$300,000 per program sponsor. It may stand alone or be combined with pre-apprenticeship and journeyman training.

The program has been very well received; demand for funding has been so strong in the first six months that ETP must soon close new applications for the current fiscal year. The Panel expects to have approved over \$9 million in contracts by its January meeting, almost all in the construction sector. These contracts will provide training for over 5,000 apprentices in at least 30 training programs that include both JATCs and UACs.

The Pilot's purpose is not just to support apprenticeship training, but to learn more about how apprenticeship works. To this end, ETP is currently seeking applications from DAS-approved apprenticeship programs outside the construction sector, such as health care, machining, automotive repair, agriculture, and others. Additionally, due to the 10 percent cap on funds, ETP hopes to see smaller apprenticeship proposals under \$50,000 for a broader range of experience during the Pilot phase of the program.

### New Working Group Strives to Strengthen & Expand Apprenticeship

To better understand construction apprenticeships and efforts to expand apprenticeship into new sectors, ETP has reached out to other state agencies, and is participating with the Labor Agency, DAS, the Workforce Investment Board (CWIB), Community Colleges and the Department of Education in a new Apprenticeship Working Group.

The Working Group's White Paper, soon to be finalized and posted

The Employment Training Panel (ETP) is a state agency supported by business and labor that provides funds to offset the costs of job skills training needed to maintain high-performance workplaces and help employers strengthen their competitive edge. ETP has traditionally funded employers who face out-of-state competition, such as in manufacturing. The panel meets monthly to approve training contracts. For more information, visit [www.etp.ca.gov](http://www.etp.ca.gov)

on CWIB's website, [www.cwib.ca.gov](http://www.cwib.ca.gov), provides the rationale for supporting apprenticeship, and policy recommendations for strengthening and expanding apprenticeship. Key policies include supporting meaningful pre-apprenticeship programs, including implementation of AB 554; creating a new public awareness campaign based on the benefits of apprenticeship; promoting expansion of apprenticeship to growing industry sectors; exploring alternative funding to augment traditional apprenticeship funding (such as using Proposition 39 and ETP funds); and coordinating resources.

ETP looks forward to working with the California Apprenticeship Council and other partners in the coming year. If you have questions or want more information about applying for ETP Apprenticeship funding, please visit [www.etp.ca.gov](http://www.etp.ca.gov) or email Peter Cooper at [peter.cooper@etp.ca.gov](mailto:peter.cooper@etp.ca.gov)

## INNOVATIVE APPRENTICESHIP PROGRAMS HELP FILL THE SKILLS GAP



Van Ton-Quinliven, California Community Colleges Vice Chancellor of Workforce & Economic Development

Modern-day apprenticeships, responding to the demands of today's industries by training skilled workers who meet the needs of California's job market, have been one of our state's best-kept secrets. But the California Community Colleges Division of Workforce and Economic Development is working to spread the news on the benefits of registered apprenticeship programs.

One way we are supporting greater awareness for apprenticeships is through our California Community College CareerCafé website, [www.cacareercafe.com](http://www.cacareercafe.com), which guides students through a variety of career pathway op-

tions, including apprenticeship programs. More than 400,000 current apprentices in the United States are learning while working, in sectors ranging from advanced manufacturing to healthcare.

*No matter the age or background, it has been proven time and again that given the right opportunity and encouragement, apprentices can gain in-demand skills and a competitive wage at companies committed to employees.*

Two showcases of community college partnership with apprenticeship programs include:

**The Inside Wireman Program**, a collaboration between Palomar College in San Marcos and Oceanside Middle and High Schools. Palomar College, in conjunction with Oceanside and El Camino High Schools, is using funding from SB 70 grants provided by the California Community College Chancellor's Office to introduce students to the basic tenets of electrical energy generation. The comprehensive project includes developing a new course, *Electri-*

*cal Circuits and Microcontrollers*; enhancing general physics curriculum; establishing associated laboratories; providing professional development for faculty; and creating marketing materials for the electrical trade appropriate for high school students. The new course will be articulated in the Inside Wireman Apprenticeship Certificate of Achievement for-credit program offering in the Fall of 2013.

Late in 2001, the **Southern California Metropolitan Water District** began an implementation plan to fill the skills gap within the maintenance fields resulting from the attrition of an aging workforce. The Joint Apprenticeship and Training Committee has graduated 51 apprentices from the program comprising 25 percent of the water district's apprenticeable workforce in electrical and mechanical maintenance. Annual recruitment among over 600 entities yields 1,300 applicants. There are 44 apprentices currently in the program, which is unique in that the students are hired as regular employees, all instruction is provided on district time, and all materials are paid by the district. The success rate of apprentices has been strong.

No matter the age or background, it has been proven time and again that given the right opportunity and encouragement, apprentices can gain in-demand skills and a competitive wage at companies committed to employees.

These and many other apprenticeship programs stir curiosity in a variety of students who might otherwise ignore college as an option.

### Apprentice Statistics For the quarter ending December 31, 2012

Number of active apprentices .....	53,951
Number of new registrations and reinstatements .....	2,956
Number of active women apprentices .....	3,342
Percent of active apprentices represented by women .....	6.2%
Percent of active apprentices represented by minorities .....	49.6%

## Southern California Barbering Apprenticeship Council

# BARBERING SKILLS STAR IN STELLAR SOCAL PROGRAM

If you think barbering is a thing of the past, a visit to the Southern California Barbering Apprenticeship Council in Moreno Valley might surprise you.

Board members (all barber employers) Dr. Charles Washington, Program Coordinator; Alma Angelo, Vice Principal at San Bernardino Adult School; and veteran Instructor John Olivas, work toward a common goal: providing opportunities to those who want to change their lives and embark on careers in barbering.

The apprenticeship program is a two-year employer-based on-the-job training, supplemented with related classroom instruction. Apprentices must complete 3,200 on-the-job hours in designated work processes. All barbering apprenticeship programs are under the auspices of the Bureau of Barbering and Cosmetology with additional stringent regulations, ensuring those completing the apprentice-



ship program are well qualified. Participating employers, who are themselves licensed barbers, provide a paid work environment for a minimum of 32 hours and a maximum of 40 hours a week to apprentices.

Credit for the program's continued success, growth and employer participation belongs to Dr. Charles Washington, who donates hours to provide the best environment for the apprentices and wins employers' commitment to the program.

Employer Mecca Johnson said, "Apprenticeship provides a way for you to make money while building a clientele. At barber school you pay to go and aren't allowed to work in a shop. When finishing barber school you have to begin working and build a clientele. With apprenticeship you are two years ahead in your career; I completed the apprenticeship program and now have my own barber shop."

The success of the Southern California Barbering Apprenticeship Council also lies in the never-ending efforts of Ms. Angelo and continuous support from San Bernardino Adult School. As the local education agency overseeing pre-apprenticeship and apprenticeship classroom instruction, Ms. Angelo works closely with Dr. Washington

to provide the assistance apprentices, instructors and the committee need.

In his commitment to apprenticeship, Mr. Olivas is extraordinary—since 1988 he has provided classroom instruction to apprentices for eight hours weekly, teaching the skills they need to become successful barbers who can pass the state board exam the first time, as well as skills required in the workplace. Mr. Olivas' lectures and hands-on exercises include methods for cutting and perming hair and the art of razor shaving. He says "the most rewarding part of my job is to see people get ahead, getting people to work, and changing their lives."

The Council presents a quarterly award to the "Apprentice Barber of the Quarter" chosen for exemplary attendance, work performance and class work. This quarter's awardee, Angelica Avila, said "I came to this program because a friend had completed it and thought it was very good. I like it because I can work and go to school."

The Southern California Barbering Apprenticeship Councils' stellar program provides opportunities for careers—not just jobs—in the barbering industry.

—Stephanie Foster, DAS Senior Consultant, Los Angeles



**A**lameda Point Collaborative, a nonprofit supportive housing provider for formerly homeless families, including more than 300 children and youths, launched a Landscape Horticulturalist apprenticeship program in September 2012 to address needs in our local community and in our organization. The program is 2000 hours long, over two years and includes 288 hours of classroom instruction provided through San Leandro Adult School.

The Alameda Point Collaborative (APC) manages 200 units of housing for families and individuals who have been homeless, serving 500 people each year. APC supportive services for residents include on-the-job training and employment opportunities. Residents work in several APC social enterprises that are designed to teach vocational and life skills, including an urban farm, a commercial kitchen, and Ploughshares Nursery, a retail plant nursery specializing in California native, drought tolerant and edible plants. APC's landscape horticulturalist apprenticeship positions will be targeted to adult residents of APC supportive housing.

With 34 acres of property to manage, including 200 units of residential housing and adjacent commercial properties, Alameda Point Collaborative has plenty of landscaping projects. At the same time, many adults in our housing community are actively looking for employment and vocational training opportunities to get back into the workforce. Alameda Point Collaborative had been outsourcing its landscaping services for several years. The realization that bringing landscaping services back in-house could create more local jobs while

providing a higher level of service to the organization motivated us to create an apprenticeship. We also realized that training and employing a skilled landscaping crew would position our organization to offer similar services to customers outside of our organization in the future, thereby creating even more local job opportunities.

The Division of Apprenticeship has been a critical partner is helping us to understand the requirements and standards of managing an apprenticeship versus a standard employment position. The feedback we are getting from our apprentices indicates that they perceive the apprenticeship to be different from a typical job in positive ways. One of our apprentices recently noted, "Unlike some other jobs I've had, the landscaping apprenticeship feels like it is moving me toward a career. I feel proud when I put on my uniform."

Alameda Point Collaborative hopes to use the landscaping apprenticeship as a learning experience to inform the development of apprenticeships in other trades related to our housing community and the redevelopment of our neighborhood, the former Alameda Naval Air Station.

—Andrea Schorr, Director of Social Enterprise, Alameda Point Collaborative

