



# APPRENTICESHIP

Preserving Institutional Knowledge While Growing The Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

1st Quarter | 2016



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

SMUD apprentice lineman demonstrating cross arm and high voltage conductor system (Photo Credit: Courtesy of SMUD)

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Photo Credit: Daniel Martinez

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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.

## California moves toward achieving equal pay for working women



**Christine Baker**  
Director, Department of  
Industrial Relations



Like the Shelley-Maloney Apprenticeship Labor Standards Act that was passed over 77 years ago, the Fair Pay Act written by Senator Hannah-Beth Jackson and signed by Governor Brown is another giant step forward to ensure working women in California are seen and valued as equals in the workplace.

**H**APPY NEW YEAR! One of the new laws taking effect in 2016 is the Fair Pay Act, which will close the wage gap between men and women in California. It's fitting that the Governor signed the law at the Rosie the Riveter National Historical Park in Richmond, where women worked in the shipyards during World War II and proved they could excel doing the same jobs as men.

Female apprentices had a head start on the equal pay front. The Shelley-Maloney Apprenticeship Labor Standards Act of 1939 provided all apprentices, regardless of race or sex, access to the same training in skilled occupations and mandated fair labor standards for minimum wages and working conditions. This Act established the California Apprenticeship Council (CAC) as the policymaking body and authorized the Department of Industrial Relations (DIR) as the administrator of apprenticeship.

The Division of Apprenticeship Standards (DAS) enforces standards to ensure the on-the-job training will result in career-

ready workers. All collaborate to provide equal opportunities for women apprentices. Although they are still underrepresented—less than 6% statewide—those women who enter apprenticeship programs are guaranteed precisely the same pay as their male counterparts. Hours worked are closely tracked and monitored to ensure regular wage progression and ultimately, graduation. Women also have the right to file a complaint with CAC if they are not equally compensated.

Like the Shelley-Maloney Apprenticeship Labor Standards Act that was passed over 77 years ago, the Fair Pay Act written by Senator Hannah-Beth Jackson and signed by Governor Brown is another giant step forward to ensure working women in California are seen and valued as equals in the workplace.



Women working in  
Richmond Shipyards, 1942  
(Source: UC Berkeley,  
Bancroft Library)



Photo Credit: Bob Gumpert

## Looking back at 2015 and forward to 2016



**Diane Ravnik**  
Chief, California Division of  
Apprenticeship Standards



As we look to 2016, we intensify our efforts to expand the benefits of registered apprenticeship to many more apprentices and businesses around the state, particularly those in growing and high-demand occupations and industries that had not previously been exposed to or utilized apprenticeship to meet their needs for a highly skilled workforce.

AS WE START THE NEW YEAR of 2016, we are encouraged and propelled by the many accomplishments of 2015, a truly extraordinary year for apprenticeship in California and the Nation. It began last January, with President Obama's mention of formal registered apprenticeship in his 2015 State of the Union Message. That was followed by the announcement of the "American Apprenticeship Initiatives" grant program, which last September awarded an unprecedented level of \$175 million to spur development of new apprenticeship programs in new, growing, and high-demand occupations around the country.

California applicants received five of those awards, totaling nearly \$17 million, to develop new apprenticeship and pre-apprenticeship programs in information and communications technology, healthcare, biotechnology, and advanced manufacturing. These five grants represented the largest award and greatest number of successful applicants of any state. California was also included in another four multi-state grant applications that totaled an additional \$18.2 million.

Closely following the award of the federal apprenticeship grants was the award in December of \$15 million in California state grants for innovative apprenticeship and pre-apprenticeship programs resulting from the Governor's 2015–16 budget augmentation of nearly \$30 million to support apprenticeship educational costs for both existing and new apprenticeship programs.

November 2–8, we celebrated the first annual "National Apprenticeship Week," highlighted by Governor Jerry Brown's commemorative letter and the California Apprenticeship Council (CAC) resolution, both citing California's contributions to the national apprenticeship system (see pages 8–9). The Division of Apprenticeship Standards

(DAS) sponsored or participated in some 14 apprenticeship events around the state, including a ceremony celebrating the approval of a new 7-occupation apprenticeship program with the Sacramento Municipal Utility District (SMUD) and the International Brotherhood of Electrical Workers (IBEW) Local 1245 (see story on page 7). All this activity resulted in a dramatic increase in the number of registered apprentices, from 53,366 at the end of 2014 to 63,959 (and growing!) by December 31, 2015—an increase of 20% or nearly 10,000 apprentices in 11 months. Also, the number of new apprenticeship programs initiated increased three-fold, from nine new program approvals in 2014 to 34 in 2015.

This past year marked the reauthorization of the federal Workforce Investment and Opportunity Act (WIOA), which encouraged greater collaboration with, and support of, registered apprenticeship, including the mandate to include all registered apprenticeship programs on state Eligible Training Provider Lists (ETPL). California now has 75 apprenticeship programs listed on the state ETPL.

As we look to 2016, we intensify our efforts to expand the benefits of registered apprenticeship to many more apprentices and businesses around the state, particularly those in growing and high-demand occupations and industries that had not previously been exposed to or utilized apprenticeship to meet their needs for a highly skilled workforce. We also look to expand the use of quality pre-apprenticeship programs directly linked to existing apprenticeship programs to increase opportunities for women, veterans, the disadvantaged, and other underrepresented populations so they can participate in apprenticeship programs and benefit from the quality training and good wages that provide a pathway to California's middle class.

## A promising future for apprenticeship in California



**Yvonne de la Pena**  
2016 Chairperson, California  
Apprenticeship Council



By providing a venue of collaboration on training, our apprenticeship programs have been able to bring a strong and united front to the fight to protect the critical state resources for apprenticeship.

**Y**OU'VE PROBABLY HEARD that famous tongue-in-cheek curse: "May you live in interesting times." Well, for those of us committed to apprenticeship, it's not a curse, but instead it's the call to an exciting and hopeful future for our programs and our apprentices.

That future is one of many reasons why I am particularly honored to serve as the chair of the California Apprenticeship Council (CAC) for 2016.

For more than half of my life, apprenticeship has been a part of my life. Since 1990, I have had the privilege of serving as executive director of the California Fire Fighter Joint Apprenticeship Committee (Cal-JAC). Co-sponsored by the California State Fire Marshal and California Professional Firefighters, Cal-JAC provides apprenticeship training for more than 6,000 first responders employed in more than 150 fire departments throughout California.

During my time with Cal-JAC, I have had the opportunity to serve several terms on the CAC and have even served previously as chair. This experience has reinforced my appreciation for the value of the partnerships that form the heart of apprenticeship—the partnership between labor and management, and the concurrent partnership with the educational community and the government.

By providing a venue of collaboration on training, our apprenticeship programs have

been able to bring a strong and united front to the fight to protect critical state resources for apprenticeship.

The years of the Great Recession were difficult ones for our programs, having to endure painful budget cuts and risky reorganization proposals. At times, it seemed the very existence of the state apprenticeship model was at risk. However, our collective unity and persistence kept the threats at bay, and apprenticeship remained front-and-center as a valuable and cost-effective model for workplace training.

This past year, the fruits of that united effort were vindicated when Governor Jerry Brown's 2015-2016 budget earmarked some \$37 million for apprenticeship. While much of the money restores recession-era cuts in reimbursement, the budget also allocates another \$15 million to fund the new California Apprenticeship Initiatives.

These new initiatives, which will extend the mission of apprenticeship as a force for innovation in building the economy and the services of the future, particularly resonate with me. It was just such a commitment to innovation and partnership that produced our unique firefighter apprenticeship program a little more than three decades ago.

I appreciate the opportunity to serve as CAC chair, and I look forward to working with CAC members and our partners as together we navigate these "interesting times."



Photo Credit: Bob Gumpert

# Chancellor's Office launches California Apprenticeship Initiative grants program



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



These grants are targeted to priority and emerging industry sectors or areas where apprenticeship training does not currently exist.

IT IS A VERY EXCITING TIME for apprenticeship and the Chancellor's Office is pleased to collaborate with its state and federal partners to bring new opportunities to grow and expand our programs together. Foremost, the California Apprenticeship Initiative (CAI) has brought in nearly 50 applications from California Community Colleges and California Department of Education local education authorities, including regional occupational centers and programs, adult schools, county offices of education as well as local school districts. It funds the creation and implementation of new, innovative apprenticeship programs throughout the state. These grants are targeted at priority and emerging industries or areas where apprenticeship training does not currently exist. Pending approval on January 20, 2016 by the Board of Governors, approximately half of the applicants will receive funding.

The CAI is made up of four grant programs:

- New Innovative,
- Pre-Apprenticeships,
- Apprenticeship Accelerator, and
- Technical Assistance.

The New Innovative Apprenticeship Grant is designed to encourage identification and recruitment of employers with specific workforce training needs, and create a sustainable apprenticeship program. This grant creates increased employer participation in apprenticeship training models in priority and emerging industries, including advanced

manufacturing, allied health care, and information and communication technologies.

The Pre-apprenticeship Grant specifically targets underserved populations and is directly connected to apprenticeship programs approved and registered by DAS. These grants are different from registered apprenticeship programs because they provide a broad-based training program to prepare participants to apply for admittance to registered apprenticeship programs. Grantees investigate methods to increase the number of women, persons of color, foster youth, parolees, veterans or other underrepresented groups who meet the minimum application standards.

The Apprenticeship Accelerator Grant is designed to encourage applicants to quickly identify a specific employer or workforce need, create an apprenticeship program approved by DAS and place apprentices with employers within 12 months of the grant award date. Grantees register a minimum of five to eight new apprentices and all apprentices are entered into Cal Jobs. The Apprenticeship Accelerator Grant differs from the New Innovative Grant because it is short term in nature and designed to provide funds to "jump start" new or recently approved apprenticeship programs.

The Technical Assistance Grant will support contractual services for evaluation of the CAI, outreach to stakeholders, communications, and expenditures associated with organizing a Community of Practice.

For those seeking more information, here is the link to the CAI Intent to Award letter: <http://bit.ly/113AnfO>

<b>Apprentice Statistics for the quarter ending December 31, 2015</b>	<b>63,959</b>	<b>3,791</b>	<b>3,810</b>	<b>6.0%</b>	<b>61.2%</b>	<b>4,313</b>	<b>1,576</b>	<b>353</b>
	Number of active apprentices	Number of new registrations and reinstatements	Number of active women apprentices	Percent of active apprentices represented by women	Percent of active apprentices represented by minorities	Number of active veteran apprentices	Number of veterans registered in 2015	



## SMUD Power Academy secures state certification

**T**HE SACRAMENTO MUNICIPAL UTILITY DISTRICT (SMUD) and the International Brotherhood of Electrical Workers (IBEW) Local 1245 recently secured state certification for the SMUD Power Academy apprenticeship program from the Department of Industrial Relations (DIR).

“IBEW Local 1245 is staunchly committed to training and educating the next generation of utility employees,” said IBEW 1245 Business Manager Tom Dalzell. “By working together with utility employers and the State of California, we are able to play a critical role in preparing these utility industry newcomers to take on the challenging and sometimes dangerous jobs that keep the lights on for millions of Californians.”

According to SMUD, its vision for the Power Academy is to “become a premier power utility training center, providing high-quality educational and skills training development for SMUD, other utility companies and individuals currently working or seeking a career in the transmission/distribution public power industry.”

The union and SMUD have been working together to train apprentices for more than 60 years. In April of 2014, SMUD began the process to become an official state-certified apprenticeship program. IBEW 1245 Business Representative Sam Glero worked closely with Max Fuentes and Ed LaBranch (now retired) from SMUD, as well as Kelly Mackey from DAS during the entire process. The application was subsequently approved on November 6, 2015, and DIR marked the occasion with an official signing ceremony. IBEW 1245 Business Manager Tom Dalzell was in attendance and signed the agreement.

“We pride ourselves on our partnerships with numerous training programs including SMUD Power Academy, along with high schools, colleges, vocational training centers and veterans’ programs, such as PG&E’s PowerPathways training program,” said Dalzell. “This new SMUD Power Academy certification is another step in the right direction as we work together to build and maintain a vibrant, safe and secure utility industry.”

As of November 6, 2015, the SMUD Power Academy is now a state-certified apprenticeship program for the following classifications:

- Line Worker
- Substation Electrician
- Cable Splicer
- Electrical Technician
- Telecom Technician
- Meter Technician
- Engineering Designer

The Power Academy currently has 60 apprentices training in these seven classifications. SMUD projects that this number will grow to over 400 by 2020.

From left to right: Sam Glero, Business Representative of IBEW Local 1245, Diane Ravnik, DAS Chief, Frankie McDermott, Assistant General Manager of SMUD

IBEW Local 1245 is staunchly committed to training and educating the next generation of utility employees.



Photo Credit: Courtesy of SMUD

# National Apprenticeship Week

## California Apprenticeship Council Resolution ▼

STATE OF CALIFORNIA

CALIFORNIA APPRENTICESHIP COUNCIL

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EDMUND G. BROWN, Jr., Governor

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### CAC RESOLUTION - National Apprenticeship Week

Whereas, the California state apprenticeship system was established in 1939 with the enactment of the Shelley-Maloney Apprenticeship Act; and

Whereas, the Shelley-Maloney Act created the California Apprenticeship Council (CAC) as the apprenticeship policy making body for the State of California; and

Whereas, apprenticeship has been recognized over many centuries as a tried and true method of passing on essential skills from one generation to another; and

Whereas, the apprenticeship system remains as effective today as ever in meeting the changing needs of California's employers for well-trained, skilled labor in a wide variety of occupations and industries; and

Whereas, apprenticeship offers our California youth a pathway to a well-paying lifelong career, with industry-recognized credentials, without incurring student loan debt; and

Whereas, with over 62,000 registered apprentices California is the largest apprenticeship system in the country; and

Whereas, the California apprenticeship system continues to grow, expand, and innovate;

Whereas, President Obama has declared the week of November 2 - 8, 2015 the inaugural "National Apprenticeship Week;"

Therefore, Be It Resolved, that the California Apprenticeship Council recognize this inaugural "National Apprenticeship Week," and encourage all California apprenticeship program sponsors to sponsor and participate in events during national apprenticeship week to recognize and celebrate the many benefits and contributions of registered apprenticeship to our nation and to the State of California.

ADOPTED – October 29, 2015

A handwritten signature in black ink, appearing to read "RH".

Richard Harris, Chairman  
California Apprenticeship Council



# November 2–8, 2015

Governor Brown Commemorative Letter ▼



OFFICE OF THE GOVERNOR

November 2-6, 2015

## *National Apprenticeship Week*

For more than 75 years, formal state-registered apprenticeship training programs have been an integral part of California's efforts to promote a highly trained workforce. The state's apprenticeship system brings together industry, labor, education and government to increase career opportunities for Californians while meeting employers' needs for skilled workers.

Apprenticeship programs provide on-the-job training and technical instruction in which the apprentice learns by doing and earns while learning. This approach to training for skilled occupations was formalized by the state in 1939 with the enactment of the Shelley-Maloney Apprentice Labor Standards Act, which established standards for apprenticeship training programs. Today, 62,000 apprentices statewide are being trained in more than 800 occupations, making California's the nation's largest apprenticeship system.

Given the significance of apprenticeships to the state's workforce development system, it is essential that the apprenticeship model continue to adapt along with changes in our economy. The budget I signed in June directs funding to expand existing apprenticeship programs and to create new programs in non-traditional fields and emerging industries with unmet labor demands.

President Barack Obama has proclaimed November 2-6, 2015 as "National Apprenticeship Week" to acknowledge the great contributions of formal registered apprenticeship to the nation's ability to build a strong middle class by increasing the number of skilled workers.

I urge all Californians to recognize the value of registered apprenticeship to the economic well-being of our state, its workers and its employers. I also encourage all California employers to explore the potential of apprenticeship as a means to grow their businesses, meet their needs for skilled personnel and offer opportunities for their employees to advance in their careers.

Sincerely,

A handwritten signature in black ink that reads "Jerry Brown".

EDMUND G. BROWN JR.





## ABC NorCal announces 2015 Build Your Future scholarship winners

Thanks to a new partnership this year with Associated Builders and Contractors (ABC), Build Your Future and the Trimmer Construction Education Foundation (TCEF), these scholarships are now open to ABC apprentices across the nation.

**T**HE BUILD YOUR FUTURE scholarships support aspiring craft professionals who will go on to be the future leaders of the construction industry. Thanks to a new partnership this year with Associated Builders and Contractors (ABC), Build Your Future and the Trimmer Construction Education Foundation (TCEF), these scholarships are now open to ABC apprentices across the nation.

In 2015 (the inaugural year), ten deserving individuals were selected from applicants across the country to receive \$2,000 to help them pursue their dreams.

Eighty individuals applied and ABC NorCal was honored with not one, but two scholarship recipients: Fabian Cervantes and Mike Weltzin.

Fabian is an electrical apprentice. Mike is a carpentry apprentice. Both are more than midway through their training programs and loving their chosen professions.

"I chose to become an electrician because I knew it would allow me to provide for my family and make them proud. But as I have gotten deeper into the trade, I have realized it suits me perfectly. I love the analysis and problem-solving that goes into it," said Fabian. "You are constantly thinking about how to best approach a task, codes you need to apply, how to ensure your work is safe and of high quality. I am continually learning and gaining knowledge and skills."

"Carpentry is challenging in many different ways. I enjoy the idea of taking a set of plans and bringing them to life," said Mike. "I love exceeding my own expectations by thinking outside the box and being creative. Construction involves many elements: designing, building, problem solving, learning, communicating, and managing. I am planning my career in the construction industry so I can apply practical knowledge with my business degree and hands-on construction skills."

Scholarship applicants had to submit a letter of recommendation from an instructor and submit an essay detailing why they chose a career in construction and why they felt they deserved the scholarship.

Both Fabian and Mike received glowing recommendations from their instructors, as well as their on-the-job employers, Bergelectric Corp. and Diede Construction, respectively.

"These young men are terrific role models for their peers. They are enthusiastic, focused and willing to learn both in the classroom and on the jobsite. They lead by example in safety, skill and positive attitude" said Roy Horton, ABC NorCal Training Director.

To learn more about ABC NorCal's apprenticeship programs, visit [www.abcnorcal.org/apprenticeship](http://www.abcnorcal.org/apprenticeship).

Fabian Cervantes (left) and Mike Weltzin (right) ABC NorCal apprentices and 2015 Trimmer Education Foundation Build Your Future scholarship winners



Photo Credits: Cindy Rash



Photo Credit: ABC Norcal

## Making the most of your apprenticeship

**Zach Craig** | Santee, California | 5th Year Commercial Electrical Apprentice

I AM A 5TH YEAR commercial electrical apprentice with Western Electrical Contractors Association (WECA), and I'm looking forward to completing my final semester of apprenticeship training in a few months. I've been training at their San Diego facility while working and learning on the job through my employer, Bergelectric.

I initially discovered WECA through Bergelectric. I had a successful job interview in May of 2010 and Bergelectric then enrolled me in WECA's commercial electrical apprenticeship program. I'm now an assistant project manager with the company, working on industrial water treatment plants and waste water projects in San Diego, Orange County, and in Visalia.

My training at WECA definitely helped me with my current job. A major factor is knowing the details of how an electrical contractor operates. WECA provided me with the educational resources to obtain the knowledge required to succeed in my position.

Estimating costs are a huge part of what I do on a daily basis, and to excel in this task you need a good understanding of electrical systems. WECA has provided me with the tools to be successful. But the most important skill, besides the technical aspect, is confidence, and WECA's apprenticeship program has given me both. I am fortunate to be associated with a great contractor like Bergelectric, which is a top-rated, nationwide company with lots of opportunities for electricians that also works with its employees to help them succeed in their careers, just like me.

To an apprentice who is looking to pursue what I'm doing, I would say just be vocal and persistent with your company about your wants and intentions.

Talk to your supervisors and let them know what you want to do with your career. Try and stand out from the crowd. I was the guy who took the drawings home and studied the project after hours. I firmly believe it was a major key to my success.



“To an apprentice who is looking to pursue what I’m doing, I would say just be vocal and persistent with your company about your wants and intentions.”

— Zach Craig —

APRIL 26-29, 2016

# Celebrating the 58<sup>TH</sup> Anniversary California Conference on Apprenticeship

Association with the California Apprenticeship Council

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

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

29<sup>TH</sup>  
Biennial  
Event



## Hall of Fame Honoree Award Banquet