Department of Industrial Relations
STATE OF CALIFORNIA

California Division of Apprenticeship Standards

APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

2nd Quarter | 2017

In This Issue

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DAS has moved!

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Department of Industrial Relations
STATE OF CALIFORNIA

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.

California Division of Apprenticeship Standards

DIR's Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

Apprenticeship, Like Technology, Is Embracing Innovation and Opportunity in New Areas

Christine Baker
Director, Department of Industrial Relations

Department of Industrial Relations
STATE OF CALIFORNIA

The returns for employers who take advantage of the benefits of apprenticeship are known, and the opportunity for workers to enhance their capabilities is great. I believe that diversity—in our workforce and in work opportunities—is critical to our competitiveness.

INNOVATION, technology, and how we allow even more people to fully participate in the global economy are issues at the core of our current and future economic development. They are also issues at the core of California's apprenticeship system as we look for new ways to expand and create programs that both meet the demands of employers and bring new blood into the workforce.

As we recently shared, DIR was awarded a $1.8 million ApprenticeshipUSA grant to help us move apprenticeship training into new industries—from health care to information technology. According to a study by Glassdoor, jobs in these areas are among the most highly paid throughout the country this year.

We also want more women, veterans, and youth in pre-apprenticeship programs. Our workforce can only benefit from the inclusion of more people who bring a broader range of thoughts, skills, and experience. As our workplaces continue to evolve with ever-changing innovations, so, too, will the abilities of our workforce and the need for specialized training.

As the number of inmates eligible for early release rises, pursuant to Proposition 57, we want to ensure that formerly incarcerated individuals receive opportunities through apprenticeships for workforce re-entry. A Department of Corrections and Rehabilitation study revealed two out of three inmates will return to prison within three years of their release. We are reviewing the Inmate Apprenticeship Programs with the goal of reducing recidivism by increasing training and career opportunities for ex-offenders.

We are building partnerships with employers to explore these opportunities in greater detail. Our teams are ready to help. We have invested in improvements in our website and internal information systems to ensure that our service delivery is smooth and simple. If you have suggestions or ideas to make things even better, please let us know. We hope that you will see the fruits of this revitalization effort in California apprenticeship, and, more importantly, we hope that you will be an active part of it.

The returns for employers who take advantage of the benefits of apprenticeship are known, and the opportunity for workers to enhance their capabilities is great. I believe that diversity—in our workforce and in work opportunities—is critical to our competitiveness. I look forward to our continued work together as we increase the impact of apprenticeship for all.

Photo Credit: Cendak Photography 2008

Come and Visit Our New Website!

Diane Ravnik
Chief, California Division of Apprenticeship Standards

California Division of Apprenticeship Standards

I post selected articles on our DAS website (www.dir.ca.gov/das/) under "Apprenticeship in the News." Take some time to explore our reorganized and more user-friendly website. We welcome your feedback.

I'M LUCKY. I think that all of us in California's apprenticeship community are fortunate to have an exceptional staff of DAS apprenticeship consultants who are passionate about apprenticeship and regularly go "above and beyond" to promote apprenticeship, develop new apprenticeship programs, service existing programs, reach out to youth, women, and veterans to enter apprenticeship, and generally advance the welfare of all of our 74,000 registered apprentices. Their work has expanded a lot in the past six years since I have been Chief. Most recently, selected staff acted as "readers/graders" for the past rounds of both pre-apprenticeship and apprenticeship "California Apprenticeship Initiative" (CAI) grants, to ensure high-quality grantees, capable of achieving registered apprenticeship status.

The number of apprentices in the state has grown *exponentially*. In the past two years alone, the number has grown by 21,000 new apprentices, from 53,000 to over 74,000, an increase exceeding 20%—and it continues to grow. Even more significant are the growth of new programs, which have more than doubled, in each of the past two years. These new programs are in diverse and interesting new occupations and industries, which had previously had little or no involvement with apprenticeship, and many of these new programs receive funding assistance from the Governor's "California Apprenticeship Initiative" (CAI), in large part due to the work of our apprenticeship consultants. Programs in California have been initiated in occupations as diverse as viticulture technician, teacher, registered nurse, medical coder, food safety security technician, able seaman, business operations specialist, cybersecurity analyst, and producer, director, camera operator, and sound equipment engineer in the entertainment industry.

Andrew Lee, an apprenticeship consultant in our San Francisco office, regularly scans news websites in the morning before starting work for articles on apprenticeship, which he passes on to me, and I post selected articles on our DAS website (www.dir.ca.gov/das/) under "Apprenticeship in the News"—a good reason to visit our new website! Two of the most recent articles are particularly interesting. The first one, "Trump Wants to Create 5 Million Apprenticeships in 5 Years (Because Marc Benioff Told Him to Do It)," describes a scenario that could bode well for continued federal support of apprenticeship. Who knows? Much more significant was the report that Marc Benioff, the CEO of the San Francisco–based Salesforce, one of the largest consumer relationship management software companies in the world, used his limited time with the president of the United States to extol the virtues of apprenticeship and urge its expansion.

The second article, "North Bay Building Trades Look to Boost Ranks, Diversify Union Ranks, Through Training Program," describes one of a growing number of exemplary new pre-apprenticeship programs. The benefits of such pre-apprenticeship programs are described in CAC Chairman Jim Hussey's column in this issue. A summary and results of the California Workforce Development Board's (CWDB) Proposition 39 pre-apprenticeship programs are in highlighted in CWDB Executive Director Tim Rainey's article. Take some time to explore our reorganized and more user-friendly website. We welcome your feedback.

Apprentice Statistics for the quarter ending March 31, 2017

74,221	5,694	4,733	6.4%	63.3%	3,780	310	98
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 2017	Veterans who have completed apprenticeships in 2017

Pre-Apprenticeship Programs Play Vital Role for Job Seekers

Jim Hussey
2017 Chairperson, California Apprenticeship Council

Whether it's ensuring local employment in the communities that fund projects or ensuring opportunities for all who wish to apply themselves to learning a lifelong skill, pre-apprenticeship is proving itself as a viable training partner.

Recent events have reminded me how important pre-apprenticeship programs are to our apprenticeship community. As a member on the committee that monitors the local hire ordinance in my hometown, I have gained firsthand knowledge of the benefit pre-apprenticeship programs bring to job seekers and those who wish to pursue a skilled career in the crafts.

One result of the hard work by these programs is improved access to apprenticeship for women, minorities, veterans, and others who may be underserved. Another has been to facilitate efforts by local apprenticeship programs to help employers meet local hire requirements. In an effort to help employers meet those requirements, our committee held a special meeting to facilitate communication between apprenticeship programs and pre-apprenticeship programs in and around our city.

The meeting was a great success. We learned about partnerships between local apprenticeship programs, workforce investment boards, community colleges, and community-based organizations. All these groups are partnering and working together on many levels, to develop, improve, and expand pre-apprenticeship programs. I was particularly impressed with the work our various Coordinator Associations are doing to foster pre-apprenticeship programs with core curriculum that better prepares candidates for the application process.

My chance to see these partnerships work was in the San Francisco Bay Area, but I know that similar efforts are underway throughout California. Across the country, our economy created over 60,000 construction jobs and more than 200,000 jobs overall in January. Many, if not most of these jobs were created right here in California. This speaks well for the future of apprenticeship training and those who seek lifelong careers through our programs.

Given this outstanding opportunity and our continued desire to make these opportunities available to women, minorities, veterans, and others, I can't help but believe that continued investment in our pre-apprenticeship programs will help us achieve our goals. Whether it's ensuring local employment in the communities that fund projects or ensuring opportunities for all who wish to apply themselves to learning a lifelong skill, pre-apprenticeship is proving itself as a viable training partner.

My experience at this meeting convinced me that we all benefit from pre-apprenticeship programs. It also validated the impact of direct communication between pre-apprenticeship and our approved programs. In every case, direct communication resulted in candidates who were better prepared for apprenticeship and who achieved greater success in the applicant process.

As we enter spring and the inevitable buildup in work-hours and work opportunities, I encourage both our approved apprenticeship programs and our pre-apprenticeship partners to revisit and strengthen their channels of communication. Successful pre-apprenticeship training can reduce stress on the application process at apprenticeship programs, improve the success of applicants who come through the pre-apprenticeship programs, and open the opportunity to a lifelong career for many of those individuals who are willing to learn and put in the extra effort that is pre-apprenticeship.

Photo Credi: Cendak Photography 2008

California Apprenticeship Grantee Secures Partnership with NASA

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

The American Aerospace Technical Academy (AATA) in Los Angeles, a CAI grantee, marked a momentous point with its newest partnership: the National Aeronautics and Space Administration—yes, NASA. A man who quit his perfectly good job, collected a talented team, and earned a CAI grant is now supporting the work of NASA. This is why I love what we do.

I LOVE SUCCESS STORIES. In our line of work, we are fortunate to see many, and I have a great one to share with you.

In 2015, John Stewart left a lucrative and secure career in the nondestructive testing (NDT) industry to help veterans and economically disadvantaged Californians find well-paying, career-path jobs in the field. The Navy veteran believed that by addressing inadequate opportunities in STEM (science, technology, engineering, and math) fields, one could empower youth and returning veterans to fill the shortage of NDT professionals in many of California's booming industries.

With that goal, he founded the American Aerospace Technical Academy (AATA) in Los Angeles and hit the ground running. In early 2016, the AATA, along with California State University Los Angeles and Los Angeles Unified School District DACE Apprenticeship, was awarded a $1 million grant from the California Apprenticeship Initiative (CAI), a program designed to create state-approved apprenticeship training programs in industries and occupations that have not traditionally used apprenticeship training for workforce development.

As part of this grant, the AATA works with employers in Southern California to build and employ an apprenticeship program for NDT training in a wide array of inspection technologies, including phased-array ultrasonics, computed and digital radiography, magnetic particle, penetrant, visual, eddy current, and others. Stewart and his team developed a 12-week Non-Destructive Testing Technologies Certificate Program that provides rigorous STEM classroom education and hands-on training with industry standard equipment. Apprentices earn a recognized industry credential and also receive a structured career plan and professional development training—all of it at no cost to the student or employer.

The grant provided not only funds but support and connections. It helped establish a relationship with the Division of Apprenticeship Standards and the California Community College Chancellor's Office. This relationship, coupled with the AATA's partnership with the Employment Training Panel to provide training reimbursement for California employers, allows the AATA to provide fiscal benefits to employers that join the NDT Apprenticeship Program.

Since its launch, the AATA has trained apprentices at leading companies, including the Spaceship Company, Virgin Galactic, Integrated Quality Systems, Sterling Inspection, and Orange Coast Testing.

Recently, this CAI grantee marked a momentous point with its newest partnership: the National Aeronautics and Space Administration—yes, NASA. A man who quit his perfectly good job, collected a talented team, and earned a CAI grant is now supporting the work of NASA.

This is why I love what we do.

The Jet Propulsion Laboratory (JPL-NASA) is a federally funded research and development center in Pasadena that implements programs in planetary exploration, earth science, space-based astronomy, and technology development. It is managed for NASA by the California Institute of Technology and has been credited with helping usher in the space age.

JPL-NASA will enroll its current inspectors and engineers in the AATA apprenticeship program and create personalized NDT training plans for each of them.

Stewart is pleased with the AATA's momentum, reporting, "We will continue to establish relationships with leading companies in the NDT industry to help us fulfill our mission of launching careers and changing lives."

To learn more about the AATA and its accomplishments, visit www.aatatraining.org.

Photo Credit: Cendak Photography 2008

BARBARA BARNEY-KNOX | RIONNA JONES
California Department of Corrections and Rehabilitation | SEIU 1000, Unit 20

Innovative Apprenticeship Model Offers Road Map for Supplying Much-Needed Nursing

Local 1000 saw an opportunity for SEIU and the CCHCS to work together to address staffing issues by taking advantage of $20 million in funding for apprenticeship programs through the California Apprenticeship Initiative grant program.

The United States is projected to have a shortage of registered nurses (RNs) that is expected to intensify as baby boomers age and the need for health care grows. In addition, given the national move toward health-care reform, nursing schools across the country are struggling to expand capacity to meet the rising demand for care. These issues are compounded for California Correctional Health Care Services (CCHCS), for which hiring qualified RNs to work in the state prison system has been a long-standing problem.

SEIU Local 1000 (Local 1000), which represents 95,000 state workers, recognized the need to address these issues as well as those around mandatory overtime and the use of large numbers of RNs. Its focus was on providing an innovative solution to recruitment and retention problems at the recently opened California Health Care Facility (CHCF) in Stockton through the creation of career pathways. The LVN (licensed vocational nurse)-to-RN Apprenticeship program seemed to be the perfect solution to long-standing issues between the union and the CCHCS Receiver's Office within the Department of Corrections and Rehabilitation.

First LVN-to-RN class with Delta College instructors and SEIU 1000 and CCHCS staff.

Photo Credit: Courtesy of SEIU 1000

Local 1000 saw an opportunity for the union and the CCHCS to work together to address staffing issues at the new facility by taking advantage of $20 million in funding for apprenticeship programs identified in the 2015–16 Governor's budget through the California Apprenticeship Initiative (CAI) grant program. Local 1000, the CCHCS, and Delta College, located in Stockton, submitted a successful grant to implement the first-ever LVN-to-RN Apprenticeship program sponsored by a state agency. The grant will pay for 50 LVNs to become RNs in the next few years.

Programs of this nature are extremely important because of their potential to change the socioeconomic status of the participants dramatically. LVNs currently earn up to $54,000 per year whereas an RN at CCHCS earns $93,000. The LVN workforce, the majority of which are minorities, mainly consist of women who are mostly single heads of households.

The CCHCS and SEIU Local 1000 established the Joint Apprenticeship Committee (JAC) with the help of Division of Apprenticeship Standards staffer Kelly Mackey to oversee the program. The committee is made up of equal members of each entity, and all decisions are jointly decided. This was a new experience for both labor and management. It provided a platform for working together on a mutual goal, and we have found that labor and management relations have significantly improved. We are working together in a collaborative effort to recruit additional community colleges to partner with other institutions located throughout the state. The goal is to petition for another grant to establish a second LVN-to-RN Apprenticeship program to begin in 2018.

We commend our community college nursing program leaders who have undertaken this new approach to educating nurses. We hope to produce a road map so that other occupations in health care can adopt the apprenticeship model in this industry. For more information, contact the California Department of Corrections and Rehabilitation or Hellan Roth Dowden through SEIU Local 1000.

TIM RAINEY Executive Director, California Workforce Development Board (CWDB)

CWDB Reports Success of Prop. 39 Pre-Apprenticeship Grants

At the March 16, 2017, meeting of the California Workforce Development Board (CWDB), I reported on a wide variety of the CWDB's 2016 investments and initiatives designed to implement Governor Brown's vision for workforce development. Key among those initiatives is the "Prop. 39 Pre-Apprenticeship Training Pilots."

In 2016, the CWDB released nearly $5 million in Proposition 39 Clean Energy Job Creation funds to build on the success and momentum of the first cadre of construction pre-apprenticeship pilots. The state board's investments are designed to develop, implement, and advance energy-efficiency–focused job-training and placement programs targeting disadvantaged Californians.

In addition to continuing to fund the initial six training implementation projects, Prop. 39 2.0 launched five new projects that build additional regional pipelines for at-risk youth, veterans, and disadvantaged job seekers into joint-labor management registered apprenticeship programs. Graduates of the Prop. 39 pilot programs are earning an industry-valued pre-apprenticeship credential. Using the National Building Trades Multi-Craft Core curriculum (MC3) while partnering with local Building Trades Councils (BTCs) and the registered union apprenticeship community, the Prop. 39 pilots are helping to create the critical direct link between pre-apprenticeship and apprenticeship programs.

Prop. 39 2.0 launched five new projects that build additional regional pipelines for at-risk youth, veterans, and disadvantaged job seekers into joint-labor management registered apprenticeship programs.

The Prop. 39 1.0 grantees include:

- *The Central Valley Building Trades Multi-Craft Pilot*, originally developed by the Fresno-Madera-Tulare-Kings Counties Building Trades Council, in partnership with the Fresno Workforce Development Board—which has become a national example of apprenticeship preparation;
- *The East Bay Pilot*, which consists of two area Building Trades Councils (Alameda and Contra Costa), three Workforce Development Boards (Alameda, Contra Costa, Richmond), and three community-based training organizations (RichmondBUILD, Future Build, and Cypress Mandela);
- *The Los Angeles County Pilot* is the only community college–led program. Building on a long strong history of energy-efficiency education and a core partnership with Los Angeles and Orange Counties Building Trades Council, LA Trade Tech College and the Anti-Recidivism Coalition, this pilot provides ex-offenders with opportunities to enter life-changing careers in union construction trades;
- *Sacramento Capitol Region Pilot*—In 2016 the Sacramento Region's MC3 pre-apprenticeship pilot was expanded and refined, which helped build the talent pipeline for the Golden 1 Arena in the city of Sacramento. Now the project is increasing employment opportunities for other underserved local residents on major construction projects.
- *The San Francisco Pilot* is the first Prop. 39 project led by a chapter of the Conservation Corps. In 2016, after integrating the MC3 curriculum, the San Francisco Conservation Corps (SFCC) is evolving into a national model for Conservation Corps chapters interested in building pathways into union construction trades for disadvantaged youth;
- *South Bay Pilot*—The Bay Area Apprenticeship Coordinators Association (BAACA), which represents all of the region's trades, first envisioned the San Mateo Trades Introduction Program (TIP), operated in partnership with the San Mateo Building Trades Council and the San Mateo County Union Community Alliance. The BAACA also partners on a sister program in Santa Clara County—the Trades Orientation Program (TOP) partnership—with the Santa Clara–San Benito Building Trades Council and Working Partnership, USA

In July 2016, CWDB launched "Prop 39 2.0," which includes five new grantees:

- *Flintridge Center*, which operates in the greater Los Angeles area, partnering with the Los Angeles/Orange County Building Trades Council, Foothill Workforce Development Board and community-based and lead organization, Flintridge Center;
- *Marin Building Trades Council*, which operates in Napa, Sonoma, Marin, Solano, Lake and Mendocino Counties, with the Marin County Building Trades Council as the lead organization, and the Marin, Sonoma, Napa-Lake, Mendocino, and Solano County Work Development Boards, and the College of Marin and Napa Valley College;
- *Monterey Workforce Development Board*, which operates in the Monterey Bay region (including Monterey, Santa Cruz and San Benito counties) and partners with the Santa Cruz and San Benito Workforce Development Boards and the Monterey/Santa Cruz Building Trades Council and IBEW Local 234;
- *Rising Sun Energy Center*, which operates in Alameda County and partners with the Alameda Building Trades Council and the Alameda County, Oakland, and Contra Costa County Workforce Development Boards and Tradeswomen, Inc.;
- *Urban Corps of San Diego*, which operates in San Diego County and partners with the San Diego Building Trades Council and San Diego Partnership Workforce Development Board.

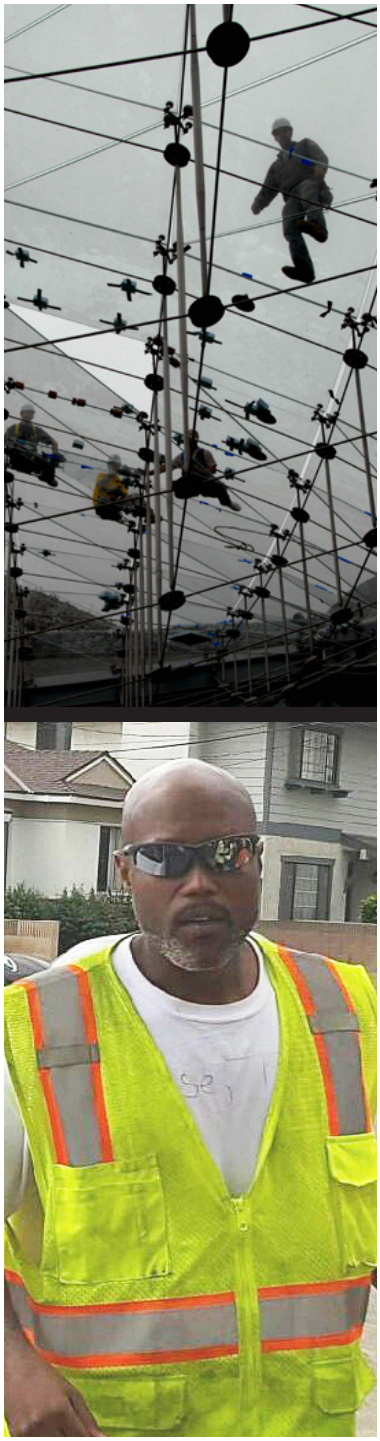
What have we learned? The CWDB's report highlights three key "lessons learned" from the Prop. 39 pre-apprenticeship programs funded.

First, active involvement with the local building trades is key to apprenticeship placement and goes far beyond sitting on the Prop. 39 Industry Advisory Committee. Giving weight to the pre-apprenticeship MC3 certificate to give a leg up to graduates applying for apprenticeship—ranging from waiving required testing to direct-to-interview access—proved crucial to successful placement.

Second, placement into registered apprenticeship is *not* an overnight process. Placement from a pre-apprenticeship program into a registered apprenticeship program is neither guaranteed nor instantaneous. The Joint Apprenticeship and Training Committees accept new apprentices based on projected local construction demand. The time from pre-apprenticeship completion to apprenticeship placement averages from three to six months. Demand can be bolstered by linking MC3 pre-apprenticeship programs to regional Project Labor or Community Workforce Agreements, positioning themselves as the "go-to" pipeline for local hire agreements, providing major construction projects with a high-quality local supply of apprenticeship-ready workers.

Third, a successful program provides more than just curriculum. Prop. 39 funds are intended to assist jobseekers with multiple barriers to employment, making quality supportive services a critical "must" for participant success. In addition, the 11 pilot pre-apprenticeship programs address common apprenticeship prerequisites—from passing a drug test to passing the GED (general educational development) test (and, in some cases, testing out of two years of high school algebra) to getting a valid driver's license. Many pilots now deploy ticket amnesty, along with record expungement for ex-offenders. Strategies for participant support evolve as the grantees share promising practices with one another, in quarterly, in-person "Community of Practice" forums.

Photo Credits: (Top) Cendak Photography 2008, (Bottom) Los Angeles Trade Technical College



Thomas R, IBEW Local 11 Apprentice

YVONNE DE LA PENA Training Director, California Firefighters & CAC Commissioner

A California Perspective in the Nation's Capital

Even though it's been around for centuries, apprenticeship is about building for the future. There is always room for new and creative ways to make this unique and cherished institution better and more relevant to generations of young workers.

This innovative spirit was very much on display last year in Washington, D.C. One of my last duties as chair of the CAC in 2016 was to represent California at a meeting of all the state Apprenticeship Council chairs. The meeting had excellent representation from across the country and provided a unique opportunity for leaders in apprenticeship to share ideas, problems, and solutions.

The agenda was full, with updates from the Office of Apprenticeship, the National Association of State and Territorial Apprentice Directors, and the U.S. Department of Labor. All were very informative. The most valuable part of the meeting, however, was the ability to network and communicate with council chairs from throughout the country. As unique as we feel in California, the issues we face are the same as those elsewhere: quality training, diversity, and partnerships.

As we listened to presentations on innovative ways to sustain and build the system, as well as make it more seamless, a familiar theme kept coming up: How do we educate parents, teachers, and employers about apprenticeship and the value of apprentices?

Although apprenticeship, as we know it, has existed for a long time, it is still complicated and difficult to understand. In trying to "uncomplicate" the system, we face the challenge of keeping apprenticeship alive and allowing it to morph into some other type of work-based training program.

In our quest to invite innovation into the conversation, it is clear we need to continually remind ourselves why this age-old system is so successful: quality training, diversity, and partnership. They are the cornerstones of a successful program, and they benefit the apprentices, the employers, and the industries they serve.

The emphasis we place in California on maintaining high standards and keeping apprenticeship alive is a premise that council chairs in other states also hold dear. All of them, in their own way, expressed how they are changing with the times while maintaining a system that has not disappointed.

I firmly believe we need to stay engaged on the national level so that we can maintain relationships and continue to learn from other states' successes and failures. Although the debate on whether our state should engage as a federally registered program continues, our recognition is not essential for us to be part of the discussion. In our shared commitment to the important mission and work of apprenticeship, California is not an island; rather, it is recognized as a place with a wealth of information and success to share.

In trying to "uncomplicate" the apprenticeship system, we face the challenge of keeping apprenticeship alive and allowing it to morph into some other type of work-based training program.

Photo Credit: Cendak Photography 2008

JON FOWKES President and Chief Operating Officer of AMTAC (Advanced Manufacturing and Transportation Apprenticeships of California)

Germany Offers Educational, Apprenticeship Models for California

In November, I had the honor of attending a weeklong conference on the German Dual Vocation Educational System in Cologne, Bonn, and Berlin, Germany. Twenty participants, representing 19 countries, came from Eastern Europe, Asia, and South America. The two US representatives were Matt Martinez of DIAG USA and me. Matt currently works in the Los Angeles area to establish German-model apprenticeship programs for German companies operating in the United States. Our trip was sponsored by the German Foreign Office and the German-American Chamber of Commerce.

The conference showcased the German apprenticeship model, including the roles played by government, employers, employer associations, chambers of commerce, unions, and educational institutions. The goal was for participants to gain a strong understanding of the German model and determine how to incorporate it into programs in our respective countries.

Differences in German and US educational systems greatly influence how apprenticeship candidates are selected and the background they bring to apprenticeship programs. In Germany (unlike in the United States), schools work with students beginning in early middle school to determine their educational and career path. Most German students (like U.S. students) would prefer to follow the route of higher education but have the choice of pursuing vocational education if they wish. As in the United States, the German apprenticeship system relies on employers willing to participate in the program. Germany utilizes both business organizations and chambers of commerce to help develop the training standards for their industries.

The biggest differences between apprenticeship programs in Germany and California are cultural. In Germany, they work with their youth much earlier, they have more business buy-in (due in part to government incentives), and business associations and chambers are strongly committed to the apprenticeship process.

In Germany, they work with their youth much earlier, they have more business buy-in (due in part to government incentives), and business associations and chambers are strongly committed to the apprenticeship process.

So, the big question is, how do we take what we have learned and apply it to our programs?

AMTAC's focus, with state and federal workforce development funding, is the expansion of apprenticeship opportunities in California, primarily in manufacturing and transportation. The German model can help us better understand what training and information candidates in California need to prepare for and succeed in apprenticeship programs. We are teaming up with the Manufacturing Institute to implement an ambassador program that has young adults working in manufacturing meet with and educate students about technical career opportunities. We also are helping to develop pre-apprenticeship orientation sessions for youth to prepare them for the rigorous requirements of technical training. The information gained in Germany will strengthen these efforts.

Another opportunity for AMTAC is in working with German companies operating in California, who have found that applying the German apprenticeship model to California within the constraints of educational and vocational training systems has presented a few challenges. Because of AMTAC's apprenticeship program experience, AMTAC is uniquely positioned to help such companies, and their predominately local American management, translate and adapt the German model to fit the workforce in California. In cooperation with DIAG USA and the German-American Chamber of Commerce, AMTAC plans to work with these companies to develop and implement high-quality apprenticeship programs that use the best parts of the German apprenticeship model in their California operations.

Acoustical Installer ‘Activity Director ‘Aerospace Engineer ‘Aerospace Engineering & Operations Technician ‘Air Balance and Testing Tech ‘Air Balance Testing Technician ‘Air Conditioning and Refrigeration Mechanic ‘Air Conditioning Mechanic ‘Air Conditioning Refrigeration Mechanic ‘Air Conditioning Specialist ‘Air Conditioning/Refrigeration Mechanic (Maintenance) ‘Aircraft Governor Technician ‘Aircraft Structure, Surfaces, Rigging, and Systems Assemblers (A/C Installer Mechanic) ‘Arson & Bomb Investigator ‘Assistant Lineman (LRV) ‘Assistant Lineman (Wayside) ‘Auto & Truck Body Builder ‘Auto Body & Fender Repairer ‘Auto Body & Fender Repairman ‘Auto Body Repairer Fender ‘Auto Machinist ‘Auto Mechanic ‘Automatic Screw Machine Set Up Operator ‘Automatic Screw Machine Set-Up ‘Automotive Body Repairer ‘Automotive Electrical Repairer ‘Automotive Electrician ‘Automotive Machinist ‘Automotive Mechanic ‘Automotive Painter ‘Automotive Parts Clerk ‘Automotive Radiator Mechanic ‘Automotive Radio Repair ‘Automotive Technician ‘Automotive Technician Specialist - Lead Tech ‘Automotive Technician Specialist - Senior Tech ‘Automotive Technician Specialist - Tech ‘Automotive Technician Specialist - Trainee ‘Automotive Upholsterer ‘Automotive Upholsterer & Trimmer ‘Automotive Upholsterer (Trimmer) ‘Automotive/Equipment Mechanic ‘Baker ‘Barber ‘Biomedical Equipment Technician ‘Body and Fender ‘Boilermaker ‘Book Binder ‘Brick Tender ‘Brick Tender (Hod Carrier) ‘Bricklayer ‘Bricklayer & Stonemason ‘Bricklayer (Construction) ‘Bricklayer/Stonemason ‘Bridge, Structural, Ornamental and Reinforcing Ironworker ‘Broiler Cook ‘Building Insulator ‘Building Service Engineer ‘Bus Mechanic ‘C N C Machine Operator ‘C.N.C. Machine Technician ‘C.N.C. Machinist ‘Cabinet Maker ‘Cable Splicer ‘Cable Splicer - GC ‘California Highway Patrol ‘California Highway Patrol Officer ‘Caltrans Heavy Equipment Mechanic ‘Carp Main ‘Carpenter ‘Carpenter (Maintenance) ‘Carpet & Resilient Installer ‘Carpet Installer ‘Carpet, Linoleum & Resilient Floor Layer ‘Carpet, Linoleum & Soft Tile Layer ‘Caseworker Specialist ‘Caterpillar Dealer Engine Technician ‘Caterpillar Dealer Equipment Technician ‘Cement Mason ‘Chainman ‘Chemistry & Radiation Protection Technician ‘Chief of Party ‘Church Planter ‘Cleaner ‘Combination Welder ‘Commercial Body Builder ‘Communication & Instrumentation Mechanic (Electronics Mechanic) ‘Communication & Systems (Craft) Installer ‘Communications Technician ‘Communications Technician (CC) ‘Computer Controlled

What Is the California Apprenticeship Council?

Established by the 1939 landmark Shelley-Maloney Apprentice Labor Standards Act, the California Apprenticeship Council sets policy for the Division of Apprenticeship Standards (DAS). The 17-member council is made up of six employer, six employee and two public representatives appointed by the governor, plus one representative each of the chancellor of the California community colleges, superintendent of public instruction, and director of industrial relations as administrator of apprenticeship. The DAS chief serves as secretary to the council, and the division provides staff assistance to the CAC and its subcommittees.

The council meets quarterly in different locales around the state to address issues affecting apprenticeship in California:

- Receives reports from the DAS chief and other cooperating agencies
- Provides policy advice on apprenticeship matters to the administrator of apprenticeship
- Ensures selection procedures are impartially administered to applicants
- Conducts appeals hearings on apprentice agreement disputes, new apprenticeship standards for approval, and apprenticeship program administration
- Adopts regulations carrying out the intent of apprenticeship legislation

Packaging Technician ‘Painter ‘Painter (Maintenance) ‘Painter I Maintenance ‘Painter, Decorator Paperhanger ‘Painter, Paperhanger and Decorator ‘Paramedic ‘Parking & Highway Improvement Painter (Laborer) ‘Parole Agent ‘Parole Agent (Field & Institution) ‘Parts Person ‘Pastry Cook ‘Pattern Maker ‘Patternmaker Wood ‘Pavement Striper ‘Photovoltaic Installer ‘Pile Driver ‘Pipe Fitter ‘Pipe Maintainer ‘Pipefitter ‘Pipefitter/Steamfitter ‘Plant Equipment Operator ‘Plant Mechanic ‘Plant Operator ‘Plaster Tender ‘Plaster Tender (Hod Carrier) ‘Plasterers ‘Plumber ‘Plumber & Pipefitter ‘Plumber (Maintenance) ‘Plumber Residential ‘Plumber, Service, Repair & Remodel ‘Plumber/Pipefitter ‘Pointer-Cleaner-Caulker ‘Police Officer ‘Police Officer I ‘Power House Mechanic (Generation Mechanic) ‘Power Line Mechanic ‘Power Lineman ‘Power Plant Control Operator ‘Power Plant Mechanic ‘Precision Grinding Technician ‘Precision Machine Tool Mechanic ‘Precision Machining Technician ‘Printer 2 ‘Protective Signal Installer ‘Psychiatric Technician ‘Radiation & Process Monitor (Traveling) ‘Radiator Repairman ‘Refrigeration & Air Conditioning Fitter ‘Refrigeration & Air Conditioning Mechanic ‘Refrigeration & Air Conditioning Mechanic Equipment Service & Maintenance ‘Refrigeration & Air Conditioning Service & Repair (Residential and Commercial) ‘Refrigeration & Air-Conditioning Mechanic ‘Refrigeration And Air Conditioning Fitter ‘Refrigeration and Air Conditioning Mechanic ‘Refrigeration Fitter ‘Refrigeration Fitter & Air-Conditioning Mechanic ‘Refrigeration Fitter / Air Conditioning Mechanic ‘Refrigeration Mechanic ‘Refrigeration Mechanics and Installers ‘Refrigeration Unit Mechanic ‘Registered Nurse ‘Reinforcing Ironworker ‘Relays Technician ‘Residential Plumber ‘Residential Sheet Metal Worker ‘Residential Sheet Metal/Service Technician ‘Residential Wireman ‘Residential/Light Commercial A/C Specialist ‘Revenue Maintainer I ‘Revenue Maintainer II ‘Rigger/Crane Operator ‘Rock, Sand & Gravel ‘Rodman/Chainman ‘Roofer ‘Roofer & Waterproofers ‘S.C.A.D.A./Telecommunications Technician ‘Sanitary Health Technician ‘Sausage Maker ‘Scaffold & Shoring Erector ‘Screw Machine Operator ‘Security Officer - Health Services ‘Security Officer - Manufacturing and Industrial ‘Security Police Officer I ‘Security Police Officer II ‘Security Police Officer III ‘Senior Electronics Technician ‘Senior Parts Technician ‘Service Advisor, Auto Repair ‘Service Technician ‘Sheet Metal Experimental Mechanic ‘Sheet Metal Service Worker ‘Sheet Metal Ship Yard Worker ‘Sheet Metal Specialist ‘Sheet Metal