

**STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
QUARTERLY REPORT**

TO: CALIFORNIA APPRENTICESHIP COUNCIL
FROM: ERIC ROOD, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
2nd QUARTERLY MEETING:

April 25, 2019

Upcoming CAC Meeting dates and sites:

	2019	
3 rd Quarter	Handlery Hotel 950 Hotel Circle N, San Diego, CA, 92108	July 24 – 25, 2019
4 th Quarter	TBD	Oct. 30-31, 2019

ACTIVITIES/INFORMATION

DAS is pleased announce the following:

Internal staff changes:

Cindy Tang promoted to Apprenticeship Consultant
Donald Wong promoted to Apprenticeship Consultant
Amelia Meza promoted to IRR 04/01/2019
Anna Dela Cruz-Latreille promoted to IRR 04/01/2019
Sheila Zuvich promoted to SSMI 02/18/2019

New Hires:

Riccardo Canova 03/01/2019
Tsegay Arefaine 03/04/2019
Hershel Baser 04/01/2019
Sandra Torres 04/02/2019
Ranai Browne 04/10/2019

Departures:

Badia Hill last day 03/29/2019

Updates:

The Governor’s vision for the future of work is timely. California is in the midst of the 4th Industrial Revolution in information technology. Artificial intelligence, robotics and three-dimensional printers are changing the way we work. The change is already happening and will continue to accelerate exponentially over the next few years. “Automation and Artificial Intelligence (AI) will affect every level of business and its people. Organizations can’t protect jobs which are made redundant by technology –but they do have a responsibility to ...nurture agility, adaptability and re-skilling.”

Apprenticeship will play a pivotal role if we are intentional. DAS is currently revamping our technology, working with key partners to tackle tough problems to increase residential housing and expand a skilled and trained workforce for our state’s infrastructure. The Governor is looking for leadership to ramp up registered apprenticeship and develop robust programs that will lead to head-of-household jobs.

Since our last meeting, DAS has taken valuable feedback to change how new standards or adding additional standards are posted to our website. First, there will be an iterative approach to review proposed standards. The Chief or Deputy Chief will be required to approve standards prior to the 30-day posting. Second, DAS staff will provide a summary of the program including known employers, labor organizations, and intermediaries. Third, DAS will change the boilerplate standards to include language for non-traditional programs that the non-traditional apprenticeship program does not meet any public works standards for a trained and skilled workforce. No apprentice shall be recognized as a registered apprentice on a public work. Fourth, the standards will include a table of contents. These changes will provide more transparency for the CAC Commissioners and the public.

Finally, DAS is looking to revamp our marketing of apprenticeship and how we can do better marketing our electronic newsletter. An ad hoc committee was formed and teleconferences were held to begin to define our objectives and to reach our targeted audiences. We are researching the best approaches moving forward.

Federal Grant

In 2016, Division of Apprenticeship Standards (DAS) was awarded \$1.8 million by the U.S. Department of Labor (DOL) to expand apprenticeship with a particular focus in non-traditional industry sectors. On March 22, 2018, DAS was notified it would receive an additional \$1.57 million as part of the recently passed federal budget to continue apprenticeship expansion efforts. DOL awarded \$50 million through funds authorized by the Consolidated Appropriations Act of 2017.

The federal funding has benefited all apprenticeships with the enhancement of the DIR/DAS database system and the development of an internet-based registration system. The on-line registration system is currently running some pilot projects, which have proven to be quite successful. The on-line registration is scheduled to be rolled out to all DAS apprentice programs within the next few months. The on-line registration will allow programs to submit agreements, completions, cancellations and annual evaluations on-line, which greatly increases the efficiency for the apprentice programs and DAS.

Apprenticeship Training Fund Check Processing

During the period **January 1, 2019 through March 31, 2019:**

- **37,737 checks** were reviewed and processed
- **\$ 3,908,254** was sent for deposit

Apprentice Complaints:

DAS has received 9 complaints in 2019. The status of 2019 complaints, as well as 2015-2018 complaints, is outlined in the chart below.

Year	Total Filed	Investigation or Hearing	Administrator or Legal Review	Withdrawn or Dismissed	Resolved Through Hearing	Determination Issued
2015	19	0	0	13	2	4
2016	25	0	0	19	1	5
2017	39	2	0	26	0	11
2018	36	4	0	21	2	9
2019	7	2	0	5	0	0

Apprentice Appeals Activity Before the CAC in 2019:

Appeals made to the CAC	CAC Decisions	CAC Appeals Withdrawn/Dismissed
2 (2018)	0	1

New Programs:

The DAS has no new apprenticeship programs approved during the last quarter for the Building & Construction trades or Firefighter occupations.

Statistics of March 31, 2019 this Council / California total

The active apprentices numbered **73,669 / 87,593**

New registrations and reinstatements numbered **6,364 / 8,026** for the quarter.

Minorities represented **65.2% / 66.3%** of all active apprentices.

Active women apprentices numbered **2,209 / 5,697** which is **3.0 / 6.5%** of all active apprentices.

There are currently **3,231 / 4,155 veterans** active, **241 / 343** of which registered and **108 / 165** completed in 2019.

Program Evaluations January 1, 2019 through March 31, 2019:

DAS developed an evaluation module that is part of its enhanced California Apprenticeship (CAS) database. This module has greatly improved program oversight and facilitates conducting evaluations on a timely basis. Since January 1, 2019, DAS has opened up five (5) new evaluations and are currently in progress. DAS will continue to send new evaluation notification letters when programs reach their first year anniversary date or make substantial revisions, fall below the 50% industry graduation rate, and when two or more meritorious complaints are filed against a program within a five (5) year period. To ensure high-quality apprenticeship administration, field

consultants will assist programs with correcting the deficiencies found in order to close the evaluation/review.

In the first quarter of 2019, three (3) programs have completed all of their recommendations (all opened in 2018). There are three (3) programs with corrective action needed (one (1) was opened in 2016 and two (2) opened in 2017). DAS field consultants are monitoring these programs to ensure their recommendations are completed.

In conjunction with the Office of the Director Legal Unit and the Director’s Office, DAS continues to update and refine the procedures and appeal processes for cancelling apprenticeship programs for cause. The implementation of these streamlined procedures and processes will increase the Division’s ability to complete evaluations promptly and efficiently and facilitate the proper and successful administration of apprenticeship programs.

New Evaluations Presented to the CAC

No new Final Evaluations presented to the CAC for the first Quarter 2019.

Prior Evaluations Presented to the CAC

File Number	Program Sponsor	DAS Follow-up Date	Comments/Actions
2016-11-21-04489	Tri-Counties Sheet Metal & Air Conditioning Industry JAC	9/04/2018 Compliance pending	Issued at the August 2018 CAC OPEN
2017-07-03-19924	Riverside, San Bernardino, Mono & Inyo Counties Sound Technician JAC	8/01/18 Compliance pending	Issued at the August 2018 CAC OPEN
2017-04-03-04088	Ventura County Plumbing & Pipefitting JAC	9/18/18 Compliance pending	Issued at the October 2018 CAC OPEN
2018-09-10-05089	Los Angeles Electrical J.A. & E.T.C.	2/22/2019 Compliance Completed	Issued at the January 2019 CAC CLOSED
2018-09-24-09271	International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers Local 377 Santa Clara JATC	3/8/19 Compliance Completed	Issued at the February 2019 CAC CLOSED
2018-10-22-07205	International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers Local 378 Oakland JATC	3/8/19 Compliance Completed	Issued at the February 2019 CAC CLOSED

CHIEF'S STATISTICAL REPORT TO THE COUNCIL

CAC totals for the quarter ending March 31, 2019

The active apprentices as of March 31, 2019, numbered 73,669.

New registrations and reinstatements numbered 6,364 for the quarter ending March 2019.

Minorities represented 65.2% of all active apprentices as of March 31, 2019.

Active women apprentices as of March 31, 2019, numbered 2,236 which is 03.0% of all active apprentices.

CAC Active Apprentices

	<u>Count</u> <u>Dec-18</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Mar-19</u>	<u>% of</u> <u>Total</u>	<u>Change</u> <u>Dec</u> <u>to Mar</u>	<u>Census</u> <u>Goals</u>
All Minorities	47,429 ▲	65.0%	48,031	65.2%	1.3%	51.6%
Black	5,465	7.5% ▲	5,468	7.4%	0.1%	6.7%
Asian or Pacific Islander	2,266	3.1% ▲	2,277	3.1%	0.5%	8.6%
American Indian or Alaskan Native	655	0.9% ▲	640	0.9%	-2.3%	0.8%
Filipino	785	1.1% ▲	801	1.1%	2.0%	3.2%
Hispanic	38,258	52.4% ▲	38,845	52.8%	1.5%	32.4%
White	<u>25,582</u> ▲	<u>35.0%</u>	<u>25,583</u>	<u>34.8%</u>	<u>0.0%</u>	<u>48.4%</u>
Unknown	47		55			
Total All Groups	73,058		73,669		0.8%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending March 31, 2019

The active apprentices as of March 31, 2019, numbered 87,593.

New registrations and reinstatements numbered 8,026 for the quarter ending March 2019.

Minorities represented 66.3% of all active apprentices as of March 31, 2019.

Active women apprentices as of March 31, 2019, numbered 5,697 which is 06.5% of all active apprentices.

California Total Active Apprentices

	<u>Count</u> <u>Dec-18</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Mar-19</u>	<u>% of</u> <u>Total</u>	<u>Change</u> <u>Dec</u> <u>to Mar</u>	<u>Census</u> <u>Goals</u>
All Minorities	57,003 ▲	66.1%	57,776	66.3%	1.4%	51.6%
Black	6,986	8.1% ▲	7,034	8.1%	0.7%	6.7%
Asian or Pacific Islander	3,090	3.6% ▲	3,102	3.6%	0.4%	8.6%
American Indian or Alaskan Native	788	0.9% ▲	770	0.9%	-2.3%	0.8%
Filipino	1,128	1.3% ▲	1,136	1.3%	0.7%	3.2%
Hispanic	45,011	52.2% ▲	45,734	52.5%	1.6%	32.4%
White	<u>29,259</u> ▲	<u>33.9%</u>	<u>29,358</u>	<u>33.7%</u>	<u>0.3%</u>	<u>48.4%</u>
Unknown	673		459			
Total All Groups	86,935		87,593		0.8%	

Asian - Pacific Islander Background Summary

	Total	Total	CAC	CAC
Group	Count	Percent	Count	Percent
ASIAN INDIAN	154	3.6%	83	2.7%
ASIAN OR PACIFIC ISLANDER	669	15.8%	522	16.9%
BANGLADESHI	5	0.1%	2	0.1%
CAMBODIAN	124	2.9%	87	2.8%
CHINESE	528	12.5%	412	13.4%
FIJIAN	37	0.9%	25	0.8%
FILIPINO	1,136	26.8%	801	26.0%
GUAMANIAN	74	1.7%	68	2.2%
HAWAIIAN	168	4.0%	137	4.4%
HMONG	138	3.3%	56	1.8%
INDONESIAN	12	0.3%	7	0.2%
JAPANESE	188	4.4%	152	4.9%
KOREAN	148	3.5%	107	3.5%
LAOTIAN	100	2.4%	77	2.5%
MALAYSIAN	17	0.4%	11	0.4%
PAKISTANI	25	0.6%	7	0.2%
SAMOAN	205	4.8%	177	5.7%
SIR LANKAN	4	0.1%	4	0.1%
TAIWANESE	14	0.3%	6	0.2%
THAI	37	0.9%	31	1.0%
TONGAN	120	2.8%	110	3.6%
VIETNAMESE	337	7.9%	198	6.4%
Total	4,240	100.0%	3,080	100.0%

* Apprentices who indicated an ethnic background of Asian or Pacific Islander prior to the additional detail provided by AB 1088 (chaptered 2011)