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

TO: INTERAGENCY ADVISORYCOMMITTE ON APPRENTICESHIP

FROM: ERIC ROOD, CHIEF

DIVISION OF APPRENTICESHIP STANDARDS

2nd QUARTERLY MEETING:

April 23, 2019

Upcoming IACA Meeting dates and sites:

	2019	
3 rd Quarter	Handlery Hotel 950 Hotel Circle N, San Diego, CA, 92108	July 23, 2019
4 th Quarter	TBD	Oct. 29, 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:

On February 5, 2019, we held our inaugural Interagency Advisory Committee on Apprenticeship (Committee) in San Diego. This meeting allowed us to introduce our talented Committee members from great organizations including SAP, E. & J. Gallo, Service Employees International Union-United Healthcare Workers, United Food & Commercial Workers, Jewish Vocational Services, Norco College and various workforce agencies.

In addition, the chairs from our first five subcommittees were introduced from IBM, American Federation of State, County, and Municipal Employees, Service Employees International Union Local 1000, and California Correctional Health Care Services. The Committee and the subcommittee chairs were interested in forming Pre-apprenticeship and Equal Employment Opportunities, Information Technology, Healthcare, Advanced Manufacturing and Civil Service Industries subcommittees. Participants were encouraged to join these subcommittees. The sign-up list with nominations was used to identify a diverse make-up of committee members.

The purpose of the Committee and its subcommittees is to provide guidance and direction to the Chief of the Division of Apprenticeship Standards (DAS) to develop new apprenticeship programs in the non-traditional apprenticeship industries. This guidance will allow DAS to make informed decisions in allocating resources for creating, marketing and servicing new apprenticeships in the non-traditional industries.

The creation of the Committee is timely. The Governor has an ambitious vision for the future workforce. Artificial intelligence, robotics and three-dimensional printers are changing the way we work and how workers are trained. The change is already happening and will continue accelerate rapidly 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. DAS is in the midst of revamping our technology and working with key partners to tackle tough problems to help increase available residential housing and expand the number of a skilled and trained workforce for our state's infrastructure.

DAS is also currently hiring new staff throughout California. Kelly Mackey and Ellen Soakai are taking a leadership role in hiring their teams. There are of opportunities with industry, labor, education and community based organizations in developing new apprenticeship programs with white-collar occupations. Our team looks forward to working with our new Committee members and hearing from the public to develop these exciting programs.

Please note that any programs that have a substantial work process overlap will require the Chief to obtain consent of the California Apprenticeship Council. As such, DAS has developed policies to ensure there is transparency of the programs in cases where there is overlap.

Our policy changes include taking an iterative approach to review proposed standards. The Chief or Deputy Chief will be required to approve standards prior to the 30-day posting. DAS staff will provide a summary of the program including known employers, labor organizations, and intermediaries. DAS will change the boilerplate standards to include language for non-traditional programs that the proposed standards will not comply with public works laws requiring a trained and skilled workforce. A non-traditional registered apprentice shall not be recognized as a registered apprentice on a public work. Finally, the proposed standards will include a table of

contents. We are hoping these changes will provide more transparency for our Committee members and the public.

Federal Grant

In 2016, 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 its apprenticeship expansion efforts. DOL awarded \$50 million through funds authorized by the Consolidated Appropriations Act of 2017.

The intent of the expansion grants are to promote and expand high quality apprenticeships to California workers and provide opportunities for more women, people of color, ex-offenders, foster children and lower income individuals to qualify for high paying careers. The federal grants funds have benefited all apprenticeships with the enhancement of the DAS database system, development of an internet-based registration system, which will allow registered programs to submit agreements, completions, cancellations and annual evaluations on-line. DAS is using the grant funding to improve state's strategic plan for apprenticeship and offer better opportunities to advance the careers of workers in California.

To accomplish the expansion goals, DAS has created the Apprenticeship Expansion Unit (AEU), with the specific directive of expanding apprenticeship to non-traditional industry sectors. An AEU priority is the development of apprenticeships in the targeted non-traditional industry sectors of IT/Cyber Security, Healthcare, Advanced Manufacturing/Logistics, Civil Service and Prisons (development of a Prison to Employment pipeline for ex-offenders). To accomplish these goals, DAS has recently hired the AEU management teams in both Northern and Southern California. The new Managers are hiring staff for new offices located in the Inland Empire/San Bernardino, Fresno and Sacramento. DAS is on target to meet Governor Newsom's goals for apprenticeship expansion of 100,000 registered apprentices by the end of 2019 and 500,000 registered apprentices by 2029. It is clear that California and the federal government have made long-term commitments to the expansion of apprenticeship to the non-traditional industry sectors.

Field Office Activities

Our six field offices consultants continue to be service our existing JACs, UACs and other program sponsors – attend your committee meetings, help on program revisions, annual self-assessments, audit/evaluation report compliance, apprentice disciplinary issues, public works compliance and any other advice and assistance you may need to continue the successful operation of your apprenticeship programs. Numerous committee reassignments have taken place and we expect more reassignments to equalize workload and services. We are working to establish another office in San Bernardino that will assist in better coverage of the 'Inland Empire'.

We are continuing to interview and selected replacement staff to backfill the open positions throughout the state.

Additionally, DAS field consultants continue to attend and present apprenticeship information at a wide variety of outreach events around the State – including job fairs, veteran's events, local Workforce Investment Board meetings, CCCO functions and roadshows. DAS has increased our training of staff to facilitate productivity and engage our new information technology. We expect ongoing training both for new hires and refinement of our operations

Apprentice Complaints:

DAS has received 0 complaints in 2019. The current status of 2018 complaints is outlined in the chart below.

Year	Total	Investigation/	Administrator	Withdrawn	Resolved	Determination
	Filed	or Hearing	or Legal	or	through	Issued
			Review	Dismissed	Hearing	
2018	0	0	0	0	0	0
2019	0	0	0	0	0	0

New Programs:

The DAS has eight (8) new apprenticeship programs and two (2) new OJT programs approved during the last two quarters. They are:

Apprenticeship Programs:

- Johnny's Lashes Beauty Academy, in Kern, Los Angeles, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties, for the occupations of: Barber, and Cosmetologist
- Tesla, Inc., in Alameda County, for the occupation of Tool & Die Specialist
- Statewide Cannabis Industry Employers JAC, in all counties, for the occupations of Pharmacy Technician (Cannabis), Nursery Specialist, Manufacturing Technician (Cannabis), Cannabis Distribution Driver
- OpenTech LA Apprenticeship Committee, in all counties, for the occupations of Health Information Technology Specialist, Computer Support Specialist, Computer Programmer, Information Technology Project Manager, Clinical Laboratory Scientist, Medical Laboratory Technician, Information Security Analyst, Microbiology Quality Control Technician, Chemistry Quality Control
- Riverside City College Cooks & Pastry Apprenticeship Program, in Riverside and San Bernardino Counties, for the occupations of Cook, and Pastry Cook
- Helping Other People Evolve Apprenticeship Academy of Cosmetology and Barbering, in all counties, for the occupations of Barber and Cosmetologist
- Strong Workforce Apprenticeship Group Health Care Apprenticeship Program, in Los Angeles County, for the occupations of Certified Nursing Assistant, Medical Laboratory Technician
- BYD-SMART Joint Apprenticeship & Training Committee, in Kern and Los Angeles Counties, for the occupation of Industrial Manufacturing Technician

New Subscription Agreement:

• J. Givoo Consultants, Inc./SLO Partners Apprenticeship Committee, in San Luis Obispo County for the occupations of Software Test Specialist, Computer Support Specialist (Desktop Support Technician) (New Subscription Agreement)

On-the-Job Training Programs:

- California Department of Corrections and Rehabilitation Office of Correctional Education (CDCR), statewide
- Grease Monkey Crew, in Quartz Hills, for the occupation of: Automotive Specialty Technician

Journeyperson Upgrade Programs:

• Independent Roofing Contractors of California, in all counties, for Advanced Safety Certification, Foremanship/Crew Leadership, Advanced Technical Certification

Statistics of March 31, 2019 this Committee / California total

The active apprentices numbered 13,924 / 87,593

New registrations and reinstatements numbered 1,662 / 8,026 for the quarter.

Minorities represented 72.1% / 66.3% of all active apprentices.

Active women apprentices numbered **3,461** / **5,697** which is **24.8%** / **6.5%** of all active apprentices.

There are currently 924 / 4,155 veterans active, 102 / 343 of which registered and 57 / 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 twenty-six (26) new evaluations. DAS will continue to send new evaluation notification letters one year following the creation of a new program or substantial expansion of an existing program. 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, DAS has completed five (5) evaluations (listed in the New Evaluations Table). Three (3) programs have completed all of their recommendations (all opened in 2018). There are seven (7) programs with corrective action needed (two (2) were opened in 2017, two (2) in 2018, and three (3) opened in 2019). One program ceased doing business, and the

apprenticeship program was closed. 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 IACA

File Number	Program Sponsor	DAS Follow-up Date	Comments/Actions
2018-11- 05-05248	Ampine LLC Joint Apprenticeship Committee	1/8/2019 Compliance Completed	Issued at the April 2019 IACA CLOSED
2019-01- 22-99786	Five Star Barber & Cosmo Unilateral Apprenticeship Committee	2/11/2019 Compliance pending	Issued at the April 2019 IACA OPEN
2019-01- 14-99695	Columbia College Apprenticeship Initiative	3/1/19 Compliance pending	Issued at the April 2019 IACA OPEN
2019-01- 28-99723	California Farm Academy Apprenticeship U.A.C.	3/29/2019 Compliance pending	Issued at the April 2019 IACA OPEN

2019-02-	Elite Apprenticeships	3/27/2019	Issued at the April 2019
11-99830		Program Closed	IACA
			CLOSED

Prior Evaluations Presented to the CAC/IACA

File	Program Sponsor	DAS Follow-up Date	Comments/Actions
Number			
2017-08-	City & County of San	9/12/18	Issued April 2018
14-05149	Francisco/Laborers Local 261	Compliance pending	CAC
	Gardener/Horticulture Joint		OPEN
	Apprenticeship Program		
2018-02-	Chefs De Cuisine of San Diego	9/10/2018	Issued at the August 2018
26-05239	Unilateral Apprenticeship	Compliance pending	CAC
	Committee		OPEN

2018-02-	Clovis Community College Food	2/22/2019	Issued at the August 2018
26-60101	Safety Apprenticeship Training	Compliance	CAC
	Committee/Producers Dairy	Completed	CLOSED
	Foods		
2018-03-	Clovis Community College Food	2/22/2019	Issued at the August 2018
02-60104	Safety Apprenticeship Training	Compliance	CAC
	Committee/Fig Garden Packing,	Completed	CLOSED
	Inc.		
2017-10-	East Bay South Counties	11/05/18	Issued at the October 2018
23-10669	Barbering and Cosmetology UAC	Compliance pending	CAC
			OPEN
2018-02-	Starr's Cut Above Apprenticeship	11/13/18	Issued at the February 2019
26-05241	Program	Compliance pending	IACA
			OPEN

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending March 31, 2019

The active apprentices as of March 31, 2019, numbered 13,924.

New registrations and reinstatements numbered 1,662 for the quarter ending March 2019.

Minorities represented 72.1% of all active apprentices as of March 31, 2019.

Active women apprentices as of March 31, 2019, numbered 3,461 which is 24.9% of all active apprentices.

IACA Active Apprentices

					Change	
	Count	% of	Count	% of	Dec	Census
	<u>Dec-18</u>	<u>Total</u>	<u>Mar-19</u>	<u>Total</u>	to Mar	<u>Goals</u>
All Minorities	9,574	72.1%	9,745	72.1%	1.8%	51.6%
Black	1,521	11.5%	1,566	11.6%	3.0%	6.7%
Asian or Pacific Islander	824	6.2%	825	6.1%	0.1%	8.6%
American Indian or Alaskan Native	133	1.0%	130	1.0%	-2.3%	0.8%
Filipino	343	2.6%	335	2.5%	-2.3%	3.2%
Hispanic	6,753	50.8%	6,889	51.0%	2.0%	32.4%
White	<u>3,707</u>	<u>27.9%</u>	<u>3,775</u>	<u>27.9%</u>	<u>1.8%</u>	<u>48.4%</u>
Unknown	596		404			
Total All Groups	13,877		13,924		0.3%	

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

	Count Dec-18	% of <u>Total</u>	Count <u>Mar-19</u>	% of Total	Change Dec <u>to Mar</u>	Census Goals
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> [*]	33.9%	<u>29,358</u>	33.7%	0.3%	<u>48.4%</u>
Unknown	673		459			
Total All Groups	86,935		87,593		0.8%	

Asian - Pacific Island	ei backgi	ound Su	iiiiiai y	
Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	154	3.6%	71	6.1%
ASIAN OR PACIFIC ISLANDER	669	15.8%	147	12.7%
BANGLADESHI	5	0.1%	3	0.3%
CAMBODIAN	124	2.9%	37	3.2%
CHINESE	528	12.5%	116	10.0%
FIJIAN	37	0.9%	12	1.0%
FILIPINO	1,136	26.8%	335	28.9%
GUAMANIAN	74	1.7%	6	0.5%
HAWAIIAN	168	4.0%	31	2.7%
HMONG	138	3.3%	82	7.1%
INDONESIAN	12	0.3%	5	0.4%
JAPANESE	188	4.4%	36	3.1%
KOREAN	148	3.5%	41	3.5%
LAOTIAN	100	2.4%	23	2.0%
MALAYSIAN	17	0.4%	6	0.5%
PAKISTANI	25	0.6%	18	1.6%
SAMOAN	205	4.8%	28	2.4%
SIR LANKAN	4	0.1%		0.0%
TAIWANESE	14	0.3%	8	0.7%
THAI	37	0.9%	6	0.5%
TONGAN	120	2.8%	10	0.9%
VIETNAMESE	337	7.9%	139	12.0%
Total	4,240	100.0%	1,160	100.0%

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