

**Interagency Advisory Committee on Apprenticeship**  
1515 Clay Street, Suite 301  
Oakland, CA 94612  
Tel: (415) 703-4920  
Fax: (510) 286-1448

ADDRESS REPLY TO:  
Interagency Advisory  
Committee on Apprenticeship  
P. O. Box 420603  
San Francisco, CA 94142-0603



# Interagency Advisory Committee on Apprenticeship

## Minutes

Tuesday, February 5, 2019  
10:00 a.m.-12:00 p.m.

**Best Western Island Palm Hotel & Marina**  
2051 Shelter Island Drive  
San Diego, CA 92106

### I. Call to Order by Chair

Rebecca Hanson

- Roll Call
  - Rebecca Hanson, Lauren Fernandez, James Araby, Rebecca Bentencourt, Lisa Countryman-Quiroz, Charles Henkles, John Dunn, Tim Rainey, Peter Cooper and Javier Romero
  - Pledge of Allegiance
- Apprenticeship Committee Introductions
  - Rebecca Hanson- Executive Director of SEIU UHW-West & Joint Employer Education Fund. Stated that they are a training fund with 100k eligible healthcare workers. They have apprenticeships in Surgical Technician, Medical Coding and they are currently working on developing an apprenticeship program in Medical assisting and sterile processing.
  - Charles Henkles- Apprenticeship Director at Norco Community College and a project lead for a regional collaborative work for all of our community colleges and our K-12 systems, building a network approach of advancing the apprenticeship model in new and innovative industries.
  - Lisa Countryman-Quiroz – Vice President of planning and program development of JVS in San Francisco. JVS is a more than 40-year-old nonprofit working in workforce development. JVS works across multiple sectors Information Technology, Healthcare, Financial Services, and Utilities. Our training model is rooted in earn and

**Interagency Advisory Committee on Apprenticeship**

1515 Clay Street, Suite 301  
Oakland, CA 94612  
Tel: (415) 703-4920  
Fax: (510) 286-1448

ADDRESS REPLY TO:  
Interagency Advisory  
Committee on Apprenticeship  
P. O. Box 420603  
San Francisco, CA 94142-0603



learn strategies. So increasingly, we are moving into formal apprenticeship.

- Rebecca Bentencourt- Senior Program Manager for Workforce Development and Training Programs for E& J Gallo Winery which is headquartered in Modesto, CA. We are currently working on four dual registered apprenticeship programs with the State of CA and the Department of Labor.
- James Araby- For the past 7 years served as the Executive Director for the UFCW Western States Council, the largest private sector union in the state with over 160,000 members in California. Recently moved to United Food and Commercial Workers Local 5, which is a 30,000-member labor union. This union has a very strong food processing/meat-sector apprenticeship program that has been running for years.
- Lauren Fernandez- SAP representing tech companies within the Silicon Valley. She stated that she is one of the Co-founders in the Silicon Valley Apprenticeship Consortium. This year SAP is focused on launching their first Tech apprenticeship programs focused on bringing in UX/UI designers as well as product managers.
- Tim Rainey- Executive Director of the California Workforce Development Board. The Board is responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system.
- John Dunn- Assistant Secretary, for apprenticeship and worker training at the California Labor and Workforce Development Agency. Stated that he is here on behalf of Labor Agency Secretary Julie Su.
- Peter Cooper- Assistant Director for California Employment Training Panel (ETP). Over the past 7 years, we have used our pay for performance contract model and state fund to support traditional apprenticeship programs with just over \$100 million dollars. This current fiscal year we are already over \$30 million dollars in supporting traditional construction apprenticeship programs. They have also worked with Labor Agency to support new apprenticeship programs in new sectors and we have funded just over a million dollars in that area to support and expand that work.
- Javier Romero- Dean at California Community Colleges Chancellor's Office, Division of Workforce and Economic Development. Stated that his primary duties are adult education and apprenticeship training programs. Administrative of the related supplemental instruction funding that is distributed that is led by Nicholas Esquivel and the California Apprenticeship Initiative (CAI), a grant opportunity offered by the CCCCO to support the creation of new apprenticeships and pre-apprenticeship training programs.

**Interagency Advisory Committee on Apprenticeship**

1515 Clay Street, Suite 301  
Oakland, CA 94612  
Tel: (415) 703-4920  
Fax: (510) 286-1448

ADDRESS REPLY TO:  
Interagency Advisory  
Committee on Apprenticeship  
P. O. Box 420603  
San Francisco, CA 94142-0603



- Eric Rood- Chief of the Division of Apprenticeship Standards. Stated that our Governor Gavin Newsom vowed to increase apprenticeship to over 500k registered apprentices by 2029. He stated that we really need this committee to provide insight for the Division of Apprenticeship Standards and to look at ways that we can provide a path to head of household occupations. We do have a focus in our nontraditional apprenticeship expansion areas primarily in Information Technology, Healthcare, Advanced Manufacturing, Civil Service and Pre-Apprenticeship.

**II. Chief's Report**

Eric Rood

(See Attached)

- Assembly Bill 235 Overview
- Formation of Sub-Committees
  - Information Technology
  - Healthcare
  - Advanced Manufacturing
  - Civil Service
  - Pre-apprenticeship/Equal Employment Opportunity

Comments from the public were taken.

- It was stated that 40% of woman in apprenticeship are in the service sector. Which are not typically the high wage industries of apprenticeship.
- The advisory committee stated that they would like better ways to present the data we are looking at technological solutions eternally that will help take the information that that are in our systems and better highlight them to everyone else.
- It was stated that 54% of UFCW members are women, 57% of all members are under 40 and they are wrestling with the questions related to: How do I get into a career path that does not put me thousands of dollars in debit with college? How do we create earn while you learn career paths in industries including retail; meatpacking, food processing and manufacturing; hospitality; agriculture; cannabis? This advisory panel is such a great opportunity to engage with the apprenticeship community and address these questions and concerns.
- A member of the apprenticeship community stated that they would like transparency and data showing the performance of these non-traditional apprenticeship programs.
- Stated that the State building trades and Labor Fed worked with one part of the Department of Education called California Partnership Academies (CPAs)
  - The Partnership Academy Model is a three-year program, grades ten through twelve, structured as a school-within-a-school. There are currently

**Interagency Advisory Committee on Apprenticeship**

1515 Clay Street, Suite 301  
Oakland, CA 94612  
Tel: (415) 703-4920  
Fax: (510) 286-1448

ADDRESS REPLY TO:  
Interagency Advisory  
Committee on Apprenticeship  
P. O. Box 420603  
San Francisco, CA 94142-0603



340 funded programs throughout California. This model has been in California since the early 1980s. The program work with "at-risk" high school students. The Academies represent a high school reform movement that is focused on smaller learning communities with a career theme. Academy components include rigorous academics and career technical education, with a career focus, a committed team of teachers, and active business and post-secondary partnerships. Stated that they have been audited year after year and have been successful.

- Suggestion was made from the apprenticeship community as to coming up with creative ways to get information back on are we hitting our target audience during the hiring process. It was stated that it is easy to evaluate this data after they have already been hired.
- Discussed apprenticeship programs that are proposing to start apprentices under the state minimum wage.
- A member of the apprenticeship community stated that Job Corps is a no-cost education and career technical training program administered by the U.S. Department of Labor that helps young people ages 16 to 24 improve the quality of their lives through career technical and academic training. They typically host one-year apprenticeship programs in many different career-training areas such as advanced manufacturing, healthcare, construction, transportation and hospitality.
- Discussed dual enrollment with youth apprenticeship.
- It was stated that AB235 put in place requirements for new programs not to duplicate work that is being done by traditional apprenticeship programs. It was stated that some of the standards appear to crossover in a many ways. It was stated that when reviewing the proposed standards they are vague in many areas that would allow the California apprenticeship council to evaluate what is going on with these programs. It was suggested that:
  - When new standards are submitted with multiple employers that they would like to know who these employers are by name.
  - Are these employers registered with the State Contractors License Board? That would let us know if they could potentially work on construction sites.
  - Suggested a statement that they will not work on any prevailing wage job.
  - Also wanted clarification if these apprentices can transfer from one employer to another.
  -

### III. **Presentation on Apprentice Agreement Web Submission**

Raul Galvan

- DAS is always looking at ways for better ways serve our apprenticeship community. DAS believed that a web based submission of apprenticeship agreements would be the most efficient way. Now programs will be able to

**Interagency Advisory Committee on Apprenticeship**

1515 Clay Street, Suite 301  
Oakland, CA 94612  
Tel: (415) 703-4920  
Fax: (510) 286-1448

ADDRESS REPLY TO:  
Interagency Advisory  
Committee on Apprenticeship  
P. O. Box 420603  
San Francisco, CA 94142-0603



register, cancel and complete apprentices. It will not accept an agreement that is over 30 days; which complies with the labor code.

- A slide show presentation was given (please see attached).
- Questions and comments were taken from the public.

**IV. Presentation**

Vinz Koller

***CLOSING THE GAP THE FUTURE OF APPRENTICESHIP IN CALIFORNIA***

[https://center4apprenticeship.jff.org/documents/215/Closing\\_the\\_Gap\\_The\\_Future\\_of\\_Apprenticeship\\_in\\_CA\\_-\\_12-20-2018.pdf](https://center4apprenticeship.jff.org/documents/215/Closing_the_Gap_The_Future_of_Apprenticeship_in_CA_-_12-20-2018.pdf)

- A slide show presentation was given discussing the white paper written that Vinz Koller had written.
- Questions and comments were taken from the public.

**V. Public Comment on Matters Not on the Agenda**

- Discussed the importance of the community colleges and adult education participating with the advisory committee.
- 

**VI. Agenda Items for Future Meetings**

- Chief Eric Rood asked the apprenticeship community if they had any ideas for agenda topics too please email them to him or any member of the advisory board.
- Discussed the DAS Apprenticeship newsletter and encouraged members of the apprenticeship community to sign up to receive the issues via email.

**VII. Adjournment**

The meeting adjourned at 12:05 pm