

**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
3rd QUARTERLY MEETING:

July 25, 2019

Upcoming CAC Meeting dates and sites:

	2019	
4 th Quarter	TBD	Oct. 30-31, 2019
	2020	
1 st Quarter	TBD	Jan. 29-30, 2020
2 nd Quarter	California Conference on Apprenticeship Hyatt Regency Monterey 1 Old Golf Course Rd, Monterey, CA 93940	April 28- May 1, 2020
3 rd Quarter	TBD	July 29-30, 2020
4 th Quarter	TBD	Oct. 28-29, 2020

ACTIVITIES/INFORMATION

DAS is pleased announce the following:

New Hires:

Sonia Lau - Management Services Technician in Headquarters Training Funds – 4/29/2019
 Laura Thompson - Associate Governmental Program Analyst in Sacramento AEU – 5/1/2019
 Helen Bui - Staff Services Analyst in Sacramento AEU – 5/1/2019
 Terrell Jackson - Associate Governmental Program Analyst in Inland Empire AEU – 5/1/2019
 Kao Saetern - Staff Services Manager I in Fresno AEU – 5/1/2019
 Linda Mount - Associate Governmental Program Analyst in Fresno AEU – 5/6/2019
 Adriana Salmoran - Associate Governmental Program Analyst in Fresno AEU – 6/3/2019

Updates:

In June 2019, I attended the National Association of State and Territorial Directors conference in Montana. The topic with the most interest was the proposed rules on Industry Recognized Apprenticeship Programs (IRAP) new rulemaking proposals by the United States Department of Labor. The concerns with the State Apprenticeship Agencies include:

- Registered Apprenticeship is Industry Driven and Industry Recognized.
- IRAPs are not clear on how they lead to a nationally recognized portable certificate.
- Apprenticeship Certificate is a Nationally Portable Certificate that is recognized as a post-secondary completion certificate.
- Reciprocity is well defined and built into Registered Apprenticeship.
- IRAPs proposed rules lack clarity guaranteeing they are acting in the best interest of the apprentice.
- The application appears to provide “an option” to include Apprentice safety and health.
- Registered Apprenticeship preserves the integrity of the credential over time.
- Registered Apprenticeship is fully integrated with licensing and certification credentials across the US; there is no guarantee IRAPs will be
- Registered Apprenticeship is currently an unprecedented expansion that is driven exclusively by industry.
- IRAPs are a distraction in the workplace, and industry partners see it as confusion in the marketplace.

On May 22, 2019, I attended the United Association of Plumbers, Pipefitters, Sprinkler Fitters, and Steamfitters State Apprentice Contest involving 28 local unions in California. These unions collaborate with their contractors and spend over 18 million dollars a year on training in their California State approved apprenticeship programs.

There were two guidance memorandums that I issued to provide guidance to the new Interagency Advisory Committee, California Apprenticeship Council, and the Division of Apprenticeship Standards. On July 1, 2019, I issued a guidance memorandum that focused on the meeting structure and venue settings for future meetings for the California Apprenticeship Council and the Interagency Advisory Committee on Apprenticeship. Beginning in October 2019, these meetings will take place at public agency and educational offices. There will be an exception for our bi-annual California Conference on Apprenticeship, which will meet at a hotel.

DAS’ leadership is committed in developing our technology. DAS is working with the California Department of Technology and the Department’s Information Systems team to make our website user friendly and aesthetically pleasing. These changes are scheduled to be launched prior to our October 2019 meeting.

DAS continues to streamline its functions and implement paperless work processes. A new web-based application is now in production and enables apprenticeship programs to interface with our California Apprenticeship System (CAS) database. This web-based application will allow training coordinators to register pre-apprentices and submit data directly into the CAS database.

Training Fund Grant Applications

On July 19, the 2019 annual “Training Fund Grant Application” were sent to all programs in the building and construction trades. These need to be completed and returned to DAS by no later than August 30, 2019. If you have not received a letter and application, please contact Glen Forman.

Federal Grant

The SAE funding is benefiting both traditional and non-traditional apprenticeships with the enhancement of the DIR/DAS database system and the development of an internet-based registration system. The on-line registration system has run successful pilot projects with the California Correctional Officers Apprenticeship (CPOST) and with the California Prison Industries

Authority (CALPIA). With the success of the pilot projects, DAS has received approval to start rolling out the new on-line registration system to all the building and construction apprentice programs (not currently utilizing the Electronic Data Interchange-EDI system) and all the new pre-apprenticeship programs. The on-line registration will allow apprenticeship/pre-apprenticeship programs to submit agreements, completions, cancellations and annual evaluations on-line, which will greatly increase the efficiency and record keeping for both the apprenticeship/pre-apprenticeship programs and DAS.

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 have established an office in San Bernardino that will assist in better coverage of the ‘Inland Empire’, this office will primarily focus on non-traditional apprenticeship.

Under direction of California Human Resources, we are updating our interview and selection procedures for hiring staff to fill the open positions throughout the state.

Apprenticeship Training Fund Check Processing

During the period **April 1, 2019 through June 30, 2019:**

- **38,927 checks** were reviewed and processed
- **\$ 4,559,071** was sent for deposit

Apprentice Complaints:

DAS has received 13 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	3	0	21	2	10
2019	13	4	0	9	0	0

Apprentice Appeals Activity Before the CAC in 2019:

Appeals made to the CAC	CAC Decisions	CAC Appeals Withdrawn/Dismissed
0	2	0

New Programs:

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

Statistics of June 30, 2019 this Council / California total

The active apprentices numbered **75,337 / 89,482**

New registrations and reinstatements numbered **7,937 / 8,435** for the quarter.

Minorities represented **65.5% / 66.8%** of all active apprentices.

Active women apprentices numbered **2,333 / 5,875** which is **3.0 / 6.6%** of all active apprentices.

There are currently **3,529 / 4,464 veterans** active, **851 / 1,018** of which registered and **236 / 386** completed in 2019.

Program Evaluations January 1, 2019 through June 30, 2019:

DAS developed an evaluation module that is part of its enhanced California Apprenticeship (CAS) database. This module has significantly improved program oversight and facilitates conducting evaluations on a timely basis. Since January 1, 2019, DAS has opened up five (5) apprenticeship program evaluations. 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 programs have two or more meritorious complaints filed against them 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 second quarter of 2019, DAS has completed five (5) evaluations (listed in the New Evaluations Table). Four (4) programs have completed all of their recommendations (three (3) were opened in 2019 and one (1) was opened in 2017). There are four (4) programs with corrective action needed (one (1) was opened in 2016, one (1) opened in 2017, and two were opened in 2019). 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 has increased the Division's ability to complete evaluations promptly and efficiently. This facilitates the proper and successful administration of apprenticeship programs.

New Evaluations Presented to the CAC

File Number	Program Sponsor	DAS Follow-up Date	Comments/Actions
2019-01-22-00238	Kern, Inyo & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanics JATC	6/17/19 Compliance Completed	Issued at the July 2019 CAC CLOSED
2019-02-04-05087	Northern California District Council of Laborers HOD Carrier JAC	5/7/19 Compliance pending	Issued at the July 2019 CAC OPEN
2019-02-25-07646	International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers Local 377 San Francisco JATC	6/11/19 Compliance Completed	Issued at the July 2019 CAC CLOSED
2019-03-04-05115	Traffic Control Painter Automotive Marine & Specialty Painter Local # 1176	6/13/19 Compliance Completed	Issued at the July 2019 CAC CLOSED
2019-03-11-05151	Southern California Insulator & Weatherization Joint Apprenticeship and Training Committee	6/24/19 Compliance pending	Issued at the July 2019 CAC OPEN

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	6/26/2019 Compliance Completed	Issued at the August 2018 CAC CLOSED
2017-04-03-04088	Ventura County Plumbing & Pipefitting JAC	9/18/18 Compliance pending	Issued at the October 2018 CAC OPEN

CHIEF'S STATISTICAL REPORT TO THE COUNCIL

CAC totals for the quarter ending June 30, 2019

The active apprentices as of June 30, 2019, numbered 75,337.

New registrations and reinstatements numbered 7,937 for the quarter ending June 2019.

Minorities represented 65.5% of all active apprentices as of June 30, 2019.

Active women apprentices as of June 30, 2019, numbered 2,333 which is 03.1% of all active apprentices.

CAC Active Apprentices

	<u>Count</u> <u>Apr-19</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Jun-19</u>	<u>% of</u> <u>Total</u>	<u>Change</u> <u>Apr</u> <u>to Jun</u>	<u>Census</u> <u>Goals</u>
All Minorities	48,031 ▲	65.2%	49,286	65.5%	2.6%	51.6%
Black	5,468	7.4% ▲	5,538	7.4%	1.3%	6.7%
Asian or Pacific Islander	2,277	3.1% ▲	2,308	3.1%	1.4%	8.6%
American Indian or Alaskan Native	640	0.9% ▲	636	0.8%	-0.6%	0.8%
Filipino	801	1.1% ▲	819	1.1%	2.2%	3.2%
Hispanic	38,845	52.8% ▲	39,985	53.1%	2.9%	32.4%
White	<u>25,583</u> ▲	<u>34.8%</u>	<u>25,994</u>	<u>34.5%</u>	<u>1.6%</u>	<u>48.4%</u>
Unknown	55		57			
Total All Groups	73,669		75,337		2.3%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending June 30, 2019

The active apprentices as of June 30, 2019, numbered 89,482.

New registrations and reinstatements numbered 8,435 for the quarter ending June 2019.

Minorities represented 66.8% of all active apprentices as of June 30, 2019.

Active women apprentices as of June 30, 2019, numbered 5,875 which is 06.6% of all active apprentices.

California Total Active Apprentices

	<u>Count</u> <u>Apr-19</u>	<u>% of</u> <u>Total</u>	<u>Count</u> <u>Jun-19</u>	<u>% of</u> <u>Total</u>	<u>Change</u> <u>Apr</u> <u>to Jun</u>	<u>Census</u> <u>Goals</u>
All Minorities	57,776 ▲	66.3%	59,482	66.8%	3.0%	51.6%
Black	7,034	8.1% ▲	7,183	8.1%	2.1%	6.7%
Asian or Pacific Islander	3,102	3.6% ▲	3,157	3.5%	1.8%	8.6%
American Indian or Alaskan Native	770	0.9% ▲	770	0.9%	0.0%	0.8%
Filipino	1,136	1.3% ▲	1,171	1.3%	3.1%	3.2%
Hispanic	45,734	52.5% ▲	47,201	53.0%	3.2%	32.4%
White	<u>29,358</u> ▲	<u>33.7%</u>	<u>29,552</u>	<u>33.2%</u>	<u>0.7%</u>	<u>48.4%</u>
Unknown	459		448			
 Total All Groups	 87,593		 89,482		 2.2%	

Asian - Pacific Islander Background Summary

Group	Total	Total	CAC	CAC
	Count	Percent	Count	Percent
ASIAN INDIAN	166	3.8%	86	2.8%
ASIAN OR PACIFIC ISLANDER	671	15.5%	504	16.1%
BANGLADESHI	5	0.1%	2	0.1%
CAMBODIAN	122	2.8%	86	2.8%
CHINESE	514	11.9%	398	12.7%
FIJIAN	38	0.9%	28	0.9%
FILIPINO	1,171	27.1%	819	26.2%
GUAMANIAN	75	1.7%	67	2.1%
HAWAIIAN	170	3.9%	142	4.5%
HMONG	144	3.3%	61	2.0%
INDONESIAN	13	0.3%	6	0.2%
JAPANESE	194	4.5%	153	4.9%
KOREAN	149	3.4%	109	3.5%
LAOTIAN	102	2.4%	81	2.6%
MALAYSIAN	21	0.5%	13	0.4%
PAKISTANI	29	0.7%	12	0.4%
SAMOAN	216	5.0%	188	6.0%
SRI LANKAN	5	0.1%	5	0.2%
TAIWANESE	18	0.4%	11	0.4%
THAI	40	0.9%	32	1.0%
TONGAN	122	2.8%	115	3.7%
VIETNAMESE	343	7.9%	209	6.7%
Total	4,328	100.0%	3,127	100.0%

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