

**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
4th QUARTERLY MEETING:

November 7 , 2019

Upcoming CAC Meeting dates and sites:

2020

1st Quarter	TBD	Jan. 28, 2020
2nd Quarter	California Conference on Apprenticeship Hyatt Regency Monterey 1 Old Golf Course Rd, Monterey, CA 93940	April 28- 29, 2020
3rd Quarter	TBD	July 28, 2020
4th Quarter	TBD	Oct. 27, 2020

ACTIVITIES/INFORMATION

DAS is announcing the following:

Departures:

Jasmeen Karan - Associate Governmental Program Analyst in BET – 7/19/2019

Retirements:

Rachel Robles - Apprenticeship Consultant in Los Angeles – October 1, 2019

Alma Venable - Apprenticeship Consultant in Los Angeles – November 7, 2019

Updates:

DAS currently has over 93,000 registered apprentices in 1,152 apprenticeship programs and 460 program sponsors. This is the highest level since the enactment of the Shelley-Maloney Act over 80 years ago.

DAS leadership continues to collaborate with our workforce agencies in developing a new, super workforce department named the Future of Work. This new department will combine four separate departments, divisions, boards and panels to provide streamlined and comprehensive services to all Californians. These services will assist job seekers, industry, unions, community based organizations, and our educational partners at California Department of Education and the

California Community Colleges. Additionally, the department will create efficiencies by providing a clear mission and removing the silos of operating in separate organizations.

In September, Labor Secretary Julie Su named Dennis Petrie as Associate Secretary- Future of Work Realignment. Dennis was the former Deputy Director of the Workforce Services Branch at EDD. Dennis is working with top leaders at the Labor Workforce Development Department, Department of Industrial Relations, Employment Development Department, California Workforce Development Board, and Employment Training Panel. Dennis' leadership has started to draft a Governor's Reorganization Plan for submission to the Little Hoover Commissioner in early February 2020.

The Little Hoover Commissioner (LHC) will review the Administration's proposal and provide approval to go forward with this new department. Once approved, the Future of Work Department could be a reality by July 1, 2020. In addition to developing this new department, the Governor's Future of Work Commission is working concurrently to provide recommendations to the Governor by May 1, 2019. These recommendations could help set policy for the new department.

This quarter I spoke at the California State Association of Electrical Workers and the Northern California Allied Trades regarding skilled and trained requirements on construction projects. The discussions centered on best practices and how to determine credit for journey-level workers who had not graduated from a DAS approved training program, including evaluation of the worker and the types of source documents providing a basis for on-the-job experience.

On September 26, 2019, the California Apprenticeship Council held its first meetings to hear from applicants that may have substantial work process overlap. Assembly Bill 235, passed into law in September 2018, requires the Division to seek consent for any new programs that may have significant work process overlap with programs overseen by the California Apprenticeship Council. CAC Chair Jack Buckhorn appointed two three-member committees to hear from applicants and existing apprenticeship program commenters. These three-person committees will provide a recommendation to the full CAC at the 4th Quarter meeting.

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 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.

Under direction of California Human Resources, we have updated our interview and selection procedures for hiring staff to fill the open positions throughout the state. We are experiencing retirements in most of our districts we are working to fill all our vacant positions as quickly as possible

Apprenticeship Training Fund Check Processing

During the period **June 30, 2019 through September 30, 2019:**

- **39,029 checks** were reviewed and processed
- **\$ 5,099,414** was sent for deposit

Apprentice Complaints:

DAS has received 15 complaints in 2019. The status of 2019 complaints, as well as 2015-2018 complaints, is outlined below.

Status of Apprentice Complaints

Year	2019	2018	2017	2016	2015
Investigation/Hearing	2	2	1	0	0
Administrator/Legal Review	0	0	0	0	0
Withdrawn/Dismissed	13	22	26	19	13
Resolved through Hearing	0	2	0	1	2
Determination Issued	0	10	12	5	4
Total Filed	15	36	39	25	19

Status of CAC Apprentice Appeals (2019)

Appeals made to the CAC	1
CAC Appeal Final Decisions	0
CAC Appeals Withdrawn/Dismissed	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 September 30, 2019 this Council / California total

The active apprentices numbered **78,254 / 93,126**

New registrations and reinstatements numbered **9,062 / 9,509** for the quarter.

Minorities represented **65.7% / 66.8%** of all active apprentices.

Active women apprentices numbered **2,490 / 6,185** which is **3.2 / 6.6%** of all active apprentices.

There are currently **4,357 / 5,276 veterans** active, **1904 / 2,245** of which registered and **478 / 721** completed in 2019.

Program Evaluations January 1, 2019 through September 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 fourteen (14) 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 third quarter of 2019, DAS has completed five (5) evaluations (listed in the New Evaluations Table). Three (3) programs have satisfied all of their recommendations (all opened in 2019). There are six (6) programs with corrective action needed (one (1) was opened in 2016, one (1) opened in 2017, and four (4) 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 (November 2019)

Program Name	Status/Action Date
Southern California Laborers Cement Mason Joint Apprenticeship Program (File #5139)	CLOSED/Compliance Completed 9/24/2019
Landscape & Irrigation Fitter of Southern California JATC (File #10556)	OPEN/Compliance Pending 9/5/2019

Inland Refrigeration J.J. & A.T.C. (File #9307)	OPEN/Compliance Pending 9/9/2019
Central Valley Roofers, Waterproofers & Allied Workers JATC (File #7294)	OPEN/Compliance Pending 9/11/2019
Western Burglar & Fire Alarm Association UATC (File #10837)	OPEN/Compliance Pending 9/24/2019

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
Tri-Counties Sheet Metal & Air Conditioning Industry JAC (File #4489) <i>Issued at August 2018 CAC</i>	OPEN/Compliance Pending 9/4/2018
Ventura County Plumbing & Pipefitting JAC (File #4088) <i>Issued at October 2018 CAC</i>	OPEN/Compliance Pending 9/18/2018
Northern California District Council of Laborers HOD Carrier JAC (File #5087) <i>Issued at July 2019 CAC</i>	CLOSED/Compliance Completed 8/22/2019
Southern California Insulator & Weatherization JATC (File #5151) <i>Issued at July 2019 CAC</i>	CLOSED/Compliance Completed 8/20/2019

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending September 30, 2019

The active apprentices as of September 30, 2019, numbered 78,254.

New registrations and reinstatements numbered 9,062 for the quarter ending September 2019.

Minorities represented 65.7% of all active apprentices as of September 30, 2019.

Active women apprentices as of September 30, 2019, numbered 2,490 which is 03.2% of all active apprentices.

CAC Active Apprentices

	Count Jul-19	% of Total	Count Sep-19	% of Total	Change Jul to Sep	Census Goals
All Minorities	49,286	65.5%	51,344	65.7%	4.2%	51.6%
Black	5,538	7.4%	5,649	7.2%	2.0%	6.7%
Asian or Pacific Islander	2,308	3.1%	2,389	3.1%	3.5%	8.6%
American Indian or Alaskan Native	636	0.8%	675	0.9%	6.1%	0.8%
Filipino	819	1.1%	841	1.1%	2.7%	3.2%
Hispanic	39,985	53.1%	41,790	53.5%	4.5%	32.4%
White	<u>25,994</u>	<u>34.5%</u>	<u>26,831</u>	<u>34.3%</u>	<u>3.2%</u>	<u>48.4%</u>
Unknown	57		79			
Total All Groups	75,337		78,254		3.9%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2019

The active apprentices as of September 30, 2019, numbered 93,126

New registrations and reinstatements numbered 9,509 for the quarter ending September 2019.

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

Active women apprentices as of September 30, 2019, numbered 6,185 which is 06.6% of all active apprentices.

California Total Active Apprentices

	Count Jul-19	% of Total	Count Sep-19	% of Total	Change Jul to Sep	Census Goals
All Minorities	59,482	66.8%	61,932	66.8%	4.1%	51.6%
Black	7,183	8.1%	7,288	7.9%	1.5%	6.7%
Asian or Pacific Islander	3,157	3.5%	3,260	3.5%	3.3%	8.6%
American Indian or Alaskan Native	770	0.9%	831	0.9%	7.9%	0.8%
Filipino	1,171	1.3%	1,204	1.3%	2.8%	3.2%
Hispanic	47,201	53.0%	49,349	53.2%	4.6%	32.4%
White	<u>29,552</u>	<u>33.2%</u>	<u>30,771</u>	<u>33.2%</u>	<u>4.1%</u>	<u>48.4%</u>
Unknown	448		423			
Total All Groups	89,482		93,126		4.1%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	CAC Count	CAC 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)

Grant Distribution 2019

Grantee	Amount
Apprentice & Journeyman Training Trust Fund Of The Southern California Plumbing & Piping Industry	\$117,575.69
Associated Builders And Contractors - Los Angeles/Ventura Chapter	\$2,570.90
Associated Builders And Contractors Of Southern California, Inc. Merit Training Trust Fund	\$14,676.42
Associated Builders And Contractors Training Trust	\$18,782.52
Associated General Contractors Of America, San Diego Chapter, Inc.	\$134,172.01
Bac Local 3 Jatec	\$8,902.56
Boilermakers Western States Joint Apprenticeship Program	\$30,562.17
District Council 16 Northern California Journeyman And Apprentice Training Trust Fund	\$36,805.41
East & North Bay Counties Roofers/Waterproofers Jatc	\$4,798.65
Field Ironworkers Apprenticeship Program	\$74,453.31
Finishing Trades Institute Of District Council 36 Joint Apprenticeship Training Trust Fund - Glaziers Apprenticeship	\$14,090.65
Heat & Frost Insulators & Allied Workers Jatc	\$1,547.56
Independent Roofing Contractors Of California	\$7,982.76
Inner-City Unilateral Apprenticeship Training Committee	\$301.43
Intelligent Transportation Systems Joint Apprenticeship Training Committee	\$224.74
Joint Apprenticeship Committee - Tile Laying Industry	\$26,692.68
Joint Electrical Industry Training Trust Fund	\$4,698.93
Laborers Training & Retraining Trust Fund For Southern California	\$496,653.30
Local Union 1399 Apprenticeship Training/Education Fund	\$10,445.42
Los Angeles County Electrical Training Institute	\$42,500.06
Masonry Industry Training Association Of Southern California Training Trust Fund	\$3,323.95
Northern California Plasterers Training Trust Fund	\$9,100.25
Northern California Sound And Communication Jatc	\$10,708.49
Northern California Tile Industry Apprenticeship And Training Fund	\$12,910.14
Northern California Valley Sheet Metal Jattf	\$6,156.27
Northern Nevada Joint Apprenticeship And Training Committee For The Electrical Industry	\$99.78
Operating Engineers And Northern California Surveyors Training Fund	\$111,721.29
Operating Engineers Local 3 Ca Aatt	\$191,382.44
Operating Engineers Training Trust	\$375,476.60
P H C C Educational Foundation DbA Phcc Gsa Puac Training Trust	\$2,771.94
Plumbers And Steamfitters Local 343 Joint Apprenticeship Training Committee Of Napa And Solano Counties	\$1,021.90
Plumbing Industry Apprenticeship N-P Corp DbA Pipe Trades Jatc Of Santa Clara & San Benito Counties	\$10,932.70
Redwood Empire Electrical Training Trust	\$2,604.39
San Bernardino, Mono And Inyo Counties Electrical J. A. C.	\$3,777.21
San Diego & Imperial Counties Roofers And Waterproofers, Joint Apprenticeship Committee	\$3,603.44

Grantee	Amount
San Diego Chapter Abc Apprenticeship Training Trust Fund	\$13,011.59
San Diego Electrical Training Trust	\$14,158.29
San Francisco Electrical Industry And Training Trust	\$9,887.09
San Joaquin & Calaveras Counties Electrical Jatc	\$2,174.30
Santa Clara Valley Roofers Jatc	\$2,245.78
Sheet Metal Air Conditioning Apprenticeship & Journeyman Training Fund Of San Diego	\$3,524.64
Sheet Metal Workers & Tri Co. Air Conditioning Jac	\$1,106.35
Sheet Metal Workers Local 104 & Bay Area Industry Training Fund	\$26,437.53
Southern California Cement Masons Joint Apprenticeship Committee	\$45,203.40
Southern California Painting & Drywall Industries Apprenticeship Trust	\$47,166.12
Southern California Pavement Stripper, Road Slurry, Seal Coat & Highway Maintenance Apprenticeship & Training Trust	\$22,813.90
Southern California Plaster Tenders J.A.C.	\$16,135.67
Southern California Plastering Institute Trust & Jatc	\$5,845.07
Southern California Resilient Floor & Decorative Covering Crafts Joint Apprenticeship & Training Committee	\$13,547.22
Southwest Carpenters Training Fund	\$152,613.19
Sprinkler Fitters U.A. Local 483 Residential Joint Apprenticeship Committee	\$168.11
Sprinkler Fitters Ua Local 483 Jac	\$4,024.03
United Association Local Union 342 Jatc	\$3,936.72
Valley Roofers And Waterproofers Jatc	\$4,345.70
Ventura County Electrical Joint Apprenticeship Training Committee/Trust	\$1,871.98
Wbfaa Uatc	\$11,156.54
Weca Apprenticeship And Training Fund	\$21,351.70
West Bay Counties Roofers/Waterproofers Jatc	\$1,324.12