

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

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP
FROM: ERIC ROOD, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FORTH-QUARTERLY MEETING:

December 8, 2020

**Upcoming IACA Meeting dates and sites:
2020**

TBD End of January or first of February

ACTIVITIES/INFORMATION

DAS is announcing the following:

New employee:

Michelle Jucaban (Program Oversight & Complaints)

Updates:

This 2020 California and National Apprenticeship Week was held November 9th through November 13th. To mark this occasion, Governor Newsom released a [commemorative letter](#) celebrating California's 96,000 active apprentices and 1,200 apprenticeship programs. The festivities included an apprenticeship signing ceremony of California's first high school focused apprenticeship, a [virtual round table](#) hosted by Labor Secretary Julie Su and 12 apprentices and former apprentice graduates from the building construction industry, firefighting, hospitality and civil service programs.

New America released its recommendations for California to reach the Governor's goal of creating 500,000 apprenticeships over the next decade. A copy of this policy paper is attached. The New America leadership met with the Labor Secretary and the Division of Apprenticeship Standards to get a briefing of New America's findings, which included:

- 1. Accelerate new program growth in nontraditional fields through sector intermediaries and a statewide quality framework:** New industry, labor, education, and workforce partners need clear entry points into the system, flexibility to pursue innovation, and sector-focused capacity to generate efficiencies that accelerate new program development and growth.
- 2. Accelerate growth of apprenticeship through a regional investment strategy:** Leadership, greater coordination, and dedicated capacity at the regional level is needed to support the development and sustainability of new programs across industry sectors in a way that aligns systems and makes it easier for new employers and apprentices to navigate opportunities.

3. **Leverage public investment and employment to support the growth of nontraditional apprenticeship programs in critical sectors:** The connection between apprenticeship and public investment must be extended through new investments in digital infrastructure, public services, and the state and local government workforce.
4. **Design and implement a statewide strategy for connecting youth to apprenticeship opportunities that advance their career and education goals:** Clearer connections for youth to apprenticeship opportunities will help catalyze greater alignment between apprenticeship and the state K-12, higher education, and workforce systems that serve millions of Californians.

New America also looked how the Interagency Advisory Committee on Apprenticeship (IACA) could further the goals of the Newsom administration with the following actions:

- Clarify the mandate and functions of the Interagency Committee on Apprenticeship to accelerate the expansion of “IACA approved” nontraditional apprenticeship programs to meet the 500,000 goal through executive order. The governor’s order should articulate that the mission of IACA is to support innovation, quality, and growth of nontraditional Registered Apprenticeship programs. It should establish a quality and procedural framework for IACA’s review and approval of nontraditional apprenticeship programs. These programs would be registered under the same basic conditions established in CCR 8(2)(1)(4)§212, including progressive wage gains, but create a more efficient way for nontraditional programs to innovate.
- Establish an expeditious, but probationary, approval process to support efficiency, innovation, and improvement of IACA apprenticeships. IACA should commit to the timely review, in 45 days or less, of program standards for the probationary approval of new apprenticeships by standing up an online application process. This would allow programs to move quickly to pilot and continue to recruit new employer partners through the process. All programs would be subject to reapproval following a more in-depth assessment, which would also allow the space for improvements based on experience. Leveraging IACA’s interagency representation, taking steps to align the registration process with required reviews by additional relevant state agencies and licensing boards could further streamline new program development.
- Clarify that IACA-approved nontraditional apprenticeships may be competency-based or hybrid (i.e., including both time-based and competency-based components), in addition to the traditional 2,000-hour time-based option. IACA should offer clear guidance to correct the common misconception that competency-based and hybrid apprenticeships are not an option in California. By allowing easy hybrid or competency-based program registration at the state (rather than national) level, IACA can simplify the process of marketing apprenticeship to nontraditional apprentice employers.
- Establish a public, online inventory of program standards for IACA apprenticeship programs. Direct IACA’s industry subcommittees to collect all currently approved apprenticeship program standards, and, in partnership with California’s Workforce Development Board, to identify high quality, in-demand jobs that do not currently have minimum industry training criteria (MITCs). These collected MITCs should be made accessible to the public online. For example, the Governor’s Office of Business and Economic Development (GO-Biz) and the California Workforce Development Board could create a searchable repository of MITCs for IACA approved apprenticeships that includes ways to connect with IACA subcommittee leads as well as established apprenticeship practitioners in the state.
- Establish a joint review committee within DAS to guard against potential conflicts and overlap between programs in the traditional and nontraditional space. A review committee within the Department of Apprenticeship Standards composed of members of the California Apprenticeship Council (CAC) and IACA should identify any substantive overlap between IACA approved nontraditional programs and CAC-approved programs in the building and firefighting trades.

- Establish a sector intermediary support fund to seed development and growth of IACA apprenticeships to address strategic workforce priorities. The sector intermediary support fund for IACA approved apprenticeships would issue a competitive request for proposals (RFP) from nonprofit, labor, and industry groups to serve as intermediaries for developing new and growing existing IACA approved apprenticeships. The RFP could be modified periodically to reflect the state’s changing workforce priorities including in the areas of cybersecurity, early care, energy, and logistics. It could also be modified to reflect imperatives around diversity, support for distressed regions, or specific populations. This fund could be managed and resourced through modifications to the Employment Training Panel (ETP) Apprenticeship Training Pilot, which has supported apprenticeship expansion since 2012.

Apprentice Complaints:

DAS received no complaints in the third quarter

Status of IACA Apprentice Complaints

	Year	2020	2019
Investigation/Hearing		1	1
Administrator/Legal Review		0	0
Withdrawn/Dismissed		2	0
Resolved through Hearing		0	0
Determination Issued		0	0
Total Filed		3	1

Programs:

The DAS has six (6) new apprenticeship programs approved during the last quarter. They are:

- City and County of San Francisco Office of Economic & Workforce Development (TechSF), for the occupations of Application Developer, Salesforce Business Analyst, Graphic Designer, Support Technician and Graphic Designer.
- Westside Works Early Childhood Educator Apprenticeship Program, for the occupation of Assistant Teacher
- USF Reddaway, Inc, for the occupation of Truck Driver, Heavy
- Early Care & Education Pathways to Success (ECEPTS), for the occupation of Early Care & Education (ECE) Associate Teacher
- South Bay Workforce Investment Board, Inc. (SBWIB), for the occupations of Production Technician and Biomedical Maintenance Technician
- Shirley Ware Education Center, added the occupation of Interventional Radiologic Technologist

Federal Grant

The SAE funding is benefiting both traditional and non-traditional apprenticeships with the enhancement of the Division of Apprenticeship Standards (DAS) database system and the development of an internet-based registration system. The web-based on-line registration system has been rolled out to most of the existing DAS apprenticeship and pre-apprenticeship programs. As part of the approval process, all new apprentice/pre-apprentice programs are being registered to use the DAS on-line registration system. The DAS on-line registration will allow apprenticeship/pre-apprenticeship programs to submit agreements, completions and cancellations electronically, which in turn eliminates the use of paper forms and greatly increases accuracy, efficiency and record keeping for both the apprenticeship/pre-apprenticeship programs and DAS.

The new DAS on-line registration system is working very well and most of the programs utilizing the system have found it overall, a positive experience. The DAS on-line registration system is simple to use and streamlines the entire apprentice/pre-apprentice registration process.

Statistics of September 30, 2020 this Committee / California total

The active apprentices numbered **15,922 / 94,881**

New registrations and reinstatements numbered **1,265 / 7,448** for the quarter.

Minorities represented **74.1% / 68.4%** of all active apprentices.

Active women apprentices numbered **4,075 / 6,559**, which is **24.8% / 7.0%** of all active apprentices.

There are currently **941 / 7,944 veterans** active, **380 / 3,417** of which registered and **287 / 2,719** completed in 2020.

Program Evaluations January 1, 2020 through November 30, 2020:

Since January 1, 2020, DAS has opened up twenty-nine (29) apprenticeship program evaluations. Between September 1 and November 30, 2020, four (4) new evaluations were completed (listed in the New Evaluations Table), and two (2) programs satisfied all recommendations. One (1) program requested to close its apprenticeship, As of December 1, 2020, there are nine (9) programs with corrective action needed (one (1) opened in 2017, four (4) opened in 2019, four (4) opened in 2020), and nineteen (19) program evaluations are in progress. DAS field consultants are monitoring these programs to ensure their recommendations are completed.

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.

New Evaluations Presented to the IACA (December 2020)

Program Name

Status/Action Date

Byd-Smart (File #100173) **CLOSED/Compliance Completed 9/21/2020**
Issued at the December 2020 IACA

Mt. Sac Early Childhood Education Teacher Apprenticeship (File #100199) **OPEN/Compliance Pending 9/21/2020**
Issued at the December 2020 IACA

SLO Partners Apprenticeship Committee/ J. Givoo Consultants, Inc. **OPEN/Compliance Pending 11/6/2020**
Issued at the December 2020 IACA

Cutting Edge Barber Academy Apprenticeship (File #100188) **CLOSED/Program requested to cancel apprenticeship 11/10/2020**
Issued at the December 2020 IACA

Prior Evaluations Presented to the IACA

Program Name

Status/Action Date

Strong Workforce Apprenticeship Group Health Care Apprenticeship Program (File #100171) **OPEN/Compliance Pending 4/24/2020**
Issued at the September 2020 IACA

Helping Other People Evolve Apprenticeship Academy of Cosmetology & Barbering (File #100156) **OPEN/Compliance Pending 3/19/2020**
Issued at the June 2020 IACA

The Alliance for Media Arts + Culture (File #100056) **OPEN/Compliance Pending 11/4/2019**
Issued at the January 2020 IACA

East Bay South Counties Barbering & Cosmetology UAC (File #10669) **OPEN/Compliance Pending 5/20/2019**
Issued at February 2019 IACA

San Francisco Society for the Prevention of Cruelty to Animals (File #99828) **OPEN/Compliance Pending 5/8/2019**
Issued at July 2019 IACA

City Barbering & Cosmetology Apprenticeship Committee (File #5162) **OPEN/Compliance Pending 7/12/2019**
Issued at November 2019 IACA

Launch Apprenticeship Program (File #99764) **CLOSED/Compliance Completed 6/27/2020**
Issued at November 2019 IACA

Strong Workforce Apprenticeship Group (SWAG) (File #99958) **OPEN/Compliance Pending 9/19/2019**
Issued at November 2019 IACA

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending June 30, 2020

The active apprentices numbered 15,922.

New registrations and reinstatements numbered 1,265.

Minorities represented 74.1% of all active apprentices.

Active women apprentices numbered 4,075, which is 25.6% of all active apprentices.

IACA Active Apprentices

Group	Count Jul-20	% of Total	Count Sep-20	% of Total	Change Jul to Sep	Census Goals
All Minorities	11,869	74.6%	11,746	74.1%	-1.0%	51.6%
Black	1,927	12.1%	1,921	12.1%	-0.3%	6.7%
Asian or Pacific Islander	1,025	6.4%	998	6.3%	-2.6%	8.6%
American Indian or Alaskan Native	176	1.1%	171	1.1%	-2.8%	0.8%
Filipino	431	2.7%	427	2.7%	-0.9%	3.2%
Hispanic	8,310	52.2%	8,229	51.9%	-1.0%	32.4%
White	<u>4,037</u>	<u>25.4%</u>	<u>4,106</u>	<u>25.9%</u>	<u>1.7%</u>	<u>48.4%</u>
Unknown	76		70			
Total All Groups	15,982		15,922		-0.4%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2020

The active apprentices numbered 96,330.

New registrations and reinstatements numbered 8,761.

Minorities represented 68.8% of all active apprentices.

Active women apprentices numbered 6,588, which is 06.8% of all active apprentices.

California Total Active Apprentices

	Count Jul-20	% of Total	Count Sep-20	% of Total	Change Jul to Sep	Census Goals
All Minorities	64,787	68.4%	65,914	68.6%	1.7%	51.6%
Black	7,251	7.7%	7,240	7.5%	-0.2%	6.7%
Asian or Pacific Islander	3,385	3.6%	3,358	3.5%	-0.8%	8.6%
American Indian or Alaskan Native	817	0.9%	814	0.8%	-0.4%	0.8%
Filipino	1,261	1.3%	1,255	1.3%	-0.5%	3.2%
Hispanic	52,073	55.0%	53,247	55.4%	2.3%	32.4%
White	<u>29,911</u>	<u>31.6%</u>	<u>30,222</u>	<u>31.4%</u>	<u>1.0%</u>	<u>48.4%</u>
Unknown	183		194			
Total All Groups	94,881		96,330		1.5%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	179	3.9%	88	6.2%
ASIAN OR PACIFIC ISLANDER	741	16.1%	194	13.6%
BANGLADESHI	7	0.2%	4	0.3%
CAMBODIAN	139	3.0%	49	3.4%
CHINESE	510	11.1%	117	8.2%
FIJIAN	35	0.8%	10	0.7%
FILIPINO	1,255	27.2%	427	30.0%
GUAMANIAN	84	1.8%	16	1.1%
HAWAIIAN	177	3.8%	31	2.2%
HMONG	160	3.5%	101	7.1%
INDONESIAN	17	0.4%	10	0.7%
JAPANESE	183	4.0%	41	2.9%
KOREAN	155	3.4%	44	3.1%
LAOTIAN	113	2.4%	25	1.8%
MALAYSIAN	14	0.3%	6	0.4%
PAKISTANI	39	0.8%	25	1.8%
SAMOAN	226	4.9%	41	2.9%
SRI LANKAN	3	0.1%		0.0%
TAIWANESE	18	0.4%	9	0.6%
THAI	52	1.1%	12	0.8%
TONGAN	132	2.9%	9	0.6%
VIETNAMESE	376	8.1%	165	11.6%
Total	4,615	100.0%	1,424	100.0%

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