

**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
1st QUARTERLY MEETING:

January 28, 2020

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

2nd Quarter	Foothill HS, Pleasanton, CA	April 28, 2020
3rd Quarter	Richard Slawson, Bell, CA	July 28, 2020
4th Quarter	California Conference on Apprenticeship Monterey, CA (Tentative)	Oct. 26-30, 2020

ACTIVITIES/INFORMATION

DAS is announcing the following:

We were all saddened to learn about the passing of our dear friend and colleague Paul Marshall. His impact he had with his co-workers, apprenticeship programs, local educational agencies and the apprenticeship community will be felt for many years.

Retirements:

Sylvia Trinidad – Apprenticeship Consultant in Los Angeles – December 30, 2019

Alicia Sibaja – Apprenticeship Consultant in San Francisco – December 30, 2019

Updates:

As 2019, draws to an end, new laws affecting apprenticeship take effect on January 1, 2020. Assembly Bill 1019 adds two new ex officio members to the Interagency Advisory Committee on Apprenticeship (IACA). Joe Xavier, Director of the Department of Rehabilitation, and Aaron Carruthers, Executive Director for the State Council on Developmental Disabilities, will be joining IACA for our first meeting in 2020. The IACA committee has grown to 14 committee members that include eight ex-officio members, and two members each from management, labor, and the public. Welcome aboard Director Xavier and Executive Director Carruthers!

Department of Better Jobs and Higher Wages - New Super Workforce Department

As part of the Governor’s initial budget that was submitted on January 10, 2020, the administration is working to realign our existing workforce departments, panels, boards and divisions. We are experiencing fundamental shifts due to rapid advancements in technology, such as automation and artificial intelligence, along with the demands of combatting climate change. The administration is reimagining the role government can play in promoting high-quality employment and economic security for workers, families, and communities with these three goals in mind:

- Equity – Formulating new policies and structuring organizations to connect workers, students, and jobseekers from all backgrounds with a chance at reskilling, upskilling, and training for better opportunities.
- Efficiency – Bringing current resources, programs and training together in a well-coordinated system to enhance their impact.
- Customer Service – Building more seamless services and benefitting customers by engaging employers, expanding apprenticeship opportunities, and aligning grant making to drive innovative workforce approaches, among other efforts.

Apprenticeship plays a large role in the Governor’s vision for workforce equity, efficiency and customer service. The reorganization recognizes:

- Government can help promote employment and economic security for workers, families, and communities.
- California’s workforce will not be able to fully adapt to changing economic conditions without sufficient public investment in programs and services.
- Bold ideas are needed for improving the lives of Californians and providing unprecedented opportunity to create good jobs with career pathways.

Contract Update:

The Division of Apprenticeship Standards (DAS) is still in the procurement process to bring expertise and guidance to the IACA sub-committees. Our goal is to have this contract in place by the next quarterly meeting.

Graduations:

On December 17, 2019, California Steel, Incorporated had 10 graduates from the Intech Center apprenticeship program’s first graduating class. California Steel is one of 22 programs that offer careers in the advanced manufacturing sector. These journey-level workers will earn an annual salary of \$75,000. Congratulations!

The number of registered apprentices continues to increase to historic levels as we enter into 2020. As of December 31, 2019, there were 93,627 registered apprentices, 1,168 approved registered programs and 472 apprenticeship sponsors. All these numbers are the highest in the State’s apprenticeship history.

Federal Grant

In 2016, the Division of Apprenticeship Standards (DAS) was awarded a State Apprenticeship Expansion (SAE) grant in the amount of \$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 SAE grant in the amount of \$1.57 million as part of the recently passed federal budget to continue its state apprenticeship expansion efforts. DOL awarded \$50 million through funds authorized by the Consolidated Appropriations Act of 2017.

The intent of the federal SAE 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. To accomplish the expansion goals, DAS has created the Office of Apprenticeship and Workforce Innovation Unit (OAWI), with the specific directive of expanding apprenticeship to non-traditional industry sectors. OAWI 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). OAWI has established new offices in strategic locations, such as the Inland Empire/San Bernardino, Fresno, Oakland and Sacramento to better serve the public.

The Interagency Advisory Committee on Apprenticeship (IACA) has created six standing committees: Healthcare, Information Technology, Civil Service, Advanced Manufacturing, Equal Employment Opportunities (EEO) and Pre-Apprenticeship. The work of these standing committees is important and serves to guide DAS to achieve its goals and ensure it effectively deploy its resources. The committees' focus is to identify middle class pathways where employers have difficulty finding talent and help facilitate apprenticeship opportunities for all Californians, including women, veterans, disabled, poverty-stricken, minorities and underrepresented populations. These committees will also focus on developing minimum industry training criteria that can be used by many employers as well as provide DAS direction on best practices for employer engagement and identifying occupations that are difficult to recruit.

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.

We are continuing to draft new standards for the 'California Apprenticeship Initiative' grants.

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.

Apprentice Complaints:

DAS received no complaints in 2019.

New Programs:

The DAS has fourteen (14) new apprenticeship programs approved during the last quarter. They are:

- The League XS Apprentice Academy of Cosmetology and Barbering, for the occupations of Barber and Cosmetologist.
- Alameda County Health Coach Apprenticeship Program, for the occupation of Community Health Worker.

- V's Barbershop Laguna Hills Barber and Cosmo Apprentice Academy, for the occupations of Cosmetologist and Barber.
- CityLab Professional Apprenticeship Program, for the occupation of Network Support Specialist.
- Mentor Global Consultants, for the occupation of Cyber Security Analyst.
- State of California zSystems Apprenticeship Program, for the occupation of Information Technology Associate (Mainframe Systems Administrator, Application Development Specialist, Software Engineer).
- City College of San Francisco Information Security Analyst ATC-Sentinel One, for the occupation of Information Security Analyst.
- City College of San Francisco Information Security Analyst ATC-Palo Alto Networks, Inc., for the occupation of Information Security Analyst.
- City College of San Francisco Information Security Analyst ATC-San Francisco Airport Information Technology and Telecommunications (ITT), for the occupation of Information Security Analyst.
- City College of San Francisco Information Security Analyst ATC-Exabeam, Inc., for the occupation of Information Security Analyst.
- City College of San Francisco Information Security Analyst ATC-Idaptive, LLC, for the occupation of Information Security Analyst.
- City College of San Francisco Information Security Analyst ATC-Cloudflare, Inc., for the occupation of Information Security Analyst.
- City College of San Francisco Information Security Analyst ATC-PRO Unlimited, for the occupation of Information Security Analyst.
- State of California Financial Services Apprenticeship Program, for the occupations of Tax Examiners, Collectors and Revenue Agents, Accountants, and Auditors.

Statistics of December 31, 2019 this Committee / California total

The active apprentices numbered **15,416 / 93,627**

New registrations and reinstatements numbered **2,258 / 9,680** for the quarter.

Minorities represented **73.4% / 67.3%** of all active apprentices.

Active women apprentices numbered **3,830 / 6,312**, which is **24.8% / 6.7%** of all active apprentices.

There are currently **960 / 6,058 veterans** active, **459 / 3,418** of which registered and **300 / 1,857** completed in 2019.

Program Evaluations January 1, 2019 through December 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 forty-nine (49) apprenticeship program 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 fourth quarter of 2019, DAS has completed six (6) evaluations (listed in the New Evaluations Table). Twelve (12) programs have satisfied all of their recommendations. Ten (10) of these evaluations were opened in 2019, one (1) was opened in 2018, and one (1) in 2017. One program requested to close its apprenticeship due to lack of employer and Local Education Agency interest. DAS cancelled one program due to no communication and not registering apprentices over a two-year period. There are twelve (12) programs with corrective action needed (eleven (11) evaluations were opened in 2019 and one (1) was opened in 2017). 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 IACA (January 2020)

Program Name	Status/Action Date
Hospitality Training Academy (HTA)/HITEF JATC (File #100054)	CLOSED/Completed 10/10/2019
Azteca Milling & Clovis Community College Food Safety Apprenticeship (File #100047)	OPEN/Compliance Pending 10/15/2019
Osceola Consulting Geographic Information System Technician Apprenticeship (File #99927)	CLOSED/Completed 10/29/19
The Alliance for Media Arts + Culture (File #100056)	OPEN/Compliance Pending 11/4/19
Tooling U-SME (File #100049)	OPEN/Compliance Pending 12/20/2019
Johnny’s Lashes Beauty Academy (File #100086)	OPEN/Compliance Pending 12/30/19

Prior Evaluations Presented to the IACA

Program Name	Status/Action Date
City & County of San Francisco/Laborers Local 261 Gardener/Horticulture Joint Apprenticeship Program (File #5149) <i>Issued at February 2019 IACA</i>	CLOSED/ Completed 12/3/2019
Chefs De Cuisine of San Diego Unilateral Apprenticeship Committee (File #5239) <i>Issued at February 2019 IACA</i>	CLOSED/Canceled 10/24/2019 request of program

Prior Evaluations Presented to the IACA (continued)

Program Name

Status/Action Date

East Bay South Counties Barbering & Cosmetology UAC (File #10669) <i>Issued at February 2019 IACA</i>	OPEN/Compliance Pending 5/20/2019
Columbia College Apprenticeship Initiative (File #99695) <i>Issued at July 2019 IACA</i>	CLOSED/Completed 11/27/2019
San Francisco Society for the Prevention of Cruelty to Animals (File #99828) <i>Issued at July 2019 IACA</i>	OPEN/Compliance Pending 5/8/2019
Nouveau Salon & Academy Apprenticeship Program (File #99812) <i>Issued at July 2019</i>	CLOSED/Canceled by DAS 11/4/2019
General Atomics Apprenticeship Committee (File #99925) <i>Issued at July 2019 IACA</i>	CLOSED/Completed 10/14/2019
San Bernardino Cuts Unilateral Apprenticeship Program (File #100019) <i>Issued at November 2019 IACA</i>	CLOSED/Completed 10/2/2019
City Barbering & Cosmetology Apprenticeship Committee (File #5162) <i>Issued at November 2019 IACA</i>	OPEN/Compliance Pending 7/12/2019
Signature Barbering & Cosmetology Academy Unilateral Apprenticeship Committee (File #99684) <i>Issued at November 2019 IACA</i>	CLOSED/Completed 10/4/2019
Central Valley Maintenance Apprenticeship Committee/ Merced Screw Products (File #99809) <i>Issued at November 2019 IACA</i>	OPEN/Compliance Pending 7/18/2019
Launch Apprenticeship Program (File #99764) <i>Issued at November 2019 IACA</i>	OPEN/Compliance Pending 7/18/2019
Angelica's Career Academy of Cosmetology Apprenticeship Program (File #99898) <i>Issued at November 2019 IACA</i>	CLOSED/ Completed 11/1/2019
Central Valley Maintenance Apprenticeship Committee/ O'Neill Vintners & Distillers (File #99651) <i>Issued at November 2019 IACA</i>	CLOSED/Completed 10/25/2019
Surplus Service Apprenticeship Program (File #99933) <i>Issued at November 2019 IACA</i>	CLOSED/Completed 11/15/2019
Vocademy – Made Right Here (File #99965) <i>Issued at November 2019 IACA</i>	OPEN/Compliance Pending 8/5/2019
Strong Workforce Apprenticeship Group (SWAG) (File #99958) <i>Issued at November 2019 IACA</i>	OPEN/Compliance Pending 9/19/2019

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending December 31, 2019

The active apprentices as of December 31, 2019, numbered 15,416.

New registrations and reinstatements numbered 2,258 for the quarter ending December 31, 2019.

Minorities represented 73.4% of all active apprentices as of December 31, 2019.

Active women apprentices as of December 31, 2019, numbered 3,830, which is 24.8% of all active apprentices.

IACA Active Apprentices

	Count Oct-19	% of Total	Count Dec-19	% of Total	Change Oct to Dec	Census Goals
All Minorities	10,588	72.9%	11,065	73.4%	4.5%	51.6%
Black	1,639	11.3%	1,740	11.5%	6.2%	6.7%
Asian or Pacific Islander	871	6.0%	937	6.2%	7.6%	8.6%
American Indian or Alaskan Native	156	1.1%	168	1.1%	7.7%	0.8%
Filipino	363	2.5%	382	2.5%	5.2%	3.2%
Hispanic	7,559	52.0%	7,838	52.0%	3.7%	32.4%
White	<u>3,940</u>	<u>27.1%</u>	<u>4,014</u>	<u>26.6%</u>	<u>1.9%</u>	<u>48.4%</u>
Unknown	344		337			
Total All Groups	14,872		15,416		3.7%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2019

The active apprentices as of December 31, 2019, numbered 93,627.

New registrations and reinstatements numbered 9,680 for the quarter ending December 31, 2019.

Minorities represented 67.3% of all active apprentices as of December 31, 2019.

Active women apprentices as of December 31, 2019, numbered 6,312, which is 06.7% of all active apprentices.

California Total Active Apprentices

	Count Oct-19	% of Total	Count Dec-19	% of Total	Change Oct to Dec	Census Goals
All Minorities	61,932	66.8%	62,753	67.3%	1.3%	51.6%
Black	7,288	7.9%	7,318	7.9%	0.4%	6.7%
Asian or Pacific Islander	3,260	3.5%	3,298	3.5%	1.2%	8.6%
American Indian or Alaskan Native	831	0.9%	835	0.9%	0.5%	0.8%
Filipino	1,204	1.3%	1,230	1.3%	2.2%	3.2%
Hispanic	49,349	53.2%	50,072	53.7%	1.5%	32.4%
White	<u>30,771</u>	<u>33.2%</u>	<u>30,441</u>	<u>32.7%</u>	<u>-1.1%</u>	<u>48.4%</u>
Unknown	423		433			
Total All Groups	93,126		93,627		0.5%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	162	3.6%	76	44.4%
ASIAN OR PACIFIC ISLANDER	691	15.3%	186	108.8%
BANGLADESHI	7	0.2%	4	2.3%
CAMBODIAN	132	2.9%	43	25.1%
CHINESE	517	11.4%	124	72.5%
FIJIAN	39	0.9%	10	5.8%
FILIPINO	1,230	27.1%	382	223.4%
GUAMANIAN	82	1.8%	10	5.8%
HAWAIIAN	180	4.0%	26	15.2%
HMONG	168	3.7%	107	62.6%
INDONESIAN	13	0.3%	8	4.7%
JAPANESE	199	4.4%	48	28.1%
KOREAN	159	3.5%	41	24.0%
LAOTIAN	109	2.4%	23	13.5%
MALAYSIAN	20	0.4%	7	4.1%
PAKISTANI	36	0.8%	22	12.9%
SAMOAN	224	4.9%	31	18.1%
SRI LANKAN	3	0.1%		0.0%
TAIWANESE	16	0.4%	7	4.1%
THAI	45	1.0%	9	5.3%
TONGAN	128	2.8%	6	3.5%
VIETNAMESE	371	8.2%	149	87.1%
Total	4,531	100.0%	171	100.0%

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