

**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
2nd QUARTERLY MEETING:

June 25, 2020

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

3rd Quarter	Date and place to be determined
4th Quarter	California Conference on Apprenticeship Oct. 26-30, 2020 Monterey, CA

ACTIVITIES/INFORMATION

DAS is announcing the following:

Eric Elberg Promotion to Staff Services Manager 3

Paul Giacomotto Staff Services Manager 1

Retirements:

Sandra Robinson April 2020

Updates:

I hope everyone within our apprenticeship community is safe and healthy during this COVID-19 pandemic. Our new reality consists of stay-at-home orders, social distancing, washing our hands for at least 20 seconds, frequent use of hand sanitizers, and meeting via teleconferences. The pre-COVID world seems so long ago. I look forward to seeing you all in person once this pandemic passes.

During the quarter, DAS had 94,000+ registered apprentices in over 1,200 apprenticeship programs. This total is one of the highest levels since the enactment of the 1939 Shelley-Maloney Act! Regardless of the pandemic, our DAS team continues to provide support to our programs and employers.

DAS urges our apprenticeship programs to heed the guidelines outlined by the Governor and your local County Public Health Official. This may have an impact on when apprentices can return to the classroom. Many programs have moved to online instruction, but this can make doing lab work difficult. As counties are in different stages of reopening our economy, please take all precautions to ensure that our classrooms comply with these guidelines.

Prior to the shelter-in place orders, I attended a few graduations for the Southern California Laborers' and ABC Nor-Cal. I also attended the Sacramento Building and Construction Trades Councils' multi-craft curriculum core graduation. There is no better feeling than to witness the hard work and dedication of our graduates and the support of their loved ones. The theme from the 2020 graduates was, "*if it was easy, then everyone would be doing it.*"

Our programs are full of rigor and provide the skills to allow these graduates to earn a good living. The testimonials of the graduates were quite impactful. One graduate stated he would not be alive today if he did not have the apprenticeship opportunity. Apprenticeship provides a career path, financial stability, and a purpose in life.

We recently received the transcribed minutes from our two public hearings on the public works rulemaking package. The legal offices for DAS and the AG are reviewing the comments. Once this is completed, Deputy Chief Forman will submit the rulemaking package to the Office of Administrative Law for review.

The legislature is deferring action within this fiscal year to creating the new Department of Better Jobs and Higher Wages due to the COVID-19 pandemic.

In April, the Labor Workforce Development Agency called for “all hands-on deck” to help meet the needs of our citizens to ensure they have unemployment insurance coverage, family leave, sick leave and similar labor protections. The Governor asked our teams to assist in these important endeavors. Staff from the Employment Development Department (EDD) and the Department of Industrial Relations (Division of Apprenticeship Standards, Division of Labor Standards Enforcement, Division of Occupational Safety & Health, and the Division of Workers’ Compensation) are working on this project. To date, DAS has deployed 90% of its team to work at EDD to assist with the Pandemic Unemployment Assistance (PUA) program for small businesses.

Thank you to all of the workers in the construction, firefighting, agriculture, grocery and emergency medical services industries. These are frontline workers and are the backbone of our state and country. Also, thank you to our apprenticeship programs. California apprenticeship provides a gold standard, work-based training model and is the best in the country. I’m blessed to be your colleague and a part of the team to help create career opportunities for Californians

Finally, DAS recently promoted and hired staff. Congratulations to Eric Elberg on his new role as the Deputy Apprenticeship Expansion Integrator! This is a critical leadership position that will be responsible for the integration of DAS into the new Department, Better Jobs and Higher Wages, as well as implementing key strategies by the Governor and Labor Secretary. DAS also welcomes Paul Giacomotto to our team as the Deputy Regional Director of Strategic Partnerships for Northern California. He will work with Kelly Mackey’s team and be an integral part of developing innovative apprenticeship programs.

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 is being rolled out to the public. DAS priority is to roll 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. The new on-line registration system seems to be working well and most of the programs utilizing the system have

found it to be a positive experience for the system is simple to use and streamlines the entire apprentice/pre-apprentice registration process.

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.

Apprenticeship Training Fund Check Processing

During the period **January 1, 2020 through March 31, 2020:**

- **39,732 checks** were reviewed and processed
- **\$ 4,430,984** 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	6	2	1	0	0
Administrator/Legal Review	0	0	0	0	0
Withdrawn/Dismissed	14	22	26	19	13
Resolved through Hearing	0	2	0	1	2
Determination Issued	0	10	12	5	4
Total Filed	20	36	39	25	19

Status of CAC Apprentice Appeals (2019)

Appeals made to the CAC	2
CAC Appeal Final Decisions	1
CAC Appeals Withdrawn/Dismissed	1

New Programs:

No new programs for this quarter

Statistics of March 31, 2020 this Council / California total

The active apprentices numbered **78,098 / 93,933**

New registrations and reinstatements numbered **6,329 / 8,843** for the quarter.

Minorities represented **66.5% / 67.8%** of all active apprentices.

Active women apprentices numbered **2,455 / 6,439**, which is **3.1% / 6.9%** of all active apprentices.

There are currently **5,644 / 6,647 veterans** active, **872 / 1,047** of which registered and **366 / 460** completed in 2020.

Program Evaluations:

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 twenty-three (23) 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 fourth quarter of 2019, DAS has completed seven (7) evaluations (listed in the New Evaluations Table). Six (6) programs have satisfied all of their recommendations (four (4) were opened in 2019), one (1) was opened in 2017, and one was opened in 2016). There are seven (7) programs with corrective action needed (all 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 (January 2020)

Program Name	Status/Action Date
Innercity Community Unilateral Apprenticeship Committee (File #19718)	OPEN/Compliance Pending 11/7/2019
San Diego & Imperial Counties Roofers & Waterproofers J.A.C. (File #7293)	OPEN/Compliance Pending 11/7/2019
Intelligent Transportation Systems Joint Apprenticeship 11/12/19 & Training Committee (File #99907)	CLOSED/Compliance Completed
Pomona & San Gabriel Valleys Plumbers & Steamfitters JAC (File #3029)	OPEN/Compliance Pending 12/4/2019
Laborers Southern California Landscape & Irrigation Fitter JAC (File #5146)	CLOSED/Compliance Completed 12/12/2019
Northern California Local 355 JATC (File #19699)	CLOSED/Compliance Completed 12/20/2019
Sprinkler Fitters U.A. Local 709 JAC (File #4501)	OPEN/Compliance Pending 12/31/2019

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
Tri-Counties Sheet Metal & Air Conditioning 12/3/2019 Industry JAC (File #4489) <i>Issued at August 2018 CAC</i>	CLOSED/Compliance Completed
Ventura County Plumbing & Pipefitting JAC 12/3/2019 (File #4088) <i>Issued at October 2018 CAC</i>	CLOSED/Compliance Completed
Landscape & Irrigation Fitter of Southern California JATC (File #10556) <i>Issued at November 2019 CAC</i>	OPEN/Compliance Pending 9/5/2019
Inland Refrigeration J.J. & A.T.C. (File #9307) <i>Issued at November 2019 CAC</i>	OPEN/Compliance Pending 9/9/2019
Central Valley Roofers, Waterproofers & Allied Workers JATC (File #7294) <i>Issued at November 2019 CAC</i>	CLOSED/Compliance Completed
Western Burglar & Fire Alarm Association UATC (File #10837) <i>Issued at November 2019 CAC</i>	OPEN/Compliance Pending 9/24/2019

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending March 31, 2020

The active apprentices as of March 31, 2020, numbered 78,098.

New registrations and reinstatements numbered 6,329 for the quarter ending March 31, 2020.

Minorities represented 66.5% of all active apprentices as of March 31, 2020.

Active women apprentices as of March 31, 2020, numbered 2,455, which is 03.1% of all active apprentices.

CAC Active Apprentices

Group	Count Dec-19	% of Total	Count Mar-20	% of Total	Change Dec to Mar	Census Goals
All Minorities	51,688	66.2%	51,869	66.5%	0.4%	51.6%
Black	5,578	7.1%	5,443	7.0%	-2.4%	6.7%
Asian or Pacific Islander	2,361	3.0%	2,361	3.0%	0.0%	8.6%
American Indian or Alaskan Native	667	0.9%	645	0.8%	-3.3%	0.8%
Filipino	848	1.1%	845	1.1%	-0.4%	3.2%
Hispanic	42,234	54.1%	42,575	54.6%	0.8%	32.4%
White	<u>26,427</u>	<u>33.8%</u>	<u>26,127</u>	<u>33.5%</u>	<u>-1.1%</u>	<u>48.4%</u>
Unknown	96		102			
Total All Groups	78,211		78,098		-0.1%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending March 31, 2020

The active apprentices as of March 31, 2019, numbered 93,933.

New registrations and reinstatements numbered 8,843 for the quarter ending March 31, 2020.

Minorities represented 67.8% of all active apprentices as of March 31, 2020.

Active women apprentices as of March 31, 2020, numbered 6,439, which is 06.9% of all active apprentices.

California Total Active Apprentices

Group	Count Dec-19	% of Total	Count Mar-20	% of Total	Change Dec to Mar	Census Goals
All Minorities	62,753	67.3%	63,550	67.8%	1.3%	51.6%
Black	7,318	7.9%	7,326	7.8%	0.1%	6.7%
Asian or Pacific Islander	3,298	3.5%	3,364	3.6%	2.0%	8.6%
American Indian or Alaskan Native	835	0.9%	816	0.9%	-2.3%	0.8%
Filipino	1,230	1.3%	1,269	1.4%	3.2%	3.2%
Hispanic	50,072	53.7%	50,775	54.2%	1.4%	32.4%
White	<u>30,441</u>	<u>32.7%</u>	<u>30,208</u>	<u>32.2%</u>	<u>-0.8%</u>	<u>48.4%</u>
Unknown	433		175			
Total All Groups	93,627		93,933		0.3%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	CAC Count	CAC Percent
ASIAN INDIAN	162	3.6%	86	2.7%
ASIAN OR PACIFIC ISLANDER *	691	15.3%	505	15.7%
BANGLADESHI	7	0.2%	3	0.1%
CAMBODIAN	132	2.9%	89	2.8%
CHINESE	517	11.4%	393	12.2%
FIJIAN	39	0.9%	29	0.9%
FILIPINO	1,230	27.1%	848	26.4%
GUAMANIAN	82	1.8%	72	2.2%
HAWAIIAN	180	4.0%	154	4.8%
HMONG	168	3.7%	61	1.9%
INDONESIAN	13	0.3%	5	0.2%
JAPANESE	199	4.4%	151	4.7%
KOREAN	159	3.5%	118	3.7%
LAOTIAN	109	2.4%	86	2.7%
MALAYSIAN	20	0.4%	13	0.4%
PAKISTANI	36	0.8%	14	0.4%
SAMOAN	224	4.9%	193	6.0%
SRI LANKAN	3	0.1%	3	0.1%
TAIWANESE	16	0.4%	9	0.3%
THAI	45	1.0%	36	1.1%
TONGAN	128	2.8%	122	3.8%
VIETNAMESE	371	8.2%	222	6.9%
Total	4,531	100.0%	3,212	100.0%

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