

**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
2nd QUARTERLY MEETING:

June 23, 2020

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

3rd Quarter	Richard Slawson, Bell, CA (tentative)	July 28, 2020
4th Quarter	California Conference on Apprenticeship Monterey, CA	Oct. 26-30, 2020

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 video conferences. 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.

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 of 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.

I want to thank Rebecca Hanson, our Committee Chair, for her leadership. She is taking the lead in running our meetings and working closely with the Social Policy Research. Although our

meetings are through video conferences, we are looking to better support our sub-committees. Rebecca, DAS, and Social Policy Research will provide our subcommittees with the support needed to develop charters, minimum industry training criteria, and recommendations to the full committee and DAS. Due to the COVID-19 pandemic, we have pushed the July 2020 deadline for recommendations to July 2021.

The Labor Workforce and Development Agency's legal team is reviewing the Bagley-Keene requirements for our working subcommittees. This has been a challenge for members to dive in and conduct work. We should have a legal opinion in the next 30 days.

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

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 the first quarter

Programs:

The DAS has eight (8) new apprenticeship programs approved during the last quarter. They are:

- Apply Employer-Focused Career Development Apprenticeship Program, for the occupation of Computer Specialist
- The Salvation Army Napa Valley Culinary Training Academy, for the occupation of Preparation Cook
- Pool & Spa Apprenticeship and Training Committee (PSATC), for the occupations of Pool & Hot Tub Maintenance Specialist and Pool & Hot Tub Service Technician
- San Diego Code School Apprenticeship Program, for the occupations of Software Developers, Systems Software, Software Developers, Applications and Software Quality Assurance Engineers and Testers
- Food Science & Safety Apprenticeship Program, for the occupation of Food Science & Safety Technician
- SLO Partners Apprenticeship Committee, for the occupations of IT Business Analyst, Data Center Technician, Computer Support Specialist, Software Test Specialist, Web Developer, Power System Operator, Gas Control Technician, Hydro Stationary Engineer, Hydro Plant Operator, Hydro Electrician, Engineering Designer and Lineworker
- The Art of Beauty-LAUSD, for the occupations of Barber and Cosmetology
- Palomar College/United States Marine Corps Apprenticeship Program, for the occupation of General Operations Managers

Statistics of March 31, 2020 this Committee / California total

The active apprentices numbered **15,835 / 93,933**

New registrations and reinstatements numbered **2,514 / 8,843** for the quarter.

Minorities represented **74.1% / 67.8%** of all active apprentices.

Active women apprentices numbered **3,984 / 6,439**, which is **24.8% / 6.9%** of all active apprentices.

There are currently **1,003 / 6,647 veterans** active, **175 / 1,047** of which registered and **94 / 460** completed in 2020.

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 March 31, 2020

The active apprentices as of March 31, 2020, numbered 15,835.

New registrations and reinstatements numbered 2514 for the quarter ending March 2020

Minorities represented 74.1% of all active apprentices as of March 31, 2020.

Active women apprentices as of March 31, 2020, numbered 3,984, which is 25.2% of all active apprentices.

IACA Active Apprentices

	Count Dec-19	% of Total	Count Mar-20	% of Total	Change Dec to Mar	Census Goals
All Minorities	11,065	73.4%	11,681	74.1%	5.6%	51.6%
Black	1,740	11.5%	1,883	11.9%	8.2%	6.7%
Asian or Pacific Islander	937	6.2%	1,003	6.4%	7.0%	8.6%
American Indian or Alaskan Native	168	1.1%	171	1.1%	1.8%	0.8%
Filipino	382	2.5%	424	2.7%	11.0%	3.2%
Hispanic	7,838	52.0%	8,200	52.0%	4.6%	32.4%
White	<u>4,014</u>	<u>26.6%</u>	<u>4,081</u>	<u>25.9%</u>	<u>1.7%</u>	<u>48.4%</u>
Unknown	337		73			
Total All Groups	15,416		15,835		2.7%	

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	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)