



INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP  
2020 THIRD QUARTERLY MEETING  
MINUTES  
WebEx Platform

**Tuesday, September 15, 2020**

1:00 P.M.

**I. CONVENE REGULAR QUARTERLY MEETING**

Chairperson Rebecca Hanson called the meeting to order at 1:04 p.m.

**Roll Call**

DAS Chief Eric Rood called the roll.

The following Committee members were present: Rebecca Hanson, Rebecca Bettencourt, Lisa Countryman-Quiroz, Charles Henkels, Joe Xavier, Sheneui Weber, Nick Esquivel, Pradeep Kotamraju, Peter Callas and Katie Hagen. **Not Present:** James Araby, Cindy Smith, John Dunn, Tim Rainey, Peter Cooper.

Department of Industrial Relations Director Katie Hagen introduced herself to the IACA committee. Director Hagen has had 23 years experience of running large governmental agencies at an Executive capacity for the California Department of Tax and Fee Administration, California Human Resources Department, and Department of Corrections and Rehabilitation. Director Hagen has recently hired a new diversity and inclusion leader to promote DIR's commitment to have a culture of diversity throughout the department.

**II. Process and Proposals for Subcommittee Creation:** Committee member James Araby had a conflict today and could not join. This item will be placed on a future agenda item.

**III. Approval for new subcommittees creation:**

Chief Rood provided an update to AB 1019 which requires IACA to create a new subcommittee for the inclusion of peoples with disabilities to have access to apprenticeship programs. Labor Code section 3071.5(d) requires the formation of its own committee. Chief Rood has consulted with DOR Director Joe Xavier and Deputy Chief Cindy Smith of the State Council for Developmental Disabilities to stratgize on the make-up of this committee. Chief Rood and his team is developing an application process to take candidates. 1-2 members of this subcommittee would sit on the existing IACA subcommittees to ensure that there is a plan to include opportunities for this underserved community. Those members would report back to the Developmental Disablitly subcommittee. Chief Rood stated that once the members have been formed, he will have the IACA committee approve at the 4Q2020 meeting.

#### **IV. Program Development Process and Role of LEAs and Intermediaries from Community College Perspective Presentation by Committee Member Charles Henkels**

Committee-member Henkels provide an in-depth analysis of the California Registered Apprenticeship System and went through a slide-deck of challenges posed to creating and sustaining new registered apprenticeship programs. Henkels provided a look into the current California investment of \$80 million in related and supplemental instruction that is distributed through the Chancellor's Office of the California Community Colleges and the funding that would be required to obtain 500,000 registered apprentices over the next decade. Henkels compared the traditional construction apprenticeship programs that use a ladder approach versus a more fracture latus approach in new collar industries in healthcare, information technology, and civil service. Henkels opined that the state will need to be more intentional in the investments in order to create an eco-system that will allow for greater apprenticeship scalability and sustainability.

#### **V. Chief's Report**

Chief Rood provided a high-level review of apprenticeship registrations and stated that the apprenticeship system eclipsed the 97,000 number for the first time last month. The current registered apprenticeship number is currently 96,573 as of today. Rood opined that these numbers are being driven in the essential worker occupations in construction and firefighting and expressed concerned that many public works contracts are out over two to three years. The true effects of the COVID-19 pandemic may not be fully realized until the next round of contracting occurs. This may result in less public works projects in the future. At DAS, Chief Rood and his team are working to provide a data warehouse for its Oracle database. The team is working on a S1BA analysis that will need California Department of Technology approval. Once completed, DAS will look at obtaining software that will provide data cleansing, provide quicker response times to queries and to engage in a business intelligence tool that will provide DAS to use data proactively and not on a reactionary basis. This will allow DAS to make evidence-based decisions in program development and improvement.

#### **VI. CAI Grant Update—and Chancellor's Office of the California Community Colleges (CCCCO) Update**

Vice Chancellor Sheneui Weber stated the CCCCCO has stated that they have hired additional staff to assist Nick Esquivel with the distribution of CAI Grants and other funding. Weber stated that CCCCCO has invested in the regional model and are focused on employer engagement. Apprenticeship and other work-based learning models are a priority for RSI dollars and CAI grants with an investment for non-traditional industries. Weber stated that the CCCCCO is focus on braided funding opportunities with strong workforce, Perkins, Adult Ed and K-12 strong workforce dollars to make a better impact for community based education. Weber stated that CCCCCO is partnering with the Department of Labor to better align RSI and workforce. Nick stated that the CCCCCO will be soon releasing three RFAs after Board approval that will help distribute CAI grants for pre-apprenticeship development.

**VII. MITC Update**

This is a follow-up action item from the IACA 2<sup>nd</sup> quarter meeting. IACA has provided a template guideline to help ensure the work product for MITCs are presented in a consistent matter back to IACA and to DAS. John Brower, California Labor Federation's Workforce & Economic Development team recommended IACA to look at the model used by the building and construction trades programs that is currently in Title 8, regulations.

**VIII. Reports form Sub-Committee Chairs:**

Sub-committee chairs and their representatives provided updates to the work being performed in our six subcommittees: Healthcare, Advanced Manufacturing, Civil Service, Information Technology, Pre-Apprenticeship and Equal Employment Opportunity. Extensive work has been put in by these subcommittee chairs. The advanced manufacturing subcommittee is in its final stages of approving its charter. EEO Chair Nettie Dokes did an extensive presentation on equity and pay with many existing registered apprenticeship occupations. This data reflected a huge pay differential for women and other disadvantaged populations. Work continues with developing minimum industry training criteria and IACA Chair is meeting with subcommittee chairs to ensure there are no overlapping work between subcommittees.

**IX. New Business**

Chief Eric Rood and DAS Deputy Chief Glen Forman reminded subcommittee chairs not to overlap subcommittee meetings to allow the public to participate in all meetings.

**X. Set date for 4Q2020 Meeting**

A tentative date of Tuesday, December 8, 2020 was set for our 4<sup>th</sup> Quarter meeting. DAS will be using Microsoft Teams online video platform rather than Webex for future meetings.

**XI. Adjournment**

IACA Chair Rebecca Hanson and the IACA committee members voted to adjourn the meeting at 4:13 p.m.