

**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
FOURTH-QUARTERLY MEETING:

October 26, 2021

**Upcoming IACA Meeting dates and sites:
2022**

TBD End of January

ACTIVITIES/INFORMATION

New Hires:

Adele Burnes 10/01/2021
Nicole Pacada 10/01/2021
Ha Nguyen 10/01/2021

Updates:

I am pleased to announce Adele Burnes, Deputy Chief, will join Glen Forman and me on our DAS executive team. Adele started on October 1, 2021 and will be a key leader in developing our strategic plan to create 500,000 new apprentices over the next decade. The DAS management team has hired Nicole Pacada and Ha Nguyen in our San Bernadino Office. Please join me in welcoming Adele and our new team members to the DAS team.

The U.S. Department of Labor has awarded a \$10 million State Apprenticeship Expansion, Equity and Innovation grant to the Department of Industrial Relations (DIR) to support the development and expansion of new and existing registered apprenticeship programs. DIR is one of five applicants that received the maximum \$10 million in funds. The grant will help support DIR and its Division of Apprenticeship Standards' (DAS) efforts to expand equity in apprenticeships to non-traditional industries by creating new ways to engage with employers, academic institutions and workforce development organizations.

This grant supports the following goals:

- Expand the development, modernization and diversification of registered apprenticeship programs.
- Increase the number of active enrolled apprentices.
- Develop innovative programs and recruitment strategies.

The funds awarded will be used to foster regional collaborations in specific industries, such as the Inland Empire Cybersecurity Apprenticeship Consortium pilot program that launched this past May. The initiative addresses the 56% vacancy rate for cybersecurity jobs in the Inland Empire to fill the 70,000 cybersecurity vacancies throughout the state. The consortium was the result of

months of DAS engagement with stakeholders in the region, including employers, academic institutions, apprenticeship intermediaries and community-based organizations.

This month, Governor Newsom signed AB 1273 (Rodriguez) bill into law. I am hoping the requirements in AB 1273 will remove artificial barriers to success for certain allied health occupations, such as the requirement by private accrediting groups that disallow apprenticeship programs in health care. Through removal of these barriers and new funding available, we can create a more diverse, economic upwardly mobile workforce in allied health.

On October 13, 2021, I testified at the Assembly select committee chaired by Assembly-member Rodriguez on economic development issues for the Inland Empire and how registered apprenticeship could provide access to quality jobs reaching disadvantaged communities in healthcare, logistic and manufacturing.

The DAS launched its Tableau feature to internal staff last quarter and is now allowing the public to access our dashboards on the Tableau Public website. This can be accessed from our website or directly at <https://public.tableau.com/app/profile/california.apprenticeship>. This allows DAS to easily capture California Apprenticeship System data in formats that include heat maps, pie charts and bar graphs. DAS is working on providing a solution to put Tableau data on the web for public use. Deputy Chief Glen Forman is working with DIR's information technology team.

Apprentice Complaints:

Status of IACA Apprentice Complaints

Year	2021	2020	2019
Investigation/Hearing	5	1	1
Administrator/Legal Review	0	0	0
Withdrawn/Dismissed	3	14	16
Resolved through Hearing	0	8	3
Determination Issued	1	2	0
Total Filed	9	25	20

Programs:

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

- Riverside City College Cook Pre-Apprenticeship Program, for Culinary Arts & Pastry Arts (Pre-apprenticeship)
- State of California and SEIU Local 1000 Information Technology Pre-Apprenticeship Program (Pre-apprenticeship)
- Inland/Desert Employers Apprenticeship Mechatronics, for the occupation of Mechatronics Technician (Apprenticeship)
- Sutter Health Apprenticeship Program, for the occupation Facility Health & Safety Technician (Apprenticeship)
- United States Veterans Advancing through Learning Opportunities and Resources (US VALOR) Apprenticeship Program, for the occupation Cybersecurity Support Technician (Apprenticeship)
- Antelope Valley Apprenticeship Readiness Program presented by ACT, for Advanced Manufacturing (Preapprenticeship)

Federal Grants

In July 2020, DAS was awarded a federal Technology grant in the amount of \$450,000. This grant has been used to enhance DAS ability to identify and implement specific technical assistance (TA) strategies that has changed existing and created new effective processes and/or services, in the delivery of TA to sponsors for the purposes of increasing efficiency, improving overall impact, and removing barriers in expanding Registered Apprentice Programs (RAPs). The grant funding has been used to enhance the DAS reporting systems with the introduction of Tableau, a business data visualization software that permits DAS to create reports using visual representations of the apprenticeship data collected from the DAS California Apprenticeship System (CAS) database. These reports are used to help alignment and achieve partnership goals by increasing integration and alignment with existing Community Workforce Development Boards and their partners, to include alignment with state and local plans. This funding allows DAS to better capture and represent demographic data across all workforce sectors that will align with the State's Biannual Workforce Plan.

On July 1, 2021, DAS was awarded a \$10 million State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI) grant. This grant will deliver at least 1,500 new apprentices with diversity, inclusion, and equity as a key strategy. The equity goals include serving at least 60% people of color, 40% women, and 10% people with disabilities and justice-involved. The DAS shall use the SAEEI funding to contract with at least four Regional Local Workforce Development Boards (Local Boards) to develop and operate multi-employer apprenticeships. The Local Boards may contract with apprenticeship intermediaries to help the program sponsor administer the program, provide outreach services to help the expansion efforts in targeted industries, recruit under-represented populations such as women, people of color, veterans, justice-involved, people with disabilities, youth, and the multitude of unemployed due to the COVID-19 pandemic. The Local Boards' focus will be to promote diversity, equity, and inclusion. DAS plans to release the Solicitation for Proposals (SFP) in October 2021 and shall announce the successful grantee applicants on or about the end of December 2021.

Statistics of September 30, 2021 this Committee / California total

The active apprentices numbered **15,530 / 91,349**

New registrations and reinstatements numbered **1,883 / 8,852** for the quarter.

Minorities represented **75.1% / 69.8%** of all active apprentices.

Active women apprentices numbered **4,157 / 6,647**, which is **26.8% / 7.3%** of all active apprentices.

There are currently **908 / 8,985 veterans** active, **323 / 3,547** of which registered and **250 / 2,449** completed in 2021.

Program Evaluations July 1, 2021 through September 30, 2021:

Since July 1, 2021, DAS opened three (3) apprenticeship program evaluations. In the third quarter, DAS completed six (6) evaluations and sixteen (16) program evaluations are in progress. There are eighteen (18) programs with corrective action needed (three (3) opened in 2019, fourteen (14)

opened in 2020 and one (1) opened in 2021). DAS 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, consultants will assist apprenticeship programs with correcting the deficiencies found in order to close their evaluations/reviews.

New Evaluations Presented to the IACA (October 2021)

Program Name	Status/Action Date
Tahoe Culinary Academy UAC (File #100462) <i>Issued at the October 2021 IACA</i>	OPEN/Compliance Pending 7/26/2021
City of Coalinga Account Clerk Apprenticeship (File #100492) <i>Issued at the October 2021 IACA</i>	OPEN/Compliance Pending 7/26/2021
Beaology Academy Apprenticeship Program (File #100513) <i>Issued at the October 2021 IACA</i>	OPEN/Compliance Pending 7/26/2021

Prior Evaluations Presented to the IACA

Program Name	Status/Action Date
Rightvarsity Technology Workforce Immersion Program (File #100165) <i>Issued at the December 2020 IACA</i>	CLOSED/ Compliance Completed 7/14/2021
Allied Health West (UAC) Southwestern Oregon (File #100222) <i>Issued at the December 2020 IACA</i>	CLOSED/ Compliance Completed 7/14/2021
The League XS Apprenticeship Academy (File #100256) <i>Issued at the January 2021 IACA</i>	CLOSED/Compliance Completed 7/21/2021
FourM Education Cosmetology & Barbering Apprenticeship Committee (File #100228) <i>Issued at January 2021 IACA</i>	CLOSED/ Compliance Completed 7/22/2021
Hierarch Barber & Cosmo Apprenticeship Academy (File #100318) <i>Issued at January 2021 IACA</i>	CLOSED/Compliance Completed 7/23/2021
General Atomics Electronics Technician Apprenticeship Program (File #100192) <i>Issued at the January 2021 IACA</i>	CLOSED/Compliance Completed 9/20/2021
San Joaquin County Apprenticeship Program (File #100478) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/22/2021
California Apprenticeship for Human Resources (File #100510) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/22/2021
Amazon.com Services Inc. (File #100412) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/22/2021
Wallbreakers Registered Apprenticeship Program (File #100490) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/22/2021
The Art of Beauty – LAUSD (File #100485) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/17/2021

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
Westside Works Early Childhood Educator Apprenticeship Program (File #100523) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/17/2021
S.M.U.D. Joint Apprenticeship Committee (File #100456) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/17/2021
Palomar College United States Marine Corps Apprenticeship Program (File #100439) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/5/2021
The Technest Apprenticeship for San Jose Evergreen Community College District (File #100488) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/5/2021
The Salvation Army Napa Valley Culinary Training Academy (File #100495) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/5/2021
State of California Financial Services Apprenticeship Program (File #100451) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 3/11/2021
Northern California Teamster Transportation, Distribution and Logistics JAC (File #100334) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 5/5/2021
Central Valley Maintenance Apprenticeship Committee/The Wine Group (File #100358) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 2/17/2021
Pool & Spa Apprenticeship and Training Committee (PSATC) (File #100393) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 2/23/2021
Food Science & Safety Apprenticeship (File #100465) <i>Issued at the April IACA</i>	OPEN/Compliance Pending 3/10/2021
Central Valley Maintenance Apprenticeship Committee/Graphic Packaging Inc. (File #100491) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 3/17/2021
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
Fresno Equipment Company (File #100279) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 12/9/2020
Strong Workforce Apprenticeship Group Health Care Apprenticeship Program (File #100171) <i>Issued at the September 2020 IACA</i>	OPEN/Compliance Pending 4/24/2020
Mentor Global Consultants (File #100329) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 1/8/2021
Strong Workforce Apprenticeship Group (SWAG) (File #99958) <i>Issued at November 2019 IACA</i>	OPEN/Compliance Pending 9/19/2019
The Alliance for Media Arts + Culture (File #100056) <i>Issued at the January 2020 IACA</i>	OPEN/Compliance Pending 11/4/2019
Mt. Sac Early Childhood Education Teacher Apprenticeship (File #100199) <i>Issued at the December 2020 IACA</i>	OPEN/Compliance Pending 9/21/2020

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
Riverside City College Cooks and Pastry Apprenticeship Program (File #100145) <i>Issued at the February 2021 IACA</i>	OPEN/Compliance Pending 12/16/2020
Ipply Employer-Focused Career Development Apprenticeship Program (File #100406) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 5/5/2021
Alameda County Health Coach Apprenticeship (File #100291) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 1/8/2021
CCSF Information Security Analyst ATC - Palo Alto Networks (File #100107) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC –SF Int’l Information Tech and Telecommunications (File #100147) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC – Exabeam Inc. (File #100154) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC – Cloudfare, Inc (File #100301) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 5/19/2021
CCSF Information Security Analyst ATC – Pro Unlimited (File #100302) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 5/19/2021
CityLab Professional Apprenticeship Program (File #100319) <i>Issued at January 2021 IACA</i>	OPEN/Compliance Pending 4/16/2021
City College of San Francisco Information Security Analyst ATC SentinelOne (File #100092) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 12/9/2020
State of California zSystems Apprenticeship Program (File #100413) <i>Issued at the January 2021 IACA</i>	OPEN/Compliance Pending 12/4/2020

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending September 30, 2021

The active apprentices numbered 15,530.

New registrations and reinstatements numbered 1,883

Minorities represented 75.1% of all active apprentices

Active women apprentices numbered 4,157 which is 26.8% of all active apprentices.

IACA Active Apprentices

Group	Count Jun-21	% of Total	Count Sep-21	% of Total	Change Jun to Sep	Census Goals
All Minorities	11,703	75.3%	11,608	75.1%	-0.8%	51.6%
Black	1,822	11.7%	1,759	11.4%	-3.5%	6.7%
Asian or Pacific Islander	971	6.3%	945	6.1%	-2.7%	8.6%
American Indian or Alaskan Native	171	1.1%	177	1.1%	3.5%	0.8%
Filipino	385	2.5%	362	2.3%	-6.0%	3.2%
Hispanic	8,354	53.8%	8,365	54.1%	0.1%	32.4%
White	<u>3,831</u>	<u>24.7%</u>	<u>3,846</u>	<u>24.9%</u>	<u>0.4%</u>	<u>48.4%</u>
Unknown	74		76			
Total All Groups	15,608		15,530		-0.5%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2021

The active apprentices numbered 91,349.

New registrations and reinstatements numbered 8,852.

Minorities represented 69.8% of all active apprentices.

Active women apprentices numbered 6,647, which is 07.3% of all active apprentices.

California Total Active Apprentices

	Count Jun-21	% of Total	Count Sep-21	% of Total	Change Jun to Sep	Census Goals
All Minorities	63,196	69.7%	63,616	69.8%	0.7%	51.6%
Black	6,606	7.3%	6,527	7.2%	-1.2%	6.7%
Asian or Pacific Islander	3,202	3.5%	3,191	3.5%	-0.3%	8.6%
American Indian or Alaskan Native	770	0.8%	768	0.8%	-0.3%	0.8%
Filipino	1,125	1.2%	1,112	1.2%	-1.2%	3.2%
Hispanic	51,493	56.8%	52,018	57.1%	1.0%	32.4%
White	<u>27,429</u>	<u>30.3%</u>	<u>27,497</u>	<u>30.2%</u>	<u>0.2%</u>	<u>48.4%</u>
Unknown	235		236			
Total All Groups	90,860		91,349		0.5%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	195	4.5%	99	7.6%
ASIAN OR PACIFIC ISLANDER	725	16.8%	207	15.8%
BANGLADESHI	5	0.1%	3	0.2%
CAMBODIAN	138	3.2%	46	3.5%
CHINESE	464	10.8%	107	8.2%
FIJIAN	28	0.7%	9	0.7%
FILIPINO	1112	25.8%	362	27.7%
GUAMANIAN	74	1.7%	18	1.4%
HAWAIIAN	163	3.8%	20	1.5%
HMONG	130	3.0%	74	5.7%
INDONESIAN	16	0.4%	9	0.7%
JAPANESE	203	4.7%	43	3.3%
KOREAN	147	3.4%	38	2.9%
LAOTIAN	102	2.4%	18	1.4%
MALAYSIAN	12	0.3%	7	0.5%
PAKISTANI	36	0.8%	24	1.8%
SAMOAN	213	4.9%	38	2.9%
SRI LANKAN	3	0.1%		0.0%
TAIWANESE	20	0.5%	9	0.7%
THAI	50	1.2%	12	0.9%
TONGAN	117	2.7%	8	0.6%
VIETNAMESE	352	8.2%	156	11.9%
Total	4,305	100.0%	1,307	100.0%

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