

**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
FIRST-QUARTERLY MEETING:

January 27, 2022

Upcoming CAC Meeting dates and sites:

2022

**California Conference on Apprenticeship
Monterey CA May 3rd, 2022 - May 6th, 2022**

June 27-28, 2022 Location TBD

ACTIVITIES/INFORMATION

New Hires:

Dana Rogalski	11/08/2021 Apprenticeship Consultant
Paul Martinez	11/08/2021 Apprenticeship Consultant
Douglas Kawa	11/08/2021 AGPA
Luisa Martinez	01/03/2021 Sr. Consultant – SF /San Jose Field

Promotions:

Terrell Jackson	12/13/2021 Apprenticeship Consultant
Andrew Lee	01/03/2022 SSMII Headquarters

Retirements

Gary Knight
Patricia Guerrero

Updates:

The Division of Apprenticeship Standards (DAS) managers are busy with hiring new staff over the past quarter. I want to introduce you all to the newest apprenticeship strategic business advisors and apprenticeship consultants: Ha Nguyen (San Bernardino), Nicole Pacada (San Bernardino), Paul Martinez (Los Angeles), Dana Rogalski (Los Angeles), and Douglas Kawa (San Bernardino). Luisa Martinez, Senior Apprenticeship Consultant, is returning to DAS in January to head up our San Francisco District Office. Luisa had been the manager at the Electrician Certification Unit (ECU) for the Labor Commissioner's Office.

There were two promotions last quarter. Terrell Jackson was promoted to an Apprenticeship Consultant in Los Angeles and Andrew Lee was promoted to a Staff Services Manager II in the Bay Area. Congratulations Terrell and Andrew.

We also had two retirements. San Jose/San Francisco Senior Apprenticeship Consultant Gary Knight and San Jose Apprenticeship Consultant Patricia Guerrero retired after many years of DAS service. We are forever grateful for the great work from Gary and Patricia.

Women in Construction

As we enter into the New Year, we are focused in helping our apprenticeship programs and its employers to increase the number of women in registered apprenticeship. In the 2021-2022 fiscal budget, the Department of Industrial Relations received \$15 million to help provide incentives and actions to draw women in construction careers. It is important to get qualified female candidates into our pre-apprenticeship programs and apprenticeship programs. Our goals would draw women into a construction career and see them promote into job foreman, apprenticeship training directors and other leadership roles. Please reach out to our DAS team members with your thoughts and ideas on developing female talent in a construction career.

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 continue to take place and we expect more reassignments to equalize workload and services.

We are still experiencing retirements in most of our districts we are working to fill all our vacant positions as quickly as possible. Luisa Martinez is now the Senior Consultant for both San Francisco and San Jose Districts. And we hope to hire another Senior Consultant, soon, for the Sacramento/Fresno Districts. We hired two new Consultants in our Los Angeles District and advanced one of our staff into a Consultant classification.

We continue to interview applicants for jobs in multiple offices and are posting more positions, please continue to send/ apply! Please keep encouraging qualified apprenticeship folks to apply!

Apprenticeship Training Fund Check Processing

During the period **October 1, 2021 through December 31, 2021:**

- **43,613 checks** were reviewed and processed
- **\$ 5,262,242** was sent for deposit

Apprentice Complaints:

DAS has received 11 complaints in 2021. The status of 2021 complaints, as well as 2017-2020 complaints, are outlined below.

Status of Apprentice Complaints

Year	2021	2020	2019	2018	2017
Investigation/Hearing	6	6	1	0	0
Administrator/Legal Review	1	0	0	0	0
Withdrawn/Dismissed	3	16	16	22	26
Resolved through Hearing	0	0	2	4	0
Determination Issued	1	2	0	10	13
Total Filed	11	24	19	36	39

Status of CAC Apprentice Appeals (2021)

Appeals made to the CAC	2
CAC Appeal Final Decisions	0
CAC Appeals Withdrawn/Dismissed	0

New Programs:

No new programs for the past quarter

Federal Grant

In July 2020, the Division of Apprenticeship Standards (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. This funding allows DAS to better capture and represent demographic data across all workforce sectors and provide requested reports to CAC and its members that were not readily available before the recent enhancements to the DAS CAS database system. The new reporting system went live on the DAS website in October 2021 and has been considered a great success by the apprenticeship community as a whole.

In July 2021, the U.S. Department of Labor awarded the Division of Apprenticeship Standards (DAS) with the State Apprenticeship Expansion, Equity and Innovation (SAEEI) grant to create apprenticeship pathways within the local workforce ecosystem. This January 16, 2022, DAS released the grant and is Soliciting for Proposals (SFP) from Regional Local Workforce Development Boards and Apprenticeship Program Sponsors to develop new apprenticeship programs or expand on existing apprenticeship programs that work to create opportunities for underserved communities. The grant focuses on creating equitable registered apprenticeship programs for women, veterans, justice-involved, youth, people with disabilities, communities of color and unemployed individuals who were impacted by COVID-19. The grant funding amounts to approximately \$7.3 million to fund multiple grants not to exceed \$4,800 per apprentice, ranging from \$240,000 to \$2,500,000. DAS plans to announce the successful grantee applicants on or about April 25, 2022.

Statistics of December 31, 2021 this Council / California total

The active apprentices numbered **74,567 / 90,566**

New registrations and reinstatements numbered **4,938 / 6,824** for the quarter.

Minorities represented **68.4% / 69.6%** of all active apprentices.

Active women apprentices numbered **2,464 / 6,813**, which is **27.2% / 7.5%** of all active apprentices.

There are currently **8,985 / 9,893 veterans** active, **3,224 / 3,224** of which registered and **2,249 / 3,547** completed in 2021.

Program Evaluations October 1, 2021 through December 31, 2021

Since October 1, 2021, DAS opened zero (0) apprenticeship program evaluations. DAS completed three (3) evaluations and thirteen (13) program evaluations are in progress. There are seven (7) programs with corrective action needed (two (2) opened in 2019, four (4) opened in 2020 and one (1) opened in 2021). DAS field consultants are monitoring these programs to ensure their recommendations are completed.

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 their evaluations/reviews.

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
Kern, Inyo, & Mono Counties Plumbing, Pipefitter & Refrigeration/ Air Conditioning Mechanic J.A.T.C. (File #238) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
CA American Fire Sprinkler Association U.A.C. (File #19570) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Innercity Community U.A.C. (File #19718) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
San Bernardino, Mono & Inyo Counties Electrical J.A.T.C. (File #375) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Riverside, San Bernardino, Mono & Inyo Counties Sound Technician Apprenticeship Program (File #19924) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Southwest Carpenter and Affiliated Trades J.A.T.C. (Floor Worker) (File #14150) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Southern California Acoustical Installer JATC (File #19719) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
Southern California Plasterer JATC (File #5090) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
San Diego County Cement Masons JAC (File #7257) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
San Luis Obispo County Plumbing JAC (File #8378) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
Joint Apprenticeship Committee for Operating Engineers for the 46 Northern Counties in CA (File #9431) <i>Issued at April 2021 CAC</i>	OPEN/Compliance Pending 1/12/2021
United Association Local Union 342 JATC (File #100311) <i>Issued at April 2021 CAC</i>	OPEN/Compliance Pending 1/12/2021

Prior Evaluations Presented to the CAC (Continued)**Program Name****Status/Action Date**

San Diego Associated General Contractors JAC (File #19161) <i>Issued at January 2020 CAC</i>	OPEN/Compliance Pending 12/2/2019
Inland Refrigeration J.J. & A.T.C. (File #9307) <i>Issued at July 2019 CAC (CAR)</i>	OPEN/Compliance Pending 6/17/2019
Western Burglar & Fire Alarm Association UATC (File #10837) <i>Issued at July 2019 CAC(CAR)</i>	OPEN/Compliance Pending 4/15/2019
Oregon/SW Washington/NW California Plumbers & Steamfitters JATC (File #8902) <i>Issued at January 2020 CAC(CAR)</i>	OPEN/Compliance Pending 10/21/2019
San Diego Carpet, Linoleum, & Floor Covering Industries JAC (File #3262) <i>Issued at January 2020 CAC(CAR)</i>	OPEN/Compliance Pending 12/2/2019
Orange County Electrical JAC (File #5129) <i>Issued at the January 2021 CAC(CAR)</i>	OPEN/Compliance Pending 10/14/2020
Santa Barbara County Pipe Trades JAC (File #277) <i>Issued at the April 2020 CAC(CAR)</i>	OPEN/Compliance Pending 3/2/2020
Sprinkler Fitters U.A. Local 709 JAC (File #4501) <i>Issued at January 2020 CAC(CAR)</i>	OPEN/Compliance Pending 10/10/20
Landscape and Irrigation Fitter of Southern California J.A.T.C. (File #10556) <i>Issued at October 2021 CAC</i>	CLOSED/Compliance Completed 1/5/2022
San Diego & Imperial Counties Pipe Trades JAC (File #2) <i>Issued at January 2020 CAC</i>	CLOSED/Compliance Completed 1/5/2022
San Diego & Imperial Counties Roofers & Waterproofers, J.A.C. (File #7293) <i>Issued at October 2018 CAC</i>	CLOSED/Compliance Completed 1/5/2022

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending December 31, 2020

The active apprentices numbered 74,567.

New registrations and reinstatements numbered 4,938.

Minorities represented 68.4% of all active apprentices.

Active women apprentices numbered 2,464 which is 03.3% of active apprentices.

CAC Active Apprentices

Group	Count Sep-21	% of Total	Count Dec-21	% of Total	Change Sep to Dec	Census Goals
All Minorities	52,008	68.7%	50,924	68.4%	-2.1%	51.6%
Black	4,768	6.3%	4,623	6.2%	-3.0%	6.7%
Asian or Pacific Islander	2,246	3.0%	2,254	3.0%	0.4%	8.6%
American Indian or Alaskan Native	591	0.8%	593	0.8%	0.3%	0.8%
Filipino	750	1.0%	752	1.0%	0.3%	3.2%
Hispanic	43,653	57.7%	42,702	57.4%	-2.2%	32.4%
White	<u>23,651</u>	<u>31.3%</u>	<u>23,484</u>	<u>31.6%</u>	<u>-0.7%</u>	<u>48.4%</u>
Unknown	160		159			
Total All Groups	75,819		74,567		-1.7%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2021

The active apprentices numbered 90,566.

New registrations and reinstatements numbered 6,824.

Minorities represented 69.6% of all active apprentices.

Active women apprentices numbered 6,813, which is 07.5% of all active apprentices.

California Total Active Apprentices

Group	Count Sep-21	% of Total	Count Dec-21	% of Total	Change Sep to Dec	Census Goals
All Minorities	63,616	69.8%	62,870	69.6%	-1.2%	51.6%
Black	6,527	7.2%	6,416	7.1%	-1.7%	6.7%
Asian or Pacific Islander	3,191	3.5%	3,225	3.6%	1.1%	8.6%
American Indian or Alaskan Native	768	0.8%	774	0.9%	0.8%	0.8%
Filipino	1,112	1.2%	1,107	1.2%	-0.4%	3.2%
Hispanic	52,018	57.1%	51,348	56.8%	-1.3%	32.4%
White	<u>27,497</u>	<u>30.2%</u>	<u>27,458</u>	<u>30.4%</u>	<u>-0.1%</u>	<u>48.4%</u>
Unknown	236		238			
Total All Groups	91,349		90,566		-0.9%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	CAC Count	CAC Percent
ASIAN INDIAN	195	4.5%	96	3.2%
ASIAN OR PACIFIC ISLANDER *	725	16.8%	518	17.3%
BANGLADESHI	5	0.1%	2	0.1%
CAMBODIAN	138	3.2%	92	3.1%
CHINESE	464	10.8%	357	11.9%
FIJIAN	28	0.7%	19	0.6%
FILIPINO	1112	25.8%	750	25.0%
GUAMANIAN	74	1.7%	56	1.9%
HAWAIIAN	163	3.8%	143	4.8%
HMONG	130	3.0%	56	1.9%
INDONESIAN	16	0.4%	7	0.2%
JAPANESE	203	4.7%	160	5.3%
KOREAN	147	3.4%	109	3.6%
LAOTIAN	102	2.4%	84	2.8%
MALAYSIAN	12	0.3%	5	0.2%
PAKISTANI	36	0.8%	12	0.4%
SAMOAN	213	4.9%	175	5.8%
SRI LANKAN	3	0.1%	3	0.1%
TAIWANESE	20	0.5%	11	0.4%
THAI	50	1.2%	38	1.3%
TONGAN	117	2.7%	109	3.6%
VIETNAMESE	352	8.2%	196	6.5%
Total	4,305	100.0%	2,998	100.0%

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