

**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
SECOND-QUARTERLY MEETING:

March 25, 2023

ACTIVITIES/INFORMATION

New Hires:

Phillip Jimenez

Promotions:

Tsegay Arefaine – T&D assignment for AC

Adriana Salmoran – T&D assignment for AC

Separations/Retirements:

None

Updates:

It is with deep sadness that we announce the passing of Linda Knox, a retired Apprenticeship Consultant and former Deputy Labor Commissioner, due to a sudden illness. Linda was based in our San Francisco and Oakland offices and served as the lead consultant for many building and construction trades programs in the Bay Area. As someone who had the pleasure of working with Linda at the Labor Commissioner's office and DAS, I can attest that she was a dedicated professional who loved apprenticeship and was committed to protecting California's hardworking labor force. Linda's passing is a great loss to our community.

On a more positive note, I am pleased to announce that the Apprenticeship Innovation Fund (AIF) application period is now open. I encourage all IACA programs to apply for these funds. For more information, please visit <https://www.dir.ca.gov/DAS/Grants/Apprenticeship-Innovation-Funding.html>. The AIF funding is available to support registered apprentices throughout calendar year 2022. It provides up to \$3,500 per apprentice in full or pro rata if the apprentice was registered during 2022, and an additional \$1,000 per apprentice who graduated from an IACA apprenticeship program during that time frame. Additionally, our IACA programs may be eligible for AIF Training Support through a local educational agency at \$8.82 per hour for RSI. Please note that this fund cannot be applied for if the program is already receiving RSI Prop 98 funding (Montoya Funds) from the California Community Colleges' Chancellor's Office.

I also want to update you on my recent testimony at the Senate's Budget Subcommittee for Labor regarding DAS funding. I testified to the unprecedented funding in AIF and the Youth Apprenticeship Fund (YAF). DAS is slated to receive \$40 million in AIF over the next two fiscal years. This is a reduction of \$20 million to offset the budget deficit we are facing this year. The YAF fund currently remains untouched. We currently have \$20 million this year for grant investment, and \$45 million over the next two fiscal years. This funding will continue to grow our apprenticeship programs and the apprentices it serves to create a skilled and trained workforce for today and tomorrow.

Apprentice Complaints:

Status of IACA Apprentice Complaints

Year	2023	2022	2021	2020	2019
Investigation/Hearing	0	0	3	9	0
Administrator/Legal Review 1	0	0	0	0	0
Withdrawn/Dismissed	0	0	0	5	16
Resolved through Hearing	0	0	0	0	3
Determination Issued	0	0	0	2	0
Total Filed	0	0	3	16	19

Programs:

The DAS has Forty-two (42) new programs approved during the last quarter. They are:

- Hempanista Corporation dba Chemurgy Training Program for the occupation of Manufacturing and Maintenance Chemurgy Training (Pre-apprenticeship)
- Venice Arts Digital Video Editor Pre-Apprenticeship Program for the occupation of Digital Video Editor (Pre-apprenticeship)
- Columbia College Emergency Medical Services Pre-Apprenticeship Initiative for the occupation of Emergency Medical Services (Pre-apprenticeship)
- Sacramento Regional Conservation Corps for the occupation of Landscape Management Technician (LMT) (Pre-apprenticeship)
- Dakar Foundation for the occupation of Digital Video Editor (Apprentice)
- Hartnell College Early Childhood Education Apprenticeship Training Program for the occupations of Infant/Toddler Teacher (Apprentice) and Preschool Teacher (Apprentice)
- CityLab Professional Pre-Apprenticeship for the occupation of Introduction to Information Technology (Pre-apprenticeship)
- San Joaquin County Apprentice Readiness Program for the occupation of North American Building Trades MC-3 (Pre-apprenticeship)
- Onramp for the occupation of Software (Apprentice)
- Clear Digital Labs for the occupations of Digital Marketer (Apprentice) and Marketing Coordinator (Apprentice)
- Sacramento Employment and Training Agency (SETA) Early Childhood Education Apprenticeship Program for the occupation of Associate Teacher (Apprentice)
- Santa Barbara County Education Office (SBCEO) Early Childhood Educator Apprenticeship for the occupations of Associate Teacher (Apprentice), Master Teacher (Apprentice), Site Supervisor (Apprentice) and Teacher (Apprentice)
- IEConnect for the occupation of Building and Construction Trades (Pre-apprenticeship)
- Hemet Unified School District Automotive Technology Pre-Apprenticeship Program for the occupation of Automotive Service Tech and Mechanic (Pre-apprenticeship)
- Hemet Unified School District Cybersecurity Pre-Apprenticeship Program Cyber Security Specialist (Pre-apprenticeship)
- AIM-N-Inspire for the occupations of Film + TV (Pre-apprenticeship) and Interactive Gaming (Pre-apprenticeship)

Programs: (cont)

- BRIC Foundation Animation, Game Design & VFX Pre-Apprenticeship Program for the occupations of Animation (Pre-apprenticeship), Game Design (Pre-apprenticeship), Generalist Animator (Pre-apprenticeship) and Visual Effects (VFX) (Pre-apprenticeship)
- OpenClassrooms Inc. for the occupations of Application Developer (Apprentice), Data Analyst (Apprentice), Digital Marketer (Apprentice), and Desk Technician (Apprentice)
- Grossmont Union High School District/ West Hills High School for the occupation of Construction (Pre-apprenticeship)
- Drone Applications and Apprenticeship Preparedness (DAAP) for the occupation of Drone Piloting/ Utility Inspection/ Public Safety (Pre-apprenticeship)
- CityBuild Pre-apprenticeship Training Academy "CityBuild Academy" for the occupation of North America's Building Trades Union (Pre-apprenticeship)
- Los Angeles Fire Life Safety Committee for the occupation of Fire System Tester (On-the-job training -- Trainee)
- Roots of Success Pre-Apprenticeship for the occupation of Environmental Specialist (Pre-apprenticeship)
- Better Youth, Inc. for the occupations of Animation Artist (Animator, Illustrator, Story Board Artist) (Apprentice), Digital Video Editor (Apprentice), Game Designer (Interactive + New Media) (Apprentice), Project Manager (Creative or Production)(Apprentice)and Multimedia Artist (Producer/Director (Apprentice)
- Hornet Drone Pilot Apprenticeship Program for the occupation of Commercial Drone Pilot (Apprentice)

Federal Grants

Apprenticeship System (CAS) database. This funding allows DAS to better capture and represent demographic data across all workforce sectors and provide requested reports to IACA 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. On May 4, 2022 the DAS was pleased to announce that six successful grantee applicants were awarded the SAEEI Grant. The awards range from \$240,000 to \$2,000,000. The [SAEEI applicants awarded](#) are listed on our website. DAS has provided the contracts to our grantees and has executed four contracts and continues to work with our grantees on the remaining contracts. DAS expects to have any remaining contracts executed within the 2nd quarter of 2023. DAS staff continues to meet with our grantees and provide assistance.

Statistics of March 31, 2023 this Committee / California total

The active apprentices numbered **20,023 / 89,844**

New registrations and reinstatements numbered **2,815 / 8,368** for the quarter.

Minorities represented **77.9% / 71.0%** of all active apprentices.

Active women apprentices numbered **5,435 / 7,899**, which is **27.1% / 8.8%** of all active apprentices.

There are currently **1,436 / 13,261** veterans active, **246 / 1,327** of which registered and **126 / 910** completed in 2023.

Program Evaluations January 1, 2023 through March 31, 2023

Since January 1, 2023, there were zero (0) program evaluations opened and twelve (12) evaluations have been completed. Thirty two eight (28) program evaluations are in progress and there are two (2) programs with corrective action needed (two (2) opened in 2020). 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.

Prior Evaluations Presented to the IACA

Program Name	Status/Action Date
Extended Realty Developers Apprenticeship Program (File #100545) Issued at the January 2023 IACA	OPEN/Compliance Pending 12/08/2022
City and County of San Francisco Office of Economic & Workforce Development (TechSF) (File #100570) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022
USF Reddaway, Inc. (File # 100603) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022
Early Care & Education Pathways to Success (ECEPTS) (File #100633) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022
Launch Apprenticeship Program (File #99764) Issued at May 2022 IACA	OPEN/Compliance Pending 3/10/2022
Shirley Ware Education Center (File #100284) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/10/2022
Tooling U-SME (File #100049) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/10/2022
Baking Apprenticeship Program for Underserved Populations (File #100609) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/24/2022

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
SLO Partners Apprenticeship Committee (File # 100612) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
CD & Power Apprenticeship Training Committee (File #100541) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
Woz U Enterprise Technology Apprenticeship Program (File #100574) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
El Camino Community College District (File #100639) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
Foothill College Dental Assistant Apprenticeship Program (File #100531) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/29/2022
CCHCS, SEIU Local 1000, and RCC LVN-to-RN Apprenticeship Program J.A.C. (File #100583) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/29/2022
Food Science & Safety Apprenticeship (File #100465) <i>Issued at the April IACA</i>	OPEN/Compliance Pending 3/10/2021
California Registered Nurse Specialty Apprenticeship Program (File #100648) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
Los Angeles Community College District DBA West Los Angeles Community College (WLACC) (File #100644) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
YMCA of the East Bay (File #100637) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
Beauology Academy Apprenticeship Program (File #100513) <i>Issued at the October 2021 IACA</i>	OPEN/Compliance Pending 7/26/2021
San Joaquin County Apprenticeship Program (File #100478) <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
Westside Works Early Childhood Educator Apprenticeship Program (File #100523) <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

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
The Salvation Army Napa Valley Culinary Training Academy (File #100495) <i>Issued at the July 2021 IACA</i>	OPEN/Compliance Pending 5/5/2021
Pool & Spa Apprenticeship and Training Committee (PSATC) (File #100393) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 2/23/2021
Strong Workforce Apprenticeship Group Health Care Apprenticeship Program (File #100171) <i>Issued at the September 2020 IACA (CAR)</i>	OPEN/Compliance Pending 4/24/2020
San Joaquin County High School Apprenticeship Committee (File #100556) <i>Issued at the May 2022 IACA</i>	CLOSED/Completed in 1/25/2023
Lockheed Martin Corporation (File #100674) <i>Issued at the January 2023 IACA</i>	CLOSED/Completed 3/25/2023
South Bay Workforce Investment Board (SBWIB) (File #100634) <i>Issued at the May 2022 IACA</i>	CLOSED/Completed in 3/24/2023
California Apprenticeship for Human Resources (File #100510) <i>Issued at the July 2021 IACA</i>	CLOSED/Completed in 1/25/2023
Senior Helpers of the East Bay (File #100637) <i>Issued at the May 2022 IACA</i>	CLOSED/Completed in 3/25/2023
CCSF Information Security Analyst ATC - Palo Alto Networks (File #100107) <i>Issued at the January 2021 IACA (CAR)</i>	CLOSED/Completed in 2/28/2023
SF Int'l Information Tech and Telecommunications (File #100147) <i>Issued at the January 2021 IACA(CAR)</i>	CLOSED/Completed in 2/28/2023
CCSF Information Security Analyst ATC – Exabeam Inc. (File #100154) <i>Issued at the January 2021 IACA (CAR)</i>	CLOSED/Completed in 2/28/2023
CCSF Information Security Analyst ATC – Cloudflare, Inc (File #100301) <i>Issued at the January 2021 IACA (CAR)</i>	CLOSED/Completed in 2/28/2023
CCSF Information Security Analyst ATC – Pro Unlimited (File #100302) <i>Issued at the January 2021 IACA (CAR)</i>	CLOSED/Completed in 2/28/2023
City College of San Francisco Information Security Analyst ATC SentinelOne (File #100092) <i>Issued at the January 2021 IACA(CAR)</i>	CLOSED/Completed in 2/28/2023

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending March 31, 2023

The active apprentices as of numbered 20,023.

New registrations and reinstatements numbered 2,815.

Minorities represented 77.9% of all active apprentices.

Active women apprentices as of numbered 5,435 which is 27.1% of all active apprentices.

IACA Active Apprentices

Group	Count Dec-22	% of Total	Count Mar-23	% of Total	Change Dec to Mar	Census Goals
All Minorities	14,715	77.5%	15,470	77.9%	5.1%	51.6%
Black	2,286	12.0%	2,294	11.5%	0.3%	6.7%
Asian or Pacific Islander	1,155	6.1%	1,196	6.0%	3.5%	8.6%
American Indian or Alaskan Native	227	1.2%	238	1.2%	4.8%	0.8%
Filipino	346	1.8%	359	1.8%	3.8%	3.2%
Hispanic	10,701	56.4%	11,383	57.3%	6.4%	32.4%
White	<u>4,266</u>	<u>22.5%</u>	<u>4,392</u>	<u>22.1%</u>	<u>3.0%</u>	<u>48.4%</u>
Unknown	155		161			
Total All Groups	19,136		20,023		4.6%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending March 31, 2023

The active apprentices numbered 89,884.

New registrations and reinstatements numbered 8,368.

Minorities represented 71.3% of all active apprentices.

Active women apprentices numbered 7,899 which is 08.8% of all active apprentices.

California Total Active Apprentices

	Count Dec-22	% of Total	Count Mar-23	% of Total	Change Dec to Mar	Census Goals
All Minorities	64,123	71.0%	63,783	71.3%	-0.5%	51.6%
Black	6,621	7.3%	6,556	7.3%	-1.0%	6.7%
Asian or Pacific Islander	3,328	3.7%	3,307	3.7%	-0.6%	8.6%
American Indian or Alaskan Native	805	0.9%	814	0.9%	1.1%	0.8%
Filipino	1,094	1.2%	1,074	1.2%	-1.8%	3.2%
Hispanic	52,275	57.9%	52,032	58.2%	-0.5%	32.4%
White	<u>26,188</u>	<u>29.0%</u>	<u>25,659</u>	<u>28.7%</u>	<u>-2.0%</u>	<u>48.4%</u>
Unknown	377		402			
Total All Groups	90,688		89,844		-0.9%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	126	8.1%	229	5.2%
ASIAN OR PACIFIC ISLANDER	380	24.4%	879	20.0%
BANGLADESHI	4	0.3%	7	0.2%
CAMBODIAN	71	4.6%	143	3.3%
CHINESE	107	6.9%	426	9.7%
FIJIAN	16	1.0%	35	0.8%
FILIPINO	359	23.1%	1,074	24.5%
GUAMANIAN	18	1.2%	80	1.8%
HAWAIIAN	24	1.5%	161	3.7%
HMONG	75	4.8%	135	3.1%
INDONESIAN	7	0.5%	13	0.3%
JAPANESE	42	2.7%	193	4.4%
KOREAN	36	2.3%	149	3.4%
LAOTIAN	32	2.1%	115	2.6%
MALAYSIAN	4	0.3%	7	0.2%
PAKISTANI	20	1.3%	31	0.7%
SAMOAN	43	2.8%	201	4.6%
SRI LANKAN		0.0%	5	0.1%
TAIWANESE	6	0.4%	24	0.5%
THAI	15	1.0%	52	1.2%
TONGAN	12	0.8%	95	2.2%
VIETNAMESE	158	10.2%	332	7.6%
Total	1,555	100.0%	4,386	100.0%

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