



CA Youth Apprenticeship Committee (CYAC)

Kickoff Meeting
February 2023

Objectives for Meeting

- Introductions
- Establish foundation of knowledge of Youth Apprenticeship
- Orient to the mission of the Committee
- Introduce topic of funding
- Plan for future convening

About Us

The Division of Apprenticeship Standards consults with employers to develop a skilled workforce through the time-tested **registered apprenticeship** model

“...let’s encourage businesses to become creators, not just consumers of talent by establishing an audacious goal of 500,000 earn-and-learn apprenticeships by 2029”
-Governor Gavin Newsom



Advancing Apprenticeship in CA

A Five-Point Action Plan



Support Regional and Sectoral Apprenticeship Intermediaries



Expand New and Innovative Apprenticeships



Grow and Expand Access to Traditional Construction Apprenticeships

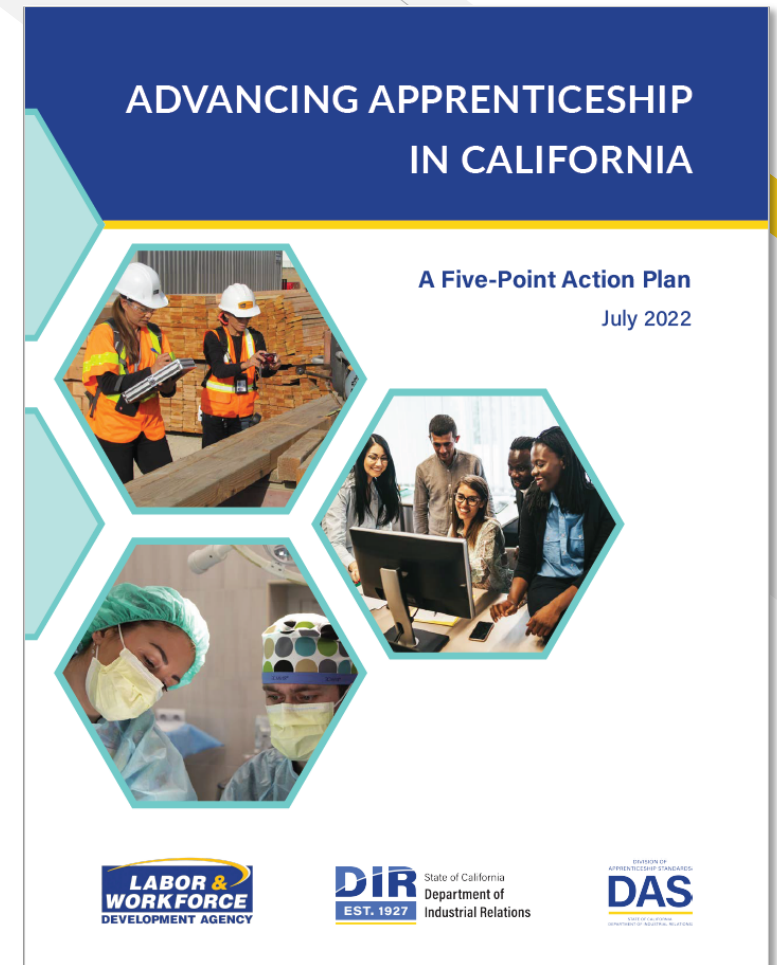


Support Youth Apprenticeship for In-School and Out-of-School Youth



Expand State and Local Public Sector Apprenticeships

<https://www.dir.ca.gov/DAS/e-News/2022/Action-Plan-in-Place-for-Reaching-California-Apprenticeship-Goals.html>

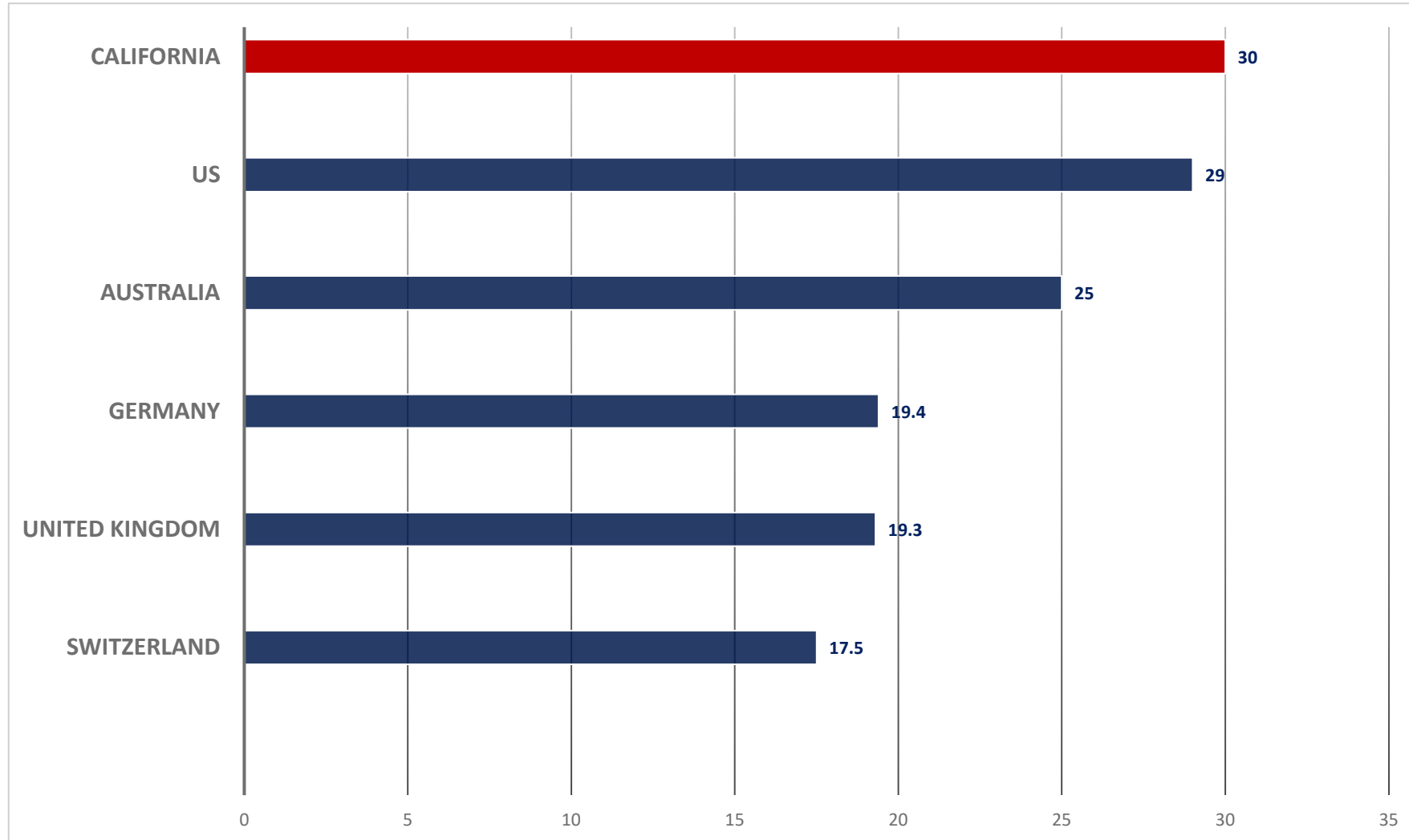


Registered Apprenticeship Partnerships



Average Age of Apprentices

2012-2022



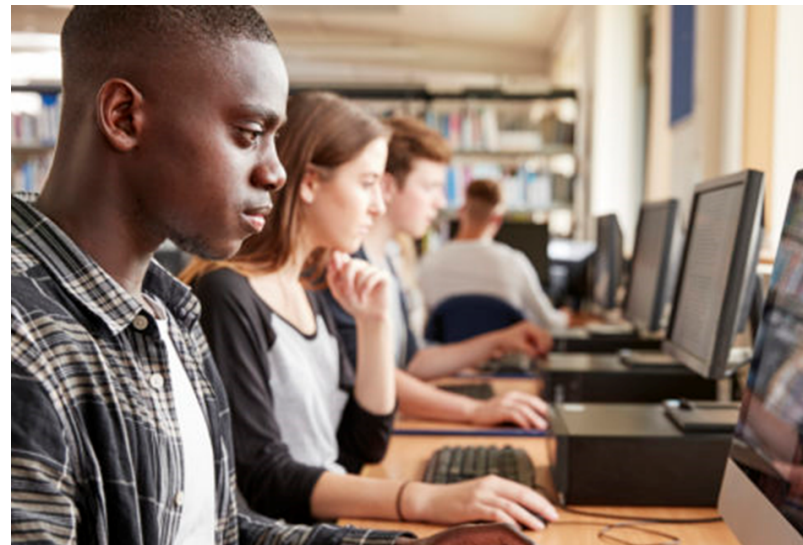
What is Youth Apprenticeship

Definition of Youth Apprenticeship

- The term “Youth Apprenticeship” is used to describe an Apprenticeship Program that is directed at and focused on individuals between 16 and 24 years of age.
- When we use the term “High School Apprenticeship”, we are referring to a sub-section of “Youth Apprenticeships” that are solely focused on High School students at least 16 years of age.

Youth Apprenticeship Benefits

- Opportunity to Earn While You Learn
- Regular Pay Increases
- Lifelong Skills
- Competitive Wages
- State/Nationally-Recognized Credential
- Potential College Credits



DIVISION OF
APPRENTICESHIP STANDARDS

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STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

Apprenticeship Stakeholders

Employers

- Employ the apprentice and provide on the job training

Educators:

- Educate the apprentice with work relevant training and skills

Government:

- Oversee the program for quality and credentialing

Apprentices:

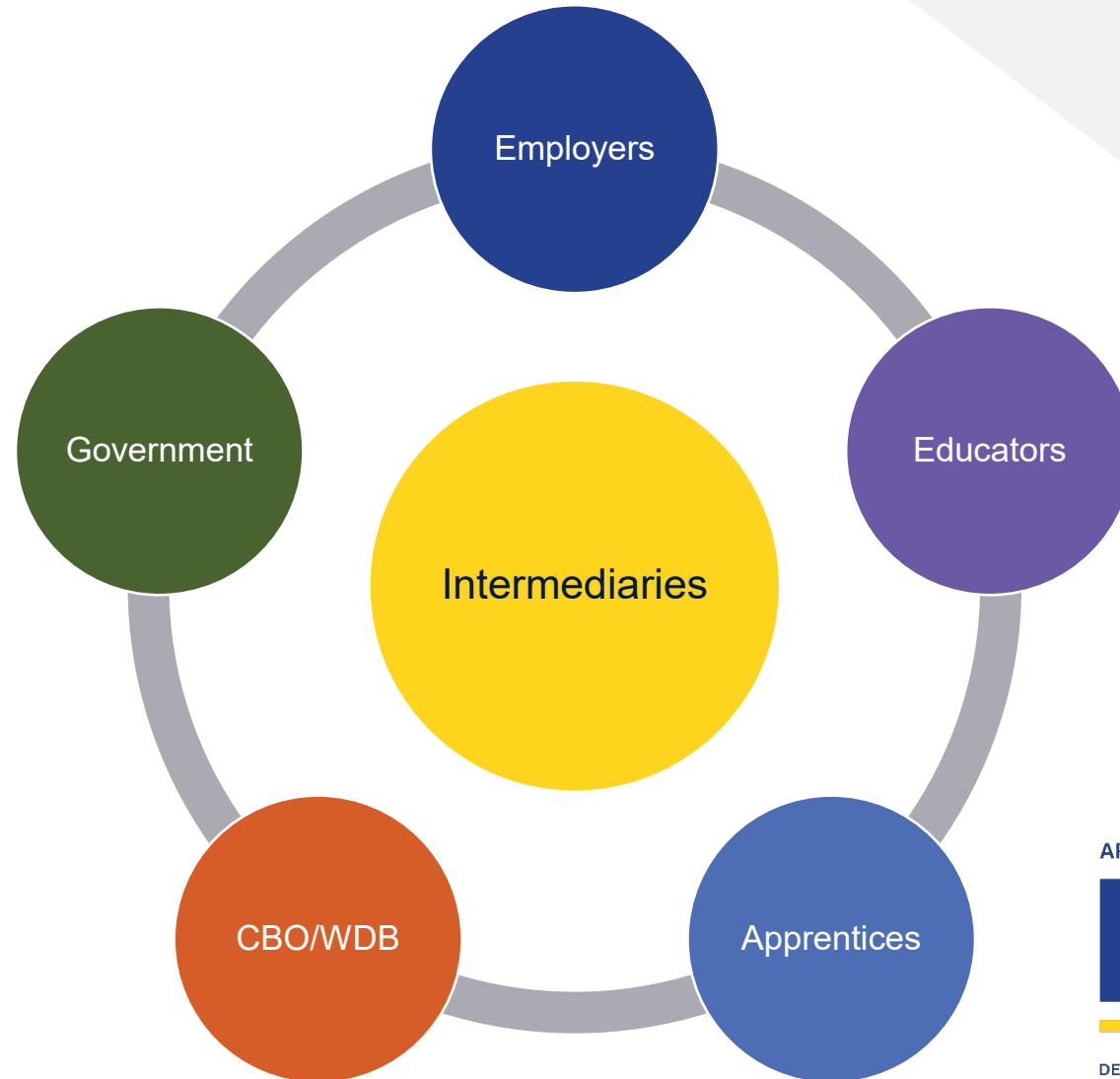
- Earn and learn

Community Based Organizations and Workforce Development Boards:

- Provide supportive services and sourcing apprentices

Intermediaries:

- Convene all the stakeholders to launch, run and scale apprenticeship programs



High School Apprenticeship vs Internship

	HS Apprenticeships	Typical Internships
Purpose	Cultivate a skilled talent pipeline	Expose young people to an industry
Length	Average 2-3 Years (including training)	Average 12 weeks
Compensation	Paid with gradual pay increases	Paid or unpaid
Supportive Partnerships	State and/or federal labor agencies, Educational institutions	Educational institution or none
Resulting Credential on Completion	National, State, CCC portable certificate of occupational competence	Usually none
College Credit	Yes, with dual enrollment or articulation agreements with community college	Usually none, sometimes Work Experience
Funding Opportunities	Funding opportunities to support programs	Usually none

Let's Talk About Pre-Apprenticeship

- Pre-apprenticeship is a program or set of strategies designed to **prepare individuals for entry** into Registered Apprenticeship Programs
- Pre-apprenticeships may last from a **few weeks to a few months** and may or may not include wages or stipend
- Pre-Apprenticeship should have an **active relationship (MOU/Linkage Agreement)** with at least one registered apprenticeship program
- While entry into a registered apprenticeship program is not guaranteed, we expect the **registered apprenticeship program should advise** on how to best prepare the potential pre-apprentices for entry into the program
- Alignment with **CTE curriculum**
- **Funding** opportunities are available to support the creation of pre-apprenticeships

Getting Started

Assess Community Needs

- Analyze the local job market and leverage current work based learning to meet your community's needs
- Examine current career and technical education courses and work-based learning programs to identify opportunities to expand successful programming
- Analyze labor market data and scan local job openings by industry, occupation, and sector

Build Employer Partnerships

- Review local job opportunities and reach out to employers for more information on job openings
- Engage local employers and make a case for registered youth apprenticeships to both businesses and students
- Identify employer skill needs and pain points for recruiting and retention
- Craft recruitment strategies that center on diversity and inclusion

Select Occupation(s)

- Select the occupations that best suit your employer partners and students
- Use O*Net Online and the Apprenticeable Occupations list
- Create an on-the-job training plan for each occupation
- Build related instruction curricula based on classes available at your school and local community colleges
- Define a wage scale for your apprenticeship program in partnership with employers

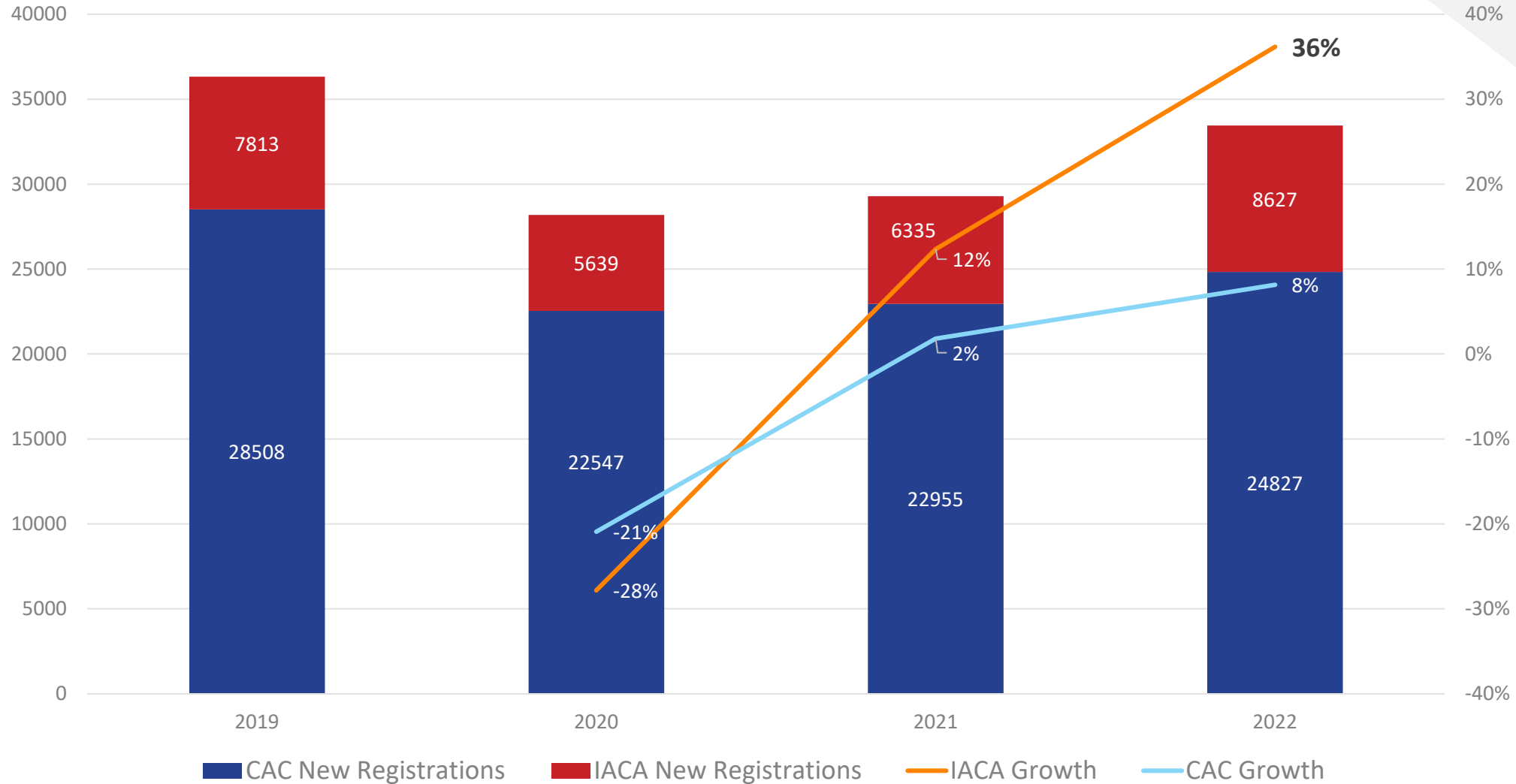
Program Design

- Determine how your educational institution can incorporate dual-enrollment and college credit
- Develop an apprentice schedule that will accommodate work and required courses for graduation
- Encourage employers to train mentors who ensure apprentices gain relevant competencies
- Communications strategies for program awareness and visibility
- Identifying funding opportunities
- Standard Development (DAS-DOL)

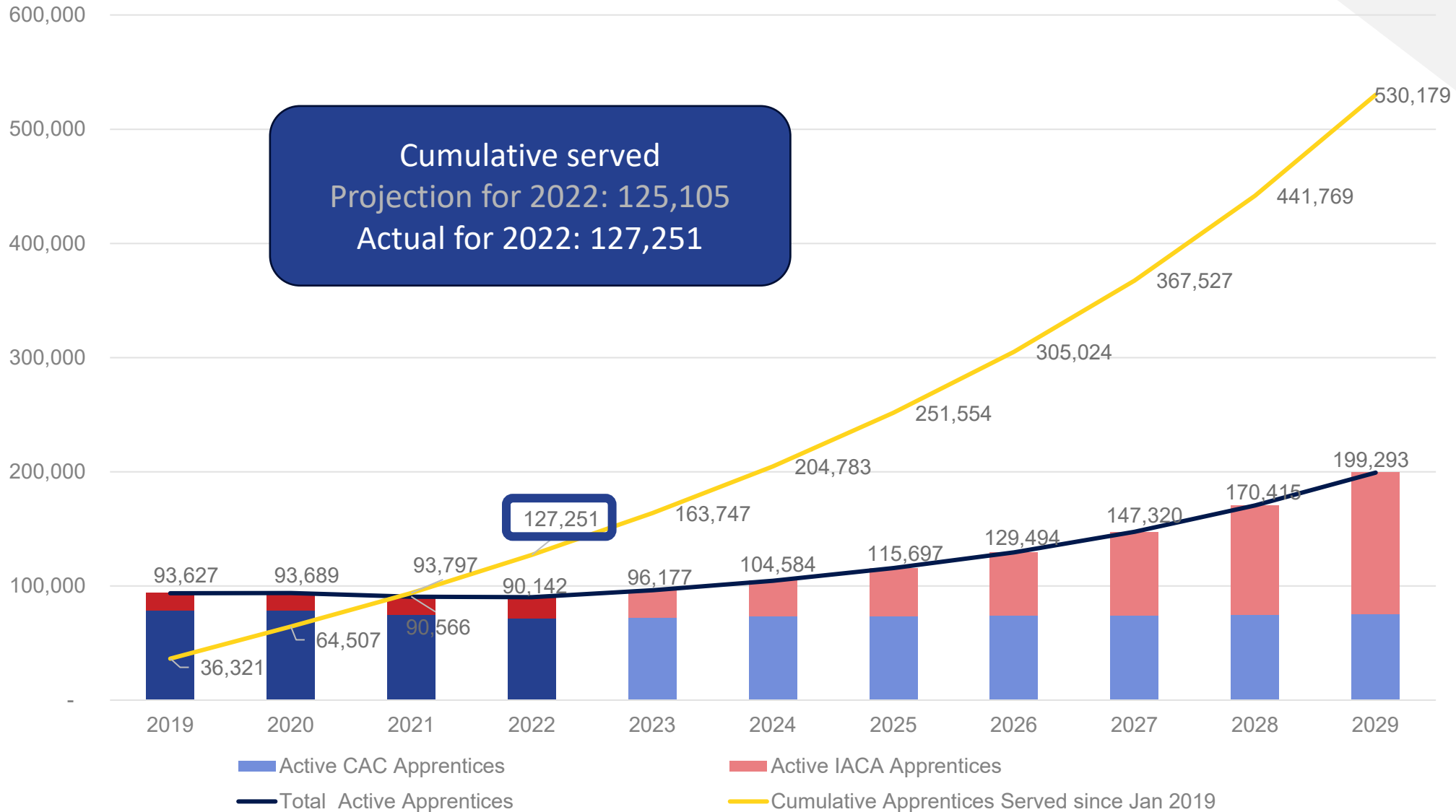
Submit For Approval

- We have developed an agile and streamlined approval process to get your program up and running
- Once standards are signed, there is a 30day public posting and review
- Chief of DAS approves program

New Registrations



Projections to 500K





Questions?

Youth Apprenticeship Definitions

CA Youth Apprenticeship Committee (CYAC)

Develop recommendations to the division on the expansion of youth apprenticeships in California. In developing these recommendations, the committee shall specifically address the following topics:

- Clear definitions of youth apprenticeship and high school apprenticeships.
- Guiding principles in the Youth Apprenticeship Grant Program.
- Insights on the structure of the state's work to expand youth apprenticeship.

The committee shall provide a report to the division with a set of recommendations no later than July 1, 2024.

Working Group Proposal

In School Youth

- Focus more on High School apprenticeship
- 16-19 year olds
- PreApprenticeship and Youth Apprenticeships in High Schools

Out of School Youth

- Focus more on Opportunity youth that are disconnected from public education system
- 16-24 year olds

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CYAC Plan

Opening proposal

Learning Agenda

- Models in other states and countries
- From existing youth programs
- Apprenticeship Funding

Advisory

- Youth Apprenticeship Grant
- Definitions of YA
- Structure of work

Report

- Identify challenges
- Propose solutions
- Finalize report







Committee Logistics

- Governed by Bagley Keene – public posting rules
 - Able to meet Virtually through June 30, 2023
 - TBD beyond that
- Advisory Committee – NO Roberts Rules of Order
- Proposal of cadence:
 - Full Committee meet every other month
 - Working Groups meet in the alternate month
 - Meetings on First Monday of each month
 - Next meeting would be **Monday March 6, 9-11am**
- Please email Adele with **Working Group preference by March 1**



Thank You

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