

**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
FIRST-QUARTERLY MEETING:

January 24, 2023

ACTIVITIES/INFORMATION

New Hires:

None

Promotions:

None

Separations/Retirements:

Donald Merrill

Felicia Buasan

Carrie Stanonis

Updates:

This past year saw a lot of investments made by the Governor and the legislature in apprenticeship. Over \$88 million in Proposition 98 (Montoya) funding for related and supplemental instruction, \$135 million to offset administrative costs for IACA programs, \$65 million for youth access to apprenticeship and \$15 million for attracting more women and non-binary into construction careers. All this state funding is focused on serving our apprentices with a quality job skill that is equity focused and climate friendly.

The Chips and Science Act of 2019 (CHIPS) is an important piece of legislation that affects the registered apprenticeship programs in the manufacturing sector. The act is designed to help increase the number of skilled workers in the manufacturing sector by providing incentives to employers who hire and train apprentices.

CHIPS offers incentives to employers who hire and train apprentices. It provides support for apprenticeship programs in the form of federal grants. The grants are available to employers who are implementing apprenticeship programs in the manufacturing sector. The grants can be used to cover the costs of training and education for the apprentices, as well as to purchase equipment and materials needed for the apprenticeship program.

CHIPS is an important piece of legislation that is helping to increase the number of skilled workers in the manufacturing sector. The incentives and grants provided by the act are helping to make apprenticeship programs more affordable and accessible to employers. This is helping to ensure that employers are able to hire and train the skilled workers they need to succeed in the manufacturing sector.

CHIPS is big for California and the Governor’s goal to serve half a million apprentices over the next decade. Supply chain issues have rocked our economy and bringing quality jobs back to the Unities States is so important. The Division is excited to develop high quality apprenticeship jobs that serve in the semiconductor industry. DAS continues to align its efforts with our colleagues at the California Workforce Development Board (CWDB) and Employment Training Panel (ETP).

Finally, the Division is looking to hire. If you are interested in joining a highly motivated mission-driven team then you should apply today. You can find out more information at <https://www.dir.ca.gov/dirjobs/dirjobs.htm>. We will be hiring for the following state classifications: Apprenticeship Consultants, Staff Services Analysts, Associate Government Program Analysts, Staff Services Manager.

Apprentice Complaints:

Status of IACA Apprentice Complaints

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

Programs:

The DAS has Twenty-nine (29) new programs approved during the last quarter. They are:

- Simpson Strong Tie Co. Joint Apprenticeship Training Committee for the occupations of Tool & Die Maker 1 and Tool & Die Maker 2 (Apprentice)
- Delete The Divide Technology Professional Intern I for the occupation of Information Technology (Pre-apprenticeship)
- IEConnect for the occupation of Mechatronics (Pre-apprenticeship)
- South Valley IT Apprenticeship Program for the occupation of Computer Network Support Specialist (Apprentice)
- Stanislaus County Area Manufacturing & Maintenance Pre-Apprenticeship Program for the occupation of Manufacturing and Maintenance (Pre-apprenticeship)
- UC Riverside Extension for the occupations of Application Developer, Business Analyst, Career Development Technician, Data Analyst, Help Desk Technician, Information Technology Specialist, Management Systems Auditor, Personnel Systems Management, Project Manager, Purchasing Agent, Storage and Distribution Manager and User Experience Designer (Apprentice)
- J&C Enterprises for the occupation of Logging and Forestry Worker (Apprentice)
- The Salvation Army Culinary Arts Training Academy Cooks for the occupation of Restaurant (On-the-job training)
- Shasta College Accounting Clerk Apprenticeship for the occupation of Accounting Clerk (Apprentice)

- San Diego College Continuing Education Foundation (SDCCEF) High Road Apprenticeship Ready Program for the occupation of Construction (Pre-apprenticeship)
- Prep Cook Pre-Apprenticeship Program for the occupation of Hospitality (Pre-apprenticeship)
- Roots of Success for the occupation of Environmental Literacy Instructor (Apprentice)
- El Sol Neighborhood Educational Center Apprenticeship for the occupation of Community Health Care Worker (Apprentice)
- ICURO AI Apprenticeship Program for the occupations of Cyber Defense AI Analyst - Tier 1, Cyber Defense AI Analyst - Tier 2 and Cyber Defense AI Analyst - Tier 3 (Apprentice)
- WestCal Career Pathway Program for the occupation of Maritime (Pre-apprenticeship)

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 below. DAS has provided the contracts to our grantees and expects to have them executed within the 1st quarter of 2023.

Applicants	Award
Inland Empire Designing Equitable Apprenticeships (IEDEA)	\$1,824,000
Workforce Development Apprenticeship Program – Workforce Development Board Kern, Inyo & Mono	\$640,000
South Bay WIB	\$2 Million
Statewide Expansion of Early Care & Education Registered Apprenticeship Programs (ECEPTS)	\$592,000
Jumpstart San Luis Obispo Partners	\$2 million

Statistics of December 31, 2022 this Committee / California total

The active apprentices numbered **19,136 / 90,688**

New registrations and reinstatements numbered **2,539 / 8,075** for the quarter.

Minorities represented **77.5% / 71.0%** of all active apprentices.

Active women apprentices numbered **5,187 / 7,672**, which is **27.1% / 8.5%** of all active apprentices.

There are currently **1,392 / 13,065 veterans** active, **818 / 5,420** of which registered and **313 / 2,586** completed in 2022.

Program Evaluations October 1, 2022 through December 31, 2022

Since October 1, 2022, DAS opened two (2) program evaluations and zero (0) evaluations have been completed. Thirty two (32) program evaluations are in progress and there are eight (8) programs with corrective action needed (six (6) opened in 2020, two (2) 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 (January 2023)

Program Name	Status/Action Date
Lockheed Martin Corporation (File #100674) <i>Issued at the January 2023 IACA</i>	OPEN/Compliance Pending 11/03/2022
Extended Realty Developers Apprenticeship Program (File #100545) <i>Issued at the January 2023 IACA</i>	OPEN/Compliance Pending 12/08/2022

Prior Evaluations Presented to the IACA

Program Name	Status/Action Date
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
San Joaquin County High School Apprenticeship Committee (File #100556) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
Shirley Ware Education Center (File #100284) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/10/2022
South Bay Workforce Investment Board (SBWIB) (File #100634) <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
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
Senior Helpers of the East Bay (File #100637) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
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
San Jose City College Internet Technician (Google IT) (File #100577) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
Tahoe Culinary Academy UAC (File #100462) <i>Issued at the October 2021 IACA</i>	OPEN/Compliance Pending 7/26/2021
Beauology 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 (continued)

Program Name	Status/Action Date
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
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
Food Science & Safety Apprenticeship (File #100465) <i>Issued at the April IACA</i>	OPEN/Compliance Pending 3/10/2021
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
CCSF Information Security Analyst ATC - Palo Alto Networks (File #100107) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 12/9/2020
SF Int'l Information Tech and Telecommunications (File #100147) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC – Exabeam Inc. (File #100154) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC – Cloudflare, Inc (File #100301) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 5/19/2021

Prior Evaluations Presented to the IACA (continued)

Program Name

Status/Action Date

CCSF Information Security Analyst ATC –
Pro Unlimited (File #100302)
Issued at the January 2021 IACA (CAR)

OPEN/Compliance Pending 5/19/2021

CityLab Professional Apprenticeship Program
(File #100319) *Issued at January 2021 IACA (CAR)*

OPEN/Compliance Pending 4/16/2021

City College of San Francisco Information
Security Analyst ATC SentinelOne
(File #100092) *Issued at the January 2021 IACA(CAR)*

OPEN/Compliance Pending 12/9/2020

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending December 31, 2022

The active apprentices as of numbered 19,136.

New registrations and reinstatements numbered 2,539.

Minorities represented 77.5% of all active apprentices.

Active women apprentices as of numbered 5,187 which is 27.1% of all active apprentices.

IACA Active Apprentices

Group	Count Jun-22	% of Total	Count Sep-22	% of Total	Change Jun to Sep	Census Goals
All Minorities	13,960	77.2%	14,715	77.5%	5.4%	51.6%
Black	2,198	12.2%	2,286	12.0%	4.0%	6.7%
Asian or Pacific Islander	1,102	6.1%	1,155	6.1%	4.8%	8.6%
American Indian or Alaskan Native	223	1.2%	227	1.2%	1.8%	0.8%
Filipino	345	1.9%	346	1.8%	0.3%	3.2%
Hispanic	10,092	55.8%	10,701	56.4%	6.0%	32.4%
White	<u>4,112</u>	<u>22.8%</u>	<u>4,266</u>	<u>22.5%</u>	<u>3.7%</u>	<u>48.4%</u>
Unknown	139		155			
Total All Groups	18,211		19,136		5.1%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2022

The active apprentices numbered 90,688.

New registrations and reinstatements numbered 8,075

Minorities represented 71.0% of all active apprentices.

Active women apprentices numbered 7,672 which is 08.5% of all active apprentices.

California Total Active Apprentices

	Count Jun-22	% of Total	Count Sep-22	% of Total	Change Jun to Sep	Census Goals
All Minorities	63,280	70.9%	64,123	71.0%	1.3%	51.6%
Black	6,532	7.3%	6,621	7.3%	1.4%	6.7%
Asian or Pacific Islander	3,247	3.6%	3,328	3.7%	2.5%	8.6%
American Indian or Alaskan Native	808	0.9%	805	0.9%	-0.4%	0.8%
Filipino	1,071	1.2%	1,094	1.2%	2.1%	3.2%
Hispanic	51,622	57.8%	52,275	57.9%	1.3%	32.4%
White	<u>26,028</u>	<u>29.1%</u>	<u>26,188</u>	<u>29.0%</u>	<u>0.6%</u>	<u>48.4%</u>
Unknown	360		377			
Total All Groups	89,668		90,688		1.1%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	221	5.0%	117	7.8%
ASIAN OR PACIFIC ISLANDER	887	20.0%	370	24.7%
BANGLADESHI	6	0.1%	4	0.3%
CAMBODIAN	146	3.3%	68	4.5%
CHINESE	440	9.9%	118	7.9%
FIJIAN	31	0.7%	11	0.7%
FILIPINO	1094	24.7%	346	23.1%
GUAMANIAN	81	1.8%	16	1.1%
HAWAIIAN	158	3.6%	21	1.4%
HMONG	125	2.8%	65	4.3%
INDONESIAN	16	0.4%	9	0.6%
JAPANESE	197	4.5%	42	2.8%
KOREAN	151	3.4%	35	2.3%
LAOTIAN	114	2.6%	28	1.9%
MALAYSIAN	7	0.2%	4	0.3%
PAKISTANI	31	0.7%	18	1.2%
SAMOAN	202	4.6%	39	2.6%
SRI LANKAN	5	0.1%		0.0%
TAIWANESE	24	0.5%	7	0.5%
THAI	54	1.2%	15	1.0%
TONGAN	94	2.1%	10	0.7%
VIETNAMESE	340	7.7%	158	10.5%
Total	4,424	100.0%	1,501	100.0%

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