

**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 24, 2023

ACTIVITIES/INFORMATION

New Hires:

Lilian Reaves, IRR

Promotions

Clio Brehm-Gomez, IRR

Sonia Lau, SSA

Ana Radu, SSM1

Separations/Retirements:

None

Updates:

I would like to introduce Lilian Reaves to our San Diego Legacy Unit. She began her role on September 1, 2023, and we are thrilled to welcome her to our team. Additionally, I'd like to acknowledge the promotions within our DAS team:

- Clio has been promoted to the position of Industrial Relations Representative in our San Diego office in July.
- Sonia Lau, who works in our Oakland office, was promoted to the position of Staff Services Analyst in July.
- In August, Ana Radu achieved a well-deserved promotion to Staff Services Manager I, becoming our first-ever Funding Team Manager in August.

Let's extend a warm welcome to our new team member, Lilian Reaves, and offer our congratulations to these team members who have earned promotions.

Over the past six years, we have witnessed significant legislative changes that have impacted apprenticeship programs, such as the creation of the Interagency Advisory Committee for Apprenticeship (IACA) through AB 235. Additionally, there has been substantial funding allocated, linking Proposition 98 Related and Supplemental Instruction to the base for-credit community college apportionment. During this time, DAS has evolved from distributing \$3 million annually in CAC grants to administering over \$100 million in Equal Representation in Construction Apprenticeships, Youth Apprenticeships, and the California Apprenticeship Innovation program. While the latter two programs were specifically designated for IACA programs, our CAC programs

have gained access to historic investments, including funding from the Employment Training Panel and the California Workforce Development Board.

In the last quarter, Deputy Chief Adele Burnes had the opportunity to travel to Washington D.C. to meet with fellow state and federal apprenticeship leaders. This provided an excellent platform for us to share our strategies for addressing apprenticeship equity, promoting quality job opportunities, and illustrating how apprenticeships can meet the evolving demands of a skilled and trained 21st-century workforce.

On September 29, 2023, I had the privilege of speaking before the Employment Training Panel (ETP) to discuss the Department's efforts in expanding and promoting equity in apprenticeships. This includes our initiatives through the Equal Representation in Construction Apprenticeship grants, the enhancements in Proposition 98 Related & Supplemental Instruction funding, Youth Apprenticeship funding, and the Apprenticeship Innovation Fund. DAS and ETP remain committed to collaborating with workforce entities within the Labor and Workforce Development Agency, ensuring a unified approach to workforce and apprenticeship strategies

Apprentice Complaints:

Status of IACA Apprentice Complaints

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

Programs:

The DAS has thirty-eight (38) new programs approved during the last quarter. They are:

- BuildWithin for the occupations of Business Development Representative, Customer Success Manager, Data Analyst, Digital Marketing Specialist, Front-End Developer, Help Desk Tier 1, Network Support Specialist, Office Operations Manager, Product Associate, Quality Assurance Developer, Restaurant Manager, Software Developer, Web Developer. Apprentice
- Applied Materials Inc. for the occupation of Semiconductor/Nanotechnology Process Technician. Apprentice
- Strive Community Health Institute Pre-apprenticeship for the occupation of Doula Healthcare Specialist. Pre-apprenticeship
- Veterans Electrical Entry Program for the occupation of Electrical. Pre-apprenticeship
- Franklin Pre-apprenticeships for the occupations of IBM Z Systems Foundational Technical Training, Networking & Technical Support Foundational Technical Training, Security & Software Foundational Technical Training. Pre-apprenticeship
- Construction Career Jumpstart for the occupation of San Diego Building Trades. Pre-apprenticeship

- Bay Area Video Coalition for the occupation of Beginning Digital Video Post-production Fast Track. Pre-apprenticeship
- Food SMART Strategies Pre-Apprenticeship for the occupation of Food Industry Prep Academy. Pre-apprenticeship
- Oakland Adult and Career Education & IUPAT District Council 16 IUPAT District 16 Pre-Apprenticeship for the occupation of Painting. Pre-apprenticeship
- Automation, Robotics, & Mechatronics Pre-Apprenticeship Automation, Robotics, and Mechatronics Pre-Apprenticeship for the occupation of Robotics & Mechatronics. Pre-apprenticeship
- Mentoring in Medicine & Science Mentoring in Medicine & Science for the occupations of MADE Program, Summer Program. Pre-apprenticeship
- CCHCS & SEIU Local 1000 LVN to RN Pre-Apprenticeship Program for the occupations of RCC Prerequisites for Associate Degree in Nursing, SCC Prerequisites for Associate Degree in Nursing, SJDC Prerequisites for Associate Degree in Nursing. Pre-apprenticeship
- Helix Opportunity Institute for the occupation of Digital Accessibility Developer. Pre-apprenticeship
- Life Sciences and Biotechnology Pre-Apprenticeship Program for the occupation of Life Sciences and Biotechnology. Pre-apprenticeship
- RapidAscent Inc. for the occupation of Cybersecurity Analyst. Apprentice
- BASF-Orange, CA Apprenticeship Program for the occupation of Process Operations Technician. Apprentice
- Goodwill of Silicon Valley Apprenticeship Program for the occupation of Retail Operations Specialist. Apprentice
- ValleyBuild Apprenticeship Readiness Program- Fresno for the occupation of ValleyBuild Multi-Craft Core Curriculum (MC3). Pre-apprenticeship
- Google IT Support Professional Pre-Apprenticeship for the occupation of Google IT Support Professional. Pre-apprenticeship
- BCOE-Back 2 Work Pre-Apprenticeship Program for the occupation of Quality Assurance Software Engineer. Pre-apprenticeship
- State of California and SEIU Local 1000 for the occupation of Cybersecurity Apprenticeship Program Information Security Analyst. Apprentice Mt. SAC Healthcare Apprenticeship Program for the occupations of Medical Assistant, Pharmacy Technician. Apprentice

Grant information

For the latest grant and funding information please visit our website at https://www.dir.ca.gov/DAS/Funding_Source.htm

Statistics of September 30, 2023 this Committee / California total

The active apprentices numbered **21,513 / 93,096**

New registrations and reinstatements numbered **3,193 / 10,991** for the quarter.

Minorities represented **78.2% / 71.8%** of all active apprentices.

Active women apprentices numbered **5,978 / 8,532**, which is **27.8% / 9.2%** of all active apprentices.

There are currently **1,469 / 14,477 veterans** active, **1,199 / 5,056** of which registered and **605 / 2,511** completed in 2023.

Program Evaluations July 1, 2023 through September 30, 2023

Since July 1, 2023, there was one (1) program evaluations opened and two (2) evaluations have been completed. 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	Status/Action Date
Program Name	
San Jose City College Internet Technician (Google IT) (File #100577) Issued at the July 2023 IACA	CLOSED/Completed 9/27/2023
San Jose City College Data Analytics Technician (File # 100578) Issued at the July 2023 IACA	CLOSED/Completed 9/27/2023
Logging and Forestry Worker Apprenticeship Program (File # 100640) Issued at the July 2023 IACA	OPEN/Compliance Pending 5/24/2023
Spaulding Marine Center (SMC), Boatworks 101 (File #100642) Issued at the July 2023 IACA	OPEN/Compliance Pending 6/14/2023
California Cybersecurity Apprenticeship Program (CCAP) (File #5254) Issued at the July 2023 IACA	OPEN/Compliance Pending 6/14/2023
Extended Realty Developers Apprenticeship Program (File #100545) Issued at the January 2023 IACA	OPEN/Compliance Pending 6/14/2026
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

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
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
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
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
Westside Works Early Childhood Educator Apprenticeship Program (File #100523) <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

Palomar College United States Marine Corps
Apprenticeship Program (File #100439)
Issued at the July 2021 IACA

OPEN/Compliance Pending 5/5/2021

The Technest Apprenticeship for San Jose
Evergreen Community College District
(File #100488) *Issued at the July 2021 IACA*

OPEN/Compliance Pending 5/5/2021

The Salvation Army Napa Valley Culinary
Training Academy (File #100495)
Issued at the July 2021 IACA

OPEN/Compliance Pending 5/5/2021

Strong Workforce Apprenticeship Group Health
Care Apprenticeship Program (File #100171)
Issued at the September 2020 IACA (CAR)

OPEN/Compliance Pending 4/24/2020

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending September 30, 2023

The active apprentices as of numbered 21,513.

New registrations and reinstatements numbered 3,193.

Minorities represented 78.2% of all active apprentices.

Active women apprentices as of numbered 5,978 which is 27.8% of all active apprentices.

IACA Active Apprentices

Group	Count Jun-23	% of Total	Count Sep-23	% of Total	Change Jun to Sep	Census Goals
All Minorities	16,031	78.2%	16,645	78.2%	3.8%	51.6%
Black	2,329	11.4%	2,407	11.3%	3.3%	6.7%
Asian or Pacific Islander	1,258	6.1%	1,305	6.1%	3.7%	8.6%
American Indian or Alaskan Native	227	1.1%	234	1.1%	3.1%	0.8%
Filipino	381	1.9%	406	1.9%	6.6%	3.2%
Hispanic	11,836	57.7%	12,293	57.7%	3.9%	32.4%
White	<u>4,478</u>	<u>21.8%</u>	<u>4,651</u>	<u>21.8%</u>	<u>3.9%</u>	<u>48.4%</u>
Unknown	168		217			
Total All Groups	20,677		21,513		4.0%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2023

The active apprentices numbered 93,096.

New registrations and reinstatements numbered 10,991.

Minorities represented 71.8% of all active apprentices.

Active women apprentices numbered 8,532 which is 9.2% of all active apprentices.

California Total Active Apprentices

	Count Jun-23	% of Total	Count Sept-23	% of Total	Change Jun to Sept	Census Goals
All Minorities	64,688	71.5%	66,445	71.8%	2.7%	51.6%
Black	6,578	7.3%	6,748	7.3%	2.6%	6.7%
Asian or Pacific Islander	3,361	3.7%	3,358	3.6%	-0.1%	8.6%
American Indian or Alaskan Native	798	0.9%	823	0.9%	3.1%	0.8%
Filipino	1,101	1.2%	1,142	1.2%	3.7%	3.2%
Hispanic	52,850	58.4%	54,374	58.7%	2.9%	32.4%
White	<u>25,775</u>	<u>28.5%</u>	<u>26,118</u>	<u>28.2%</u>	<u>1.3%</u>	<u>48.4%</u>
Unknown	440		533			
Total All Groups	90,903		93,096		2.4%	

Asian - Pacific Islander Background Summary

ETHNICITY	CAC	IACA	Grand Total
ASIAN INDIAN	96	153	249
ASIAN OR PACIFIC ISLANDER	477	413	890
BANGLADESHI	4	3	7
CAMBODIAN	62	74	136
CHINESE	312	129	441
FIJIAN	20	15	35
FILIPINO	736	406	1142
GUAMANIAN	57	24	81
HAWAIIAN	144	36	180
HMONG	61	86	147
INDONESIAN	4	8	12
JAPANESE	144	42	186
KOREAN	113	36	149
LAOTIAN	79	29	108
MALAYSIAN	4	3	7
PAKISTANI	13	20	33
SAMOAN	149	48	197
SRI LANKAN	4		4
TAIWANESE	20	5	25
THAI	39	17	56
TONGAN	86	15	101
VIETNAMESE	168	149	317
Grand Total	2792	1711	4503

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