

**STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
QUARTERLY REPORT**

TO: CALIFORNIA APPRENTICESHIP COUNCIL
FROM: ADELE BURNES, DEPUTY CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FIRST-QUARTERLY MEETING:

February 8, 2024

Upcoming CAC Meeting dates and sites:

2024

April 30 – May 3 CCA-CAC Meeting Wyndham San Diego Bayside <https://www.cac-cca.org/>
1355 N Harbor Dr. San Diego, CA 92101

July/August - TBD

October 23-24, 2024 - Best Western Island Palms, San Diego

ACTIVITIES/INFORMATION

New Hires:

- Michael Rolph, Apprenticeship Consultant
- Raul Poblete, Apprenticeship Consultant
- Jeanne Marie Duval, Apprenticeship Consultant
- Amanda Hodge, Apprenticeship Consultant
- Justin Donate, Apprenticeship Consultant
- Ryan Jefferson, AGPA
- Monica Zachary, AGPA
- Daniel Israelyan, AGPA
- Andrea Harlin, AGPA
- Michael Lanceta, AGPA
- Miguel Silva, AGPA

Promotions

- Richard Robles, Area Administrator
- Kevin Gong, AGPA

Separations/Retirements:

- Eric Rood

Updates:

In the last quarter of 2023, DAS had a number of significant team changes, which we want to be sure to recognize. Very significantly, former DAS Chief Eric Rood retired from state service, after 30 years of serving the state of CA across many capacities, from the Labor Commissioners Office to tax, and of course his tremendous service to DAS. DAS recognized this service in the most recent DAS [newsletter](#). In his absence, DIR Director Katie Hagen and DAS Deputy Chief Adele Burnes are collaborating to fill the role of DAS Chief, with Director Hagen serving as signatory on all key standards and funding related items, and Deputy Chief Burnes operationally running DAS. The Governor's appointments office is working to determine the next Chief of DAS.

The DAS team also made tremendous hiring progress, bringing on 11 new staff members, primarily into the program teams, along with hiring a new Area Administrator. Please welcome Richard Robles as the new Area Administrator overseeing all Legacy program staff statewide, which includes all CAC connected building and fire trades related programs. Many of you already know Richard, as he has been with DAS for many years and most recently has been leading up our Legacy team in LA. We are thrilled to welcome Richard into this new role, and you can expect to be hearing a lot more from him related to CAC, as he will also be taking over much of the CAC communications from Glen over the coming months.

In our Legacy Team in the Bay Area, we welcomed 5 new Apprenticeship Consultants. Much gratitude to the 3 Bay Area staff members who have been carrying such a heavy program load, and they are of course thrilled to be welcoming a robust new set of team members to better support our Bay Area programs. The new team members include, Amanda Hodges, Jeanne-Mairie Duval, Raul Poblete, Michael Rolph and Justin Donate, who are all based out of the Oakland office. Also of note in the Bay area is that DAS has moved out of its San Jose office and is now exclusively based out of Oakland in the Bay Area.

In our Apprenticeship and Workforce Innovation (AWI) team, we also welcomed a number of new team members. New additions to our Northern California team include, Ryan Jefferson, Daniel Israelyan and Monica Zachary, all as Strategic Business Advisors. New additions to the Southern CA team include, Andrea Harlin, Miguel Silva and Michael Lanceta also as Strategic Business Advisors. In our Funding team, Kevin Gong got a promotion to a Funding Advisor, which further helps to build capacity and recognize Kevin's great work in supporting specifically with both the CAC Training Funds and also the Apprenticeship Innovation Funding.

DAS continues with progress on hiring, including being in interview stages for a new Equity and Inclusion Apprenticeship Consultant, a role created by the Women in Construction Priority Program. Other roles also in interview stages are Apprenticeship Consultants in the AWI team along with 2 more Apprenticeship Consultants in the San Diego Legacy team. Finally, DAS has a few different roles across the state that are currently posted both with our Funding Team and also our Program teams – therefore please send around the opportunity.

In November, DAS joined you all in celebrating National Apprenticeship Week, Nov 13-18, 2023. One highlight of the week was a launch event for developing the workforce for the Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES), in which Deputy Chief Burnes joined the State Building and Construction Trades Council at the Electrical Training Institute in Commerce, CA for an exciting event and robust workforce discussion. In addition, various members of the

DAS team joined apprenticeship careers fairs and training center open houses across the state, from Vista to Sacramento, Los Angeles, Riverside, Pleasanton and Oakland. DAS hosted a virtual webinar, Shaping California’s Future Through Youth Apprenticeship, in which Amie Bergin, DAS and DIR Director Katie Hagen welcomed apprentices, educators and apprenticeship programs to speak to the early Youth Apprenticeship program models. DAS also shared updates about California’s Youth Apprenticeship Committee and announced the framework of the CA Opportunity Youth Apprenticeship (COYA) Grant. The Southern CA Apprenticeship Network hosted a kickoff event in Los Angeles, which Deputy Chief Burnes also spoke at. To wrap the week, LWDA Secretary Stewart Knox was the keynote at the Northern CA Apprentice Network in San Francisco.

Field Office Activities

In the Bay Area, DAS has consolidated its offices to only the Oakland office. The team in the Bay Area is adjusting with the addition of the 5 new staff members and supporting them to train for their new roles and progressively take on program assignments. The consultants continue to service our existing JACs, UACs and other program sponsors by attending committee meetings, assist with program revisions, annual self-assessments, evaluation report compliance, apprentice disciplinary issues, public works compliance and any other advice and assistance needed 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.

Apprenticeship Training Fund Check Processing

During the period **October 1, 2023, through December 31, 2023:**

- **52,402 checks** were reviewed and processed.
- **\$ 6,547,663** was sent for deposit.

Status of CAC Apprentice Appeals (2022-2023)

Appeals made to the CAC	1
CAC Appeal Final Decisions	1
CAC Appeals Withdrawn/Dismissed	0

Apprentice Complaints:

Status of CAC Apprentice Complaints

Year	2023	2022	2021	2020
Investigation/Hearing	2	1	0	0
Administrator/Legal Review	0	0	0	0
Withdrawn/Dismissed	1	7	7	15
Resolved through Hearing	0	4	7	0
Determination Issued	0	4	2	2
Total Filed	3	16	17	23

New Programs:

DAS has one new program for the past quarter.

- American Medical Response Paramedic Apprenticeship Program for the occupation of Paramedic, Apprentice

Denied Programs:

- Stanford Health Care Maintenance Technician Apprenticeship Program for the occupations of Electrician Maintenance, Apprentice, HVAC Mechanic, Apprentice, HVAC Mechanic Maintenance, Apprentice, Laboratory Machinist, Apprentice, and Master Locksmith/Building Access, Apprentice.

ERiCA Grant

The Equal Representation in Construction Apprenticeship (ERiCA) Grant is in full swing, with the first round of reporting and invoicing received, processed and payments being processed. Grantee activities have kicked off with both Supportive Resources for Childcare and Outreach and Community Building. DAS is in the process of reviewing the 2023 fourth quarter reports, which include both participant reports and narratives around the activities of grantees.

Statistics of December 31, 2023, this Council / California total
The active apprentices numbered **70,929 / 92,160**.

New registrations and reinstatements numbered **5,467 / 7,789** for the quarter.

Minorities represented **70.0% / 71.9%** of all active apprentices.

Active women apprentices numbered **2,548 / 8,358**, which is **3.6% / 9.1%** of all active apprentices.

There are currently **13,057 / 14,644 veterans** active, **4,827 / 6,252** of which registered, and **2,527 / 3,194** completed in 2023.

Program Evaluations October 1, 2023 through December 31, 2023

Since October 1, 2023, DAS did not open any apprenticeship program evaluations. Eleven (11) program evaluations are in progress. There is one (1) program with corrective action needed opened in 2020. DAS consultants are monitoring the program to ensure their recommendations are completed.

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
Los Angeles Electrical and J.A. & E. T. C. (File #5089) <i>Issued at May 2022 CAC</i>	OPEN/Compliance Pending 2/3/2022
Southwest Carpenter and Affiliated Trades J.A.T.C. (Modular Furnishing Installer) (File #5137) <i>Issued at May 2022 CAC</i>	OPEN/Compliance Pending 2/17/2022
Modesto Area Sheet Metal Apprenticeship Training J.A.T.C. (File #3275) <i>Issued at May 2022</i>	OPEN/Compliance Pending 2/24/2022
Southwest Carpenter and Affiliated Trades J.A.T.C. (File #5219) <i>Issued at May 2022 CAC</i>	OPEN/Compliance Pending 3/4/2022
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 1/31/2023
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
Orange County Electrical JAC (File #5129) <i>Issued at the January 2021 CAC(CAR)</i>	OPEN/Compliance Pending 4/18/2023

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending December 31, 2023

The active apprentices numbered 70,929.

New registrations and reinstatements numbered 5,467.

Minorities represented 70.0% of all active apprentices.

Active women apprentices numbered 2,548 which is 03.6% of active apprentices.

CAC Active Apprentices

Group	Count Sep-23	% of Total	Count Dec-23	% of Total	Change Sep to Dec	Census Goals
All Minorities	49,800	69.9%	49,431	70.0%	-0.7%	51.6%
Black	4,341	6.1%	4,287	6.1%	-1.2%	6.7%
Asian or Pacific Islander	2,053	2.9%	2,043	2.9%	-0.5%	8.6%
American Indian or Alaskan Native	589	0.8%	576	0.8%	-2.2%	0.8%
Filipino	736	1.0%	720	1.0%	-2.2%	3.2%
Hispanic	42,081	59.0%	41,805	59.2%	-0.7%	32.4%
White	<u>21,467</u>	<u>30.1%</u>	<u>21,168</u>	<u>30.0%</u>	<u>-1.4%</u>	<u>48.4%</u>
Unknown	316		330			
Total All Groups	71,583		70,929		-0.9%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2023

The active apprentices numbered 92,160.

New registrations and reinstatements numbered 7,789.

Minorities represented 71.9% of all active apprentices.

Active women apprentices numbered 8,358 which is 9.1% of all active apprentices.

California Total Active Apprentices

	Count Sep-23	% of Total	Count Dec-23	% of Total	Change Sep to Dec	Census Goals
All Minorities	66,445	71.8%	65,839	71.9%	-0.9%	51.6%
Black	6,748	7.3%	6,634	7.2%	-1.7%	6.7%
Asian or Pacific Islander	3,358	3.6%	3,378	3.7%	0.6%	8.6%
American Indian or Alaskan Native	823	0.9%	822	0.9%	-0.1%	0.8%
Filipino	1,142	1.2%	1,117	1.2%	-2.2%	3.2%
Hispanic	54,374	58.7%	53,888	58.8%	-0.9%	32.4%
White	<u>26,118</u>	<u>28.2%</u>	<u>25,792</u>	<u>28.1%</u>	<u>-1.2%</u>	<u>48.4%</u>
Unknown	533		529			
Total All Groups	93,096		92,160		-1.0%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	CAC Count	CAC Percent
ASIAN INDIAN	274	6.1%	92	3.3%
ASIAN OR PACIFIC ISLANDER *	875	19.5%	488	17.6%
BANGLADESHI	7	0.2%	3	0.1%
CAMBODIAN	134	3.0%	61	2.2%
CHINESE	445	9.9%	310	11.2%
FIJIAN	41	0.9%	24	0.9%
FILIPINO	1117	24.8%	720	26.0%
GUAMANIAN	79	1.8%	54	2.0%
HAWAIIAN	186	4.1%	148	5.4%
HMONG	148	3.3%	60	2.2%
INDONESIAN	10	0.2%	4	0.1%
JAPANESE	195	4.3%	149	5.4%
KOREAN	151	3.4%	111	4.0%
LAOTIAN	106	2.4%	76	2.7%
MALAYSIAN	6	0.1%	4	0.1%
PAKISTANI	36	0.8%	13	0.5%
SAMOAN	190	4.2%	143	5.2%
SRI LANKAN	4	0.1%	4	0.1%
TAIWANESE	29	0.6%	23	0.8%
THAI	58	1.3%	40	1.4%
TONGAN	93	2.1%	78	2.8%
VIETNAMESE	313	7.0%	160	5.8%
Total	4,497	100.0%	2,765	100.0%
		100.0%		100.0%

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