

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

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

January 23, 2025

Upcoming CAC Meeting dates and sites:

2025

Q2- May 7-8, 2025

Hilton Los Angeles North/Glendale
100 W Glenoaks Blvd, Glendale, CA 91202

Q3 -August 13-14, 2025

Best Western Plus Island Palms
2051 Shelter Island Drive San Diego, CA 92106

ACTIVITIES/INFORMATION

New Hires:

- Damion Rodriguez, Apprenticeship Consultant, Legacy Programs, Los Angeles, 10/21/24
- Cindy Murphy, Apprenticeship Consultant, Apprenticeship and Workforce Innovation – South, 01/06/2025

Promotions

- Stephanie Buasan – Associate Government Program Analyst, Admin – 11/18/24
- Laura Thompson – Staff Service Manager I- Apprenticeship and Workforce Innovation - North –11/20/2024

- Lillian Reaves- Apprenticeship Consultant, Legacy Programs, San Deigo, 12/13/2024
- Lissette Cruz - Apprenticeship Consultant, Permanent status 01/01/2025

Separations/Retirements:

- Curtis Notsinneh separated from DAS 11/15/2024
- Vickie Slack- deceased 12/14/24
- Cindy Tang retired 12/30/2024
- Glen Forman retired 12/30/2024

Updates:

In the 4th quarter, DAS continued with hiring progress, bringing on 2 new team members and promoting 4 team members, however there were also some significant departures. Curtis Notsinneh resigned from his role shortly after the last CAC meeting. Very tragically, Vickie Slack with the Youth Apprenticeship team passed away suddenly on December 14 and the DAS team has been shocked and saddened by this loss. Finally, there was a significant shift at DAS with the retirement of Glen Forman, who has served DAS and the CAC for many years and has been a wealth of institutional knowledge. The DAS team is regrouping and moving forward from all these changes, and looking to continue to build the DAS team, including the leadership team.

In November, DAS joined the apprenticeship community nationally in celebrating the 10th Annual National Apprenticeship (NAW) week. The week kicked off with a [Proclamation](#) from Governor Newsom, joining “employers, workers, educators and other partners in uplifting apprenticeships as a vital -career pathway that is key to the prosperity and vitality of our state.” During the week, there were a variety of events up and down the state, which many DAS team members attended and spoke at, celebrating the tremendous impact of apprenticeship both on the lives of apprentices and the needs of our employers to build a thriving economy. Adele Burnes, Acting Chief, spoke at the Bay Area Construction Workforce Conference in Oakland and celebrated not only the successes of CTWI’s ERiCA Grant performance, but also shared the framework of the next round of the [ERiCA grant](#). Finally, the NAW wrapped with the announcement of the Round 2 recipients of the [Apprenticeship Innovation Funding](#). Note that DOL is shifting NAW to the spring and while it aims to have a full National Apprenticeship Week in 2026, in 2025 there will only be a National Apprenticeship Day on April 30, 2025.

Over the past year and half, DAS has been working with stakeholders across Labor, Workforce and Education on the Career Education Master Plan, and in December Governor Newsom released the outline of the [Career Education Master Plan](#), which includes many connections to Pre-apprenticeship and Apprenticeship. As that plan is fully released and implementation of those recommendations rolls out, DAS will keep you informed on the opportunities related to pre-apprenticeship and youth apprenticeship and apprenticeship overall.

On January 13, 2025, DAS announced the availability of \$13,000,000 in funds for Round 2 of the ERiCA Grant Program. The Solicitation for Proposals and direction on submitting a proposal is available on the [ERiCA webpage](#). The deadline for proposals is March 12, 2024 and both Round 1 ERiCA grantees and new partners are invite to submit proposals. Round 2 of the grant includes the same 2 categories of funding of Outreach and Childcare, and in this round a 3rd category of Worksite Culture has been added. The focus of this new category is both on mentoring, community building and mental health supports for apprentices, along with training for both apprentices and also journey workers, contractors and managers on a worksite to improve the culture of the worksite. The grant performance period is expected to be June 30, 2025 - June 30, 2027. With the successful implementation of the first round of the grant, the DAS will continue its efforts to expand access to apprenticeship opportunities in construction for populations that are underrepresented.

Field Office Activities – Richard Robles

With the New Year upon us there has been a few minor Legacy Field Office changes. The first is the Los Angeles office which has added a new consultant, Damion Rodriguez. After a few months of job shadowing other staff and reading various training materials we will begin the process of assigning programs to him in the LA area. Also, in Southern California out of our San Diego Office we have Lillian Reaves being promoted from Industrial Relations Representative to an Apprenticeship Consultant. Moving North to the Oakland office we have had some assignment changes we have added Eric Franchimon to the ERiCA grant team and having him assist with the validation of ERiCA grant participants. And last but not least, our Sacramento office staff there continues to work hard servicing their programs. As always field office staff continues to provide assistance with our existing JACs, UACs, and other program sponsors to update standards, attend committee meetings, and assist with various matters that may arise within your apprenticeship programs. Staff have been attending program graduations and other community events to support apprenticeship. And as expected we continue to make staff reassignments in all field office to equalize workload and services to your programs.

Apprenticeship Training Fund Check Processing

During the period **October 1, 2024, through December 31, 2024:**

- **27,067 checks** were reviewed and processed.
- **\$7,406,871.37** was sent for deposit.

Status of CAC Apprentice Appeals (2024)

Appeals made to the CAC	3
CAC Appeal Final Decisions	0
CAC Appeals Withdrawn/Dismissed	1

Apprentice Complaints:

Status of CAC Apprentice Complaints

Year	2024	2023	2022	2021	2020
Investigation/Hearing	7	3	1	0	
0Administrator/Legal Review	0	2	0	0	0
Withdrawn/Dismissed	3	11	7	7	15
Resolved through Hearing	1	3	4	7	5
Determination Issued	3	0	4	2	2
Total Filed	14	19	16	17	23

New Programs: Shiela Zuvich

None.

Denied Programs:

None.

ERiCA Grant

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Almost all of the Round 1 ERiCA grantees have met their progress and reporting requirements and are eligible to apply for Round 2 funding. Assessments of participant reports are being conducted continuously; all findings are positive and show the grantees' progress toward program goals. DAS is pleased with the amount of communication the grantees provide and readily support the grantees in reaching their goals.

Statistics of December 31 2024, this Council / California total

The active apprentices numbered **70,975 / 92,593**.

New registrations and reinstatements numbered **4,821 / 7,477** for the quarter.

Minorities represented **70.4% / 72.2%** of all active apprentices.

Active women apprentices numbered **2,492 / 8,695**, which is **03.5% / 09.4%** of all active apprentices.

There are currently **13,975 / 15, 257 active veterans, 4,821 / 7,477** of which registered, and **2,727/ 4,176** completed in 2024.

Program Evaluations October 1, 2024 through December 31, 2024

Since October 1, 2024, DAS opened one (1) apprenticeship program evaluations, and one (1) apprenticeship program had been completed. One (1) program evaluation is in progress and there are ten (10) programs with corrective action needed (six (6) opened in 2021, four (4) opened in 2022 and one (1) opened in 2023). DAS consultants are monitoring the program to ensure their recommendations are completed.

Evaluations Presented to the CAC (January 2025)

Program Name

Status/Action Date

East Bay and North Bay counties Roofers/
Waterproofers JATC (File 2898)
Issued at the January 2025 CAC

OPEN/Compliance Pending 10/24/2024

Prior Evaluations Presented to the CAC

Program Name

Status/Action Date

West Bay Counties Roofers and Waterproofers JATC
(File #109) *Issued at the October 2024 CAC*

OPEN/Compliance Pending 9/24/2024

Orange County Electrical JAC (File #5129)
Issued at the January 2021 CAC (CAR)

OPEN/Compliance Pending 4/18/2021

Southern California Acoustical Installer JATC
(File #19719) *Issued at July 2021 CAC (CAR)*

OPEN/Compliance Pending 5/5/2021

Southern California Plasterer JATC (File #5090)
Issued at July 2021 CAC (CAR)

OPEN/Compliance Pending 5/5/2021

San Bernardino, Mono & Inyo Counties Electrical
J.A.T.C. (File #375) *Issued at October 2021 CAC (CAR)*

OPEN/Compliance Pending 7/26/2021

Southwest Carpenter and Affiliated Trades J.A.T.C.
(Floor Worker) (File #14150) *Issued at October
2021 CAC (CAR)*

OPEN/Compliance Pending 7/26/2021

Riverside, San Bernardino, Mono & Inyo Counties
Sound Technician Apprenticeship Program
(File #19924) *Issued at October 2021 CAC (CAR)*

OPEN/Compliance Pending 7/26/2021

Prior Evaluations Presented to the CAC (*Continued*)
Program Name

Status/Action Date

Los Angeles Electrical and J.A. & E. T. C.
(File #5089) *Issued at May 2022 CAC (CAR)*

OPEN/Compliance Pending 2/3/2022

Southwest Carpenter and Affiliated Trades J.A.T.C.
(Modular Furnishing Installer) (File #5137)
Issued at May 2022 CAC (CAR)

OPEN/Compliance Pending 2/17/2022

Southwest Carpenter and Affiliated Trades J.A.T.C.
(File #5219) *Issued at May 2022 CAC (CAR)*

OPEN/Compliance Pending 3/4/2022

San Diego County Cement Masons JAC
(File #7257) *Issued at July 2021 CAC (CAR)*

OPEN/Compliance Pending 1/31/2023

Traffic Control Automotive Marine & Specialty Painters
Finishing Trades Institute Local 1176 (File #5115)
Issued at the October 2024 CAC

CLOSED/Completed on 12/16/2024

Joint Apprenticeship Committee for Operating
Engineers for the 46 Northern Counties in CA
(File #9431) *Issued at April 2021 CAC*

CANCELLED

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending December 31, 2024

The active apprentices numbered **70, 975**.

New registrations and reinstatements numbered **4,821**.

Minorities represented **70.4%** of all active apprentices.

Active women apprentices numbered **2,492** which is **3.5%** of all active apprentices.

CAC Active Apprentices

Group	Count	% of	Count	% of	Change	Census
	Oct-24	Total	Dec-24	Total	Oct to Dec	Goals
All Minorities	50,538	70.5%	49,609	70.4%	-1.8%	51.6%
Black	4,165	5.8%	4,033	5.7%	-3.2%	6.7%
Asian or Pacific Islander	2,044	2.9%	1,999	2.8%	-2.2%	8.6%
American Indian or Alaskan Native	599	0.8%	599	0.8%	0.0%	0.8%
Filipino	710	1.0%	700	1.0%	-1.4%	3.2%
Hispanic	43,020	60.0%	42,278	60.0%	-1.7%	32.4%
White	<u>21,151</u>	<u>29.5%</u>	<u>20,892</u>	<u>29.6%</u>	<u>-1.2%</u>	<u>48.4%</u>
Unknown	461		474			
Total All Groups	72,150		70,975		-1.6%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2024

The active apprentices as of December 31, 2024, numbered **92,593**.

New registrations and reinstatements numbered **7,477** for the quarter ending December 2024.

Minorities represented **72.2%** of all active apprentices as of December 31, 2024.

Active women apprentices as of December 31, 2024, numbered **8,695** which is **09.4%** of all active apprentices.

California Total Active Apprentices

	Count Oct-24	% of Total	Count Dec-24	% of Total	Change Oct to Dec	Census Goals
All Minorities	67,531	72.3%	66,347	72.2%	-1.8%	51.6%
Black	6,635	7.1%	6,460	7.0%	-2.6%	6.7%
Asian or Pacific Islander	3,439	3.7%	3,384	3.7%	-1.6%	8.6%
American Indian or Alaskan Native	867	0.9%	872	0.9%	0.6%	0.8%
Filipino	1,120	1.2%	1,110	1.2%	-0.9%	3.2%
Hispanic	55,470	59.4%	54,521	59.4%	-1.7%	32.4%
White	<u>25,827</u>	<u>27.7%</u>	<u>25,485</u>	<u>27.8%</u>	<u>-1.3%</u>	<u>48.4%</u>
Unknown	768		761			
Total All Groups	94,126		92,593		-1.6%	

Asian - Pacific Islander Background Summary

Group	Total		CAC	
	Count	Percent	Count	Percent
ASIAN INDIAN	301	6.9%	81	3.0%
ASIAN OR PACIFIC ISLANDER *	833	19.1%	501	18.5%
BANGLADESHI	7	0.2%		0.0%
CAMBODIAN	120	2.7%	56	2.1%
CHINESE	447	10.2%	288	10.7%
FIJIAN	39	0.9%	19	0.7%
FILIPINO	1110	25.4%	700	25.9%
GUAMANIAN	85	1.9%	61	2.3%
HAWAIIAN	197	4.5%	147	5.4%
HMONG	180	4.1%	60	2.2%
INDONESIAN	13	0.3%	5	0.2%
JAPANESE	204	4.7%	157	5.8%
KOREAN	151	3.5%	107	4.0%
LAOTIAN	94	2.2%	67	2.5%
MALAYSIAN	7	0.2%	5	0.2%
PAKISTANI	48	1.1%	17	0.6%
SAMOAN	192	4.4%	142	5.3%
SRI LANKAN	6	0.1%	5	0.2%
TAIWANESE	28	0.6%	23	0.9%
THAI	59	1.4%	38	1.4%
TONGAN	94	2.2%	74	2.7%
VIETNAMESE	151	3.5%	151	5.6%
Total	4,366	100.0%	2,704	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)