

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

TO: CALIFORNIA APPRENTICESHIP COUNCIL
FROM: ADELE BURNES, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FOURTH QUARTERLY MEETING:

November 6, 2025

Upcoming CAC Meeting dates and sites:

2026 1st Quarterly CAC Meeting: January 28-29, 2026 at DoubleTree by Hilton Hotel
San Pedro - Port of Los Angeles on 2800 Via Cabrillo Marina, San Pedro, CA 90731

2026 2nd Quarterly CAC Meeting & 2026 California Conference on Apprenticeship
(CCA): May 5-8 at Hyatt Regency Sonoma Wine Country on 170 Railroad Street, Santa
Rosa, CA 95401

2026 3rd Quarterly CAC Meeting: Tentative August 12-13 in San Diego

2026 4th Quarterly CAC Meeting: Tentative October 28-29 in Visalia

ACTIVITIES/INFORMATION

New Hires:

July 14 – Betty McMahan, Admin Liaison, Operations

July 31 – Caleb O'Reilly, Strategic Business Advisor, Apprenticeship and Workforce Innovation
Unit

August 11 – David Botelho, CAC and Operations Senior Advisor

August 18 – Robert Bell, Funding Analyst, Funding Team

August 18 – Michele Huitric, Strategic Business Advisor, Apprenticeship and Workforce
Innovation Unit

September 2 - Mary Penno, Funding Analyst, Funding Team

September 29 - Andrew Merenda, Strategic Youth Business Advisor, Youth and Pre-
Apprenticeship team

Promotions:

August 18 – Douglas Kawa, Branch Chief, Apprenticeship and Workforce Innovation Unit

Transfers:

None

Separations/Retirements:

August 28 - Ronald Aleteanu

Updates:

The 3rd quarter kicked off with the launch of a new building and construction trades [apprentice graduate lookup tool](#). This lookup tool was enabled through the Senate Bill 1162, and provides a tool to help public works contractors comply with skilled and trained worker requirements, allowing them to search apprentice graduates going back to the year 2000.

In early August, the 2nd round of awardees was announced for the Equal Representation in Construction Apprenticeships (ERiCA) Grant, awarding \$26.2 million in funding to 25 different entities working to improve representation in the building trades. In addition, DAS announced the awardees of the 2nd round of the CA Opportunity Youth Apprenticeship (COYA) Grant program, announcing \$15.4 million in grants to 29 different programs connecting opportunity youth to apprenticeship pathways. Both cohorts of grantees have finalized all contracts and kicked off activities under the grant.

In the final budget for fiscal year 2025-2026, DAS has been given authority to increase the amount of CAC Training Funds Grants to \$20 million. In previous years the total CAC Training Fund Grant authority was \$3 million, therefore this is an increase of \$17 million in funding for building trades apprenticeship programs. In addition to the increased funding, DAS is also updating the application process for the CAC Training Funds to increase transparency and accountability, by moving the application process to the CORD online platform, and also offering clearer guidance documents, a virtual information session and office hours – all links on the [CAC Training Fund Website](#). Applications are now open and the deadline for is November 14, 2025.

DAS is currently very focused on improving the flow for both the review of newly proposed programs and occupations and also of revisions to existing programs. There is a significant backlog currently with the program planning and review team that DAS is focusing resources to work to address. In addition, DAS is working on projects to both improve the apprenticeship lookup tool and also an improved apprenticeship standards dashboard to provide better insight into the status of standards. Be on the lookout for gathering information about your program, in particular for the apprenticeship lookup tool, which DAS aims to make more user friendly and comprehensive of all registered apprenticeship programs in the state.

Field Office Activities:

Consultants continue to work hard servicing 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. This last quarter brought upon us the graduation season and staff were busy attending such events throughout the State. Along with those events staff also attended other community events to support apprenticeship.

Funding Updates:

The first round of the ERiCA Grant had their performance period end on June 30, 2025. Of the 19 grantees in the first round of ERiCA, 4 were granted extensions on their performance: Fresno Area Workforce Investment Corporation until December 31, 2025, NB BCTC - NB TIP until March 19, 2026, San Diego Workforce Partnership until June 30, 2026, and Working Partnerships USA until June 30, 2026. DAS has done an initial analysis of the ERiCA Round 1 Grantees and shared it with the Equal Opportunity in Apprenticeship Q4 Committee meeting.

The second round of ERiCA grant awarded 25 grantees that were announced and posted on the apprenticeship website (<https://www.dir.ca.gov/DAS/Grants/ERiCA.html>). Total award amount was \$26,169,217 across three different grants (Recruitment, Worksite Culture and Childcare) in the Building and Construction Trades.

The first round of COYA grant awardees continues to work on their deliverables and make progress towards their goals. The grant performance period ends June 30, 2026, for those grants that are planning grants and December 31, 2026, for those who are implementation grants.

The second round of the COYA Grant awardees were announced and posted on the [COYA webpage](#). Governor Newsom announced the COYA awardees in June, announcing the intent to fund over \$15 million in awards to 29 youth apprenticeship and pre-apprenticeship programs across many industries from the fire trades to union entertainment jobs, and education paraprofessional roles.

This is the first year that applications for CAC Training Funds reimbursements will be submitted and processed entirely online. On September 23, the new online application for the 2025 cycle of CAC Training Fund reimbursements went live via the California Outreach Rapid Deployment (CORD) platform. This platform is already in use by DAS for the administration of the Equal Representation in Construction Apprenticeship (ERiCA) grant and the California Youth Apprenticeship (COYA) grant. This shift to an online platform is enabled partly to the increase in the allocation of funding for reimbursements from \$3M to \$20M. This shift will help streamline the overall administration of CAC Training Funds reimbursements and provide improved organization of the applications and their related documents.

On September 23, letters were emailed to each of the 171 programs eligible for this funding. These letters provided details about the funding each program was eligible to receive this year and about how to start their online application.

DAS hosted an online webinar on September 25, followed by three online meetings on October 14, 28, and 30 to provide further guidance and answer specific questions from applicants.

On October 21, some usability improvements were made to the online application making the expense report component of the application easier to complete and providing step-by-step guides on how to complete the online application. As of October 30, 151 applications have been created on CORD and 73 have been completed and are ready for review. Information about the application process, important dates, and related resources can be found on the [CAC Training Fund webpage](#). The deadline for applications is November 14, 2025.

Apprenticeship Training Fund Check Processing

During the period **July 1, 2025 through September 30, 2025:**

- **29,430 checks** were reviewed and processed.
- **\$8,236,986.14** was sent for deposit.

Status of CAC Apprentice Appeals (2025)

Appeals made to the CAC	2
CAC Appeal Final Decisions	1
CAC Appeals Withdrawn/Dismissed	1

Apprentice Complaints:

Status of CAC Apprentice Complaints

Year	2025	2024	2023	2022	2021
Investigation/Hearing	1	7	3	1	0
Administrator/Legal Review	0	0	2	0	0
Withdrawn/Dismissed	2	3	11	7	7
Resolved through Hearing	0	1	3	4	7
Determination Issued	0	3	0	4	2
Total Filed	3	14	19	16	16

New Programs:

None.

Denied Programs:

None.

Statistics of September 30, 2025, this Council / California total

The active apprentices numbered **70,812/ 91,950**.

New registrations and reinstatements numbered **6,616/ 9,154** for the quarter.

Minorities represented **71.3% / 72.9%** of all active apprentices.

Active women apprentices numbered **2,496/ 8,810** which is **3.52% / 9.58%** of all active apprentices.

There are currently **3,210/ 4,414 active veterans, 291/ 483** of which registered, and **106/ 281** completed in 2025.

Program Evaluations July 1, 2025 through September 30, 2025

Since July 1, 2025, DAS opened zero (0) apprenticeship program evaluations, and zero (0) apprenticeship program had been completed. Three (3) program evaluations are in progress and there are twelve (12) programs with corrective action needed (six (6) opened in 2021, three (3) opened in 2022, one (1) opened in 2023, and two (2) opened in 2025). DAS consultants are monitoring the program to ensure their recommendations are completed.

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
San Bernardino & Riverside Counties Plumbing & Steamfitter Trade JAC (File #163) <i>Issued at the August 2025 CAC</i> 11/7/2024	OPEN/ Compliance Pending
East Bay and North Bay counties Roofers/ Waterproofers JATC (File #2898) <i>Issued at the January 2025 CAC</i> 10/24/2024	OPEN/ Compliance Pending
West Bay Counties Roofers and Waterproofers JATC (File #109) <i>Issued at the October 2024 CAC</i> 9/24/2024	OPEN/ Compliance Pending
Building Trades Plumbers, Pipefitters and Heating, Air Conditioning & Refrigeration Service Technicians Of the United Association of the US & Canada JATC (File #9334) <i>Issued at the August 2025 CAC (CAR)</i> 4/21/2025	OPEN/ Compliance Pending
Oregon/S.W. Washington/N.W. California	

Plumbers and Steamfitters JATC (File #8902) <i>Issued at the May 2025 CAC (CAR)</i> 2/25/2025	OPEN/Compliance Pending
San Diego County Cement Masons JAC (File #7257) <i>Issued at July 2021 CAC (CAR)</i> 1/31/2023	OPEN/Compliance Pending
Southwest Carpenter and Affiliated Trades J.A.T.C. (File #5219) <i>Issued at May 2022 CAC (CAR)</i> 3/4/2022	OPEN/Compliance Pending
Southwest Carpenter and Affiliated Trades J.A.T.C. (Modular Furnishing Installer) (File #5137) <i>Issued at May 2022 CAC (CAR)</i> 2/17/2022	OPEN/Compliance Pending
Los Angeles Electrical and J.A. & E. T. C. (File #5089) <i>Issued at May 2022 CAC (CAR)</i> 2/3/2022	OPEN/Compliance Pending
San Bernardino, Mono & Inyo Counties Electrical J.A.T.C. (File #375) <i>Issued at October 2021 CAC (CAR)</i> 7/26/2021	OPEN/Compliance Pending
Southwest Carpenter and Affiliated Trades J.A.T.C. (Floor Worker) (File #14150) <i>Issued at October 2021 CAC (CAR)</i> 7/26/2021	OPEN/Compliance Pending
Riverside, San Bernardino, Mono & Inyo Counties Sound Technician Apprenticeship Program (File #19924) <i>Issued at October 2021 CAC (CAR)</i> 7/26/2021	OPEN/Compliance Pending
Southern California Acoustical Installer JATC (File #19719) <i>Issued at July 2021 CAC (CAR)</i> 5/5/2021	OPEN/Compliance Pending
Southern California Plasterer JATC (File #5090) <i>Issued at July 2021 CAC (CAR)</i> 5/5/2021	OPEN/Compliance Pending
Orange County Electrical JAC (File #5129) <i>Issued at the January 2021 CAC (CAR)</i> 4/18/2021	OPEN/Compliance Pending

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending September 30, 2025

The active apprentices numbered **70,812**.

New registrations and reinstatements numbered **6,616**.

Minorities represented **71.3%**.

Active women apprentices numbered **2,496** which is **3.52%** of all active apprentices.

There are currently **3,210 active veterans**, **291** of which registered, and **106** completed in 2025.

CAC Active Apprentices

Group	Count Jun-25	% of Total	Count Sept-25	% of Total	Change Jul to Sept	Census Goals
All Minorities	49,703	70.4%	50,457	71.3%	0.9%	51.6%
Black	3,844	5.6%	3,855	5.4%	-0.2%	6.7%
Asian or Pacific Islander	1,940	2.9%	1,992	2.8%	-0.1%	8.6%
American Indian or Alaskan Native	582	0.8%	598	0.8%	0.0%	0.8%
Filipino	692	1.0%	694	1.0%	0.0%	3.2%
Hispanic	42, 103	59.5%	42,720	60.3%	0.8%	32.4%
White	<u>20, 167</u>	<u>29.6%</u>	<u>20,355</u>	<u>28.7%</u>	-0.9%	<u>48.4%</u>
Unknown	542	0.7%	598	0.8%	0.1%	
Total All Groups	69,870		70,812			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2025

The active apprentices numbered **91,950**.

New registrations and reinstatements numbered **9,154** for the quarter.

Minorities represented **72.9%** of all active apprentices.

Active women apprentices numbered **8,810** which is **9.58%** of all active apprentices.

There are currently **4,414 active veterans**, **483** of which registered, and **281** completed in 2025.

California Total Active Apprentices

All Apprenticeship	Count Jul-25	% of Total	Count Sept-25	% of Total	Change Jul to Sept	Census
All Minorities	66,583	72.4%	67,066	72.9%	0.5%	51.6%
Black	6,312	6.9%	6,258	6.8%	-0.1%	6.7%
Asian or Pacific Islander	3,290	3.7%	3,356	3.6%	-0.1%	8.6%
American Indian or Alaskan Native	841	0.9%	850	0.9%	0.0%	0.8%
Filipino	76	0.1%	86	0.1%	0.0%	3.2%
Hispanic	54,227	58.8%	54,606	59.4%	0.6%	32.4%
White	<u>24,735</u>	27.60%	24,884	<u>27.1%</u>	-0.5%	<u>48.4%</u>
Unknown	774	0.8%	860	0.9%	0.1%	
Total All Groups	91,318		91,950			

Asian - Pacific Islander Background Summary

Row Labels	Total Count	Total %	CAC Count	CAC %
AMERICAN INDIAN OR ALASKAN NATIVE	850	15.9%	598	18.2%
ASIAN INDIAN	301	5.6%	83	2.5%
ASIAN OR PACIFIC ISLANDER	846	15.8%	535	16.3%
BANGLADESHI	9	0.2%	0	0.0%
CAMBODIAN	122	2.3%	55	1.7%
CHINESE	424	7.9%	272	8.3%
FIJIAN	41	0.8%	21	0.6%
FILIPINO	1,136	21.2%	694	21.1%
GUAMANIAN	78	1.5%	59	1.8%
HAWAIIAN	186	3.5%	138	4.2%
HMONG	166	3.1%	50	1.5%

INDONESIAN	12	0.2%	5	0.2%
JAPANESE	196	3.7%	148	4.5%
KOREAN	169	3.2%	109	3.3%
LAOTIAN	91	1.7%	65	2.0%
MALAYSIAN	8	0.1%	6	0.2%
PAKISTANI	58	1.1%	18	0.5%
SAMOAN	187	3.5%	147	4.5%
SRI LANKAN	5	0.1%	4	0.1%
TAIWANESE	26	0.5%	18	0.5%
THAI	54	1.0%	42	1.3%
TONGAN	88	1.6%	69	2.1%
VIETNAMESE	294	5.5%	152	4.6%
Grand Total	5,347	100.0%	3,288	100.0%

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