

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

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP  
FROM: ADELE BURNES, CHIEF  
DIVISION OF APPRENTICESHIP STANDARDS  
FIRST-QUARTERLY MEETING:

February 10, 2026

**Upcoming IACA Meeting dates and sites:**

- Q2- April 28, 2026 at 1pm – In person at 1515 Clay Street, Room 10 (Second Floor) Oakland CA, 94612 and via Zoom
- Q3- August 18, 2026 at 1pm – In person TBD and via Zoom
- Q4- November 10, 2026 at 1pm - In person TBD and via Zoom

**ACTIVITIES/INFORMATION**

**New Hires:**

October 21, 2025 - Chrystal Thomas, Funding Analyst, Funding Team  
December 22, 2025 - Tsegay Arefaine, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit  
December 29, 2025 - Emigdia Uribe, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit  
December 29, 2025- Nisha Menon, Data Analyst, Operations

**Promotions:**

October 1, 2025 - Ryan Jefferson, Manager, Apprenticeship and Workforce Innovation Unit  
October 31, 2025 - Hershel Baser, Senior Apprenticeship Consultant, Legacy Team  
December 2, 2025 - Ha Nguyen, Apprenticeship Consultant, Program Planning and Review

**Transfers:**

October 17, 2025 - Mary Penno

**Separations/Retirements:**

October 17, 2025- Milan Wiley – Separated  
December 30, 2025- Kelly Mackey – Retired  
December 30, 2025- Charles Richards – Retired

**Updates:**

The 4<sup>th</sup> Quarter kicked off with the first ever Advancing CA Apprenticeship Summit, which DAS was thrilled to participate in and to host the IACA meeting adjacent to that event. DAS remains laser focused on streamlining the new program and occupation registration process and continues to make progress with 7 more new programs registered in Q4. The new programs registered span many

industries from business services with the American Institute of CPAs offering Finance Business Partner and Accounting and Finance Associate occupations, to healthcare with Eden Area Regional Occupational Program with a Dental Assistant occupation, Stepful Medical Assistant apprenticeship and Moving Forward Academy offering Community Health Worker, to advanced manufacturing with Precision Machining Apprenticeship Program to transportation with Future Gearheads Apprenticeship. The Program Planning and Review team is making hiring and training progress and has gotten the backlog down from 6-12 months in spring 2025, down to 3-4 months by December 2025 and we aim to continue to make more progress towards that.

DAS is thrilled to share that we have significantly improved [the program lookup tool](#) which now allows users to search by keyword, filter by county, and explore registered apprenticeships, pre-apprenticeships, and on-the-job training programs. DAS has been reviewing the apprenticeship program lookup tool and working to improve both its functionality to serve the whole apprenticeship system, while expanding the scope of the data to include all program types (including Pre-Apprenticeship and OJT programs), all while not adversely impacting the important public works serving lookup tools. The [public works apprenticeship program lookup tool](#) remains unimpacted and functions with the building trades occupations and county dropdowns, which DAS recognizes is essential information infrastructure for public works.

DIR and DAS are in the midst of a full website redesign, which at this point is in the stakeholder engagement and feedback gathering phase. In parallel, DAS is also evaluating how we can improve transparency with standards and will also be gathering input from stakeholders across the apprenticeship system to create a standards dashboard, and will keep the community continually updated on this project. DAS is continuing progress on standards revision and registration, but in order to meet the moment of demand will need to incrementally grow the program quality team.

In November, DAS published [the final report of the CA Youth Apprenticeship Committee](#), which puts forth a robust set of recommendations regarding the CA Youth Apprenticeship Model. There are number of recommendations including a definition of youth apprenticeship, a new program model called a Career Apprenticeship Bridge program, and considering the structures of the education system to better allow for in school youth apprenticeship, while also considering how to create pathways for out of school youth to access employment through supported pre-apprenticeship and apprenticeships. The program model idea of a Career Apprenticeship Bridge (CAB) program would create an initial phase of an apprenticeship that could start as early as age 16 and be flexibility designed to allow a high school to complete the first 300 hours of paid OJT and 144 hours of RSI prior to high school completion, and then create the option for that CAB completer to move forward to complete the whole apprenticeship post high school. The CAB model is only an idea and recommendation from the report at this point, but DAS is inviting programs to pilot this model and provide feedback to inform its formalization.

Finally, DAS is continually learning from existing public sector apprenticeship programs in order to inform the expansion of high quality, organized labor engaged, public sector apprenticeships across both state and local employment. DAS is looking forward to the upcoming [CA Conference on Apprenticeships](#) to gather with the apprenticeship community to share best practices and connect and learn from each other.

### **Apprentice Complaints: Status of IACA Apprentice Complaints**

| Year                              | 2025     | 2024     | 2023     | 2022     | 2021     |
|-----------------------------------|----------|----------|----------|----------|----------|
| <b>Investigation/Hearing</b>      | 0        | 0        | 0        | 0        | 0        |
| <b>Administrator/Legal Review</b> | 0        | 0        | 0        | 0        | 0        |
| <b>Withdrawn/Dismissed</b>        | 0        | 0        | 0        | 0        | 0        |
| <b>Resolved through Hearing</b>   | 0        | 0        | 0        | 0        | 1        |
| <b>Determination Issued</b>       | 0        | 0        | 0        | 0        | 0        |
| <b>Total Filed</b>                | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b> |

### **New Programs:**

The DAS has seven (7) new programs (or existing programs adding occupations) approved during the last quarter. They are:

- Eden Area Regional Occupation Program (EAROP) Healthcare Apprenticeship - Occupation(s): Dental Assistant
- Stepful Medical Assistant Apprenticeship - Occupation(s): Medical Assistant
- Moving Forward Academy - Occupation(s): Community Mental Health Worker
- Precision Machining Apprenticeship Program - Occupation(s): Precision Machining Technician
- Future Gearheads Apprenticeship Program - Occupation(s): Electric Vehicle Mechanic; Hybrid Vehicle Technician
- American Institute of CPAs (AICPA) - Occupation(s): Finance Business Partner; Accounting and Finance Associate

### **Funding Information**

The **Apprenticeship Innovation Fund** continues to serve as a primary mechanism for expanding registered apprenticeship associated with IACA occupations. In October 2025, DAS announced the awardees of Round 3 of Apprenticeship Innovation Funding, with a total of \$29,852,345 in funds awarded and distributed in 2025 to reimburse for the costs of supporting and training apprentices served in 2024.

- **AIF – Support:**
  - Total Awards: \$27,724,720
  - Number of Awards: 63
  - Number of Apprentices Supported: 10,432
- **AIF – Training:**
  - Total Awards: \$2,127,625
  - Number of Awards: 7
  - Number of Apprentices Trained: 1,429
  - Number of RSI Hours: 211,704

DAS will be opening up Round 4 of AIF in the first quarter of 2026.

The **CA Opportunity Youth in Apprenticeship (COYA)** round 1 and 2 grantees are underway, with the round 1 performance period coming to a close in June 2026. With the remaining available funding for youth apprenticeship, DAS announced to round 1 and round 2 COYA grantees that there would be a COYA Round 3 Continuation funding only available to existing COYA grantees that have either served 40% of participants by the September 30, 2025 reporting period, or have fully registered their program or submitted final draft standards to the DAS Program Planning and Review team by December 5, 2025. The submission period for COYA Round 3 Continuation grants is open through February 2, 2026, but is an invite only round and therefore not open to new applicants.

The **Equal Representation in Construction Apprenticeship (ERiCA)** second round grantees have kicked off their 2-year grant period and in Q4, DAS received the first round of reporting from those grantees. DAS has improved the participant reporting across all grant categories and is supporting grantees to properly report all participants to ensure accountability in outcomes for the grant.

Both COYA Round 2 and ERiCA Round 2 grantees are fully contracted and actively implementing grant activities. The Funding Team is strengthening participant reporting to improve data quality, ensure participant eligibility, and better align reporting with DAS apprenticeship registration systems.

This is the first year that applications for **CAC Training Funds** reimbursements were submitted and are being processed entirely online using the California Outreach Rapid Deployment (CORD) platform. Applications were opened in September, with all applications due November 14, 2025. Ultimately DAS received 160 applications requesting a total of \$19.05 million in reimbursement funding, which are all being processed. Awardees will be announced in the first quarter of 2026.

#### **Statistics of December 31 2025**, this Committee / California total

The active apprentices numbered **20,376/ 90,427**

New registrations and reinstatements numbered **1,664/5,725** for the quarter.

Minorities represented **78.9% / 72.7%** of all active apprentices.

Active women apprentices numbered **6,094/8,593** which is **29.91% / 9.50%** of all active apprentices.

There are currently **979/4,187 active veterans, 106/270** which registered, and **227/ 318** completed in 2025.

#### **Program Evaluations October 1, 2025, through December 31, 2025**

Since October 1, 2025, DAS opened seven (7) program evaluations, and six (6) evaluations have been completed. Four (4) program evaluations are in progress and there are thirty-one (31) programs with corrective action needed (one (1) opened in 2021, five (5) opened in 2022, three (3) opened in 2023, five (5) opened in 2024, and seventeen (17) opened in 2025). 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.

**Evaluations Presented to the IACA (February 2026)**

**Program Name**

**Status/Action Date**

Enablence USA Components, Inc. (File # 101157)

*Issued at the February 2026 IACA*

10/8/2025

**OPEN/Compliance Pending**

Sacramento Regional Transit Apprenticeship Program

(File # 5215) *Issued at the February 2026 IACA*

10/13/2025

**OPEN/Compliance Pending**

Key Code Education (File # 101120) *Issued at the*

*February 2026 IACA*

12/3/2025

**OPEN/Compliance Pending**

Strategic Information Resources Inc. (File # 101126)

*Issued at the February 2026 IACA*

12/3/2025

**OPEN/Compliance Pending**

NPower Inc. (File # 101069)

*Issued at the February 2026 IACA*

12/4/2025

**OPEN/Compliance Pending**

BuildWithin (File # 101070)

*Issued at the February 2026 IACA*

12/9/2025

**OPEN/Compliance Pending**

Infinera Apprenticeship Program (File # 101139)

*Issued at the February 2026 IACA*

12/15/2025

**OPEN/Compliance Pending**

**Prior Evaluations Presented to the IACA**

**Program Name**

**Status/Action Date**

FourM Education Cosmetology and Barbering Apprenticeship Committee (File #100228)

*Issued at the May 2025 IACA (CAR)*

1/14/2025

**OPEN/Compliance Pending**

Michael Burton MD, A Medical Group, Inc.

(File #100742) *Issued at the May 2025 IACA*

1/21/2025

**OPEN/Compliance Pending**

Chef Ann Foundation (File #100845)

*Issued at the May 2025 IACA (CAR)*

**OPEN/Compliance Pending**

1/29/2025

Five Star Barber & Cosmo Unilateral Apprenticeship Committee (File #99786) *Issued at the May 2025 IACA (CAR)*  
2/4/2025

**OPEN/Compliance Pending**

American Medical Response Paramedic Apprenticeship Program (File #101049) *Issued at the May 2025 IACA (CAR)*  
2/21/2025

**OPEN/Compliance Pending**

Cedar Fair California Parks Apprenticeship (File #101045) *Issued at the May 2025 IACA (CAR)*  
2/26/2025

**OPEN/Compliance Pending**

Mental Behavioral Health Apprenticeship Program (File #100938) *Issued at the May 2025 IACA (CAR)*  
3/3/2025

**OPEN/Compliance Pending**

Better Youth, Inc. Apprenticeship Program (File #101011) *Issued at the August 2025 IACA (CAR)*  
3/20/2025

**OPEN/Compliance Pending**

State of California and SEIU Local 1000 Cybersecurity Apprenticeship Program (File #100749) *Issued at the August 2025 IACA (CAR)*  
4/28/2025

**OPEN/Compliance Pending**

Mt. SAC Healthcare Apprenticeship Program (File #101048) *Issued at the August 2025 IACA (CAR)*  
4/30/2025

**OPEN/Compliance Pending**

El Sol Neighborhood Educational Center Apprenticeship (File #100975) *Issued at the August 2025 IACA (CAR)*  
5/12/2025

**OPEN/Compliance Pending**

Sonoma County Early Childhood Education (SCECE) Apprenticeship (File #101064) *Issued at the October 2025 IACA (CAR)*  
8/11/2025

**OPEN/Compliance Pending**

South Valley Hospitality and Culinary Apprenticeship Program (File #101065) *Issued at the October 2025 IACA (CAR)*  
8/25/2025

**OPEN/Compliance Pending**

BASF-Orange, CA Apprenticeship Program

|  |                                |
|--|--------------------------------|
| (File #101084) <i>Issued at the October 2025 IACA (CAR)</i><br>8/27/2025   | <b>OPEN/Compliance Pending</b> |
| Michael Burt's Barbering Apprenticeship Committee<br>(File #5092) <i>Issued at the October 2025 IACA (CAR)</i><br>8/27/2025                                | <b>OPEN/Compliance Pending</b> |
| Substance Use and Behavioral Use Disorders<br>Counselor Apprenticeship Program (File #101057)<br><i>Issued at the October 2025 IACA (CAR)</i><br>9/11/2025 | <b>OPEN/Compliance Pending</b> |
| Golden Gate Bus Coach Operator JATC (File #101170)<br><i>Issued at the October 2025 IACA (CAR)</i><br>9/15/2025  | <b>OPEN/Compliance Pending</b> |
| Columbia College Apprenticeship Initiative<br>(File #5235) (CAR)<br>9/22/2025  | <b>OPEN/Compliance Pending</b> |
| CVS Health Pharmacy Technician Registered<br>Apprenticeship Program (File 100760)<br>Issued at the May 2024 IACA (CAR)<br>1/23/2024                        | <b>OPEN/Compliance Pending</b> |
| G&C Collision Training Institute (File #100851)<br>Issued at the May 2024 IACA (CAR)<br>1/31/2024  | <b>OPEN/Compliance Pending</b> |
| CCHCS, SEIU Local 1000, and RCC LVN-to-RN<br>Apprenticeship Program JAC (File #100583) (CAR)<br>2/29/2024  | <b>OPEN/Compliance Pending</b> |
| Viticulture and Enology Technician Apprenticeship<br>Program (File # 5211)<br>Issued at the August 2024 IACA (CAR)<br>4/10/2024                            | <b>OPEN/Compliance Pending</b> |
| Inland/Desert Employers Apprenticeship Mechatronics<br>File # 100709) Issued at the August 2024 IACA (CAR)<br>5/17/2024                                    | <b>OPEN/Compliance Pending</b> |
| East Los Angeles College Medical Assistant<br>Apprenticeship Program (File #100666)<br>Issued at the July 2023 IACA (CAR)                                  | <b>OPEN/Compliance Pending</b> |

5/17/2023

The League XS Apprenticeship Academy of Cosmetology & Barbering (File # 100256)

*Issued at the November 2023 IACA (CAR)*

7/17/2023

**OPEN/Compliance Pending**

California Barbering and Cosmetology Unilateral Apprenticeship Committee

(File #10230) *Issued at the November 2023 IACA*

7/24/2023

**OPEN/Compliance Pending**

TNN Beauty, Barber, Cosmetology, Permanent Makeup Apprenticeship of California and Training Center

(File #5164) *Issued at the November 2023 IACA (CAR)*

7/26/2023

**OPEN/Compliance Pending**

City and County of San Francisco Office of Economic & Workforce Development (TechSF) (File #100570)

*Issued at the May 2022 IACA (CAR)*

2/17/2022

**OPEN/Compliance Pending**

USF Reddaway, Inc. (File # 100603)

*Issued at the May 2022 IACA*

2/17/2022

**OPEN/Compliance Pending**

Tooling U-SME (File #100049)

*Issued at the May 2022 IACA (CAR)*

3/10/2022

**OPEN/Compliance Pending**

Foothill College Dental Assistant Apprenticeship Program

(File #100531) *Issued at the May 2022 IACA (CAR)*

3/29/2022

**OPEN/Compliance Pending**

Los Angeles Community College District DBA

West Los Angeles Community College (WLACC)

(File #100644) *Issued at the May 2022 IACA (CAR)*

3/30/2022

**OPEN/Compliance Pending**

Community Health Worker (File #100598)

*Issued at the 2022 IACA (CAR)*

4/14/2022

**OPEN/Compliance Pending**

Home Drone Pilot Apprenticeship Program

(File #100961) *Issued at the August 2025 IACA (CAR)*

6/17/2021

**OPEN/Compliance Pending**

Beauology Academy Apprenticeship Program

(File #100513) *Issued at the October 2021 IACA*  
7/26/2021  
(Restarted 8/27/2025)

**OPEN/Compliance Pending**

**Completed Evaluations Presented to the IACA (August 2025)**  
**Program Name**

**Status/Action Date**

Launch Apprenticeship Network Healthcare  
(File #100627) *Issued at the November 2023 IACA (CAR)*  
10/16/2025

**CLOSED/Completed on**

Simpson Strong Tie Co. Joint Apprenticeship Training  
Committee (File #100934)  
*Issued at the May 2025 IACA (CAR)*  
12/18/2025

**CLOSED/Completed on**

Franklin Apprenticeships (File #100913)  
*Issued at the May 2025 IACA (CAR)*  
12/18/2025

**CLOSED/Completed on**

The Bric Foundation Animation Game Design, and  
VFX Apprenticeship Program (File #100909)  
*Issued at the May 2025 IACA (CAR)*  
12/30/2025

**CLOSED/Completed on**

Shasta College Accounting Clerk Apprenticeship  
(File #100982) *Issued at the May 2025 IACA (CAR)*  
12/30/2025

**CLOSED/Completed on**

Automotive Apprenticeship Group (File #101052)  
*Issued at the May 2025 IACA (CAR)*  
12/30/2025

**CLOSED/Completed on**

**CHIEF'S STATISTICAL REPORT TO THE COMMITTEE**

**Committee totals for the quarter ending December 31, 2025**

The active apprentices numbered **20,376**

New registrations and reinstatements numbered **1,664** for the quarter.

Minorities represented **78.9%** of all active apprentices.

Active women apprentices numbered **6,094** which is **29.91%** of all active apprentices.

There are currently **979 active veterans**, **106** which registered,  
and **227** completed in 2025.

### IACA Active Apprentices

| Group                                | Count<br>Sept-25 | % of<br>Total | Count<br>Dec-25 | % of<br>Total | Change<br>Sept to Dec | Census<br>Goals |
|--------------------------------------|------------------|---------------|-----------------|---------------|-----------------------|-----------------|
| All Minorities                       | 16,609           | 78.6%         | 16079           | 78.9%         | 0.3%                  | 51.6%           |
| Black                                | 2,403            | 11.4%         | 2,389           | 11.7%         | 0.4%                  | 6.7%            |
| Asian or Pacific<br>Islander         | 1,364            | 6.5%          | 1,292           | 6.3%          | -0.1%                 | 8.6%            |
| American Indian<br>or Alaskan Native | 252              | 1.2%          | 238             | 1.2%          | 0.0%                  | 0.8%            |
| Filipino                             | 442              | 2.1%          | 432             | 2.1%          | 0.0%                  | 3.2%            |
| Hispanic                             | 11,886           | 56.2%         | 11,458          | 56.2%         | 0.0%                  | 32.4%           |
| White                                | 4,529            | 21.4%         | 4,297           | 21.1%         | -0.3%                 | 48.4%           |
| Unknown                              | 262              | 1.2%          | 270             | 1.3%          | 0.1%                  |                 |
| <b>Total All Groups</b>              | <b>21,138</b>    |               | <b>20,376</b>   |               |                       |                 |

### CHIEF'S STATISTICAL REPORT

#### California totals for the quarter ending December 31, 2025

The active apprentices numbered **90,427**

New registrations and reinstatements numbered **5,725** for the quarter.

Minorities represented **72.7%** of all active apprentices.

Active women apprentices numbered **8,593**, which is **9.50%** of all active apprentices.

There are currently **4,187 active veterans**, **270** which registered, and **318** completed in 2025.

### California Total Active Apprentices

| Group                             | Count Sept-25 | % of Total | Count Dec-25  | % of Total | Change Sept to Dec | Census Goals |
|-----------------------------------|---------------|------------|---------------|------------|--------------------|--------------|
| All Minorities                    | 67,066        | 72.9%      | 65,714        | 72.7%      | -0.3%              | 51.6%        |
| Black                             | 6,258         | 6.8%       | 6,156         | 6.8%       | 0.0%               | 6.7%         |
| Asian or Pacific Islander         | 3,356         | 3.6%       | 3,320         | 3.7%       | 0.0%               | 8.6%         |
| American Indian or Alaskan Native | 850           | 0.9%       | 823           | 0.9%       | 0.0%               | 0.8%         |
| Filipino                          | 1,136         | 1.2%       | 1,136         | 1.3%       | 0.0%               | 3.2%         |
| Hispanic                          | 54,606        | 59.4%      | 53,408        | 59.1%      | -0.3%              | 32.4%        |
| White                             | 24,884        | 27.1%      | 24,713        | 27.3%      | 0.3%               | 48.4%        |
| Unknown                           | 860           | 0.9%       | 875           | 1.0%       | 0.0%               |              |
| <b>Total All Groups</b>           | <b>91,950</b> |            | <b>90,427</b> |            |                    |              |

### Asian - Pacific Islander Background Summary

| Ethnicity                  | Total Count | %     | Total      | IACA  |
|----------------------------|-------------|-------|------------|-------|
|                            |             |       | IACA Count | %     |
| AMERICAN INDIAN OR ALASKAN |             |       |            |       |
| NATIVE                     | 823         | 15.6% | 238        | 12.1% |
| ASIAN INDIAN               | 296         | 5.6%  | 216        | 11.0% |
| ASIAN OR PACIFIC ISLANDER  | 852         | 16.1% | 302        | 15.4% |
| BANGLADESHI                | 12          | 0.2%  | 12         | 0.6%  |
| CAMBODIAN                  | 111         | 2.1%  | 57         | 2.9%  |

|                    |              |       |              |       |
|--------------------|--------------|-------|--------------|-------|
| CHINESE            | 404          | 7.7%  | 129          | 6.6%  |
| FIJIAN             | 40           | 0.8%  | 19           | 1.0%  |
| FILIPINO           | 1132         | 21.4% | 432          | 22.0% |
| GUAMANIAN          | 80           | 1.5%  | 19           | 1.0%  |
| HAWAIIAN           | 189          | 3.6%  | 48           | 2.4%  |
| HMONG              | 156          | 3.0%  | 111          | 5.7%  |
| INDONESIAN         | 13           | 0.2%  | 9            | 0.5%  |
| JAPANESE           | 205          | 3.9%  | 50           | 2.5%  |
| KOREAN             | 160          | 3.0%  | 49           | 2.5%  |
| LAOTIAN            | 90           | 1.7%  | 19           | 1.0%  |
| MALAYSIAN          | 8            | 0.2%  | 1            | 0.1%  |
| PAKISTANI          | 55           | 1.0%  | 37           | 1.9%  |
| SAMOAN             | 185          | 3.5%  | 34           | 1.7%  |
| SRI LANKAN         | 7            | 0.1%  | 2            | 0.1%  |
| TAIWANESE          | 25           | 0.5%  | 8            | 0.4%  |
| THAI               | 54           | 1.0%  | 11           | 0.6%  |
| TONGAN             | 84           | 1.6%  | 20           | 1.0%  |
| VIETNAMESE         | 300          | 5.7%  | 141          | 7.2%  |
|                    | 100.0        |       | 100.0        |       |
| <b>Grand Total</b> | <b>5,281</b> | %     | <b>1,964</b> | %     |

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