



ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603

CALIFORNIA APPRENTICESHIP COUNCIL
FIRST QUARTERLY MEETING
MINUTES
Best Western Lighthouse-Pacifica
105 Rockaway Beach Avenue
Pacifica, CA 94044

Thursday – January 28, 2016

I. CONVENE REGULAR QUARTERLY MEETING

Chairperson Richard Harris called the meeting to order at 9:03 a.m.

- A. Pledge of Allegiance
Chairperson Richard Harris led the attendees in the pledge of allegiance.
- B. Roll Call
DAS Chief Diane Ravnik called the roll.
The following Commissioners were present: Richard Harris, Yvonne de la Peña, Hector Velez, , Barbara Blake, Jack Buckhorn, , and Gary W. Adams (for Van Ton Quinlivan), Pat McGinn, Aram Hodess, Jim Hussey, Christopher Christophersen, Chip Martin, Scott Gordon, Carl Goff, Christopher Christophersen and DAS Chief Diane Ravnik
Members absent: Susan Anderson, Christine Baker, Paul Von Berg and Frank Quintero
- C. 2016 CAC Chairperson Induction
Chairperson Yvonne de la Peña was sworn in as the new CAC Chair.
- D. Executive Session
An Executive Session was not held this quarter. Approval of previous minutes for October 29, 2015

A motion and a second were made to approve the minutes of the October 29, 2015 meeting. All were in favor. The motion carried.
- E. Announcements
 - 1. Chief Ravnik reported there were no announcements for this quarter.

F. Communications

1. Chief Ravnik reported on Letter from California Community Colleges Chancellor on appointing Gary W. Adams of the California Community College Chancellor's office to act on behalf of Community Colleges Vice Chancellor Von Ton Quinlivan whenever she is unable to attend CAC meetings.

II. BUSINESS SESSION

A. Legal Matters- Deputy Attorney General Lucy Wang

1. Deputy Attorney General Lucy Wang stated there was nothing to report at this time.

B. CAC Appeal Panel Decisions

1. Joshua Snarr vs. Bay Area Metal JATC DAS Complaint 2014-08
CAC Appeal No. 2015 – C-01

The appeal panel reviewed the administrative record and made the following findings of fact: The JATC canceled Mr. Snarr apprenticeship agreement based on his failure to comply with the terms of critical review. The JATC rules provide that an apprentice in critical review will be monitored for school attendance, grades, work attendance, and performance of the job. A violation will result in another citation before the JATC and calls for cancelation of the apprentices training agreement. The appeal panel adopts the fact set forth and the decision the Administrator of Apprenticeship. The appeal panel found that Mr. Snarr violated the JATC rules of critical review and received a poor employer evaluation. Despite the JATC attempt to help Mr. Snarr to either change employers or to intercede on his behalf Mr. Snarr rejected this help.

A motion and a second were made to deny the appeal. All were in favor. The motion carried.

2. Alejandro Fuerte vs. Pipe Trades District Council #36 Plumber, Pipe and Refrigeration Fitters J.A. & T.C. – DAS Complaint No. 2014-24 CAC Appeal No. 2015 C-02

The appeal panel reviewed the administrative record and made the following findings of fact: The JATC canceled Mr. Fuerte apprenticeship agreement based on his classroom conduct. The JATC rules for classroom conduct provide that proper order is necessary for the conduct of apprentices' classes. So that this order can be maintained the following policy has been adopted: Any apprentice failing to come to order when directed by the instructor will be asked to leave the property, if an apprentice has a disagreement with an instruction over any matter he or she must remain orderly over the remainder of the class or session. Any apprentice that has been found to threaten, intimidate, cohere an employer or/and an instructor

will automatically be dropped from the apprentice program. The appeal panel adopts the facts set forth and the decision of the Administrator of Apprenticeship. The appeal panel finds that Mr. Fuerte violated the JATC rules of classroom conduct when he threatened the instructor and disrupted the classroom environment and would not leave the classroom in an orderly manner.

A motion and a second were made to deny the appeal. All were in favor. The motion carried.

3. Jason M. Grier vs. The Joint Apprenticeship and Training Committee of the Plumbing & Pipe Fitting Industry UA Local 38 – DAS Complaint No. 2015-05 CAC Appeal No. 2015 C-03

The appeal panel reviewed the administrative record and adopts the facts set forth in the September 2, 2015 decision of the Administrator of Apprenticeship and finds that Mr. Grier violated the JATC rule for class attendance and submission of OJT hours.

A motion and a second were made to deny the appeal. All were in favor. The motion carried.

C. Apprenticeship Complaint Findings / Decisions by the Administrator of Apprenticeship

Chief Ravnik reported that all three of the following Decisions by the Administrator of Apprenticeship were upheld.

1. Juron Ervin vs San Diego Sheet Metal JAC – DAS Complaint No. 2015-14

2. William Bouslog vs Northern California Automotive and Machinist Joint Apprenticeship Committee – DAS Complaint No. 2015-13

3. Ivan Rudenko vs Sprinkler Fitters U.A. Local 483 JAC – DAS Complaint No. 2014-14

D. Notice of Appeals During the Quarter

Chief Ravnik reported that CAC Chairperson De La Pena will be appointing a three member panel to hear an appeal in each of the following two cases.

1. Juron Ervin vs. San Diego Sheet Metal JAC – DAS Complaint No. 2015-14 CAC Appeal No. 2015 C-04

2. Ivan Rudenko vs. Sprinkler Fitters U.A. Local 483 JAC – DAS Complaint No. 2014-14 CAC Appeal No. 2015 C-05

E. Automatic Orders of the Council

Chief Ravnik reported approving the following 5 new programs:

1. Sacramento Municipal Utilities District (SMUD-IBEW 1245) JATC, in the occupations of Line Worker-Transmissions, Substation Electrician, Cable Splicer, Electrical Technician, Telecom Technician, Meter Technician, and Engineering Designer- Approved October 15, 2015.
2. Workshops for Warriors (WFW) Industries, LLC Apprenticeship Program, in the occupation of Machinist- Approved October 15, 2015.
3. Worker Education and Resource Center, Inc., in the occupation of Community Health Worker- approved November 17, 2015.
4. The Brothers and Sisters Barber Cosmo Academy UAC, in the occupations of Barber and Cosmetologist- approved December 4, 2015.
5. Grace's Beauty Academy UAP, in the occupations of Barber and Cosmetologist- approved December 9, 2015.

The Chief reported that the following 2 requests for new and expanded apprenticeship programs were denied, and no appeal has been filed.

1. Air Conditioning Trade Association UAC (ACTA), in the occupation of Sheet Metal Worker- Disapproved December 14, 2015 (expansion).
2. Air Conditioning Trade Association UAC (ACTA), in the occupation of Residential Sheet Metal Worker- Disapproved December 14, 2015.

F. Chief's Report

DAS Chief Diane Ravnik gave the following report:

DAS Chief Diane Ravnik advised that The next CAC meeting will be held at Monterey Hyatt April 29, 2016 proceeded by the biennial California Conference on Apprenticeship (CCA) April 27-28 .The 2016 3rd quarter meeting will be held at Handlery Hotel San Diego on July 27 – 28, 2016.

Chief Ravnik reported that Mike Quiroz, Jr. (son of former DAS San Jose Apprenticeship Consultant Mike Quiroz, Sr.) was hired as an Industrial Relations Representative (IRR) in the San Jose office 11/2/15. Industrial Relations Representative (IRR) Sarah Chen, in the Program Planning and Review Unit retired in December, 2015 after 22 years of State service, 15 of which were with DAS.

Chief Ravnik reported that the numbers of registered apprentices rose dramatically in 2015 – from 53,366 active apprentices at the end of 2014 – up to 63,959 at the end of 2015 – an increase of over 10,000 apprentices in one year, representing a 20% increase in a single year. New apprenticeship programs initiated in 2015 have also increased significantly – from 9 new programs approved in 2014, to 34 registered apprenticeship and OJT programs in 2015 – in a wide variety of new occupations and industries.

DAS celebrated the first-ever “National Apprenticeship Week” November 1-7, with the publication of Governor Jerry Brown’s commemorative letter recognizing the week and the CAC’s Resolution – both documents citing California’s contributions to the national apprenticeship system. DAS sponsored and/or participated in some 14 apprenticeship events around the state during national apprenticeship week, more than any other state – and all events were publicized on a DOL national apprenticeship website.

The newly enacted federal Workforce Opportunities and Innovation Act (WIOA) became effective July, 2015 – and included many new provisions highlighting and encouraging greater use of apprenticeship. It provides increased funding opportunities for registered apprenticeship programs to supplement their training costs and requires that all registered apprenticeship programs be listed on the Eligible Training Provider Lists (ETPLs) making them eligible for WIOA/WIB funding. DAS entered into an agreement with EDD to directly input all state-registered apprenticeship programs desiring to be on the ETPL. DAS created a process and application, posted on DAS website for any interested apprenticeship program sponsor to complete and send to DAS for inclusion on the ETPL. By the end of 2015, some 75 apprenticeship programs have been added to the State’s ETPL list.

DAS continues to enjoy a close working relationship with the State Workforce Development Board (CWDB), the California Workforce Association (CWA) and continues to build relationships with their member local member WIBs. Most recently, DAS approved a new apprenticeship program with CWA for their “workforce development professional” staff, which should provide not only excellent training for WIB staff around the state, but, will also educate WIB staff on the operation and benefits of registered apprenticeship and encourage even greater collaboration and funding of registered apprenticeship programs.

The Chief reported on Senate Bill 54, which became effective January 1, 2015 and requires that after January 1, 2018, all building trade contractors’ workers at all refinery facilities must have completed a minimum of 20 hours of approved safety training every two years. The bill also mandated that by the end of 2015, the Chief, DAS approve a curriculum of at least 20 hours of in-person classroom and laboratory instruction of “advanced safety curriculum.” DAS has now approved the advanced safety training curriculum cross-walk, including 8 hours of refinery safety overview, 4 hours of principles of petroleum refining and 8 hours of craft-specific safety training and posted it on our website. DAS has also established

procedures for getting advanced safety training course work approved and has created an on-line listing of approved training providers and certificate of completion.

The Chief thanked all who participated in the curriculum development process. She acknowledged especially the work of DAS Deputy Chief, Glen Forman, who headed up and coordinated this effort and Clyde Trombetta, of Cal-OSHA, whose years of experience and expertise in the refinery industry which helped ascertain what safety training would be most essential for all workers to have.

Chief Ravnik noted the award of some \$17 million in federal apprenticeship grants to five California recipients and another \$18 million in multi-state grants which included four California grantees. She added that on January 20, 2016, the California Community Colleges Board of Governors announced award of some \$15 million in California's own grant program, the "California Apprenticeship Initiative" (CAI) to 24 grantees – the result of the Governor's augmentation of the 2015-16 State budget for establishment of innovative new apprenticeship (and pre-apprenticeship) programs. Eight (8) pre-apprenticeship programs, thirteen (13) innovative grant programs and two (2) "accelerator" grant programs were awarded, in addition to one technical assistance and evaluation grant. DAS staff will be assigned this next quarter, to work with each of the grantees to provide the technical assistance necessary to help each of the grantees achieve the goals of their grants and register their new apprenticeship programs with the DAS. She announced that the Governor has added an additional \$15 million in this year's 2016-17 budgets for a second round of CAI grants.

The Chief reported that DAS Consultants in all 6 regional offices continue to be available to their assigned committees for advice, consultation and support of apprenticeship program sponsored efforts to continually update and improve their programs. Field Office Consultants attended and presented apprenticeship information at a wide variety of outreach events around the State – including job fairs, veteran's events, and local Workforce Investment Board meetings. The Chief noted that field staff, have also been working with grantees of the newly-awarded federal apprenticeship grants to help develop state standards and register their new programs with DAS. She added that DAS staff will now also be providing necessary technical assistance to all CAI grantees to assist with development of their apprenticeship program standards and insure that these proposed standards meet all necessary requirements.

Chief Ravnik announced that training fund distributions were now being issued and the active apprentices as of December 31, 2015 numbered **63,959**. New registrations and reinstatements numbered 3,791 for the quarter ending December 2015. Minorities represented **61.2%** of all active apprentices as of December 31, 2015. Active women apprentices as of December 31, 2015, numbered 3,810 which is **6.0%** of all active apprentices. There are currently **4,313 veterans** active, 1,576 of which registered and 353 completed in 2015.

The Chief reported that the Division has received a total of 19 apprentice complaints in 2015. A current status chart is in the Chief's Report.

The Chief noted that the following five (5) new apprenticeship programs were approved during the last quarter.

- Sacramento Municipal Utilities District (SMUD) – IBEW 1245 JATC, in Sacramento, CA, for 7 occupations – Line Worker-Transmission, Substation Electrician, Cable Splicer, Electrical Technician, Telecom Technician, Meter Technician, Engineering Designer.
- Workshops for Warriors (WFW) Industries, LLC Apprenticeship Program, in San Diego, CA, for the occupation – Machinist
- Worker Education and Resource Center, Inc.- SEIU JAC, in Los Angeles, CA, for the occupation – Community Health Worker.
- The Brothers & Sisters Barber Cosmo Academy UAC, in Oakland, CA, for the occupations – Barber, Cosmetologist
- Grace's Beauty Academy UAP, in Placentia, CA, for the occupations – Barber, Cosmetologist

The Chief also announced the approval of one (1) new trainee program (L.C. 3093) for CityLab, in San Jose, CA for the occupation – Network System Specialist and one (1) new Journeyman Upgrade program for Independent Roofing Contractors of California, in Sacramento, CA for the occupation – Roofer

The Chief noted that DAS has a *new shorter, simplified* Self-Assessment form, available on the DAS website at: <http://www.dir.ca.gov/DAS/ProgramSponsor.htm> that should make this annual task much quicker and easier to comply with. She urged all program sponsors to contact their consultants if they have any questions or need assistance to complete and submit the self-assessment.

The Chief reported there were *no new audit reports* to present to the CAC this quarter, adding that there were a total of fourteen (14) *open audits*. All 14 remaining open audits were issued to the CAC in 2014 or before and staff is working to close all of them. She noted that programs not actively involved in completing necessary revisions to standards will be subject to disciplinary action or other sanctions until their revised standards are received. The Chief announced that new audits are now being scheduled for programs with graduation rates below the statutory trigger for such audits (specified in L.C. 3073.1 (g)). Audits will also be scheduled for any new or newly expanded programs – pursuant to L.C. 3073.1 (d) after one year following their approval.

G. Old Business

CAC Council Lucy Wang reported that there was nothing to report on either of the following issues under Old Business. Currently a survey is being set forth by DAS Deputy Chief Forman for the AB56 and the AB1870 before the rulemaking process can proceed.

1. Proposed Rule Making for AB 1870 (Training Fund)
2. Audits AB 56

H. New Business

DAS Chief Ravnik reported that there was nothing to report under New Business and that the Rules and Regulations Committee will discuss proposed changes to regulations governing public works apprenticeship enforcement in their committee report.

I. **FORUM – “Pre-Apprenticeship Programs”** presented by Paula Resa, Director of field services/Carpenter Training Committee for Northern California and Chuck Riojas, Fresno Building and Construction Trades Council.

Ms. Resa stated that the reason the Carpenter Training Committee were driven to pre-apprenticeship was for retention issues. They were looking at losing at about 70% of their apprentices from beginning to end of their apprenticeship program, which was not acceptable to their board. Workforce challenges identified was that every 9 seconds a student drops out of high school in the United States. This means the public education system is failing to turn out qualified workers for our industry. Many entry level workers do not possess the necessary skills for construction work. More than 40% of the U.S. labor force will reach retirement age by the end of the decade. Retirement was leaving holes in qualified instructors. Her committee felt that pre-apprenticeship was a way to resolve some of the workforce issues and challenges. One issue was employer’s frustration with the current workforce, including high dropout rate for beginning apprentices some not knowing what the trade really involves.

She said her committee does not have a recruitment problem; they have about 3500 people apply to their program every two years. She believes that pre apprenticeship will deliver the top candidates to their program. She currently has a 6 week apprenticeship class and one of the best things that they have done is establish some wonderful relationships within the community. They are working with about 6 high schools in northern California where their students are accepted directly into their pre apprenticeship programs. One of the things that they wanted to do is “tool calisthenics”. The goal is that if you walked on to a jobsite, that you would see their apprentice and think that they were in their second or third year because they seemed so comfortable with their tools. Things we addressed in pre apprenticeship is physical conditioning and drug testing done at the beginning and a random drug test is done once before the program is over.

Program participants receive a weekly stipend, starter set of tools (upon graduation), 5-6 Safety certifications and direct entry into the Carpenters Apprenticeship program. What her employers receive is a better prepared apprentice, safer jobsites, higher production rates, improved attendance on the job and increased profits for contractors when all of these things are combined.

She advised if you are considering doing a pre apprenticeship program you have to do your staff planning. She suggested that you have a program manager for this. There is a lot of staff training, and a written program criteria and policies which needs to be developed and a proposed budget.

She concluded saying, “We believe that pre-apprenticeship provides a better prepared workforce, higher production, safer jobsites and higher job retention.” She said she is glad to see more funding for pre-apprenticeship programs and one of the things that she would like to see in the future is more apprenticeship programs that are targeted for woman noting there are currently low numbers of woman apprentices, and she believed this would help create a more diverse workforce in the construction trades.

Presenter Chuck Riojas of the Fresno Building Trades Council stated that “apprenticeship changes lives”. Some of the advantages of pre-apprenticeship he said, is that you can target certain demographics like woman in construction and minorities in construction. He has a “jumpstart program” which started in Fresno County and was a welfare-to-work program. It targeted welfare-to-work participants, which he believes was highly necessary to help the community. He noted that people in the trades say that we are part of the community, and want to be a part of the community and now we are proving that. He said they are doing community outreach and this has really opened up doors and excites the community. He feels that a construction education, through an apprenticeship program is just as good as or better than a college education because there is no debt at the end.

A pre-apprenticeship program has been very beneficial to the employers in his opinion as well. Employers get a more qualified first year apprentice coming into a program with three certifications provided in the pre-apprenticeship program: OSHA10, CPR/First-Aid, and Forklift certification. Employers see the value of productive and safer workers on the job day one.

Mr. Riojas, noted that Anne McMonigle, with the State Federation of Labor WED program, created a “Prop 39 Pre-Apprenticeship Training Pilots Overview”, which is a report that highlights 5 success stories among hundreds of success stories. He concluded, noting that pre-apprenticeship has proven to be a pathway to apprenticeship that is transformative and changes lives.

III. CAC STANDING COMMITTEE REPORTS

A. CAC/CCA Liaison Committee – Report from January 27, 2016 CCA Chairperson Scott Lewis

Mr. Lewis reported that the committee accepted the Treasurer’s report as submitted. Previous minutes were approved as written. He presented an update on the 2016 CCA conference that will be held at the Hyatt Regency Monterey scheduled for April 26 – 29, 2016. He advised of two networking events prior to the conference. There will be a networking event held in the morning with the educators prior to the conference starting on the 26th, and that evening prior there will be the “Taste of Monterey” held at the Hyatt Regency Monterey. Conference packages were reviewed and are available online. He reported that there was a discussion on the “Directors Award for Excellence in Supporting Woman”. The award will be presented at the CCA dinner on Thursday, April 28, 2016. Mr. Lewis

reported that there will be variety of guest speakers for the first day of the conference and there will be a change in the workshops to make them fewer and more interactive. He reported that he has some committed vendors and high level sponsors for our conference, but we are still looking for additional sponsors. He stated that they had run out of rooms twice and currently added some additional rooms.

- B. Publicity Committee– Report from January 27, 2016– Chairperson Carl Goff
Carl Goff reported that the previous minutes were approved as written. Changes in Publication were discussed. During the meeting it was encouraged to have more people volunteer to participate in the working group. He asked for anyone interested in joining the Working Group to please provide their information to Deneen Phillip at DPhillips3@dir.ca.gov. A motion was made to induct four nominees (Dave McEuen, Michael J. Sparks, Daryl Peterson and Sandra Benson) into the Hall of Fame that will take place in Monterey, CA at the banquet the evening of Aril 28th.

- C. Legislation Committee - Report from January 27, 2016— Chairperson Yvonne de la Peña
Commissioner de la Peña stated previous minutes were approved. Commissioner de la Peña reported that the Governor’s budget for the proposed 2016-2017 budget was reviewed and discussed. She noted that the proposed budget increases the appropriation for Apprenticeship by \$1,593,000 to a total of \$53,750,000. This proposed augmentation increases the hourly rate for RSI by 4.95% from \$5.46 to \$5.73. This rate is essentially equivalent to the community college non-credit hourly rate. Further, the proposed appropriation includes \$15,000,000 (found in the community college budget schedule) for innovative apprenticeship training demonstration projects. Both community colleges and K-12 entities may receive funding for this purpose.

Commissioner de la Peña advised that they reviewed new and pending Bills. The bill deadline for new bills is February 2016. Commissioner de la Peña asked the attendees to send her any information on issues they would like to discuss. The public also asked for the committee to follow, AB 1185, SB7, AB 1358, AB1541, AB 566, which are bills relating to public works. A summary of these bills was presented. These will continue be on a future list for everyone to review. The website <http://www.leginfo.ca.gov/> was given to all attendees to find bills and get more information on them.

- D. Standards, Rules, Regulations & Operating Procedures Committee –Chairperson Aram Hodess – Report from January 27, 2016
Commissioner Hodess was absent, so acting chairperson Jim Hussey reported that minutes from October 28, 2015 were approved. Attorney Tom Fedricks gave a report on the proposed changes to regulations Article 10 section 227-section 232.64 that a DIR committee will propose for adoption by the CAC. Commissioner Hussey suggested that mailed requests for dispatching of apprentices per section 230.1 of the regulations be sent first class certified mail with a return receipt. There was also a discussion that apprentices only be assigned work under their training standards. It

was noted that in 2014 the CAC unanimously approved a resolution stating that apprentices can only be employed in work processes included in apprentice's program standards. The resolution is consistent with regulation 230.1 and labor code section 1777.5. Concern was expressed that some apprentices may still be assigned to work processes that are not contained in their program standards, which could result in inadequate training for apprentices affecting their competence as journeyman and their long term employability. There was discussion on how this could be addressed either by regulation, statute or enforcement. Attorney Tom Fredricks advised that DLSE enforces issues of misclassification of both journeymen and apprentices and the payment of journeymen wages to an apprentice if the work being performed by the apprentice is outside of the apprenticeship occupation in which the apprentice is training.

E. Related Supplemental Instruction – Report from January 27, 2016– Chairperson Pat McGinn

Commissioner McGinn stated previous minutes from July 29, 2016 were approved. Commissioner McGinn reported that a handout was presented on “On-Line Education”. There was a discussion from the sponsors that had experience in on line teaching. Commissioner McGinn stated that he hopes in our next meeting we will continue to discuss the development of standards and discuss the four criteria that are part of the “California Online Education Initiative”, mainly the class design, collaboration assessment and learning support.

F. Ad Hoc Committee on “Re-Recognition of California Apprenticeship” - Report from January 27, 2016 Chairperson Jack Buckhorn

Commissioner Buckhorn stated a quorum was present. DAS Deputy Chief Forman gave a brief background as to why California was De-recognized by the federal apprenticeship agency 10 years ago. There was a lively conversation on the pros and cons of being re-recognized, followed by a motion and a second not to re-seek recognition. That motion failed. Another Ad Hoc Committee meeting on “Re-Recognition of California Apprenticeship” will be scheduled for the July CAC meeting and it was requested that a federal representative be present. The primary focus will be how this could benefit California apprenticeship program sponsors and the California Apprenticeship system.

G. EEO Committee

Chief Ravnik stated that the EEO committee did not meet but she wanted to note that the DAS did receive a nomination for the Directors Award for Excellence in Supporting Woman in Construction. That nomination was for the Operating Engineers Local 3 in Northern California. In 2015, female apprentices in the construction trades still remain under 3% but they have 9% woman apprentices.

A motion and a second were made to approve the nomination. All were in favor. The motion carried. The award will be given at the CCA Banquet April 28th in Monterey.

IV. EDUCATION AGENCIES REPORT

California Community Colleges – Nick Esquivel Coordinator of Apprenticeship Programs, California Community Colleges Chancellor’s Office

Nick Esquivel stated that his colleague John Dunn accepted a promotion with American River College overseeing their federal apprenticeship program. As of January 4, 2016 Mr. Esquivel was hired to be the Coordinator of Apprenticeship Programs for the California Community Colleges Chancellor’s Office, which he is excited about. He stated that he job shadowed John for about 6-8 months prior to John Dunn’s departure.

Mr. Esquivel stated that in his office received a great number of grant applicants for the “California Apprenticeship Initiative”(CAI) grants. They received 29 applications for the category of “new and innovative” programs funded at \$11.3 million dollars. These programs are for new and innovative apprenticeship programs, designed to encourage the identification and also recruitment of employers with specific workforce training needs and create a stable apprenticeship program. Some of the programs targeted for this included transportation, childcare, retail, hospitality, advanced manufacturing, biotech, food safety and healthcare. This was a diverse group of programs. Under the “Pre-Apprenticeship” category a total of 16 applications were received, funding at \$7.5 million dollars. They were able to award up to \$4.1 million dollars for these various programs. Finally, the Accelerator Grant, which initially had set aside \$1.5 million of the \$15 million for the Accelerator Grants. These programs are designed to encourage to applicants to quickly identify a specific workforce need and to create an apprenticeship program approved by DAS and place apprentices with employers within 12 months. Four applications were received and two were funded.

V. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES

A. Division of Labor Standards Enforcement (DLSE) – Public Works Unit

Deputy Labor Commissioner Jason Lawless reported that DLSE has completed their enforcement statistics for the Labor Commissioners’ office for fiscal year 2015. He further reported that the for calendar year 2014-2015 DLSE statistical trend that they have observed is that assessed Public works wages have increased 115% , assessed Public works penalties have increased 65% and assessed Apprenticeship penalties has increased 20%. Recently in December DLSE partnered with the Orange county district attorney’s office and successfully received a conviction against a father and son working in southern California on public works projects. They were convicted in embezzlement of over \$300,000 from public works projects. They are projected to be sentenced in April 2016. All this information can be found on DLSE’s website. In DLSE’s efforts to reach out to public agencies and contractors DLSE has a new Public works news line on the website which can be found by going to DIR webpage and looking in the pressroom area. Currently there are over 62,000 subscribers.

B. US DOL/OA. – Patty Garcia, DOL Region 6 Regional Representative

Patty Garcia, thanked the CAC for inviting DOL/OA to attend the next Ad Hoc Committee on “Re-Recognition of California Apprenticeship.” Ms. Garcia reported she wanted to discuss the new training and employment notice that came out on January 11th from the Assistant Secretary of Employment and Training. It’s is an overview of “Apprenticeship USA” campaign but more importantly it pulls together a variety of technical assistance resources that the Office of Apprenticeship has compiled.

The first new technical assistance resource is the “Apprenticeship USA Toolkit”, which provides a five-step “action” guide covering everything from apprenticeship basics to how to launch a program. Each step includes information on various aspects of Registered Apprenticeship, links to other useful resources, and real-life examples and testimonials from successful apprenticeship programs. The second technical assistance resource is the “Federal Resources Playbook” for registered apprenticeship. Federal Agencies supporting Registered Apprenticeship programs and contributing to the Playbook are the U.S. Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development. In separate chapters, each Department explains how its Federal resources can be used to support employers (and their apprentices) with starting and/or expanding Registered Apprenticeship programs.

The third technical assistance resources is the new “Pre-Apprenticeship Guide” which offers information and resources to help organizations develop, build and sustain quality pre-apprenticeship programs that prepare individuals for Registered Apprenticeship programs in non-traditional, high-wage occupations. While the focus is on expanding apprenticeship opportunities for women – disadvantaged, low-wage, low-skilled or those interested in a career change – these strategies can also be applied to other groups seeking quality, family-sustaining jobs.

She pointed out a new technical assistance guide called Pre-Apprenticeship: Pathways for Women into High-Wage Careers: A Guide for Community-Based Organizations and Workforce Providers <http://www.doleta.gov/oa/preapp/>

C. Tradeswoman Inc. – Meg Vasey, Executive Director

Meg Vasey, Tradeswomen Inc. reported that the percentage of woman in apprenticeship is 6%. 24% of the women that are in construction apprenticeships are African American, 35% Hispanic, 35% Caucasian, 6% are Asian /Asian Pacific Islander. This shows that we are having a significant success rate for African American woman. Ms. Vesey advised that Tradeswomen has a goal to for Woman to make up 20% in apprenticeship by the year 2020, and they are starting to see the some success.

The “Women Build Nations” conference convenes in Chicago – the first time in its history that it will be held outside California. The annual tradeswomen convening, sponsored for the last 15 years by the State Building Construction Trades Council of California, brings together tradeswomen from multiple construction crafts to build leadership skills, learn strategies for overcoming challenges and unite around common issues.

Chicago Women in Trades is proud to serve as the local host committee of the 2016 “Women Build Nations” Conference and to partner with the North American

Building Trades Unions, along with other national, regional and local tradeswomen advocates and other allies, to co-host this truly inspirational conference.

Ms. Vasey reported that, with the Workforce Accelerator fund they are going to be starting an all-woman's pre-apprenticeship cohort utilizing the MC3 curriculum working with Rising Sun in the Bay Area and are currently recruiting for that now.

D. Association for the Advancement of Apprenticeship Training (CAAAT) – Richard Markuson reported on behalf of Christine Hall

A brief update on programs with CAAAT was given on behalf of Christine Hall.

- ABC NorCal held their first annual local craft competition on Saturday November 7, 2015. 5 electrical apprentices and 2 carpentry apprentices participated in the competition and had to build a finished project on the spot. Miguel Villa (carpenter), Varun Ram (electrician) and Nathan Juarez (electrician) were announced as the winners. Nathan and Varun will represent California at the ABC National Craft Championship in Ft. Lauderdale Florida in 2016. The judges included prior competitors and graduates.
- Associated Builders and Contractors - San Diego Chapter (ABC San Diego) In 2012 the San Diego ABC Training Trust established an Apprenticeship Scholarship Program and applications are now being accepted for 2016. The scholarship, open to high school seniors enrolled in construction programs, encourages them to continue their education through a formal apprenticeship program with ABC. The scholarship covers tools, work boots and all books, manuals and technical materials. San Diego ABC is currently working with Skills USA to host the State Plumbing Competition finals which will be held in San Diego, March 31- April 3.
- Associated Builders and Contractors – Southern California Chapter (ABC SoCal) ABC So-Cal started off this year with adding three additional electrical classes due to an influx of new apprentices. The chapter held their 22nd annual Craft Championships competition this month and will send the best two Electrical and Plumbing apprentices to their national convention in Florida in March.
- Plumbing Heating Cooling Contractors (PHCC) 2015/2016 Graduation and Student Achievement Awards is scheduled for May 27, 2016 at the PHCC GSA Training Facility in Sacramento. *PHCC WEST 2016* - 115th Annual Convention & Trade Show will be at the lovely Harvey's Casino in Lake Tahoe, NV. May 11 - 14, 2016. Congratulations to our 3rd year student Brian Cates on being awarded the Rigid Tool Scholarship.
- Masonry Industry Training Association (MITA) MITA is proud to announce that two of their apprentices won 1st Year and 3rd Year levels at the Statewide California Apprentice Skills Challenge hosted in Murrieta. Both Union and MITA's merit shop bricklayer/mason apprentices competed. MITA's apprentices now go on to compete against the finest young masons from across America, at the World of Concrete/World of Masonry in Las Vegas in February. Masonry Contractors

Association of America hosts this showcase for skills training in the masonry industry, challenging winning apprentices from regional competitions held throughout the country to determine the top masonry apprentice at each level. The exciting competition spotlights our industry's finest young masons and focuses attention on careers in the masonry industry. This won't be the first time MITA apprentices compete at the World. Last year they won, too. It's our industry's only annual international event. More than 55,000 industry professionals attended last year.

- Western Electrical Contractors Association, Inc. (WECA) advised that WECA currently has a total of 530 Apprentices State-Wide which includes 52 Veterans and 14 Females. WECA Indentured 234 Apprentices between January 1, 2015 & December 31, 2015. WECA Graduated 70 Apprentices between January 1, 2015 & December 31, 2015. It was also reported WECA is expanding its San Diego Training Facility to accommodate more classroom and labs space, the expansion will increase the usable square footage to 11,275 sq. ft. The Western Electrical Contractors Education Foundation (WECEF) is pleased to announce again that it is offering a scholarship program for students enrolled as an apprentice, electrician trainee or a journeyman taking continuation education courses. The WECEF Scholarship is offered to assist students whose career pursuits are in the electrical and low voltage fields and to help them with continuing their education with WECA.

E. California Apprenticeship Coordinators Association (CACA) – Jose Padilla

Mr. Padilla reported the association held a meeting yesterday with new council. The report from the regional areas across the state is that work seems to be picking up.

Southern California:

Cement Masons reporting taking more apprentices into their trade, also participating spreading the word about apprenticeship career opportunities at numerous job and career fairs.

North Bay:

- Carpenters: Reported having 834 apprentices, 13 new apprentices and 6 new graduates.
- Ironworkers finished 2015 with 1300 apprentices and graduated a total of 106.
- The Insulators reported about 125 current apprentices, including 30 recently indentured. Also, 12 just graduated.
- The Napa-Solano Electrical JATC has 69 current apprentices, and is taking applications this month.
- The Redwood Empire Electrical JATC hosted an open house for high school counselors in Santa Rosa, and as a result those counselors are now speaking on behalf of apprenticeship and suggesting another open house.
- The Operating Engineers JATC changed their name to OE3 JATC.

- The Sheet Metal JATC sees work picking up. Their Fairfield Facility hosted a November graduation event and is building out specialty labs, expected to be complete in late 2016.
- The North Bay Apprenticeship Coordinators' Association (NBACA) is planning its annual hands-on apprenticeship event for April 22, 2016. NBACA is also a partner in the North Bay TIP, Trades Introduction Program, expecting to hold the first class this spring.

Bay Area:

Reporting having 1468 apprentices, 295 New Apprentices, 123 New Graduates, 498 First Aid and CPR Certifications, 478 OSHA 10 Certifications and 40 OSHA 30 Certifications.

- Sheet Metal Outreach Report: Tradeswoman Inc. 225 in attendance. # of Female applicant rate has increased to approximately 15% since last year.
- UA Local 467 Outreach Report: Participated at 16 Events last year, reaching 708 individuals, 225 females participants at the Women's Career Fair.
- Apprenticeship Competition Report for UA Local 467: 1 Plumber, 1 Pipefitter, & 1 HVAC apprentice competed at UA Local 447 in Sacramento for the UA Cal. State Apprenticeship Competition. 70 total contestants from around the State.
- Graduation Report for UA Local 467: 12 - Plumber/Pipefitter and 9- HVAC Mechanics, 8- TIG & Orbital Welding Journeyman Certifications and 12 - CAD Training Journeymen

South Bay: No Report

Central Valley:

Reported having 1292 apprentices, 176 New Apprentices, 67 New Graduates, 707 First Aid and CPR Certifications, 712 OSHA 10 Certifications and 95 OSHA 30 Certifications.

The Central Valley apprenticeship programs participate in all High School career fairs as well as community career fairs. So far this year the participating programs for the CVACA have outreached to over 6000 students in the surrounding schools. The CVACA has also partnered with the California High Speed Rail Authority and attend community outreach meeting. The CVACA has partnered in a video production that highlights the application requirement, Benefits and other information on each Union Trade.

Their 19th annual Apprenticeship Workshop is scheduled for February 29, 2016.

This serves the high schools in the central valley. They have about 200 Juniors and Seniors that are enrolled in CTE programs attend. This is a hands-on exposure to all our crafts.

Their 3rd annual "Women in Trades" event will be held on March 1, 2016. This event has grown every year and they expect around 300 young ladies from the high schools and public.

San Joaquin: Reporting new election of officers for 2016;

- Chairperson - Greg Vincelet
- Vice-Chair - Mark Bowden

- Sec/Treasurer Rick Guantone

Sacramento: Lots of work at this time, thanks to the construction of the Entertainment Sport Complex.

California Firefighters JAC:

Active Number of Apprentices, as of December 31, 2015: 6462

Number of New Indentures October 1 through December 31, 2015: 573

Total Graduates October 1 through December 31, 2015: 328

CalJAC:

CalJAC established a new position and hired a Recruitment Coordinator to expand recruitment initiatives, create pathways for individuals interested in joining the fire service and work with the Firefighter Candidate Testing Center (FCTC), which is now offering physical and written testing for participating fire departments.

Offering a one-stop shop for departments looking to hire, FCTC serve as a major extension of Cal-JAC's commitment to recruiting a diverse workforce for California's fire service.

Cal-JAC held their 13th Biennial Conference in November which brought together over 300 participating fire department chiefs, labor leaders, and training officers.

Over the course of the three-day conference, attendees from both management and labor had an opportunity to come together, set aside rank, and work toward turning the challenges of the present into opportunities for the future. This year's conference featured workshops on issues ranging from addressing Post Traumatic Stress in the fire service to better managing stress, both at the fire house and at home.

VI. ADJOURNMENT

A motion and a second were made to adjourn the meeting. All were in favor. The meeting adjourned at 12:27 p.m.