

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

TO: CALIFORNIA APPRENTICESHIP COUNCIL
FROM: ERIC ROOD, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
4th QUARTERLY MEETING:

October 25, 2018

Upcoming CAC Meeting dates and sites:

	2019	
1 st Quarter	Best Western Plus Island Palms Hotel & Marina 2051 Shelter Island Drive San Diego, CA 92106	February 5-7, 2019
2 nd Quarter	TBD	April 23-25, 2019

ACTIVITIES/INFORMATION

DAS Staffing

DAS is pleased announce the following:

New Hires:

Yaritza Farias (AGPA in BET) – Started 4/16 : from DIR Director’s Office
Claudia Thio (MST in PPR/HQ) – Started 5/7 : from Albany School District
Adrienne Jones (MST in SF) – Started 5/1 : State Fund Background
Nina Gaetos (SSA in Audits/HQ) – Started 9/17 from Department of Business Oversight
Patricia Guerrero (Apprenticeship Consultant in SJ) – Started 9/10 :from State Fund
Ellen Soakai (SSM II in Inland Empire) – Started 10/9 : From DLSE

Internal staff changes:

Eric Rood was sworn in as Chief of DAS on August 27, 2018
Stephanie Buasan promoted to SSA
Alicia Sibaja – Transfer to SF District
Staci Teegarden – Transfer to SAC District

Departures:

Ciffrey Jugarap – Left state service
Alexis Deneau – transferred to a another state agency

Updates:

On August 17, 2018, Governor Brown appointed me as the Division of Apprenticeship Standards (DAS) Chief after serving in an interim role since October 2017. After one year, I have been working with my leadership team and making a concerted effort to be more efficient in how we operate. We are reviewing our work processes, training staff with lean training, leveraging the power of technology and developing new processes to carry out new legislation. We are also developing a new organization structure to align with the budget passed in June.

On September 22, 2018, Governor Brown signed a new law (AB 235) creating a new Interagency Advisory Committee on Apprenticeship within the Division. This new committee will meet quarterly to provide advice and guidance to the Director of the Department, and DAS Chief on apprenticeship programs, standards, and agreements, as well as pre-apprenticeship, certification, and on-the-job training and retraining programs, in all industries outside the construction and firefighting industries.

The California Apprenticeship Council will continue to be a strong advocate and regulatory arm for traditional apprenticeship programs in the building trades and firefighting industries. AB 235 added the Chairperson of the California Firefighter Joint Apprenticeship Committee as the fourth ex officio member. The CAC will now have 18 designated members.

The new law also amended Labor Code section 3075 requiring DAS to post new program standards or existing programs adding new work processes on the DAS internet for a minimum of 30 days prior to the Chief of approving or denying new programs. This will be the only form of notice required by DAS replacing the notice requirement in Title 8 California Code of Regulations section 212.2.

The Division has been active in updating its technology and will soon have a webpage portal to provide apprentice data to DAS by December 2018. This will eliminate five paper DAS forms in the process. Apprenticeship coordinators and their staff will be able to update apprenticeship information directly using this web portal providing an instant update to the California Apprenticeship System (CAS) database. Once this project is complete, DAS will be looking to provide a similar electronic solution for other work processes.

DAS is continuing to upgrade our website and recently entered into an Interagency Agreement with the California Department of Technology to provide expertise to display website content. DAS has dedicated staff reviewing every DAS webpage and ensuring each page has accurate information and removing or archiving data. You will begin seeing changes prior to our October CAC meeting. We are planning to complete our website redesign by the end of December.

On the regulatory front, the Department of Industrial Relations (DIR) and the California Attorney General's (AG) office is working in collaboration to complete paperwork for CAC rulemaking. I recently discovered there was a SB 56 rulemaking package that was rejected by the Office of Administrative Law (OAL) in 2014. We are taking measures to correct the reasons for the OAL denial. Our office is working with the AG's office, CAC and DIR's Legal Unit to correct the issues identified by the OAL and get these rules passed.

Federal Grant

In 2016, DAS was awarded \$1.8 million by the U.S. Department of Labor (DOL) to expand apprenticeship in non-traditional industry sectors. On March 22, 2018, DAS was notified it would receive an additional \$1.57 million as part of the recently passed federal budget to continue its apprenticeship expansion efforts in non-traditional industry sectors.

DOL awarded \$50 million through funds authorized by the Consolidated Appropriations Act of 2017. The intent of the expansion grants are to promote and expand high quality apprenticeships to California workers and provide opportunities for more women, people of color, ex-offenders, foster children and lower income individuals to qualify for high paying careers.

The grants additional apprenticeship funds will improve the state's strategic plan for apprenticeship and offer better opportunities to advance the careers of California workers and help California employers in closing the skills gap.

Apprenticeship Training Fund Check Processing

During the period **July 1, 2018 through September 30, 2018:**

- **44,352 checks** were reviewed and processed
- **\$ 5,020,996** was sent for deposit

Field Office Activities

Our six field offices consultants continue to be service our existing JACs, UACs and other program sponsors – attend your committee meetings, help on program revisions, annual self-assessments, audit/evaluation report compliance, apprentice disciplinary issues, public works compliance and any other advice and assistance you may need to continue the successful operation of your apprenticeship programs. Numerous committee reassignments have taken place and we expect more reassignments to equalize workload and services.

We have interviewed and selected replacement staff to backfill the open positions throughout the state. We have made one new consultant hire in San Jose, one job offer in Los Angeles, and we are awaiting Cal HR's approval for an additional consultant in San Francisco. We have shifted three of our seasoned consultants into other offices to alleviate service demands.

Additionally, DAS field consultants continue to attend and present apprenticeship information at a wide variety of outreach events around the State – including job fairs, veteran's events, local Workforce Investment Board meetings, CCCO functions and roadshows. DAS has increased our training of staff to facilitate productivity and engage our new information technology. We expect ongoing training both for new hires and refinement of our operations.

Apprentice Complaints:

DAS has received 33 complaints in 2018. The current status of 2018 complaints, as well as 2015-2017 complaints, is outlined in the chart below.

Year	Total Filed	Investigation/ or Hearing	Administrator or Legal Review	Withdrawn or Dismissed	Resolved through Hearing	Determination Issued
2015	19	0	0	13	2	4
2016	25	1	0	19	1	4
2017	39	2	0	26	0	11
2018	33	11	0	17	1	4

Apprentice Appeals Activity Before the CAC in 2018:

Appeals made to the CAC	Appeals Reviewed	CAC Decisions
2	0	0

New Programs:

The DAS has six (6) new apprenticeship programs and two (2) new OJT programs approved during the last quarter. They are:

Apprenticeship Programs:

- Azteca Milling and Clovis Community College Food Safety Apprenticeship (Subscription Agreement), in Madera, for the occupation of: Food Safety Assurance Technician
- Osceola Consulting Geographic Information System Technician Apprenticeship, in Cabazon, for the occupation of: Geographic Information System Technician (GIS Technician)
- Rabobank N. A./SLO Partners Apprenticeship Committee (Subscription Agreement), in San Luis Obispo, for the occupations of: Software Test Specialist, Computer Support Specialist (Desktop Support Technician)
- Tooling U- SME (New DAS-DOL Competency-Based Program), in Cleveland, OH, for the occupations of: Aerospace Engineer, CNC Machine Operator, Industrial Machine System Technician
- Hospitality Training Academy (HTA)/HITEF JATC (New DAS -DOL Competency-Based Program), in Los Angeles, for the occupations of: Room Attendant/Housekeeper, Chef de Partie/Line Cook
- The Alliance for Media Arts + Culture, Inc. (New DAS -DOL Competency-Based Program), in Spokane, WA, for the occupations of: Digital Video Editor, Multimedia Producer

On-the-Job Training Programs:

- Sapper Coding LLC, in San Jose, for the occupation of: Software Developer, Applications
- Vendition Sales Development Training Program, in San Francisco, for the occupation of: Sales Development Representative

Statistics of September 30, 2018

The active apprentices numbered **84,192** (the highest number ever in DAS 78-year history)

New registrations and reinstatements numbered **10,830** for the quarter.

Minorities represented **65.4%** of all active apprentices.

Active women apprentices numbered **5,310** which is **6.3%** of all active apprentices.

There are currently **4,877 veterans** active, **1,155** of which registered and **663** completed in 2018.

Program Evaluations July 1, 2018 through September 30, 2018:

DAS developed an evaluation module that is part of its enhanced California Apprenticeship (CAS) database. This module has greatly improved program oversight and facilitates conducting evaluations on a timely basis. Since January 1, 2018, DAS has opened up twenty-two (22) new evaluations. DAS will continue to send new evaluation notification letters when programs reach their first year anniversary date, fall below the 50% industry graduation rate, or when two or more meritorious complaints are filed against a program within a five (5) year period. To ensure high-quality apprenticeship administration, field consultants will assist programs with correcting the deficiencies found in order to close the evaluation/review.

In the third quarter of 2018, DAS has completed eight (8) evaluations (listed in the New Evaluations Table). Seven (7) programs with evaluations opened in 2017 have completed all of their recommendations. Seven (7) program evaluations opened in 2018 are in various stages of the review process. There are sixteen (16) programs with corrective action needed. DAS field consultants are monitoring these programs to ensure their recommendations are completed.

In conjunction with the Office of the Director Legal Unit and the Director's Office, DAS continues to update and refine the procedures and appeal processes for cancelling apprenticeship programs for cause. The implementation of these streamlined procedures and processes will increase the Division's ability to complete evaluations promptly and efficiently and facilitate the proper and successful administration of apprenticeship programs.

New Evaluations Presented to the CAC

File Number	Program Sponsor	DAS Follow-up Date	Comments/Actions
2017-03-06-05090	Southern California Plastering Joint Apprenticeship	7/30/18 Compliance Completed	Issued at the October 2018 CAC CLOSED
2017-10-23-10669	East Bay South Counties Barbering and Cosmetology UAC	9/18/18 Completion pending	Issued at the October 2018 CAC OPEN
2017-03-06-14150	Southwest Hardwood, Carpet, and Synthetic Floor Layers JATC	7/11/18 Compliance pending	Issued at the October 2018 CAC OPEN
2017-07-31-19719	Southern California Acoustical Installer JATC	8/7/18 Compliance Completed	Issued at the October 2018 CAC CLOSED
2018-05-31-60100	Clovis Community College Food Safety Apprenticeship Training Program	8/21/18 Completion pending	Issued at the October 2018 CAC OPEN
2018-04-24-60300	Central Valley Maintenance Apprenticeship Committee	9/18/18 Completion pending	Issued at the October 2018 CAC OPEN
2017-04-03-04088	Ventura County Plumbing & Pipefitting JAC	9/18/18 Completion pending	Issued at the October 2018 CAC OPEN
2018-05-23-05234	Dobler Imagineering	9/30/18 Completion Pending	Issued at the October 2018 CAC OPEN

Prior Evaluations Presented to the CAC

File Number	Program Sponsor	DAS Follow-up Date	Comments/Actions
2016-11-03-00021	Glendale, Burbank, San Fernando Valley Plumbers & Antelope Valley Plumbers & Steamfitters JAC	11/15/17 Completion pending	Issued at the October 2017 CAC OPEN
2017-06-19-00052	Fresno Sheet Metal Workers JATC	9/12/18 Completion Completed	Issued at the October 2017 CAC CLOSED
2017-01-09-10556	Landscape & Irrigation Fitter of Southern California JATC	8/13/18 Completion Completed	Issued at the January 2018 CAC CLOSED
2017-06-12-00169	Redwood Empire Electrical JATC	7/30/18 Completion Completed	Issued at the January 2018 CAC CLOSED

2017-08-14-05149	City & County of San Francisco/Laborers Local 261 Gardener/Horticulture Joint Apprenticeship Program	9/12/18 Completion pending	Issued April 2018 CAC OPEN
2017-05-22-10835	Northern California Elevator Industry Joint Apprenticeship & Training Committee	8/29/18 Compliance Completed	Issued at the April 2018 CAC CLOSED
2018-02-26-05239	Chefs de Cuisine of San Diego Unilateral Apprenticeship Committee	9/10/18 Completion pending	Issued at the August 2018 CAC OPEN
2018-03-02-05246	J D S C A Apprenticeship	9/10/18 Completion pending	Issued at the August 2018 CAC OPEN
2016-12-27-05139	Southern California Laborers Cement Mason Joint Apprenticeship Committee	9/26/18 Compliance Completed	Issued at the August 2018 CAC CLOSED
2018-02-26-60101	Clovis Community College Food Safety Apprenticeship Training Committee/Producers Dairy Foods	9/11/18 Completion pending	Issued at the August 2018 CAC OPEN
2018-02-26-60102	Clovis Community College Food Safety Apprenticeship Training Committee/Wawona Frozen Foods	9/11/18 Completion pending	Issued at the August 2018 CAC OPEN
2018-03-01-60103	Clovis Community College Food Safety Apprenticeship Training Committee/O'Neill Vinters & Distillers	9/11/18 Completion pending	Issued at the August 2018 CAC OPEN
2018-03-02-60104	Clovis Community College Food Safety Apprenticeship Training Committee/Fig Garden Packing, Inc.	9/11/18 Completion pending	Issued at the August 2018 CAC OPEN
2017-11-06-09307	Inland Refrigeration JJA & TC	9/24/2018 Compliance Completed	Issued at the August 2018 CAC CLOSED
2017-07-03-19924	Riverside, San Bernardino, Mono & Inyo Counties Sound Technician JAC	8/01/2018 Completion pending	Issued at the August 2018 CAC OPEN
2016-11-21-04489	Tri-Counties Sheet Metal & Air Conditioning Industry JAC	9/04/2018 Completion Pending	Issued at the August 2018 CAC OPEN

CHIEF'S STATISTICAL REPORT TO THE COUNCIL

For the quarter ending September 30, 2018

The active apprentices as of September 30, 2018, numbered 84,192.

New registrations and reinstatements numbered 10,830 for the quarter ending September 2018.

Minorities represented 65.4% of all active apprentices as of September 30, 2018.

Active women apprentices as of September 30, 2018, numbered 5,310 which is 06.3% of all active apprentices.

Total Active Apprentices

	<u>Count Jul-18</u>	<u>% of Total</u>	<u>Count Sep-18</u>	<u>% of Total</u>	<u>Change Jul to Sep</u>	<u>Census Goals</u>
All Minorities	54,005	65.0%	54,626	65.4%	1.1%	51.6%
Black	6,110	7.4%	6,390	7.7%	4.6%	6.7%
Asian or Pacific Islander	3,018	3.6%	2,996	3.6%	-0.7%	8.6%
American Indian or Alaskan Native	722	0.9%	753	0.9%	4.3%	0.8%
Filipino	1,064	1.3%	1,098	1.3%	3.2%	3.2%
Hispanic	43,091	51.9%	43,389	52.0%	0.7%	32.4%
White	<u>29,078</u>	<u>35.0%</u>	<u>28,893</u>	<u>34.6%</u>	<u>-0.6%</u>	<u>48.4%</u>
Unknown	693		673			
Total All Groups	83,776		84,192		0.5%	

Asian - Pacific Islander Background Summary

Group	Count	Percent
ASIAN INDIAN	167	4.1%
ASIAN OR PACIFIC ISLANDER	667	16.3%
BANGLADESHI	6	0.1%
CAMBODIAN	122	3.0%
CHINESE	530	12.9%
FIJIAN	42	1.0%
FILIPINO	1,098	26.8%
GUAMANIAN	71	1.7%
HAWAIIAN	162	4.0%
HMONG	123	3.0%
INDONESIAN	9	0.2%
JAPANESE	195	4.8%
KOREAN	133	3.2%
LAOTIAN	91	2.2%
MALAYSIAN	14	0.3%
PAKISTANI	20	0.5%
SAMOAN	172	4.2%
SIR LANKAN	2	0.0%
TAIWANESE	14	0.3%
THAI	35	0.9%
TONGAN	124	3.0%
VIETNAMESE	297	7.3%
Total	4,094	100.0%

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

Grant Distribution 2018

Grantee	Amount
Apprentice & Journeyman Training Trust Fund Of The Southern California Plumbing & Piping Industry	\$133,242.21
Asbestos Workers Joint Apprenticeship Fund	\$7,489.47
Associated Builders And Contractors - Los Angeles/Ventura Chapter	\$6,007.35
Associated Builders And Contractors Training Trust	\$21,857.79
Associated General Contractors Of America, San Diego Chapter, Inc.	\$125,199.70
Bac Local 3 JATEC	\$15,692.19
Boilermakers Western States Joint Apprenticeship Program	\$24,858.25
California American Fire Sprinkler Association	\$8,929.17
Carpenters Training Committee Northern California	\$104,572.89
Central Valley Roofers, Waterproofers & Allied Workers J.A.T.C.	\$497.83
Contra Costa County Electrical J.A.T.C.	\$1,482.36
District Council 16 Northern California Journeyman And Apprentice Training Trust Fund	\$45,202.86
East & North Bay Counties Roofers/Waterproofers JATC	\$4,384.27
Field Ironworkers Apprenticeship Program	\$74,522.93
Finishing Trades Institute Of District Council 36 Joint Apprenticeship Training Trust Fund - Glaziers Apprenticeship	\$12,333.61
Heat & Frost Insulators & Allied Workers JATC	\$715.80
Independent Roofing Contractors Of California	\$7,160.38
Jatc Plumbing, Pipe Fitting & Refrigeration Industry Of San Mateo, Ca	\$2,948.96
Joint Apprenticeship Committee - Tile Laying Industry	\$21,609.77
Joint Electrical Industry Training Trust Fund	\$5,321.70
Kern & Northern Los Angeles Counties A/C & S/M Workers JATC	\$3,027.16
Kern County Electrical JATC	\$9,336.43
Laborers Training & Retraining Trust Fund For Southern California	\$530,468.78
Local Union 1399 Apprenticeship Training/Education Fund	\$7,148.95
Los Angeles County Electrical Training Institute	\$46,984.61
Modesto Area Sheet Metal Apprenticeship Training Trust	\$270.89
Northern California Cement Masons Joint Apprenticeship And Training Committee	\$43,657.33
Northern California Elevator Industry Joint Apprenticeship & Training Committee	\$480.53
Northern California Laborers Joint Apprenticeship And Training Committee	\$204,963.20
Northern California Plasterers Training Trust Fund	\$8,907.59
Northern California Sound And Communication JATC	\$10,113.56
Northern California Tile Industry Apprenticeship And Training Fund	\$10,206.44
Northern California Valley Sheet Metal JATTF	\$2,866.68
Northern Nevada Joint Apprenticeship And Training Committee For The Electrical Industry	\$212.72
Operating Engineers And Northern California Surveyors Training Fund	\$97,242.02
Operating Engineers Local 3 CA AATT	\$204,449.18
Operating Engineers Training Trust	\$348,332.73
Orange County Electrical Training Trust	\$12,025.98
Pipe Trades District Council #36 Apprentice Training Fund	\$14,900.86
Plumbers And Steamfitters Local 343 Joint Apprenticeship Training Committee Of Napa And Solano Counties	\$589.69
Plumbing Industry Apprenticeship N-P Corp DbA Pipe Trades JATC Of Santa Clara & San Benito Counties	\$7,996.10

Grant Distribution 2018 (cont.)

Grantee	Amount
Redwood Empire Electrical Training Trust	\$1,562.08
Riverside Area Electrical J. A. C.	\$4,424.16
Sacramento Area Electrical JATC	\$6,596.39
San Bernardino, Mono And Inyo Counties Electrical J. A. C.	\$4,186.33
San Diego & Imperial Counties Roofers And Waterproofers, Joint Apprenticeship Committee	\$3,653.43
San Diego Chapter ABC Apprenticeship Training Trust Fund	\$11,169.97
San Diego Electrical Training Trust	\$14,217.27
San Francisco Electrical Industry And Training Trust	\$9,390.06
San Joaquin & Calaveras Counties Electrical Jatc	\$1,578.56
San Mateo County Electrical Joint Apprenticeship And Training	\$5,752.28
Santa Clara Valley Roofers JATC	\$1,652.29
Sheet Metal Air Conditioning Apprenticeship & Journeyman Training Fund Of San Diego	\$2,697.06
Sheet Metal Workers & Tri Co. Air Conditioning JAC	\$1,187.11
Sheet Metal Workers Local 104 & Bay Area Industry Training Fund	\$16,501.06
Southern California Cement Masons Joint Apprenticeship Committee	\$48,428.67
Southern California Painting & Drywall Industries Apprenticeship Trust	\$47,620.57
Southern California Pavement Striper, Road Slurry, Seal Coat & Highway Maintenance Apprenticeship & Training Trust	\$14,222.66
Southern California Plaster Tenders J.A.C.	\$10,496.72
Southern California Plastering Institute Trust & JATC	\$6,291.26
Southern California Resilient Floor & Decorative Covering Crafts Joint Apprenticeship & Training Committee	\$15,817.82
Southern California Roofers & Waterproofers Joint Apprenticeship & Training Committee	\$13,415.64
Southwest Carpenters Training Fund	\$166,089.49
Sprinkler Fitters UA Local 483 JAC	\$4,673.06
Sprinkler Fitters UA Local 709 JAC	\$8,452.24
United Association Local Union 342 JATC	\$5,314.90
Valley Roofers And Waterproofers JATC	\$3,528.97
Ventura County Electrical Joint Apprenticeship Training Committee/Trust	\$2,196.45
WBFAA UATC	\$14,597.31
WECA Apprenticeship And Training Fund	\$21,219.46
West Bay Counties Roofers/Waterproofers JATC	\$2,882.43