

**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
FOURTH-QUARTERLY MEETING:

October 28, 2021

**Upcoming CAC Meeting dates and sites:
2022**

TBD End of January Teleconference

ACTIVITIES/INFORMATION

New Hires:

Adele Burnes 10/01/2021

Nicole Pacada 10/01/2021

Ha Nguyen 10/01/2021

Updates:

I am pleased to announce Adele Burnes, Deputy Chief, will join Glen Forman and me on our DAS executive team. Adele started on October 1, 2021 and will be a key leader in developing our strategic plan to create 500,000 new apprentices over the next decade. The DAS management team has made some additional hires as well. Please join me in welcoming Adele and our new team members to the DAS team.

On September 14, 2021, the California Apprenticeship Council Chairperson Christopher Christophersen Sr. called a special meeting of the California Apprenticeship Council to discuss pending litigation per Government Code § 11125.4. The meeting discussed two lawsuits below. The DAS expects additional lawsuits to be filed.

- Construction Employers Association, et al. v. California Department of Industrial Relations, Division of Labor Standards Enforcement; & California Apprenticeship Council, Sacramento County Superior Court Case No. 34-2021-80003714
- The Laborers Training and Retraining Trust of Southern California, et al. v. California Department of Industrial Relations, Division of Labor Standards Enforcement; California Apprenticeship Council, Sacramento Superior Court Case No. 34-2021-80003715

The DAS launched its Tableau feature to internal staff last quarter and is now allowing the public to access our dashboards on the Tableau Public website. This can be accessed from our website or directly at <https://public.tableau.com/app/profile/california.apprenticeship>. This allows DAS to easily capture California Apprenticeship System data in formats that include heat maps, pie charts and bar graphs. DAS is working on providing a solution to put Tableau data on the web for public use. Deputy Chief Glen Forman is working with DIR's information technology team.

Field Office Activities

Our six field offices consultants continue to 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 continue to take place and we expect more reassignments to equalize workload and services.

Under direction of California Human Resources, we have updated our interview and selection procedures for hiring staff to fill the open positions throughout the state. We are still experiencing retirements in most of our districts we are working to fill all our vacant positions as quickly as possible.

We have interviewed twelve applicants for jobs in two offices and are posting more positions, please continue to send/ apply! We hope that the personal unit will clear our top scoring applicants so we can hire them for both Southern California & Northern California very soon. Please keep encouraging qualified apprenticeship folks to apply!

Apprenticeship Training Fund Check Processing

During the period **July 1, 2021 through September 30, 2021:**

- **46,613 checks** were reviewed and processed
- **\$ 5,387,125** was sent for deposit

Training Fund Grant Applications

The Training Fund Grant applications have been processed see the distribution attachment at the end of the report.

Apprentice Complaints:

DAS has received 11 complaints in 2021. The status of 2021 complaints, as well as 2017-2020 complaints, are outlined below.

Status of Apprentice Complaints

Year	2021	2020	2019	2018	2017
Investigation/Hearing	6	6	1	0	0
Administrator/Legal Review	1	0	0	0	0
Withdrawn/Dismissed	3	16	16	22	26
Resolved through Hearing	0	0	2	4	0
Determination Issued	1	2	0	10	13
Total Filed	11	24	19	36	39

Status of CAC Apprentice Appeals (2021)

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

New Programs:

No new programs for the past quarter

Federal Grant

In July 2020, DAS was awarded a federal Technology grant in the amount of \$450,000. This grant has been used to enhance DAS ability to identify and implement specific technical assistance (TA) strategies that has changed existing and created new effective processes and/or services, in the delivery of TA to sponsors for the purposes of increasing efficiency, improving overall impact, and removing barriers in expanding Registered Apprentice Programs (RAPs). The grant funding has been used to enhance the DAS reporting systems with the introduction of Tableau, a business data visualization software that permits DAS to create reports using visual representations of the apprenticeship data collected from the DAS California Apprenticeship System (CAS) database. This funding allows DAS to better capture and represent demographic data across all workforce sectors and provide requested reports to the CAC and its members that were not readily available before the recent enhancements to the DAS CAS database system.

On July 1, 2021, DAS was awarded a \$10 million State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI) grant. This grant will deliver at least 1,500 new apprentices with diversity, inclusion, and equity as a key strategy. The equity goals include serving at least 60% people of color, 40% women, and 10% people with disabilities and justice-involved. The DAS shall use the SAEEI funding to contract with at least four Regional Local Workforce Development Boards (Local Boards) to develop and operate multi-employer apprenticeships. The Local Boards may contract with apprenticeship intermediaries to help the program sponsor administer the program, provide outreach services to help the expansion efforts in targeted industries, recruit under-represented populations such as women, people of color, veterans, justice-involved, people with disabilities, youth, and the multitude of unemployed due to the COVID-19 pandemic. The Local Boards' focus will be to promote diversity, equity, and inclusion. DAS plans to release the Solicitation for Proposals (SFP) in October 2021 and shall announce the successful grantee applicants on or about the end of December 2021.

Statistics of September 30, 2021 this Council / California total

The active apprentices numbered **75,819 / 91,349**

New registrations and reinstatements numbered **6,969 / 8,852** for the quarter.

Minorities represented **68.7% / 69.8%** of all active apprentices.

Active women apprentices numbered **2,490 / 6,647**, which is **3.3% / 7.3%** of all active apprentices.

There are currently **8,985 / 8,985 veterans** active, **3,224 / 3,547** of which registered and **2,249 / 2,449** completed in 2021.

Program Evaluations July 1, 2021 through September 30, 2021

Since July 1, 2021, DAS opened seven (7) apprenticeship program evaluations. Six (6) program evaluation are still in progress, and there are ten (10) programs with corrective action needed (eight (8) opened in 2019 and two (2) opened in 2020). DAS field consultants are monitoring these programs to ensure their recommendations are completed.

DAS will continue to send new evaluation notification letters when programs reach their first year anniversary date or make substantial revisions, fall below the 50% industry graduation rate, and when programs have two or more meritorious complaints filed against them 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 their evaluations/reviews.

New Evaluations Presented to the CAC (October 2021)

Program Name	Status/Action Date
Kern, Inyo, & Mono Counties Plumbing, Pipefitter & Refrigeration/ Air Conditioning Mechanic J.A.T.C. (File #238) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Landscape and Irrigation Fitter of Southern California J.A.T.C. (File #10556) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
CA American Fire Sprinkler Association U.A.C. (File #19570) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Innercity Community U.A.C. (File #19718) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
San Bernardino, Mono & Inyo Counties Electrical J.A.T.C. (File #375) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Riverside, San Bernardino, Mono & Inyo Counties Sound Technician Apprenticeship Program (File #19924) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021
Southwest Carpenter and Affiliated Trades J.A.T.C. (Floor Worker) (File #14150) <i>Issued at October 2021 CAC</i>	OPEN/Compliance Pending 7/26/2021

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
Southern California Acoustical Installer JATC (File #19719) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
Southern California Plasterer JATC (File #5090) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
San Diego County Cement Masons JAC (File #7257) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
San Luis Obispo County Plumbing JAC (File #8378) <i>Issued at July 2021 CAC</i>	OPEN/Compliance Pending 5/5/2021
Joint Apprenticeship Committee for Operating Engineers for the 46 Northern Counties in CA (File #9431) <i>Issued at April 2021 CAC</i>	OPEN/Compliance Pending 1/12/2021

Prior Evaluations Presented to the CAC (cont.)

Program Name	Status/Action Date
United Association Local Union 342 JATC (File #100311) <i>Issued at April 2021 CAC</i>	OPEN/Compliance Pending 1/12/2021
Landscape & Irrigation Fitter of Southern California JATC (File #10556) <i>Issued at July 2019 CAC</i>	OPEN/Compliance Pending 6/10/2019
Inland Refrigeration J.J. & A.T.C. (File #9307) <i>Issued at July 2019 CAC</i>	OPEN/Compliance Pending 6/17/2019
Western Burglar & Fire Alarm Association UATC (File #10837) <i>Issued at July 2019 CAC</i>	OPEN/Compliance Pending 4/15/2019
Oregon/SW Washington/NW California Plumbers & Steamfitters JATC (File #8902) <i>Issued at January 2020 CAC</i>	OPEN/Compliance Pending 10/21/2019
San Diego & Imperial Counties Pipe Trades JAC (File #2) <i>Issued at January 2020 CAC</i>	OPEN/Compliance Pending 12/2/2019
San Diego Carpet, Linoleum, & Floor Covering Industries JAC (File #3262) <i>Issued at January 2020 CAC</i>	OPEN/Compliance Pending 12/2/2019
San Diego Associated General Contractors JAC (File #19161) <i>Issued at January 2020 CAC</i>	OPEN/Compliance Pending 12/2/2019
Orange County Electrical JAC (File #5129) <i>Issued at the January 2021 CAC</i>	OPEN/Compliance Pending 10/14/2020
Santa Barbara County Pipe Trades JAC (File #277) <i>Issued at the April 2020 CAC</i>	OPEN/Compliance Pending 3/2/2020
Sprinkler Fitters U.A. Local 709 JAC (File #4501) <i>Issued at January 2020 CAC</i>	OPEN/Compliance Pending 10/10/2019

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending September 30, 2020

The active apprentices numbered 75,819.

New registrations and reinstatements numbered 6,969.

Minorities represented 68.7% of all active apprentices.

Active women apprentices numbered 2,490 which is 03.3% of active apprentices.

CAC Active Apprentices

Group	Count Jun-21	% of Total	Count Sep-21	% of Total	Change Jun to Sep	Census Goals
All Minorities	51,493	68.6%	52,008	68.7%	1.0%	51.6%
Black	4,784	6.4%	4,768	6.3%	-0.3%	6.7%
Asian or Pacific Islander	2,231	3.0%	2,246	3.0%	0.7%	8.6%
American Indian or Alaskan Native	599	0.8%	591	0.8%	-1.3%	0.8%
Filipino	740	1.0%	750	1.0%	1.4%	3.2%
Hispanic	43,139	57.4%	43,653	57.7%	1.2%	32.4%
White	<u>23,598</u>	<u>31.4%</u>	<u>23,651</u>	<u>31.3%</u>	<u>0.2%</u>	<u>48.4%</u>
Unknown	161		160			
Total All Groups	75,252		75,819		0.8%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2021

The active apprentices numbered 91,349.

New registrations and reinstatements numbered 8,852.

Minorities represented 69.8% of all active apprentices.

Active women apprentices numbered 6,647, which is 07.3% of all active apprentices.

California Total Active Apprentices

	Count Jun-21	% of Total	Count Sep-21	% of Total	Change Jun to Sep	Census Goals
All Minorities	63,196	69.7%	63,616	69.8%	0.7%	51.6%
Black	6,606	7.3%	6,527	7.2%	-1.2%	6.7%
Asian or Pacific Islander	3,202	3.5%	3,191	3.5%	-0.3%	8.6%
American Indian or Alaskan Native	770	0.8%	768	0.8%	-0.3%	0.8%
Filipino	1,125	1.2%	1,112	1.2%	-1.2%	3.2%
Hispanic	51,493	56.8%	52,018	57.1%	1.0%	32.4%
White	<u>27,429</u>	<u>30.3%</u>	<u>27,497</u>	<u>30.2%</u>	<u>0.2%</u>	<u>48.4%</u>
Unknown	235		236			
Total All Groups	90,860		91,349		0.5%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	CAC Count	CAC Percent
ASIAN INDIAN	195	4.5%	96	3.2%
ASIAN OR PACIFIC ISLANDER *	725	16.8%	518	17.3%
BANGLADESHI	5	0.1%	2	0.1%
CAMBODIAN	138	3.2%	92	3.1%
CHINESE	464	10.8%	357	11.9%
FIJIAN	28	0.7%	19	0.6%
FILIPINO	1112	25.8%	750	25.0%
GUAMANIAN	74	1.7%	56	1.9%
HAWAIIAN	163	3.8%	143	4.8%
HMONG	130	3.0%	56	1.9%
INDONESIAN	16	0.4%	7	0.2%
JAPANESE	203	4.7%	160	5.3%
KOREAN	147	3.4%	109	3.6%
LAOTIAN	102	2.4%	84	2.8%
MALAYSIAN	12	0.3%	5	0.2%
PAKISTANI	36	0.8%	12	0.4%
SAMOAN	213	4.9%	175	5.8%
SRI LANKAN	3	0.1%	3	0.1%
TAIWANESE	20	0.5%	11	0.4%
THAI	50	1.2%	38	1.3%
TONGAN	117	2.7%	109	3.6%
VIETNAMESE	352	8.2%	196	6.5%
Total	4,305	100.0%	2,998	100.0%

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

2021 Grant Distribution

Trust Name	Amount
California Field Ironworkers	71,396.65
Sw Carpenters Training Fund	147,264.14
Plumbing Ind Apprenticeship	6,722.77
Alameda Co Electrical Ind Apprenticeship	3,476.77
San Joaquin & Calaveras Cnty	1,805.39
Assoc Builders & Contractor	11,953.50
Sprinkler Fitters Ua Local 483	3,389.56
Northern Ca Cements Masons	39,454.24
California American Fire Sprinkler Association	9,956.48
Sheet Metal Workers Local 104	19,734.75
Nor Nevada Elec Jnt Appshp &	23.77
Riverside Cnty Educational &	4,660.49
Indep Roofing Contractor Of Ca	8,201.24
Tile Marble & Terrazzo Joint	20,085.58
Brick Masons Apprenticeship	12,210.16
San Mateo Cnty Electrical Jatc	3,197.93
Apprentice & Journeyman Trg	96,522.21
Phcc Educational Foundation	3,208.88
Sacramento Area Roofer Joint	4,179.50
Los Angeles Cnty Electrical	40,863.54
Pipe Trades Dist Council 36	13,092.40
Assoc Gen Cont Of Amer San	109,541.97
No Ca Valley Sheet Metal Jattf	6,297.06
Bac Local 3 Jatec	8,188.22
Los Angeles - Ventura Chapter	1,764.96
Joint Electrical Industry	7,135.46
So. California Elevator Constructors	661.82
Slate Tile & Comp Roofers Jatc	2,827.90
Southern Ca Surveyors Joint	18,805.14
Lu 477 Ibew So Sierras Chap Neca Edu	3,294.70
Ventura Cnty Electrical Joint	1,832.35
Modesto Area Sheet Metal Jatc	113.96
Dist Coun 16 Norcal Journeyman	46,252.27
Plaster Tenders Apprenticeship	16,901.87
Operatng Eng & Prt Emp Pre-App	198,786.79
Northern Ca Sound&Comm Jatc	14,016.24
So Ca Plastering Inst Appren	5,059.53
Laborers Trng & Retrng Trust	214,006.94
Pavement Stripers & Hwy Maint	21,720.13

2021 Grant Distribution (cont.)

Trust Name	Amount
Northern Ca Plasterers Jatc	9,052.24
Operating Eng Training Trust	387,627.20
Northern Ca Tile Industry	15,921.55
San Diego Elect Training Trust	8,339.50
Contra Costa Cnty Elec Ind	558.42
Cement Masons Joint	51,745.06
San Francisco Elec Ind & Trg	8,524.16
Western Burglar & Fire Alarm	11,586.81
Associated Bldrs & Cont No Ca	13,002.66
Finishing Trades Inst Of Dist	89,364.51
Jnt Appshp&Trn Comm Plmb Pipe	2,753.16
Laborers Trng & Re-Trng Trust	474,961.00
Oper Eng & No Ca Surveyor	135,632.03
San Diego Chapter Abc Trng	7,526.39
Local Union 1399	11,442.17
Boilermakers Western States	39,600.69
Weca Apprenticeship & Training	23,865.13
Sheet Mtl & Air Cond Appshp	2,261.52