

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

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP
FROM: ERIC ROOD, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FOURTH-QUARTERLY MEETING:

October 25, 2022

ACTIVITIES/INFORMATION

New Hires:

None

Promotions:

Sheila Zuvich, Senior Consultant

Charles Richards, Senior Consultant

Separations/Retirements:

Rhiannon Rogers

Updates:

The Department of Industrial Relations' (DIR) is glad to announce our Equal Representation in Construction Apprenticeships (ERiCA) \$20 million grant solicitation. This grant will provide funding to offset childcare costs for registered construction pre-apprentices, incentives for construction apprenticeship programs to register these pre-apprentice graduates and provide funding for community-based organizations who are serving women in construction. The application period will begin in mid-November and close in mid-December.

DAS is working on an interagency agreement with the Employment Training Panel (ETP) to utilize a Salesforce workforce grants management system. The California Workforce Development Board also utilizes this grants management system. All ERiCA grant applications will be hosted on this platform. This project is another example how the workforce entities of the California Labor & Workforce Development Board are working together.

All pre-apprenticeship programs need to be registered with DAS in order to receive ERiCA grant funding. There are requirements for community-based organizations to have experience serving women for the funding around marketing and support services. All pre-apprenticeship programs will need to get a memorandum of understanding or a linkage agreement in place with a DAS registered construction apprenticeship program pursuant to Labor Code section 3100.

Apprentice Complaints:

Status of IACA Apprentice Complaints

Year	2022	2021	2020	2019
Investigation/Hearing	3	3	6	1
Administrator/Legal Review 1	0	0	0	
Withdrawn/Dismissed	0	3	16	16
Resolved through Hearing	0	0	0	2
Determination Issued	1	0	2	10
Total Filed	5	3	24	19

Programs:

The DAS has thirty-seven (37) new programs approved during the last quarter. They are:

- Homeless Prenatal Program Community Health Worker Pre-Apprenticeship for the occupation of Community Health Worker (Pre-apprenticeship)
- East Los Angeles College – HIT Pre-Apprenticeship Program Apprenticeship for the occupation of Healthcare (Pre-apprenticeship)
- Dev/Mission IT Pre-Apprenticeship Program Apprenticeship for the occupation of Information Technology (Pre-apprenticeship)
- Dev/Mission IT Pre-Apprenticeship Apprenticeship Program for the occupation of Robotics (Pre-apprenticeship)
- Dev/Mission IT Pre-Apprenticeship Program Apprenticeship for the occupation of Scientific Technological Engineering Arts Mathematics (Pre-apprenticeship)
- Foothill College Early Childhood Education Apprenticeship Program Apprenticeship for the occupation of Preschool Teacher (Apprentice)
- Construction Technologies Pathway Apprenticeship for the occupation of Construction Technologies (Pre-apprenticeship)
- Luther Burbank High School Building Trades Program Apprenticeship for the occupation of Construction/Building Trades Pre-apprenticeship
- San Jose Grail Family Services / ECEPTS Master Apprenticeship Committee Apprenticeship for the occupation of Early Care & Education Associate Teacher (Apprentice)
- Mental Behavioral Health Apprenticeship Program Apprenticeship for the occupation of Social and Human Service Assistant (Apprentice)
- California Young World / ECEPTS Master Apprenticeship Committee Apprenticeship for the occupation of Early Care & Education Associate Teacher (Apprentice)
- Go Kids, Inc. / ECEPTS Master Apprenticeship Committee Apprenticeship for the occupation of Early Care & Education Associate Teacher (Apprentice)
- SJB Child Development Centers / ECEPTS Master Apprenticeship Committee Apprenticeship for the occupation of Early Care & Education Associate Teacher (Apprentice)
- Santa Clara Office of Education / ECEPTS Master Apprenticeship Committee Apprenticeship for the occupation of Early Care & Education Associate Teacher (Apprentice)

- California Tribal Unilateral Apprenticeship Committee (UAC) Apprenticeship for the occupation of Anthropologists and Archeologists, Cultural and Conservation Technician (Apprentice)
- Bitwise Industries Apprenticeship Program Apprenticeship for the occupations of Application Developer (Apprentice)
Call Center Agent (Apprentice)
Cyber Security Technician (Apprentice)
Inside Salesperson (Apprentice)
Online Marketing Specialist (Apprentice)
Project Manager (Apprentice)
Salesforce Administrator (Apprentice)
Tech Support Specialis (Apprentice)
UX Designer (Apprentice)

Federal Grants

Apprenticeship System (CAS) database. This funding allows DAS to better capture and represent demographic data across all workforce sectors and provide requested reports to IACA and its members that were not readily available before the recent enhancements to the DAS CAS database system. The new reporting system went live on the DAS website in October 2021 and has been considered a great success by the apprenticeship community as a whole.

In July 2021, the U.S. Department of Labor awarded the Division of Apprenticeship Standards (DAS) with the State Apprenticeship Expansion, Equity and Innovation (SAEEI) grant to create apprenticeship pathways within the local workforce ecosystem. This January 16, 2022, DAS released the grant and is Soliciting for Proposals (SFP) from Regional Local Workforce Development Boards and Apprenticeship Program Sponsors to develop new apprenticeship programs or expand on existing apprenticeship programs that work to create opportunities for underserved communities. The grant focuses on creating equitable registered apprenticeship programs for women, veterans, justice-involved, youth, people with disabilities, communities of color and unemployed individuals who were impacted by COVID-19. The grant funding amounts to approximately \$7.3 million to fund multiple grants not to exceed \$4,800 per apprentice, ranging from \$240,000 to \$2,500,000. On May 4, 2022 the DAS was pleased to announce that six successful grantee applicants were awarded the SAEEI Grant. The awards range from \$240,000 to \$2,000,000. The SAEEI applicants awarded are listed below. DAS is currently finalizing the contracts for the grantees and expects to have them executed within the 4th quarter of 2022.

Applicants	Award
Inland Empire Designing Equitable Apprenticeships (IEDEA)	\$1,824,000
Workforce Development Apprenticeship Program – Workforce Development Board Kern, Inyo & Mono	\$640,000
South Bay WIB	\$2 Million

Statewide Expansion of Early Care & Education Registered Apprenticeship Programs (ECEPTS)	\$592,000
Jumpstart San Luis Obispo Partners	\$2 million
P4E	\$240,000

Statistics of September 30, 2022 this Committee / California total

The active apprentices numbered **18,211 / 89,668**

New registrations and reinstatements numbered **2,811 / 10,259** for the quarter.

Minorities represented **77.2% / 70.9%** of all active apprentices.

Active women apprentices numbered **4,905 / 7,349**, which is **26.9% / 8.2%** of all active apprentices.

There are currently **1,164 / 5,276 veterans** active, **346 / 4,342** of which registered and **127 / 2,372** completed in 2022.

Program Evaluations July 1, 2022 through September 30, 2022

Since July 1, 2022, DAS did not open any program evaluations. DAS completed six (6) evaluations and thirty three (33) program evaluations are in progress. There are three programs that closed and seven (7) programs with corrective action needed (five (5) opened in 2020, two (2) opened in 2021). 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.

Prior Evaluations Presented to the IACA

Program Name	Status/Action Date
City and County of San Francisco Office of Economic & Workforce Development (TechSF) (File #100570) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022
USF Reddaway, Inc. (File # 100603) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022
Early Care & Education Pathways to Success (ECEPTS) (File #100633) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022
San Joaquin County High School Apprenticeship Committee (File #100556) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 2/17/2022

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
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Shirley Ware Education Center (File #100284) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/10/2022
South Bay Workforce Investment Board (SBWIB) (File #100634) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/10/2022
Tooling U-SME (File #100049) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/10/2022
Baking Apprenticeship Program for Underserved Populations (File #100609) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/24/2022
SLO Partners Apprenticeship Committee (File # 100612) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
CD & Power Apprenticeship Training Committee (File #100541) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
Woz U Enterprise Technology Apprenticeship Program (File #100574) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
El Camino Community College District (File #100639) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/28/2022
Foothill College Dental Assistant Apprenticeship Program (File #100531) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/29/2022
CCHCS, SEIU Local 1000, and RCC LVN-to-RN Apprenticeship Program J.A.C. (File #100583) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/29/2022
Senior Helpers of the East Bay (File #100637) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
California Registered Nurse Specialty Apprenticeship Program (File #100648) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
Los Angeles Community College District DBA West Los Angeles Community College (WLACC) (File #100644) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
YMCA of the East Bay (File #100637) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
San Jose City College Internet Technician (Google IT) (File #100577) <i>Issued at the May 2022 IACA</i>	OPEN/Compliance Pending 3/30/2022
Tahoe Culinary Academy UAC (File #100462) <i>Issued at the October 2021 IACA</i>	OPEN/Compliance Pending 7/26/2021
City of Coalinga Account Clerk Apprenticeship (File #100492) <i>Issued at the October 2021 IACA</i>	Program closed 7/29/2022

Prior Evaluations Presented to the IACA (continued)
Program Name

Status/Action Date

Beauology Academy Apprenticeship Program (File #100513) <i>Issued at the October 2021 IACA</i>	OPEN/ Compliance Pending 7/26/2021
San Joaquin County Apprenticeship Program (File #100478) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/22/2021
California Apprenticeship for Human Resources (File #100510) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/22/2021
Amazon.com Services Inc. (File #100412) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/22/2021
Wallbreakers Registered Apprenticeship Program (File #100490) <i>Issued at the July 2021 IACA</i>	Program Closed 6/24/2022
The Art of Beauty – LAUSD (File #100485) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/17/2021
Westside Works Early Childhood Educator Apprenticeship Program (File #100523) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/17/2021
S.M.U.D. Joint Apprenticeship Committee (File #100456) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/17/2021
Palomar College United States Marine Corps Apprenticeship Program (File #100439) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/5/2021
The Technest Apprenticeship for San Jose Evergreen Community College District (File #100488) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/5/2021
The Salvation Army Napa Valley Culinary Training Academy (File #100495) <i>Issued at the July 2021 IACA</i>	OPEN/ Compliance Pending 5/5/2021
State of California Financial Services Apprenticeship Program (File #100451) <i>Issued at the April 2021 IACA</i>	CLOSED/ Compliance Completed 7/19/2022
Northern California Teamster Transportation, Distribution and Logistics JAC (File #100334) <i>Issued at the April 2021 IACA</i>	CLOSED/ Compliance Completed 7/19/2022
Central Valley Maintenance Apprenticeship Committee/The Wine Group (File #100358) <i>Issued at the April 2021 IACA</i>	CLOSED/ Compliance Completed 7/19/2022
Pool & Spa Apprenticeship and Training Committee (PSATC) (File #100393) <i>Issued at the April 2021 IACA</i>	OPEN/ Compliance Pending 2/23/2021

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
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Food Science & Safety Apprenticeship (File #100465) <i>Issued at the April IACA</i>	OPEN/Compliance Pending 3/10/2021
Central Valley Maintenance Apprenticeship Committee/Graphic Packaging Inc. (File #100491) <i>Issued at the April 2021 IACA</i>	OPEN/Compliance Pending 3/17/202
San Francisco Society for the Prevention of Cruelty to Animals (File #99828) <i>Issued at July 2019 IACA (CAR)</i>	Program Closed 7/27/2022
Strong Workforce Apprenticeship Group Health Care Apprenticeship Program (File #100171) <i>Issued at the September 2020 IACA (CAR)</i>	OPEN/Compliance Pending 4/24/2020
Mentor Global Consultants (File #100329) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 1/8/2021
Mt. Sac Early Childhood Education Teacher Apprenticeship (File #100199) <i>Issued at the December 2020 IACA(CAR)</i>	CLOSED/Compliance Completed 7/19/2022
Ipply Employer-Focused Career Development Apprenticeship Program (File #100406) <i>Issued at the April 2021 IACA (CAR)</i>	CLOSED/Compliance Completed 7/19/2022
CCSF Information Security Analyst ATC - Palo Alto Networks (File #100107) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 12/9/2020
SF Int'l Information Tech and Telecommunications (File #100147) <i>Issued at the January 2021 IACA(CAR)</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC – Exabeam Inc. (File #100154) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 12/9/2020
CCSF Information Security Analyst ATC – Cloudfare, Inc (File #100301) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 5/19/2021
CCSF Information Security Analyst ATC – Pro Unlimited (File #100302) <i>Issued at the January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 5/19/2021
CityLab Professional Apprenticeship Program (File #100319) <i>Issued at January 2021 IACA (CAR)</i>	OPEN/Compliance Pending 4/16/2021
City College of San Francisco Information Security Analyst ATC SentinelOne (File #100092) <i>Issued at the January 2021 IACA(CAR)</i>	OPEN/Compliance Pending 12/9/2020

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending September 30, 2022

The active apprentices as of numbered 18,211.

New registrations and reinstatements numbered 2,811.

Minorities represented 77.2% of all active apprentices.

Active women apprentices as of numbered 4,905 which is 26.9% of all active apprentices.

IACA Active Apprentices

Group	Count Jun-22	% of Total	Count Sep-22	% of Total	Change Jun to Sep	Census Goals
All Minorities	12,971	76.7%	13,960	77.2%	7.6%	51.6%
Black	2,011	11.9%	2,198	12.2%	9.3%	6.7%
Asian or Pacific Islander	1,044	6.2%	1,102	6.1%	5.6%	8.6%
American Indian or Alaskan Native	197	1.2%	223	1.2%	13.2%	0.8%
Filipino	331	2.0%	345	1.9%	4.2%	3.2%
Hispanic	9,388	55.5%	10,092	55.8%	7.5%	32.4%
White	<u>3,932</u>	<u>23.3%</u>	<u>4,112</u>	<u>22.8%</u>	<u>4.6%</u>	<u>48.4%</u>
Unknown	103		139			
Total All Groups	17,006		18,211		7.1%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2022

The active apprentices numbered 89,668.

New registrations and reinstatements numbered 10,259

Minorities represented 70.9% of all active apprentices.

Active women apprentices numbered 7,349 which is 08.2% of all active apprentices.

California Total Active Apprentices

	Count Jun-22	% of Total	Count Sep-22	% of Total	Change Jun to Sep	Census Goals
All Minorities	61,815	70.3%	63,280	70.9%	2.4%	51.6%
Black	6,367	7.2%	6,532	7.3%	2.6%	6.7%
Asian or Pacific Islander	3,189	3.6%	3,247	3.6%	1.8%	8.6%
American Indian or Alaskan Native	768	0.9%	808	0.9%	5.2%	0.8%
Filipino	1,048	1.2%	1,071	1.2%	2.2%	3.2%
Hispanic	50,443	57.4%	51,622	57.8%	2.3%	32.4%
White	<u>26,129</u>	<u>29.7%</u>	<u>26,028</u>	<u>29.1%</u>	<u>-0.4%</u>	<u>48.4%</u>
Unknown	293		360			
Total All Groups	88,237		89,668		1.6%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	209	4.8%	106	7.3%
ASIAN OR PACIFIC ISLANDER	871	20.2%	352	24.3%
BANGLADESHI	5	0.1%	3	0.2%
CAMBODIAN	140	3.2%	60	4.1%
CHINESE	434	10.0%	113	7.8%
FIJIAN	32	0.7%	13	0.9%
FILIPINO	1071	24.8%	345	23.8%
GUAMANIAN	74	1.7%	15	1.0%
HAWAIIAN	154	3.6%	21	1.5%
HMONG	128	3.0%	68	4.7%
INDONESIAN	13	0.3%	7	0.5%
JAPANESE	184	4.3%	32	2.2%
KOREAN	148	3.4%	35	2.4%
LAOTIAN	112	2.6%	28	1.9%
MALAYSIAN	7	0.2%	4	0.3%
PAKISTANI	29	0.7%	18	1.2%
SAMOAN	192	4.4%	33	2.3%
SRI LANKAN	5	0.1%		0.0%
TAIWANESE	23	0.5%	8	0.6%
THAI	49	1.1%	14	1.0%
TONGAN	98	2.3%	11	0.8%
VIETNAMESE	342	7.9%	161	11.1%
Total	4,320	100.0%	1,447	100.0%

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