

**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 26, 2023

Upcoming CAC Meeting dates and sites:

2024

January 24-25 Tentative TBD

April 30 – May 3 CCA-CAC Meeting Wyndham San Diego Bayside

<https://www.cac-cca.org/> 1355 N Harbor Dr. San Diego, CA 92101

ACTIVITIES/INFORMATION

New Hires:

Lilian Reaves, IRR

Promotions

Clio Brehm-Gomez, IRR

Sonia Lau, SSA

Ana Radu, SSM1

Separations/Retirements:

None

Updates:

I would like to introduce Lilian Reaves to our San Diego Legacy Unit. She began her role on September 1, 2023, and we are thrilled to welcome her to our team. Additionally, I'd like to acknowledge the promotions within our DAS team:

- Clio has been promoted to the position of Industrial Relations Representative in our San Diego office in July.
- Sonia Lau, who works in our Oakland office, was promoted to the position of Staff Services Analyst in July.
- In August, Ana Radu achieved a well-deserved promotion to Staff Services Manager I, becoming our first-ever Funding Team Manager in August.

Let's extend a warm welcome to our new team member, Lilian Reaves, and offer our congratulations to these team members who have earned promotions.

Over the past six years, we have witnessed significant legislative changes that have impacted apprenticeship programs, such as the creation of the Interagency Advisory Committee for

Apprenticeship (IACA) through AB 235. Additionally, there has been substantial funding allocated, linking Proposition 98 Related and Supplemental Instruction to the base for-credit community college apportionment. During this time, DAS has evolved from distributing \$3 million annually in CAC grants to administering over \$100 million in Equal Representation in Construction Apprenticeships, Youth Apprenticeships, and the California Apprenticeship Innovation program. While the latter two programs were specifically designated for IACA programs, our CAC programs have gained access to historic investments, including funding from the Employment Training Panel and the California Workforce Development Board.

In the last quarter, Deputy Chief Adele Burnes had the opportunity to travel to Washington D.C. to meet with fellow state and federal apprenticeship leaders. This provided an excellent platform for us to share our strategies for addressing apprenticeship equity, promoting quality job opportunities, and illustrating how apprenticeships can meet the evolving demands of a skilled and trained 21st-century workforce.

On September 29, 2023, I had the privilege of speaking before the Employment Training Panel (ETP) to discuss the Department's efforts in expanding and promoting equity in apprenticeships. This includes our initiatives through the Equal Representation in Construction Apprenticeship grants, the enhancements in Proposition 98 Related & Supplemental Instruction funding, Youth Apprenticeship funding, and the Apprenticeship Innovation Fund. DAS and ETP remain committed to collaborating with workforce entities within the Labor and Workforce Development Agency, ensuring a unified approach to workforce and apprenticeship strategies.

Field Office Activities

Our now five 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.

We are still experiencing retirements in most of our districts we are working to fill all our vacant positions as quickly as possible. We will continue to interview applicants for jobs in multiple offices and are posting more positions, please continue to send/ apply! Please keep encouraging qualified apprenticeship folks to apply! Have patience with the state hiring process, it is slow with many delays beyond our control.

Apprenticeship Training Fund Check Processing

During the period **April 1, 2023 through June 30, 2023:**

- **55,688 checks** were reviewed and processed.
- **\$ 5,408,662** was sent for deposit.

Training Fund Grant Applications

The Training Fund Grants have been processed, and the list is at the back of this report. The Checks should be arriving near the end of November.

Status of CAC Apprentice Appeals (2022-2023)

Appeals made to the CAC	2
CAC Appeal Final Decisions	2
CAC Appeals Withdrawn/Dismissed	0

Apprentice Complaints:

Status of CAC Apprentice Complaints

Year	2023	2022	2021	2020
Investigation/Hearing	4	1	0	0
Administrator/Legal Review	1	0	0	0
Withdrawn/Dismissed	10	7	7	15
Resolved through Hearing	1	4	7	0
Determination Issued	1	4	2	2
Total Filed	16	16	17	23

New Programs:

No new programs for the past quarter

ERiCA Grant

The Equal Representation in Construction Apprenticeship (ERiCA) Grant is currently in the review and evaluation phase. The deadline for applications was on January 12, 2023 and all applications were received electronically through the Cal EGrants platform, a platform setup by ETP on Salesforce. DAS has received 35 total applications, with 12 groups applying to both categories of funding: Supportive resources for Childcare and Outreach and Community Building. There were 23 unique lead agencies that have applied for a combined total of \$53M worth of requests. The evaluation is underway to determine how the \$25M will be awarded. DAS announced the [ERiCA awardees](#) in March. We have been busy working with our internal departments to finalize the contract approvals and supporting documents for our grantees.

Statistics of September 30, 2023 this Council / California total

The active apprentices numbered **71,583 / 93,096**

New registrations and reinstatements numbered **7,798 / 10,991** for the quarter.

Minorities represented **69.9% / 71.8%** of all active apprentices.

Active women apprentices numbered **2,554 / 8,532**, which is **3.6% / 9.2%** of all active apprentices.

There are currently **13,008 / 14,477 veterans** active, **3,857 / 5,056** of which registered and **1,906 / 2,511** completed in 2023.

Program Evaluations July 1, 2023 through September 30, 2023

Since July 1, 2023, DAS did not open any apprenticeship program evaluations. Eleven (11) program evaluations are in progress. There is one (1) program with corrective action needed opened in 2020. DAS consultants are monitoring the program to ensure their recommendations are completed.

Prior Evaluations Presented to the CAC

Program Name	Status/Action Date
Los Angeles Electrical and J.A. & E. T. C. (File #5089) <i>Issued at May 2022 CAC</i>	OPEN/Compliance Pending 2/3/2022
Southwest Carpenter and Affiliated Trades J.A.T.C. (Modular Furnishing Installer) (File #5137) <i>Issued at May 2022 CAC</i>	OPEN/Compliance Pending 2/17/2022
Modesto Area Sheet Metal Apprenticeship Training J.A.T.C. (File #3275) <i>Issued at May 2022</i>	OPEN/Compliance Pending 2/24/2022
Southwest Carpenter and Affiliated Trades J.A.T.C. (File #5219) <i>Issued at May 2022 CAC</i>	OPEN/Compliance Pending 3/4/2022
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
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 1/31/2023
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
Orange County Electrical JAC (File #5129) <i>Issued at the January 2021 CAC(CAR)</i>	OPEN/Compliance Pending 4/18/2023

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending September 30, 2023

The active apprentices numbered 71,583.

New registrations and reinstatements numbered 7,798.

Minorities represented 69.9% of all active apprentices.

Active women apprentices numbered 2,554 which is 03.6% of active apprentices.

CAC Active Apprentices

Group	Count Jun-23	% of Total	Count Sep-23	% of Total	Change Jun to Sep	Census Goals
All Minorities	48,657	69.6%	49,800	69.9%	2.3%	51.6%
Black	4,249	6.1%	4,341	6.1%	2.2%	6.7%
Asian or Pacific Islander	2,103	3.0%	2,053	2.9%	-2.4%	8.6%
American Indian or Alaskan Native	571	0.8%	589	0.8%	3.2%	0.8%
Filipino	720	1.0%	736	1.0%	2.2%	3.2%
Hispanic	41,014	58.6%	42,081	59.0%	2.6%	32.4%
White	<u>21,297</u>	<u>30.4%</u>	<u>21,467</u>	<u>30.1%</u>	<u>0.8%</u>	<u>48.4%</u>
Unknown	272		316			
Total All Groups	70,226		71,583		1.9%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2023

The active apprentices numbered 93,096.

New registrations and reinstatements numbered 10,991.

Minorities represented 71.8% of all active apprentices.

Active women apprentices numbered 8,532 which is 9.2% of all active apprentices.

California Total Active Apprentices

	Count Jun-23	% of Total	Count Sept-23	% of Total	Change Jun to Sept	Census Goals
All Minorities	64,688	71.5%	66,445	71.8%	2.7%	51.6%
Black	6,578	7.3%	6,748	7.3%	2.6%	6.7%
Asian or Pacific Islander	3,361	3.7%	3,358	3.6%	-0.1%	8.6%
American Indian or Alaskan Native	798	0.9%	823	0.9%	3.1%	0.8%
Filipino	1,101	1.2%	1,142	1.2%	3.7%	3.2%
Hispanic	52,850	58.4%	54,374	58.7%	2.9%	32.4%
White	<u>25,775</u>	<u>28.5%</u>	<u>26,118</u>	<u>28.2%</u>	<u>1.3%</u>	<u>48.4%</u>
Unknown	440		533			
Total All Groups	90,903		93,096		2.4%	

Asian - Pacific Islander Background Summary

ETHNICITY	CAC	IACA	Grand Total
ASIAN INDIAN	96	153	249
ASIAN OR PACIFIC ISLANDER	477	413	890
BANGLADESHI	4	3	7
CAMBODIAN	62	74	136
CHINESE	312	129	441
FIJIAN	20	15	35
FILIPINO	736	406	1142
GUAMANIAN	57	24	81
HAWAIIAN	144	36	180
HMONG	61	86	147
INDONESIAN	4	8	12
JAPANESE	144	42	186
KOREAN	113	36	149
LAOTIAN	79	29	108
MALAYSIAN	4	3	7
PAKISTANI	13	20	33
SAMOAN	149	48	197
SRI LANKAN	4		4
TAIWANESE	20	5	25
THAI	39	17	56
TONGAN	86	15	101
VIETNAMESE	168	149	317
Grand Total	2792	1711	4503

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

2023 CAC Grant Distribution

Name	Amount
Sheet Metal Workers & Tri Cty	\$2,474.09
Laborers Trng & Re-Trng Trust	\$448,718.02
Assoc Gen Cont Of Amer San	\$88,901.11
Weca Apprenticeship & Training	\$21,358.34
Associated Bldrs & Cont No Ca	\$16,754.48
Southern California Sheet Metal JATC	\$20,517.19
Kern & Northern Los Angeles Counties A/C & S/M Workers JATC	\$3,612.07
Oregon/S.W. Washington/N.W. California Plumbers and Steamfitters JATC	\$8,533.38
Jnt Appshp&Trn Comm Plmb Pipe	\$1,741.45
Dist Coun 16 Norcal Journeyman	\$66,525.07
Alameda Co Electrical Ind Apprenticeship	\$4,041.09
No Ca Valley Sheet Metal JATTF	\$7,829.32
Carpenters Training Committee Northern California	\$151,072.92
Orange Cnty Electrical Trng	\$533.14
Northern Ca Tile Industry	\$11,272.23
Northern Ca Cements Masons	\$39,137.37
Brick Masons Apprenticeship	\$6,637.96
Northern Ca Plasterers JATC	\$9,853.27
Plaster Tenders Apprenticeship	\$8,758.28
San Luis Obispo Electrical Workers Joint Apprenticeship Training Trust	\$1,014.52
Ua Local 447 Plumbers, Pipefitters, Refrigeration Fitters	\$7,676.74
Sac Area Electrical Workers	\$8,019.41
Ventura Cnty Electrical Joint	\$1,592.04
San Mateo Cnty Electrical JATC	\$3,554.93
Finishing Trades Inst Of Dist	\$90,766.73
Indep Roofing Contractor Of Ca	\$8,939.56
Pipe Trades Dist Council 36	\$13,545.45
Assoc Builders & Contractor	\$13,590.18
Bac Local 3 Jatec	\$6,616.46
Journeyman & Apprentice Training Trust Ua Local 159	\$377.69
Phcc Educational Foundation	\$3,033.69
Sheet Metal Workers Local 104	\$25,657.33
Masonry Industry Training Asso	\$3,373.35
Pavement Stripers & Hwy Maint	\$17,346.79
Apprentice & Journeyman Trg	\$106,610.22
California Field Ironworkers	\$58,131.70
So Ca Roofers & Waterproofers	\$11,529.86
Western Burglar & Fire Alarm	\$10,824.49
Fresno Sheet Metal Workers JATC	\$2,352.45
San Francisco Elec Ind & Trg	\$4,381.01
Oper Eng & No Ca Surveyor	\$137,687.98
Modesto Area Sheet Metal Apprenticeship And Training Trust Fund	\$200.07

Joint Journeymen & Apprentice Train Trst	\$32,001.06
Tile Marble & Terrazzo Joint	\$9,210.58
California American Fire Sprinkler Association	\$9,149.64
Sheet Mtl&Air Cond Appshp&	\$3,188.12
Northern Ca Sound & Comm JATC	\$11,296.21
Napa-Solano Counties Electrical Industry Apprenticeship & Training Trust	\$2,531.64
San Diego Elect Training Trust	\$13,303.00
Cement Masons Joint	\$41,231.93
Operating Eng Training Trust	\$378,947.32
Los Angeles Cnty Electrical	\$46,784.28
Los Angeles - Ventura Chapter	\$1,951.55
Tile Setters & Finishers Union of Northern California Joint Apprentice Training Fund	\$421.02
San Diego Chapter Abc Trng	\$11,129.64
Operatng Eng & Prt Emp Pre-App	\$200,623.91
Sw Carpenters Training Fund	\$156,289.34
Slate Tile & Comp Roofers JATC	\$2,940.17
Joint Electrical Industry	\$6,817.56
Laborers Trng & Retrng Trust	\$205,354.59
Central Valley Electrical Industrial Training & Education Trust	\$2,040.10