

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

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP
FROM: ADELE BURNES, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
SECOND QUARTERLY MEETING:

April 28-29, 2025

Upcoming IACA Meeting dates and sites:

- Q3- August 18-19 (August 15th – People with Disabilities) Oakland, CA
- Q4- October 27-28 (October 24th – People with Disabilities) Oakland, CA

ACTIVITIES/INFORMATION

New Hires:

January 6 – Cindy Murphy, Consultant, AWI-Program Management Unit
January 31 – Alvaro Asencio, Staff Services Analyst, Program Oversight Unit
March 3 – Ben Palazzolo, Staff Services Manager, Funding Unit

Promotions:

January 13 – Jeanne-Marie Duval, Staff Services Manager, Outreach Unit
March 11 – Adele Burnes, Chief of the Division of Apprenticeship Standards

Transfers:

February 24 – Ha Nguyen from AWI- Program Management Unit to Program Planning and Review-Unit

Separations/Retirements:

None

Updates:

It is an honor to formally take on the role of Chief of DAS, and as I step into this new role, I am excited to build upon the great work of the DAS team to expand high quality, equitable apprenticeship across California and all sector of the economy. I am passionate about creating economic mobility through the expansion of apprenticeship and I look forward to partnering with you all to build out this system of apprenticeships together. When we say high quality, one of the important dimensions of that is creating a clear and consistent set of guidelines and rules for IACA apprenticeships, and I look forward to shaping those together so that we have a system of apprenticeship that leads to a more equitable education, workforce and economic system. Wages is also an important aspect of quality apprenticeships, and like

my predecessors, I will continue to hold the wages benchmark aligned with [the Employment Training Panel New Hire Wages](#), both when approving new and revised apprenticeship programs and when providing funding through such mechanisms as AIF. A few exceptions to this that I will consider are where there is a collective bargaining agreement in place or where all the first period apprentices are in high school. Finally, whenever possible, we hope to be building a quality system of apprenticeship that is connected to our education system, ideally offering college credits to apprentices, so that they can build that educational portfolio through their apprenticeship, multiplying their options upon apprenticeship completion. A key mechanism for ensuring that we are creating equitable apprenticeships is through investments such as the COYA Grant, which are specifically offering supportive services to pre-apprentices and apprentices and we hope to continue that grant program this year and next.

In the 1st quarter of 2025, we were able to reflect back on the 2024 year end data and want to share some of those insights:

- We are on target to serve 500,000 apprentices by 2029, and as of 2024 year end had served 201,728 apprentices
- From 2023 to 2024, new registrations of IACA apprentices grew by 7%
- The top 3 sectors in terms of new IACA apprentices in 2024 were Personal Services, Public Sector and Advanced Manufacturing
- In terms of growth rate by sector from 2023 to 2024, the top 3 sectors were Arts, Media and Entertainment, Education and Agriculture
- 30% of new apprentices in 2024 identified as women and non-binary.

The top priority for DAS in 2025 is new program registration. We are experiencing both a huge influx in new program registration and also have had a staffing shortage in the key team that reviews and finalizes new programs, the Program Planning and Review Team. We are happy to report that team has doubled since January, bringing on new team members. Unfortunately due to a focus on hiring, that team was only able to finalize the registration of 1 new program in Q1 2025, however there are 10 programs that have been posted on the DAS website since March 1st, and we look forward getting those programs finalized and registered and continuing and accelerating that momentum as the capacity on the PPR team increases.

The first quarter was incredibly busy related to funding with the ERICA Grant, COYA Grant and the AIF Funding all opening up new rounds – see the Funding section for those updates. In addition, DAS has hired a new Outreach team, lead by Jeanne-Marie Duval. The objective of this new team is to do more outreach to employers, potential apprentices and their parents, educators, unions, community based organization, workforce development boards and other apprenticeship stakeholders to increase awareness of apprenticeship as a mechanism to fill employer talent needs and for young folks to explore career paths.

Reminder that April 30, 2025 is National Apprenticeship Day. The U.S. Department of Labor coordinates [National Apprenticeship Week \(NAW\)](#) in order to promote Registered Apprenticeship. The Department of Labor has moved NAW to the Spring, with a single National Apprenticeship Day this year and a weeklong celebration to resume in 2026 - April 26-May 2, 2026.

Apprentice Complaints: Status of IACA Apprentice Complaints

Year	2025	2024	2023	2022	2021
Investigation/Hearing	0	0	0	0	
Administrator/Legal Review	0	0	0	0	0
Withdrawn/Dismissed	0	0	0	0	0
Resolved through Hearing	0	0	0	0	1
Determination Issued	0	0	0	0	0
Total Filed	0	0	0	0	1

New Programs:

The DAS has one (1) new program approved during the last quarter. They are:

- HR Lab LLC - Occupation(s): Human Resources Specialist

Funding Information

DAS opened up the 3rd Round of the Apprenticeship Innovation Funding to reimburse program sponsors and LEAs that supported and trained eligible IACA Apprentices in 2024. The applications opened up on February 18, 2025 and the due date was April 17, 2025. Applications are being processed for eligibility, correction if needed and award, all on a rolling basis. As of the recent deadline, DAS had received 82 applications requesting a total of \$32,746,343.49. Confirmation emails have been sent to all applicants, confirming receipt of the application. The DAS Funding team will be reviewing these and communicating with awardees.

DAS opened up the 2nd round of the CA Opportunity Youth Apprenticeship (COYA) Grant on February 26, 2025, making \$16 million available through a Solicitation for Proposals (SFP). All proposal were submitted through CORD, a new grant management system that DAS has rolled out in 2025. The deadline for proposals was April 10, 2025. DAS received 142 proposals requesting a total of \$87 million in funding. The breakdown of proposals was:

- 100 Apprenticeship Planning proposals totaling \$46 million,
- 24 Pre-Apprenticeship Implementation proposals totaling \$25 million
- 18 Apprenticeship Implementation proposals totaling \$15.2 million.

The DAS team is currently evaluating the proposals.

On January 13, 2025, DAS opened up the Solicitation for Proposals for the 2nd round of the Equal Representation in Construction Apprenticeships (ERiCA) Grant making \$13,000,000 available. All proposals were submitted through CORD by the deadline of March 12, 2024. DAS received 67 proposals requesting a total of \$42 million in funding across the 3 categories of the grant. The breakdown of proposals was:

- 32 Recruitment proposals totaling \$15 million,
- 16 Childcare proposals totaling \$18 million
- 19 Worksite Culture proposals totaling \$8.5 million.

The DAS team is currently evaluating the proposals.

Statistics of March 31, 2025 this Committee / California total

The active apprentices numbered **21,342/ 90,533**

New registrations and reinstatements numbered **2,439/7,064** for the quarter.

Minorities represented **78.7% / 72.4%** of all active apprentices.

Active women apprentices numbered **6,347/8,792**, which is 29.7% / **9.71%** of all active apprentices.

There are currently **1,325/ 4,475 veterans** active, **374/ 533** which registered, and **78/ 198** completed in 2025.

Program Evaluations January 1, 2025 through March 31, 2025

Since January 1, 2025, DAS opened seventeen (17) program evaluations. Six (6) evaluations have been completed. Nine (9) program evaluations are in progress and there are fifteen (15) programs with corrective action needed (four (4) opened in 2022, three (3) opened in 2023, eight (8) opened in 2024). 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.

Evaluations Presented to the IACA (May 2025)

Program Name	Status/Action Date
FourM Education Cosmetology and Barbering Apprenticeship Committee (File #100228) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/14/2025
Roots of Success (File #100903) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/14/2025
SLO Partners Apprenticeship Committee (File #100903) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/21/2025
Michael Burton MD, A Medical Group, Inc. (File #100742) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/21/2025

Franklin Apprenticeships (File #100913) (File #100913) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/21/2025
Launch Early Childhood Educator Apprenticeship Program (File #100898) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/23/2025
Chef Ann Foundation (File #100845) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 1/29/2025
Five Star Barber & Cosmo Unilateral Apprenticeship Committee (File #99786) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/4/2025
The Bric Foundation Animation Game Design, and VFX Apprenticeship Program (File #100909) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/5/2025

Evaluations Presented to the IACA (May 2025) (continued)

Program Name	Status/Action Date
Revolution National Pest Council Apprenticeship Program (File #100699) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/19/2025
American Medical Response Paramedic Apprenticeship Program (File #101049) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/21/2025
Simpson Strong Tie Co. Joint Apprenticeship Training Committee (File #100934) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/25/2025
Shasta College Accounting Clerk Apprenticeship (File #100982) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/25/2025
San Joaquin County High School Apprenticeship Committee (File #100556) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/25/2025
Mental Behavioral Health Apprenticeship Program (File #100938) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/25/2025
Cedar Fair California Parks Apprenticeship (File #101045) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 2/26/2025
Automotive Apprenticeship Group (File #101052) <i>Issued at the May 2025 IACA</i>	OPEN/ Compliance Pending 3/21/2025

Prior Evaluations Presented to the IACA
Program Name

Status/Action Date

TNN Beauty, Barber, Cosmetology, Permanent Makeup
 Apprenticeship of California and Training Center
 (File #5164) Issued at the November 2023 IACA

OPEN/Compliance Pending 7/26/2023

California Barbering and Cosmetology Unilateral
 Apprenticeship Committee
 (File #10230) Issued at the November 2023 IACA

OPEN/Compliance Pending 7/24/2023

Prior Evaluations Presented to the IACA (Continued)
Program Name

Status/Action Date

The League XS Apprenticeship Academy of Cosmetology
 & Barbering (File # 100256)
 Issued at the November 2023 IACA

OPEN/Compliance Pending 7/17/2023

Spaulding Marine Center (SMC), Boatworks 101
 (File #100642) Issued at the July 2023 IACA

OPEN/Compliance Pending 6/14/2023

Los Angeles Community College District DBA
 West Los Angeles Community College (WLACC)
 (File #100644) Issued at the May 2022 IACA

OPEN/Compliance Pending 3/30/2022

Tooling U-SME (File #100049)
 Issued at the May 2022 IACA

OPEN/Compliance Pending 3/10/2022

City and County of San Francisco Office of Economic &
 Workforce Development (TechSF) (File #100570)
 Issued at the May 2022 IACA

OPEN/Compliance Pending 2/17/2022

USF Reddaway, Inc. (File # 100603)
 Issued at the May 2022 IACA

OPEN/Compliance Pending 2/17/2022

Beauology Academy Apprenticeship Program
 (File #100513) Issued at the October 2021 IACA

OPEN/Compliance Pending 7/26/2021

Launch Apprenticeship Network Information Technologies

(File # 100629) /Issued at the May 2024 IACA (CAR) **OPEN/Compliance Pending 1/3/2024**

CVS Health Pharmacy Technician Registered
Apprenticeship Program (File 100760)
Issued at the May 2024 IACA (CAR) **OPEN/Compliance Pending 1/23/2024**

G&C Collision Training Institute (File #100851)
Issued at the May 2024 IACA (CAR) **OPEN/Compliance Pending 1/31/2024**

Sutter Health Apprenticeship Program
(File # 100696) Issued at the August 2024 IACA (CAR) **OPEN/Compliance Pending 4/9/2024**

Prior Evaluations Presented to the IACA (Continued)
Program Name

Status/Action Date

Creating Coding Careers Apprenticeship Program
(File # 100437) Issued at the August 2024 IACA (CAR) **OPEN/Compliance Pending 4/10/2024**

Viticulture and Enology Technician Apprenticeship
Program (File # 5211)
Issued at the August 2024 IACA (CAR) **OPEN/Compliance Pending 4/10/2024**

Inland/Desert Employers Apprenticeship Mechatronics
(File # 100709) Issued at the August 2024 IACA (CAR) **OPEN/Compliance Pending 5/17/2024**

United States Veterans Advancing through Learning
Opportunities and Resources (US Valor) Apprenticeship
Program (File #100650) *Issued at the October 2024 IACA*
(CAR) **OPEN/Compliance Pending 9/17/2024**

East Los Angeles College Medical Assistant
Apprenticeship Program (File #100666)
Issued at the July 2023 IACA (CAR) **OPEN/Compliance Pending 5/17/2023**

Launch Apprenticeship Network Healthcare
(File #100627) Issued at the November 2023 IACA (CAR) **OPEN/Compliance Pending 7/21/2023**

Kitchens for Good Hospitality Apprenticeship Program
(File # 100659) Issued at the November 2023 IACA (CAR) **OPEN/Compliance Pending 7/17/2023**

CCHCS, SEIU Local 1000, and RCC LVN-to-RN
Apprenticeship Program J.A.C. (File #100583)
Issued at the May 2022 IACA (CAR) **OPEN/Compliance Pending 3/29/2022**

El Camino Community College District (File #100639) Issued at the May 2022 IACA (CAR)	OPEN/ Compliance Pending 3/28/2022
Foothill College Dental Assistant Apprenticeship Program (File #100531) Issued at the May 2022 IACA (CAR)	OPEN/ Compliance Pending 3/29/2022
Community Health Worker (File #100598) Issued at the 2022 IACA (CAR)	OPEN/ Compliance Pending 4/14/2022

Completed Evaluations Presented to the IACA

Program Name	Status/Action Date
UC Riverside Extension (File #100973) Issued at the January 2025 IACA (CAR)	CLOSED/ Completed on 1/21/2025
South Valley IT Apprenticeship Program (File #101002) Issued at the January 2025 IACA (CAR)	CLOSED/ Completed on 1/21/2025
Launch Apprenticeship Program (File #99764) Issued at May 2022 IACA (CAR)	CLOSED/ Completed on 1/29/2025
MyHealthTeam Apprenticeship Program (File # 100925) <i>Issued at the January 2025 IACA (CAR)</i>	CLOSED/ Completed on 1/29/2025
Shirley Ware Education Center (File #100284) Issued at the May 2022 IACA (CAR)	CLOSED/ Completed on 1/31/2025
JDS Creative Academy (JDSCA) Apprenticeship Program (File #5246) <i>Issued at the October 2024 IACA (CAR)</i>	CLOSED/ Completed on 2/19/2025

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending March 31, 2025

The active apprentices numbered **21,342**

New registrations and reinstatements numbered **2,439** for the quarter.

Minorities represented **78.7%** of all active apprentices.

Active women apprentices numbered **6,347**, which is **29.7%** of all active apprentices.

IACA Active Apprentices

Group	Count Jan-25	% of Total	Count Mar- 25	% of Total	Change Jan to Mar	Census Goals
All Minorities	16,738	78.50%	16,790	78.7%	0.2%	51.6%
Black	2,427	11.40%	2,428	11.4%	0.0%	6.7%
Asian or Pacific Islander	1,385	6.50%	1,352	6.3%	-0.2%	8.6%
American Indian or Alaskan Native	273	1.30%	268	1.3%	0.0%	0.8%
Filipino	410	1.90%	423	2.0%	0.1%	3.2%
Hispanic	12,243	57.40%	12,061	56.5%	-0.9%	32.4%
White	4,593	21.50%	4,552	21.3%	-0.2%	48.4%
Unknown	287		258	1.2%	1.2%	
Total All Groups	21,618		21,342			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending March 31, 2025

The active apprentices numbered **90,533**

New registrations and reinstatements numbered **7,064** for the quarter.

Minorities represented **72.4%** of all active apprentices.

Active women apprentices numbered **8,792**, which is **9.71%** of all active apprentices.

There are currently **4,475 veterans** active, **533** which registered, and **198** completed in 2025.

California Total Active Apprentices

Group	Count Jan-25	% of Total	Count Mar-25	% of Total	Change Jan to Mar	Census Goals
All Minorities	66,347	71.65%	65,514	72.4%	0.7%	51.6%
Black	6,460	6.98%	6,275	6.9%	0.0%	6.7%
Asian or Pacific Islander	3,384	3.65%	3,339	3.7%	0.0%	8.6%
American Indian or Alaskan Native	372	0.40%	843	0.9%	0.5%	0.8%
Filipino	1,110	1.20%	81	0.1%	-1.1%	3.2%
Hispanic	54,521	58.88%	53,199	58.8%	-0.1%	32.4%
White	25,485	27.52%	25,019	27.6%	0.1%	48.4%
Unknown	761		741	0.8%	0.8%	
Total All Groups	92,593		90,533			

Asian - Pacific Islander Background Summary

Ethnicity	Total Count	Total		
		%	IACA Count	IACA %
AMERICAN INDIAN OR ALASKAN NATIVE	843	15.9%	268	13.1%
ASIAN INDIAN	289	5.4%	209	10.2%
ASIAN OR PACIFIC ISLANDER	835	15.7%	331	16.2%
BANGLADESHI	7	0.1%	7	0.3%
CAMBODIAN	120	2.3%	62	3.0%
CHINESE	435	8.2%	155	7.6%

FIJIAN	38	0.7%	19	0.9%
FILIPINO	1,117	21.1%	423	20.7%
GUAMANIAN	83	1.6%	22	1.1%
HAWAIIAN	196	3.7%	47	2.3%
HMONG	173	3.3%	114	5.6%
INDONESIAN	10	0.2%	6	0.3%
JAPANESE	204	3.8%	48	2.3%
KOREAN	151	2.8%	47	2.3%
LAOTIAN	91	1.7%	26	1.3%
MALAYSIAN	9	0.2%	2	0.1%
PAKISTANI	54	1.0%	36	1.8%
SAMOAN	188	3.5%	46	2.3%
SRI LANKAN	5	0.1%	1	0.0%
TAIWANESE	25	0.5%	5	0.2%
THAI	58	1.1%	19	0.9%
TONGAN	95	1.8%	22	1.1%
VIETNAMESE	278	5.2%	129	6.3%
Grand Total	5,304	100.0%	2,044	100.0%

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