



# California Youth Apprenticeship Committee

Division of  
Apprenticeship  
Standards Updates

# DAS Updates

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- **CYAC Report Recommendations**
- **Meet the Youth and Outreach Teams**
- **Youth Apprenticeship Data**
- **COYA Grant**
- **COYA Round 3 Continuation Grants**
- **Career Apprenticeship Bridge**



# CYAC Recommendations

Report of the California Youth Apprenticeship Committee

## Key recommendations include:

1. Implement a connected approach to youth apprenticeship, with **multi-systems supports** for both **in-school** and **out-of-school youth**.
2. Establish a **definition** for youth apprenticeship that allows for the flexibility necessary **for high school** and **college-connected implementation**.



## The California Youth Apprenticeship Model

Report of the California Youth  
Apprenticeship Committee

2024



# In-School Implementation

## Recommendations regarding an in-school implementation include:

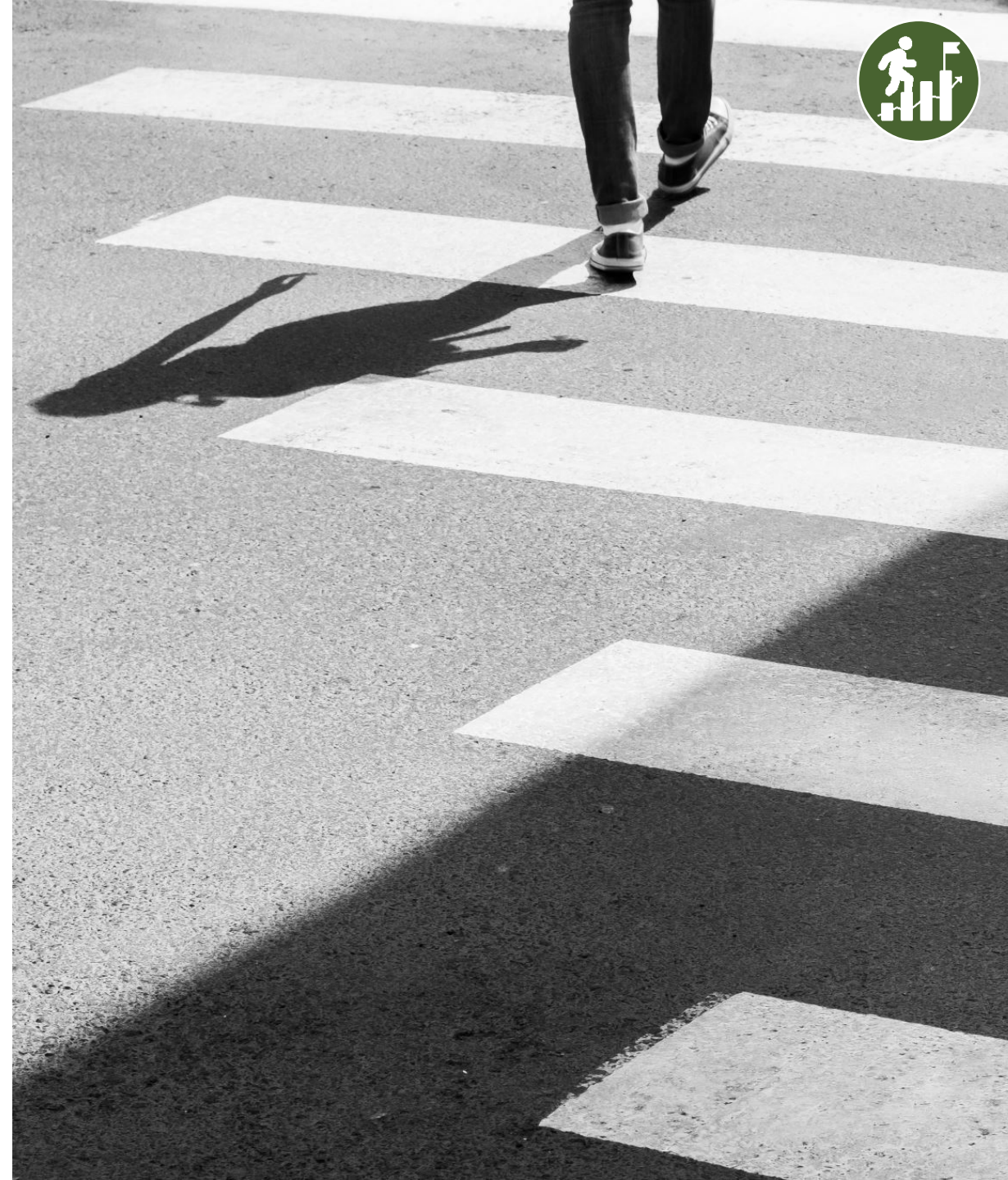
- 1. Create a new Career Apprenticeship Bridge (CAB) Program that initiates the youth apprenticeship journey starting in high school and integrates Career Technical Education (CTE) into the apprenticeship system.** This CAB program would be the first phase of a youth apprenticeship and include at least 300 hours of paid on the job training, along with 144 hours of related and supplemental instruction/CTE courses. A high schooler could complete the CAB phase of an apprenticeship within high school.
- 2. Establish a college-connected youth apprenticeship model with clear alignment of CAB to the California Apprenticeship Initiative.** A CAB completer could then matriculate into a college connected youth apprenticeship program and complete their apprenticeship while completing college coursework and degrees.
- 3. Establish a program approval process for the proposed CAB pathways that will benefit both education and industry.** The approval process would require Program Sponsors to ensure flexibility and commit to supporting CAB program completers in finishing their full apprenticeship program after high school graduation.
- 4. Explore how existing school-based programs such as Work Experience Education and WorkAbility can facilitate paid on-the-job training and connect all students to youth apprenticeship.**
- 5. Align K-14 Career Education (CE) and Career Technical Education (CTE) systems and update CTE Model Curriculum Standards at least every five years to ensure LEAs have curricular guidance that supports youth apprenticeship integration.**



# Out-Of-School Onramps

Recommendations for creating a supported onramp into youth apprenticeship for out-of-school youth include:

1. Establish a model of youth apprenticeship that serves out-of-school and opportunity youth and is supported by pre-apprenticeships, paid training opportunities and youth apprenticeships with robust supportive services.
2. Fund and maintain the newly created CA Opportunity Youth Apprenticeship (COYA) Grant Program.





# Additional Recommendations

- Implement youth apprenticeships with the **support of** county, regional, and statewide **sector intermediaries**.
- Align region definitions to facilitate the funding and emergence of **regional apprenticeship intermediaries**.
- Adopt and/or **develop occupational frameworks** to serve as model program templates and support youth apprenticeship program development, pathway approval, and scalability.
- Identify barriers for employers and **make legislative recommendations to support employers** in implementing youth apprenticeship.
- Establish **public messaging campaigns** to promote youth apprenticeship among employers.
- Evaluate current funding models and provide reliable **formula and grant funding** for employers, local education agencies (LEAs), intermediaries, and youth apprenticeship expansion efforts.
- Establish a streamlined youth apprenticeship **data system** to promote data-driven decision-making.
- Prepare a set of **toolkits and convenings** and establish public messaging campaigns to promote youth apprenticeship among youth and parents.
- Review and **align administrative workforce and educational policies and programs** to effectively implement youth apprenticeship programs.



# **Meet the Youth Team**

**Kelenia Olsen** – Youth Partnerships Manager

**Scott Fung** – Youth Strategic Advisor

**Rosario Silva Reyes** – Youth Strategic Advisor

**Andrew Merenda** - Youth Strategic Advisor



# Meet the Outreach Team

**Jeanne-Mairie Duval, Outreach Manager**

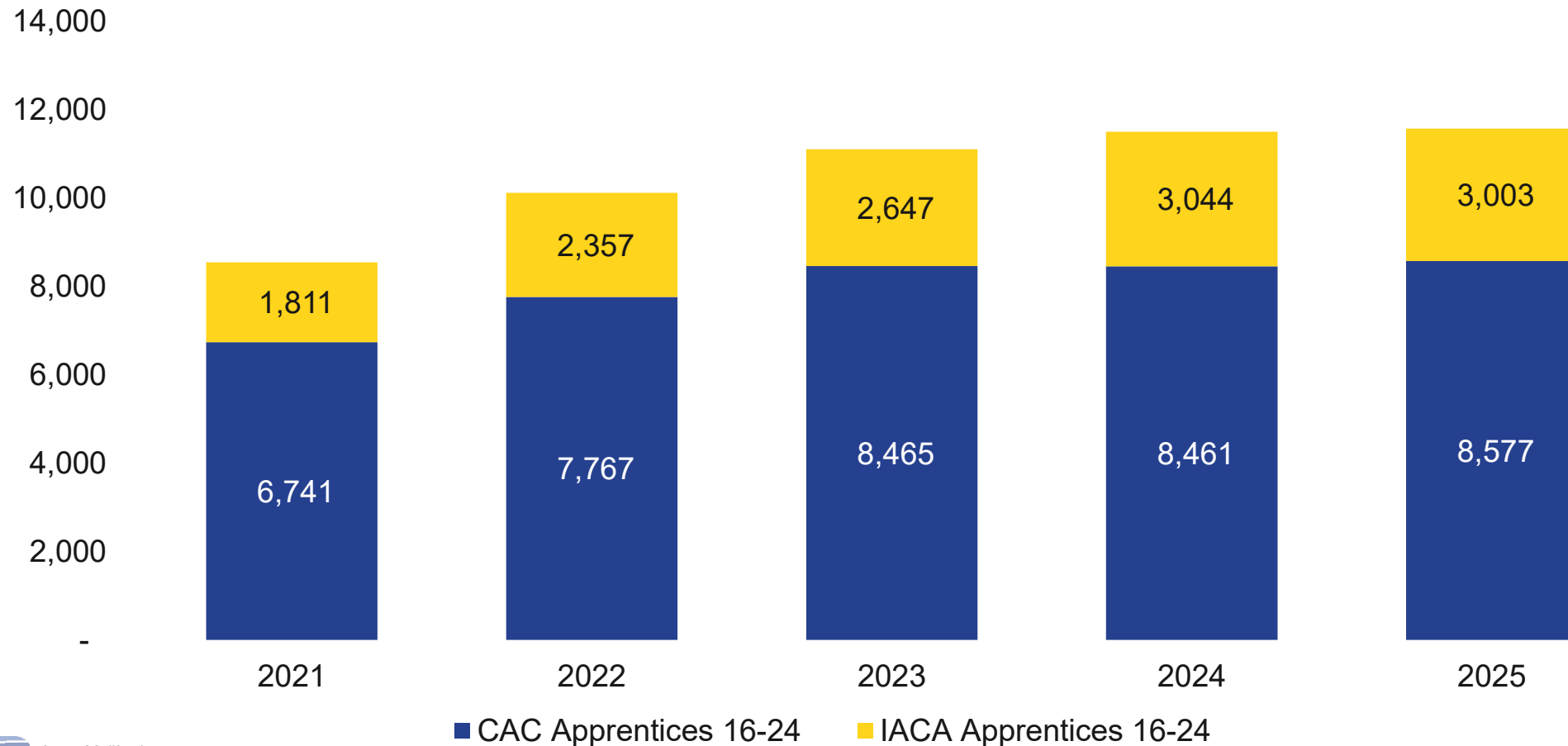
**Jessica Damián, Apprenticeship Outreach Advisor**





# Registered Youth Apprentices (16-24)

Over the past 5 years

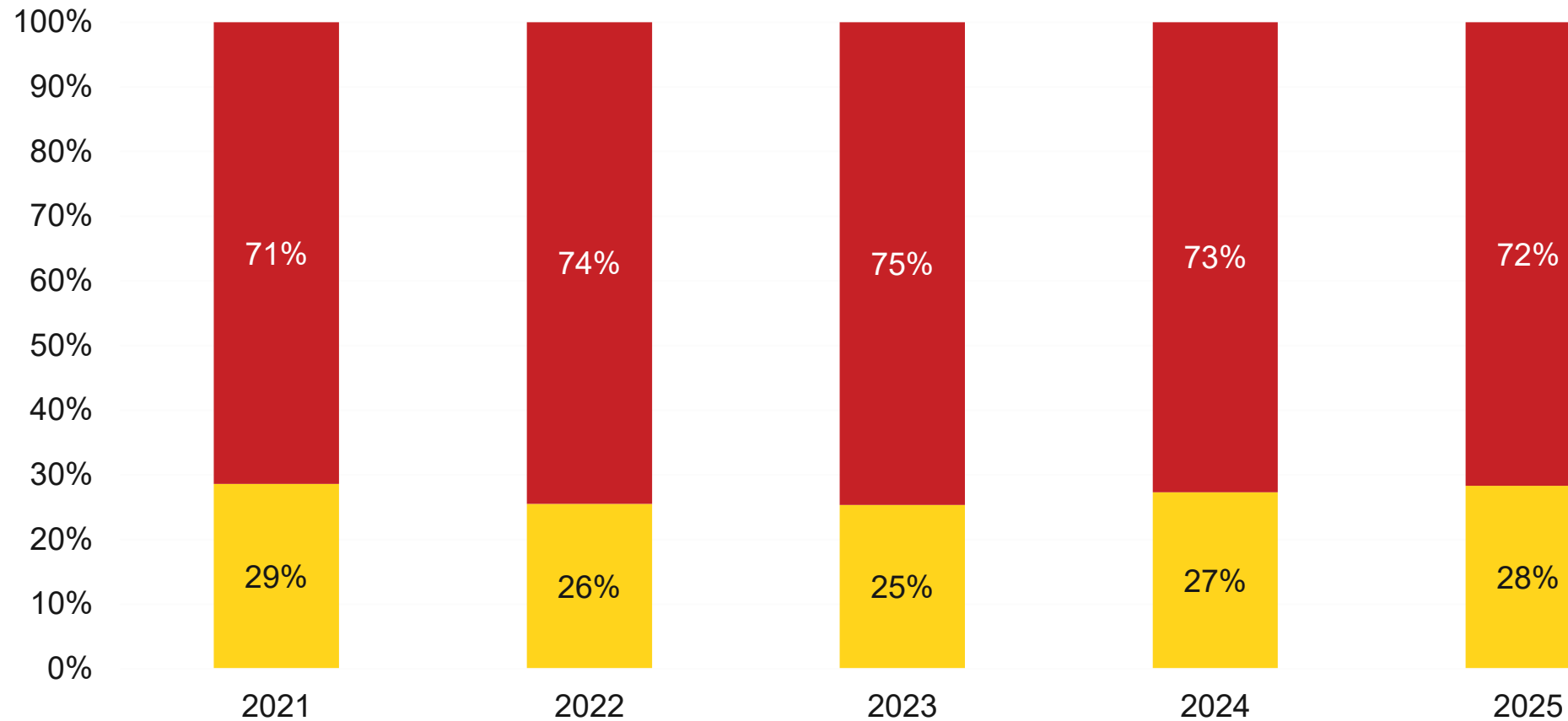


On average  
31% of  
Registered  
Apprentices  
are age 16-24



# Age Breakdown of IACA Apprentices

Over the past 5 years



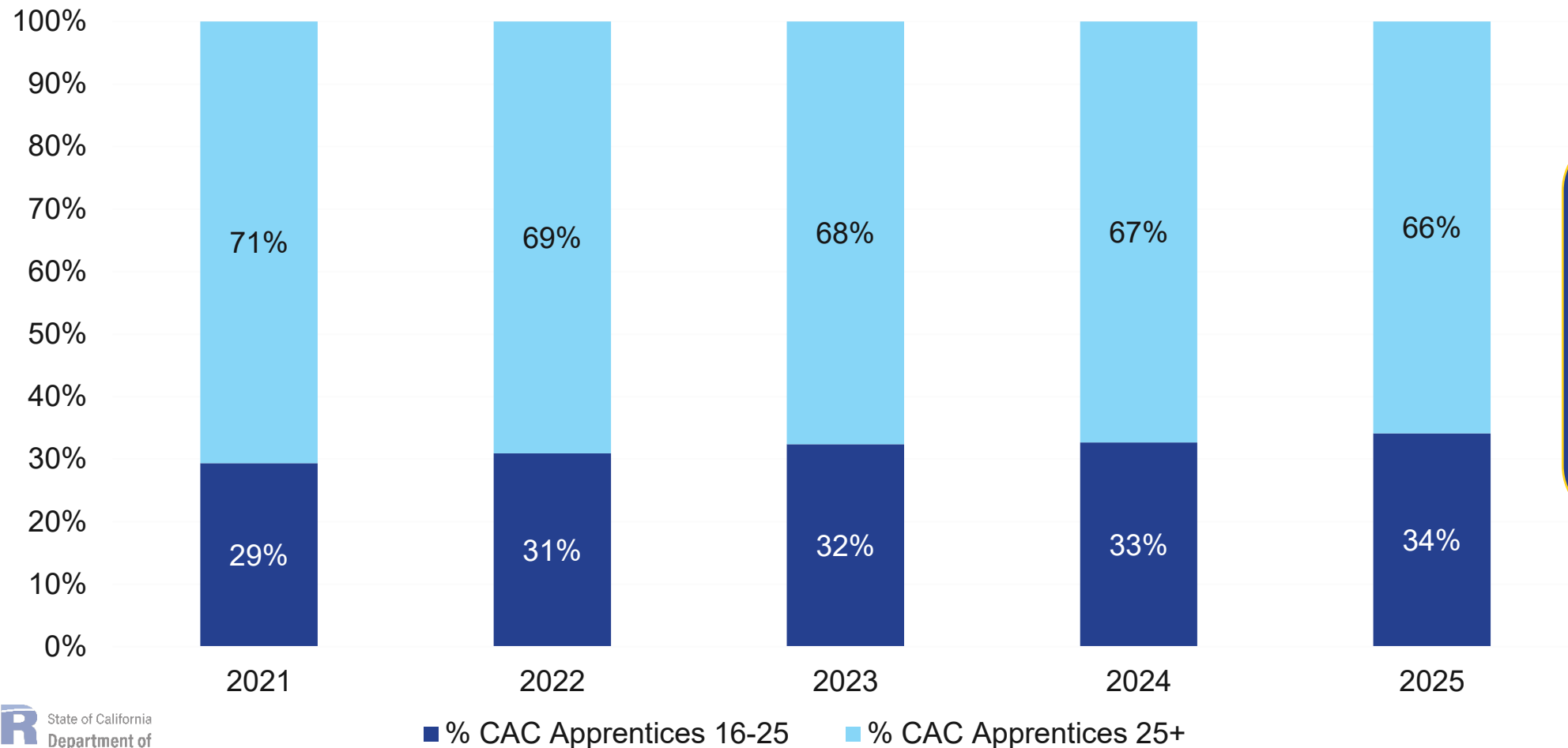
On average  
27% of IACA  
Registered  
Apprentices  
are age 16-24

■ % IACA Apprentices 16-25 ■ % IACA Apprentices 25+



# Age Breakdown of CAC Apprentices

Over the past 5 years



On average  
32% of CAC  
Registered  
Apprentices  
are age 16-24



State of California  
**Department of  
Industrial Relations**



# California Opportunity Youth Apprenticeship Grant





# CA Opportunity Youth Apprenticeship Grants

The COYA Grant seeks to improve access to training and employment opportunities for opportunity youth across all communities throughout the state by connecting them with supported pre-apprenticeship and apprenticeship programs. This grant aims to fund programs that effectively connect opportunity youth with earn and learn opportunities to propel them into a family-sustaining career pathway.

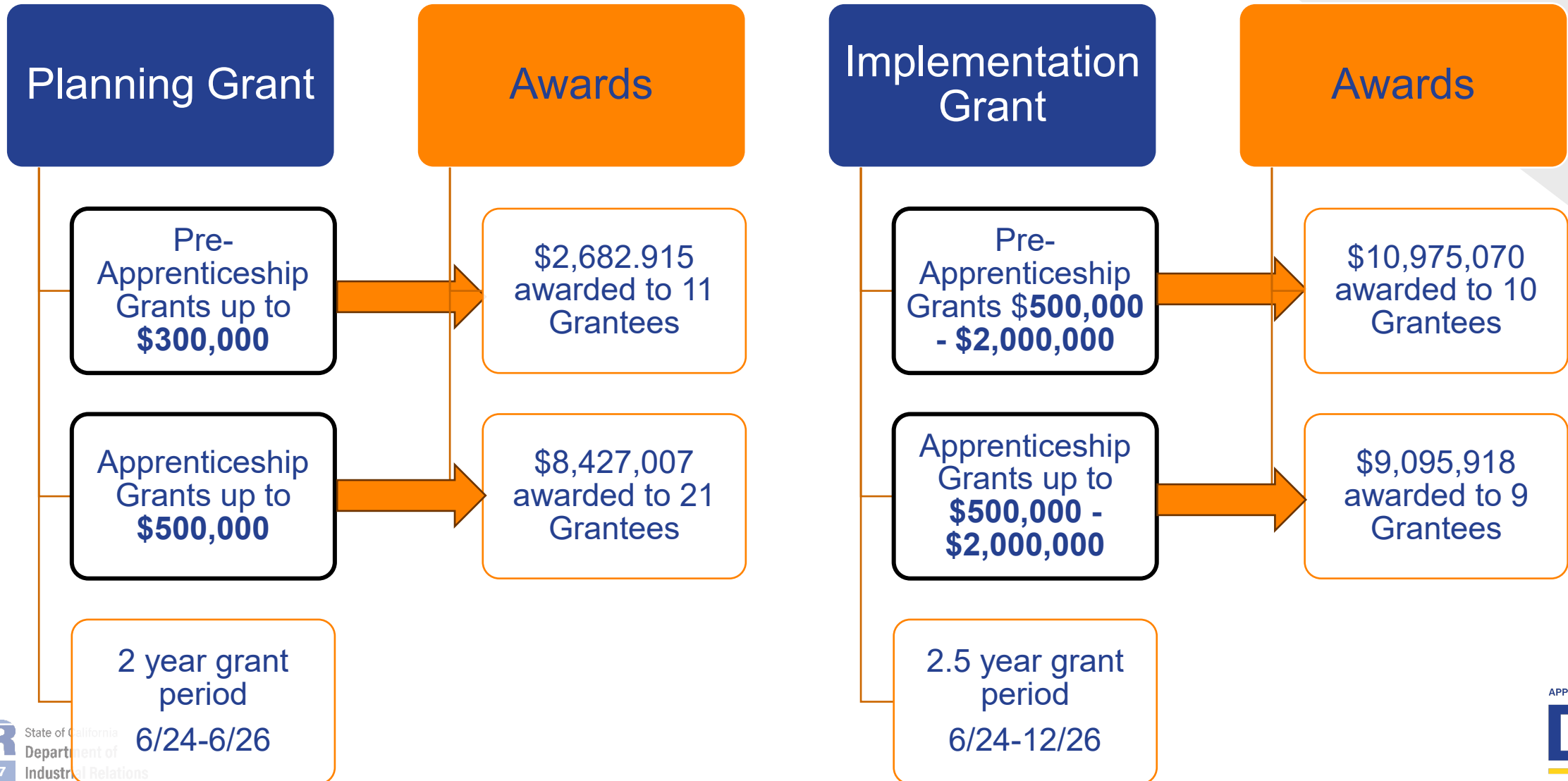
- \$65 Million allocated over 3 fiscal years 2022-2025





# COYA Round 1

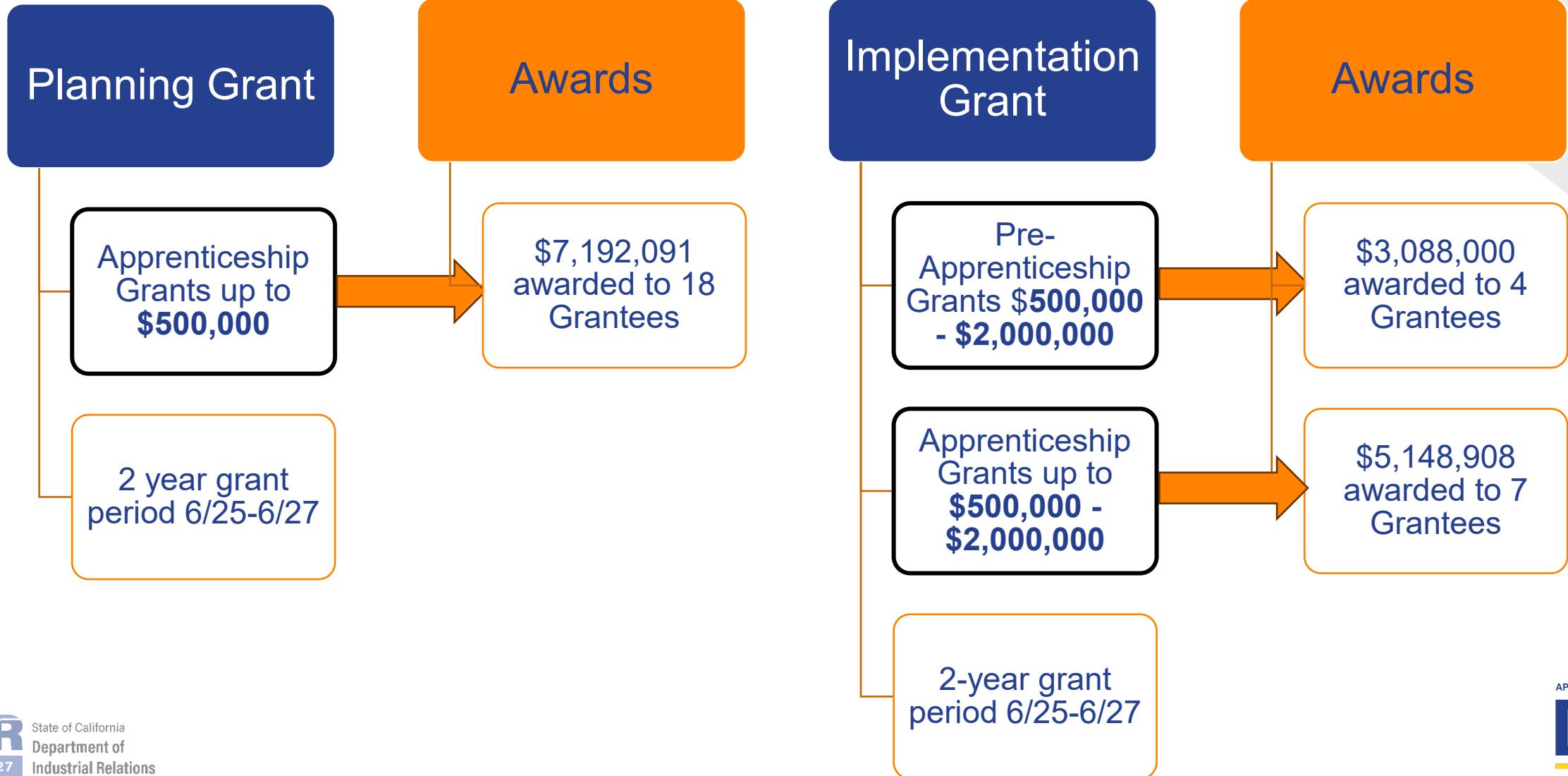
**Total Round 1 Funding Awarded:**  
\$31,180,910 – 51 Grantees





# COYA Round 2

**Total Round 2 Funding Awarded:**  
\$15,428,999 – 29 Grantees





# What's Next - COYA Round 3



## Continuation Grants

- These grants will be available to COYA Round 1 and Round 2 Grantees



# COYA Continuation Grant Funding Structure



Total Funding Amount	\$13,300,000	
Implementation Grants	Pre-Apprenticeship Grants \$200,000 - \$1,000,000	Apprenticeship Grants \$200,000 - \$1,000,000
Grant Term	The performance period is expected to begin <b>around June 1, 2026</b> (this will be dependent on completion of Round 1 or 2 contracts and then having an executed Round 3 contract), and continue <b>through March 31, 2028</b>	

# COYA Continuation Grants

These grants will be available to COYA Round 1 and Round 2 Grantees that have met one of the following criteria:

- Implementation Grantees who have served at least 40% of total contracted participants by September 30, 2025
- Planning Grantees that have either achieved full registration of a program by December 5, 2025, or who have submitted final draft standards that are with PPR for review by December 5, 2025





# Career Apprenticeship Bridge (CAB)

A Career Apprenticeship Bridge (CAB) Program is a program idea included in the CA Youth Apprenticeship Committee report that proposes initiating a youth apprenticeship journey starting in high school and would integrate Career Technical Education (CTE) into the apprenticeship system.

## CAB Programs:

- Supported by registered apprenticeship program sponsors
- Offer a minimum of 300 hours paid OJT hours through a Work Experience Education program or equivalent;
- Offer at least 144 hours of occupation-specific apprenticeship related and supplemental instruction (RSI) as part of a CTE pathway or equivalent,
- When possible, offer a minimum of one college enrollment course (or equivalent) so students can earn early college credits;
- Establish an agreement with, and/or is incorporated into, a new or existing Registered Apprenticeship Program that allows program completers to receive advance standing for the 300 hours of paid OJT and/or 144 hours of RSI accrued during the CAB.
- Provide youth apprentices in CAB programs with the same rights as any active registered apprentice in their ability to advance through the apprenticeship after high school and CAB completion.

DIVISION OF  
APPRENTICESHIP STANDARDS

**DAS**

STATE OF CALIFORNIA  
DEPARTMENT OF INDUSTRIAL RELATIONS

Phase 1 CAREER APPRENTICESHIP  
BRIDGE (CAB)

HIGH SCHOOL

YEAR 1



High school and/or college  
Career Education courses

Paid on-the-job learning

YEAR 2



High school and/or college  
Career Education courses

Paid on-the-job learning  
(Minimum 300 hours)



HIGH SCHOOL  
GRADUATION

**CAB Program  
Completion**

YEAR 3+

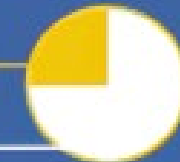
YOUTH APPRENTICESHIP COMPLETION

☒ High school  
diploma  
Professional network  
& mentors

☒ Transferable college  
credit and an industry  
recognized credential

☒ Paid work  
experience

College courses

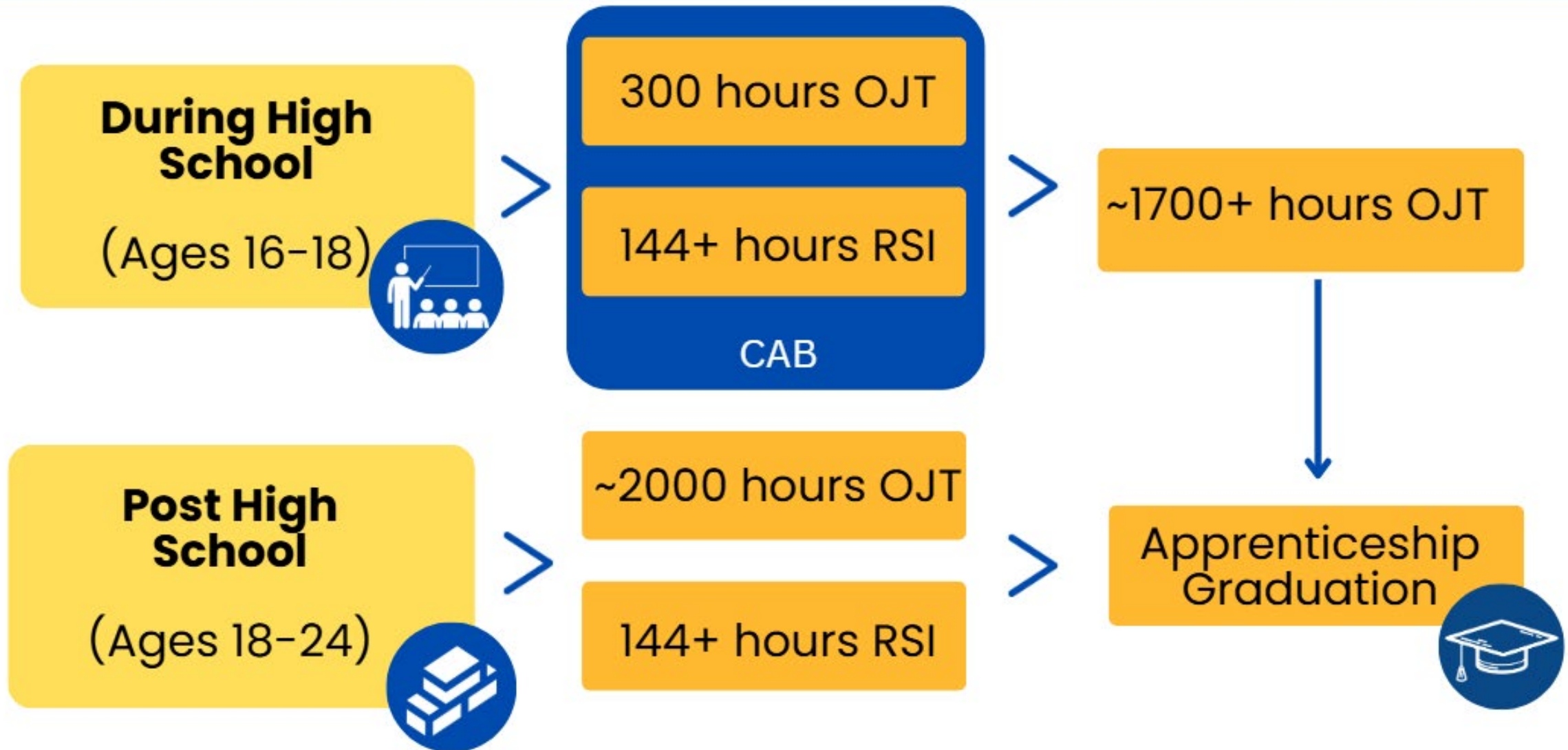


Paid on-the-job learning  
(Approx 1700 hours)

Phase 2  
COLLEGE



# YOUTH APPRENTICESHIP MODELS





**Thank you!**

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