AIF
25-26 Awards &
26-27 Application Cycle

IACA Q4 2026

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AIF Applications and Awards

AIF for Apprentices served in 2025

AIF - Support	Submissions	Funding	# of Unique Apprentices Served
Submitted	65	$28,145,696	
Denied	4	$1,224,583	
Awarded	**61**	**$15,721,293**	**9756**

AIF -Training	Submissions	Funding	# of Unique Apprentices Served	# of RSI Hours
Submitted	7	$296,879	178	
Denied	1	$33,358		
Awarded	**6**	**$263,521**	**178**	**25,535**

Total 2025 AIF Awards: $15,984,814

AIF-S: $2M cap
AIF-T: $200K cap

Cap imposed on:

- PG&E
- CPOST
- Palomar College/US Marine Corps

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AIF Round 1-4

AIF for Apprentices served in 2022 - 2025

Awardee Highlights	Round 1 – 2022-23	Round 2 – 2023-24	Round 3 – 2024-25	Round 4 – 2025-2026
AIF-Support Funding	$15,476,407	$22,420,708	$27,724,719	$15,721,293
Number of Apprentices Served	6,012	8,286	10,432	9,756
Number of Apprentices Completed	1,549	1,838	3,286	3391
AIF-Training Funding	$1,881,791	$2,407,016	$2,127,625	$263,521
Number of Apprentices Served	1,285	1,558	1,429	178
Number of RSI Hours	213,255	242,538	211,704	25,535
Total Funding Awarded	$17,358,198	$24,827,724	$29,852,345	$15,984,814
Overall funding per participant	$2,378	$2,522	$2,516	$1,610

4 year Totals

Total Participants: 38,936

Total Funding: $88,023,081

Average Funding per Participant: $2,256

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Top AIF Awards 25-26

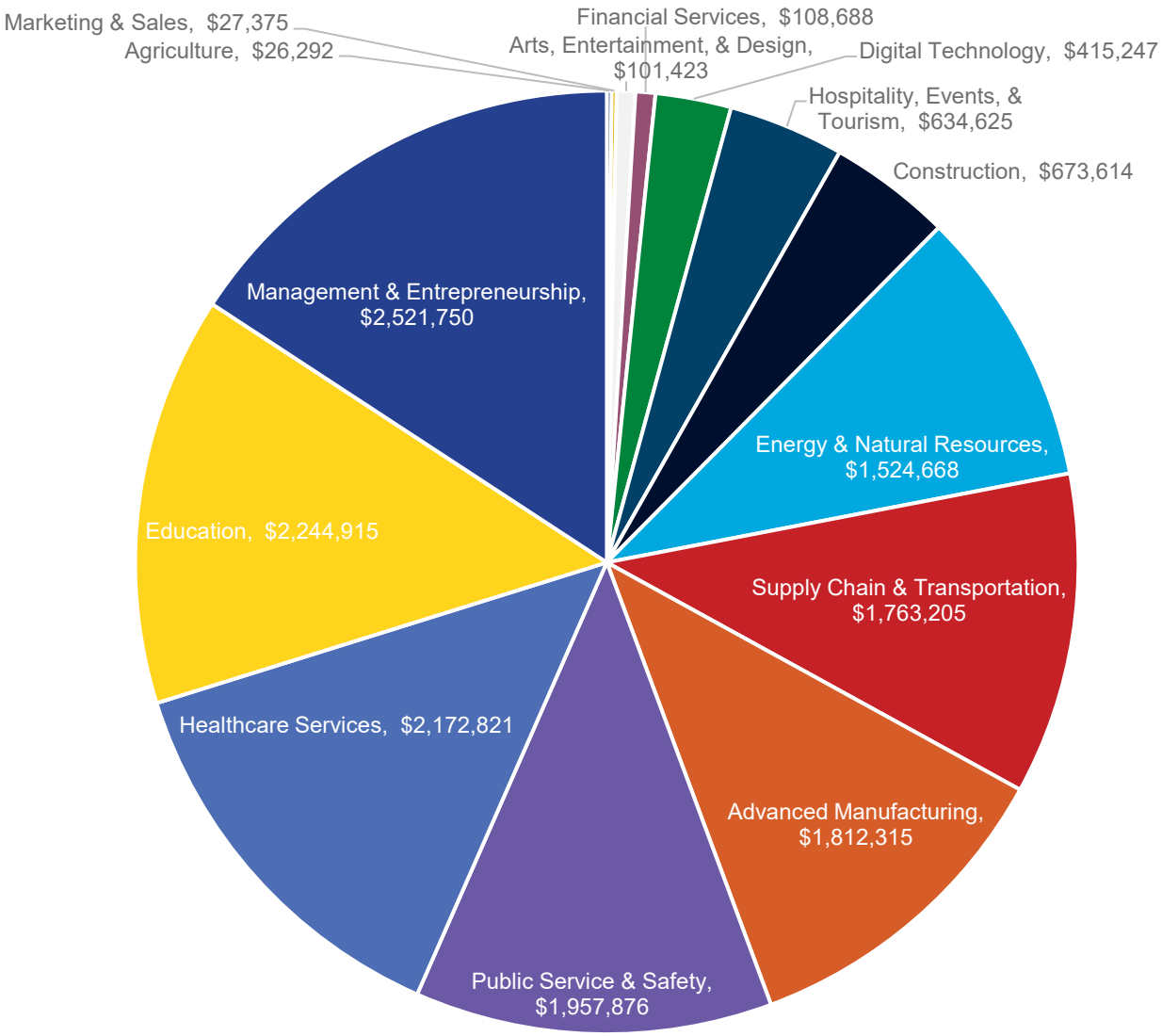
Program Name	Funding Type	Funding Amount ($)	# of Unique Apprentices Served	Industry
Commission on Correctional Peace Officer Standards and Training (CPOST)	AIF-S	$2,000,000.00	4083	Public Service & Safety
Pacific Gas & Electric Company	AIF-S	$2,000,000.00	1208	Energy & Natural Resources
Palomar College/United States Marine Corps Apprenticeship Program	AIF-S	$2,000,000.00	758	Management & Entrepreneurship
Early Care & Education Pathways to Success (ECEPTS)	AIF-S	$1,885,000.00	775	Education
LAUNCH Apprenticeship Network Healthcare	AIF-S	$811,458.33	275	Healthcare Services
Santa Clara Valley Transportation Authority JATC	AIF-S	$679,958.33	218	Supply Chain & Transportation
Procareer Academy	AIF-S	$505,071.00	297	Healthcare Services
LAUNCH Apprenticeship Program	AIF-S	$471,041.67	170	Advanced Manufacturing
San Joaquin Valley Automotive Trades JATC	AIF-S	$464,000.00	166	Construction, Supply Chain & Transportation
E. & J. Gallo Winery Apprenticeship Committee	AIF-S	$400,083.33	139	Advanced Manufacturing
Hospitality Training Academy (HTA) JATC	AIF-S	$366,666.67	128	Hospitality, Events, & Tourism
SLO Partners Apprenticeship	AIF-S	$331,916.66	92	Advanced Manufacturing, Digital Technology
Co-Designers Apprenticeships	AIF-S	$307,666.67	102	Management & Entrepreneurship

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25-26 AIF Funding by Career Cluster

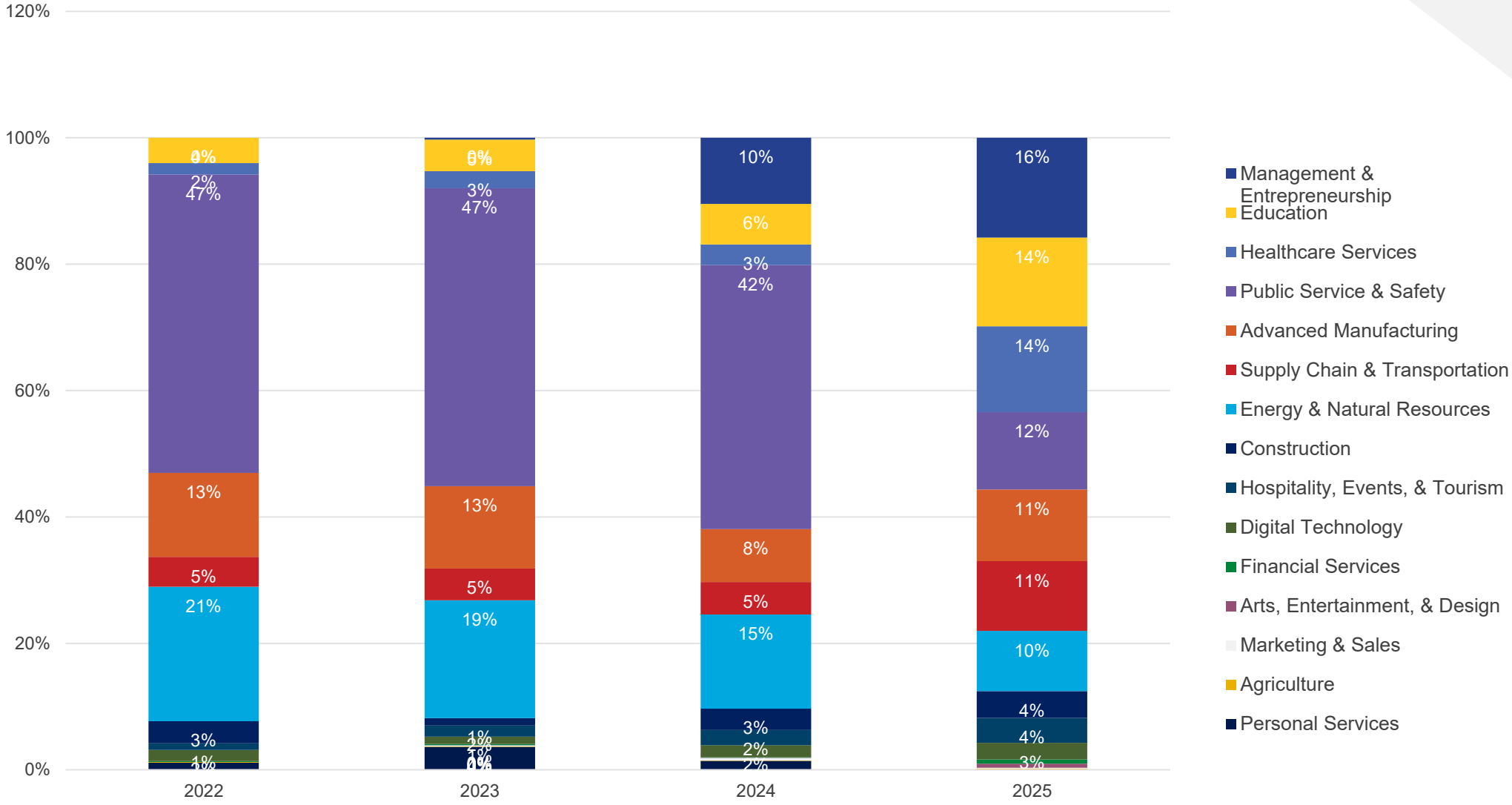


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% Funding by Sector 2022-2025



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Top 3 Occupations by Career Cluster

Management & Entrepreneurship	Unique Apprentices
General Operations Managers	758
Co-Designers	102
Marketing Coordinator	75

Public Service & Safety	Unique Apprentices
Correctional Officer	3719
Parole Agent I	197
Correctional Fire Captain	13

Energy & Natural Resources	Unique Apprentices
Lineman	333
Lineman GC	255
Electrician GC	112

Education	Unique Apprentices
Early Care & Education Associate Teacher	572
Correctional Counselor I	154
Early Care & Education Teacher	122

Advanced Manufacturing	Unique Apprentices
Manufacturing Technician	108
Industrial Mechanic	92
Production Technician	68

Digital Technology	Unique Apprentices
Cyber Security Specialist	68
Software Developer	37
IT Support Technician	23

Healthcare Services	Unique Apprentices
Nurse Assistant Certified	297
Registered Nurse	184
Community Health Worker	100

Supply Chain & Transportation	Unique Apprentices
Coach Operator	209
Auto Collision Repair Technician	95
Avionics/Electronics Technician	80

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AIF Wages Round 4

	Lowest Wage	Highest Wage	Average Wage
Hourly Compensation Package	$ 19.47	$ 141.61	$ 52.63
Hourly Wage	$ 17.00	$ 87.90	$ 34.49

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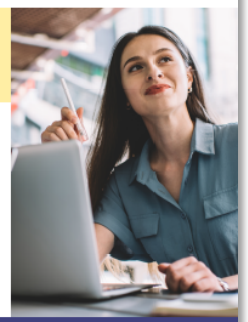
AIF Fact Sheet - Updated

Apprenticeship Innovation Fund (AIF)
FACT SHEET

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Apprenticeship: This Is How California Works

Apprenticeship is a formal earn-and-learn training model. Apprentices earn a progressive wage and gain industry-recognized credentials— without paying tuition or taking on debt.



A *pay-for-success* funding model has been successful in California's trade apprenticeships for decades, sustaining effective workforce programs. The Apprenticeship Innovation Fund (AIF), launched in 2022, extends the same funding model to apprenticeship programs serving all other non-traditional industries, such as advanced manufacturing, education, transportation, healthcare and more.

How AIF Works

1. A registered apprenticeship program enrolls, trains, and pays apprentices.
2. The program reports apprentice participation, training hours, and completions to DAS.
3. The program submits an application annually for funding and AIF reimburses the program per active apprentice, plus a completion bonus.

AIF doesn't fund promises– it funds results.

Competitive grants require proposals that predict the future, and only sometimes materialize in the promised results. In contrast, AIF provides reimbursement based on a pay-for-success formula, based on results. It skips the unreliable and burdensome contracting process and replaces it with a predictable, annual reimbursement.

For industries just starting to build their apprenticeship programs, that predictability is what allows for a long-term commitment from a program and its employers.

AIF Total Funding Awards by Year (Round)

(2022-23) Round 1 – $17.3M paid to serve 7,297 apprentices (avg. investment per participant $2,378)

(2023-24) Round 2 – $24.8M paid to serve 9,844 apprentices (avg. investment per participant $2,522)

(2024-25) Round 3 – $29.8M paid to serve 11,861 apprentices (avg investment per participant $2,516)

(2025-26) Round 4 – $16M * paid to serve 9,934 apprentices (avg investment per participant $1,610)

*With limited funding, caps were imposed per program, which reduced the overall funding amount awarded despite sustained and growing demand.

2026 California Department of Industrial Relations

Since 2022, AIF has served: 38,936 apprentices | 92 programs | 15 industries | $34.49 average hourly wage

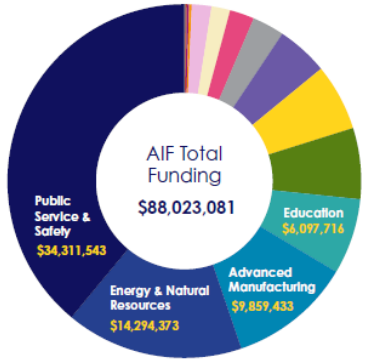
2025 AIF Apprentice Registrations by CA County



Top 10 Counties in 2025

- Sacramento – 4159
- San Diego – 831
- Los Angeles – 746
- Alameda – 498
- San Bernardino – 456
- Santa Clara – 392
- Riverside – 357
- Contra Costa – 345
- San Luis Obispo – 210
- Stanislaus – 196

AIF Total Funding by Career Cluster



- Management & Entrepreneurship $5,717,082
- Supply Chain and Transportation $5,364,965
- Healthcare Services $4,139,549
- Construction $2,577,053
- Hospitality, Events & Tourism $1,977,354
- Personal Services $1,508,260
- Digital Technology $1,568,112
- Financial Services $221,563
- Marketing & Sales $180,528
- Art, Entertainment & Design $107,798
- Agriculture $97,750

AIF Program Spotlights

Number of Apprentices Served by Funding Round

Program	R1	R2	R3	R4
Local Apprenticeships Uniting a Network of Colleges & High Schools (LAUNCH)	392	386	534	582
Early Care & Education Pathways to Success (ECEPTS)	158	327	658	775
Santa Clara Valley Transportation Authority	80	260	321	251

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26-27 Cycle: Funding

- Award all remaining funding: **$6,357,671**
- Estimated demand for AIF: $31,217,000
- $1M caps for AIF-S awards, $200K caps for AIF-T awards
- Caps imposed and then awards adjusted proportionally if demand exceeds remaining funding

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26-27 Cycle: OJT Requirement

- Reporting On-the-Job Training (OJT) hours was required for previous rounds
- In round 5, it will determine if apprentices are included in funding calculation
- Minimum of 40 hrs. of OJT required during 2026 calendar year for an apprentice to be eligible
- **Program should update OJT hours for their apprentices through the end of 2026**

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26-27 Cycle: Timeline

- Expedited timeline compared to previous cycles
  - **December 2026:** AIF website updated, 26-27 cycle materials
  - **January 2027:** DAS begins accepting applications
  - **February 2027:** Applications due
  - **Early April 2027:** Submitted applications finalized (all corrections complete)
  - **June 30, 2027:** All remaining funding awarded
- DAS will have less time to support programs in completing corrections to applications
- Programs must provide complete and updated information when submitting application materials

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Questions

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dir.ca.gov/DAS/Funding_Source.htm