DIVISION OF APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

California Opportunity Youth Apprenticeship (COYA) Grant Program Round 1 Impact Report

Overview of COYA

In 2022, Senate Bill 191 established the California Opportunity Youth Apprenticeship (COYA) grant program within the Department of Industrial Relations (DIR), administered by the Division of Apprenticeship Standards (DAS). The purpose of the bill was to provide funding "for existing apprenticeship and pre-apprenticeship programs or to develop new apprenticeship and pre-apprenticeship programs to serve" opportunity youth, defined as individuals from 16 to 24 years of age who are at risk of disconnection or are disconnected from the education system or employment, unhoused, in the child welfare, juvenile justice, or criminal legal systems, living in concentrated poverty, or facing barriers to labor market participation. COYA Grant funding 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. Services are delivered principally through collaborative, mission-driven, community-based organizations that have experience serving opportunity youth and have established relationships with them.

COYA focuses on apprenticeships and pre-apprenticeships in sectors connected to the Interagency Advisory Committee on Apprenticeship (IACA), such as healthcare, education, advanced manufacturing, information technology, the public sector, and transportation. Fire trades programs are also eligible, although any new apprenticeship program in those occupations must meet the conditions of Labor Code section 3075(b) and be approved by the California Apprenticeship Council (CAC). Building and construction trades programs under the jurisdiction of the CAC are not eligible.

COYA was funded with $65,000,000 allocated over three fiscal years: $20,000,000 in FY 2022-23 and $20,000,000 in FY 2023-24, which both funded the first round of COYA, which launched in 2024 with $31,180,910 awarded to 51 grantees (see the Appendix for the full grantee list). DAS has since awarded $15,428,999 to 29 grantees in Round 2 (June 2025) and $13,217,214 in Round 3 continuation grants to 25 grantees (April 2026), bringing total COYA awards to approximately $59.8 million. This report focuses on Round 1.

Round 1 offered two types of grants, planning and implementation, each open to both pre-apprenticeship and apprenticeship programs.

Planning grants were intended to help create new pre-apprenticeship and apprenticeship programs, and to help mission-driven organizations with experience serving opportunity youth bring their training and employment programs into the registered pre-apprenticeship and apprenticeship system. Deliverables were intended to be completed within one year, with a two-

year performance period to allow for unforeseen challenges. Awards were capped at $300,000 for pre-apprenticeship planning grants and $500,000 for apprenticeship planning grants.

Implementation grants were intended to help registered programs serve more opportunity youth, both by preparing youth to enter apprenticeship through supported pre-apprenticeship and by helping them succeed once in an apprenticeship. Applicants were required to hold a DAS-registered program or, for apprenticeship implementation, to have a formal memorandum of understanding (MOU) with a registered apprenticeship program. Implementation grants had a 2.5-year performance period, with awards ranging from $500,000 to $2,000,000.

The table below summarizes the parameters for each grant type.

	Planning: Apprenticeship (COYA-AP)	**Planning: Pre-Apprenticeship (COYA-PP)**	**Implementation: Apprenticeship (COYA-AI)**	**Implementation: Pre-Apprenticeship (COYA-PI)**
Goal	Develop a new Registered Apprenticeship Program (RAP) serving opportunity youth, or create a formal MOU with an existing DAS registered RAP. The MOU must include at least the recruitment of opportunity youth into the apprenticeship and supportive services for opportunity youth during the apprenticeship.	Develop and register a pre-apprenticeship program. The key final deliverable is a pre-apprenticeship program registered with DAS that meets all requirements of pre-apprenticeship, including a formal MOU with a registered apprenticeship program.	Support programs effectively serving opportunity youth to enter into and be successful in apprenticeship, with funding focused on supportive services and on expanding a program to serve more opportunity youth.	Support effective pre-apprenticeship programs with strong linkages to DAS Registered Apprenticeship Programs, prioritizing recruiting and serving opportunity youth and providing supportive services and strategic training.
Duration	1 to 2 years. Deliverables intended within one year; contracting and	1 to 2 years. Deliverables intended within one year; contracting and	2.5 years	2.5 years

	performance term is two years.	performance term is two years.		
Eligible entities	Must be, work in collaboration with, or become through the grant a DAS Registered Apprenticeship Program.	Must be, work in collaboration with, or become through the grant a DAS Registered Pre-Apprenticeship Program.	Must already be a DAS registered apprenticeship program, or a CBO or workforce/educational partner with a formal MOU with a RAP.	Must already hold a DAS registered program.
Amount of award	Up to $500,000 per award	Up to $300,000 per award	$500,000 to $2,000,000 per award, up to $10,000 per apprentice	$500,000 to $2,000,000 per award, up to $12,000 per pre-apprentice: $6,000 for supportive services, training, recruitment, administrative and other allowable costs, and up to $6,000 as an educational stipend paid entirely to the pre-apprentice

Round 1 At a Glance

DAS released the COYA Round 1 Solicitation for Proposals on February 5, 2024, announcing $25,000,000 in available funding. In July 2024, DAS awarded $31,180,910 to 51 grantees.

Grant type	Grantees	Amount awarded	Average award	Award range
Pre-Apprenticeship Planning (COYA-PP)	11	$2,682,915	$243,901	$108,133 to $300,000
Apprenticeship Planning (COYA-AP)	21	$8,427,007	$401,286	$165,152 to $500,000

Pre-Apprenticeship Implementation (COYA-PI)	10	$10,975,070	$1,097,507	$504,000 to $1,800,000
Apprenticeship Implementation (COYA-AI)	9	$9,095,918	$1,010,658	$500,000 to $2,000,000
Total	**51**	**$31,180,910**		

Planning grants account for 32 of the 51 awards and $11,109,922, or 35.6% of the funding. Implementation grants account for the remaining 19 awards and $20,070,988, or 64.4%.

Six of the 51 grant agreements ended before the end of their performance periods. DAS terminated one pre-apprenticeship planning grant shortly after award, before any grant activities began. The other five were apprenticeship implementation grants: DAS terminated three in Quarters 5 and 6 because the grantees were not meeting their contracted deliverables, and two grantees voluntarily withdrew. These six agreements accounted for $6,220,912.50, or 20%, of total Round 1 awards. Their grantees spent $988,413 before the agreements ended, leaving $5,232,499, or 17% of total Round 1 awards, unspent.

The grantees whose agreements ended early are listed below. In the rest of this report, these grantees are marked with an asterisk (*) in each table and chart in which they appear.

Pre-Apprenticeship Planning:

- Bay Area Community Resources, Inc
  - Original Award Amount: $170,912.50
  - Spent to Date: $0.00
  - This grantee was terminated before beginning any grant activities began because the grantee was partnered with a program not in good standing.

Apprenticeship Implementation:

- House of Blues Music Forward Foundation
  - Original Award Amount: $500,000
  - Spent to Date: $203,535.02
  - The grantee voluntarily withdrew after determining it could not meet its deliverables. It conducted grant activities through Quarter 6.
- Superintendent of Schools, Contra Costa County Office of Education
  - Original Award Amount: $550,000
  - Spent to Date: $66,115.65
  - The grantee voluntarily withdrew in Quarter 5 after determining it could not meet its deliverables.

- The Empowerment Center
    - Original Award Amount: $2,000,000
    - Spent to Date: $269,220.53
    - The grantee conducted grant activities through Quarter 6, when DAS terminated the agreement due to low performance.
- Center for New Music
    - Original Award Amount: $2,000,000
    - Spent to Date: $362,410.89
    - The grantee conducted grant activities through Quarter 6, when DAS terminated the agreement due to low performance.
- El Sol Neighborhood Educational Center
    - Original Award Amount: $1,000,000
    - Spent to Date: $87,131.39
    - The grantee conducted grant activities through Quarter 5, when DAS terminated the agreement due to low performance.

Planning Grants

Thirty-two organizations received planning grants to build new pre-apprenticeship and apprenticeship programs for opportunity youth. Planning grants were designed to produce a registered program within one year, with a two-year performance period that ended June 30, 2026. For an apprenticeship program, this meant drafting program standards, staying in communication with DAS through the review process, and having standards posted publicly for 30 days prior to approval. Comparatively, for a pre-apprenticeship program it meant selecting or developing a curriculum and establishing a linkage agreement with an existing registered apprenticeship program—a much simpler process overall.

As of October 20, 2026, 19 of the 31 planning grantees that began work have registered a program with the DAS, including all ten pre-apprenticeship grantees and nine of the apprenticeship grantees. Ten more apprenticeship grantees have submitted program standards, 7 of which are in review, 3 are in the 30-day public posting period or collecting final signatures, and two are still developing their standards.

Pre-apprenticeship Planning

Eleven organizations received pre-apprenticeship planning grants totaling $2,682,915. Ten registered a pre-apprenticeship program with the DAS, and all ten did so before the grant period ended; six registered within the first year, as the grant intended. The eleventh grant was

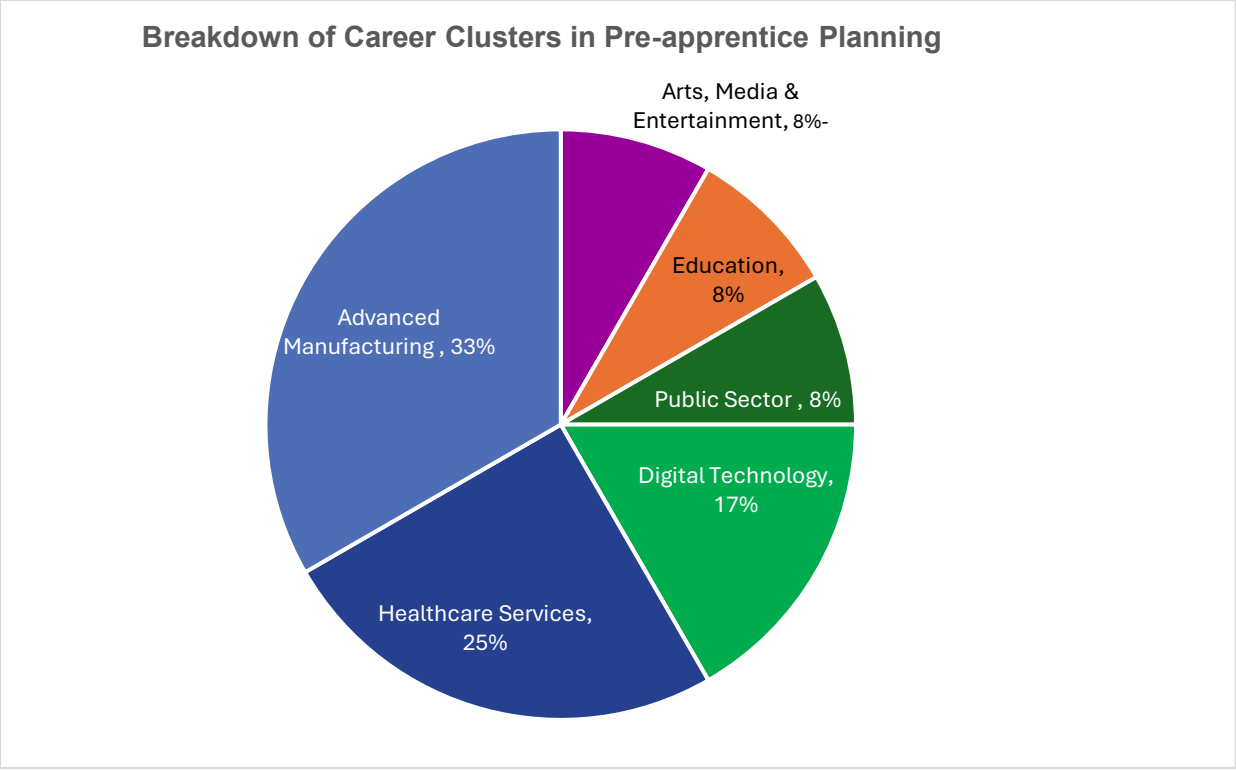
terminated before work began because the grantee was partnered with a program not in good standing.

The ten programs cover six career clusters. Three prepare participants for healthcare careers, including two emergency medical technician programs. Two focus on advanced manufacturing and two on digital technology. The remaining three train participants in early childhood education, fire service, and video production.

Grantee Name	Registered Date	Registered Program Name	Occupation Name	Career Clusters
Pivot Sac	12/3/2024	Early Childhood Foundations Pre-Apprentice Program	Early Childhood Education - Associate Preschool Teacher	Education
San Diego Community College District	12/27/2024	Miramar Fire Academy Pre-Apprenticeship Program	Firefighter 1 Academy Cohort	Public Sector
Foundation for California Community Colleges	3/10/2025	EMT pre-apprenticeship	Introduction to Emergency Medical Technician	Healthcare Services
New Door Ventures	3/28/2025	Introduction to Skilled Trades	Advanced Manufacturing	Advanced Manufacturing
San Diego College of Continuing Education (SDCCE) Foundation	5/2/2025	SDCCEF Emergency Medical Technician (EMT) Program	Emergency Medical Technician (EMT)Pre-Apprenticeship Program	Healthcare Services
Childrens Hospital Los Angeles	5/8/2025	Future Innovators in Automation & Advanced Manufacturing	Computer Numeric Control (CNC) Machine Certification	Advanced Manufacturing
			SME/ToolingU Robotics Manufacturing Fundamentals Certificate	
			Universal Robots (UR) Cobot Certification	
The Oakland Public Education Fund	7/01/2025	YouthBeat	Video Production	Arts Media and Entertainment
Hack the Hood	2/11/2026	Hack the Hood Build Program	Build	Digital Technology

Teamsters Local 1932 Training Center	3/9/2026	Teamsters Local 1932 Training Center Pre-Apprenticeship	Healthcare Career Foundations	Healthcare Services
San Diego County Superintendent of Schools	5/1/2026	San Diego County Superintendent of Schools CTE Coding	Software and Systems Development 1A	Digital Technology
Bay Area Community Resources, Inc*	N/A	Terminated	N/A	N/A

Looking at the distribution of programs by occupation, advanced manufacturing represented the largest share (33%), followed by healthcare services (25%), digital technology (17%), and public sector, Education, and arts, media and entertainment (all 8%). Because the Children's Hospital Los Angeles program includes three advanced manufacturing certifications, advanced manufacturing accounts for the largest share of occupations.



Apprenticeship Planning

Twenty-one organizations received apprenticeship planning grants totaling $8,427,007. Each grant funded either the development of a new registered apprenticeship program or a formal MOU with an existing program to recruit and support opportunity youth.

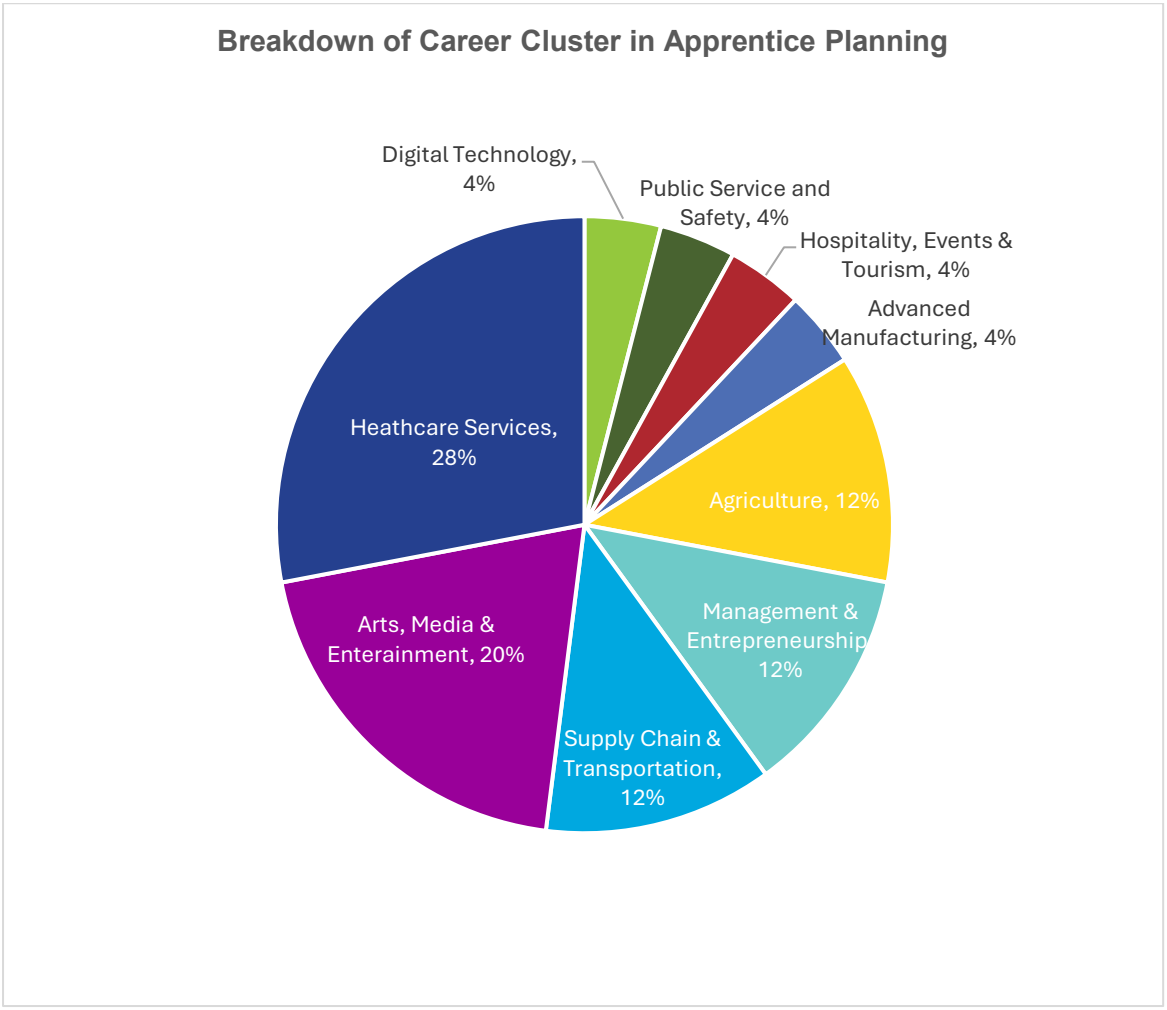
Registering a new apprenticeship program took longer than the one-year design anticipated. One grantee, Vehicles for Change San Diego, registered a program within the first year. Nine grantees now have a registered program; six of those registrations were approved after the grants ended on June 30, 2026, reflecting grantees' commitment beyond the funding period. Of the remaining twelve grantees, three are in the 30-day public posting period that precedes approval, seven have submitted standards that are under DAS review, and two are still developing their standards. The table below lists grantees in order of registration or submission date.

Grantee Name	Registered Date	Registered Program Name	Occupation Name	Career Clusters
Vehicles For Change - San Diego, Inc	4/30/2025	Vehicles for Change - San Diego Inc.	Automotive Technician Specialist	Supply Chain & Transportation
Health Education Council	5/12/2026	Health Education Council Community Health Worker Apprenticeship Program	Community Health Worker	Healthcare Services
Climate Action Pathways for Schools	5/22/2026	Climate Action Pathways for Schools	Sustainability Specialist	Management & Entrepreneurship
Children's Hospital Los Angeles	8/12/2026	The CHLA Healthcare Apprenticeship	Community Health Worker	Healthcare Services
San Diego Youth Services	8/28/2026	G.R.O.W.E.R. Apprenticeship	Agroecology Field Specialist	Agriculture
			Environmental Landscape Specialist	Hospitality, Events, & Tourism
Foundation for California Community Colleges	9/10/2026	California AfterSchool Network Expanded Learning Apprenticeship	Expanded Learning Senior Program Leader	Healthcare Services
			Expanded Learning Site Coordinator	Healthcare Services

April Yvette Parker	9/10/2026	Futures First Apprenticeship	Community Health Worker	Healthcare Services
Bay Area Video Coalition	9/22/2026	BAVC Media Apprenticeship	Digital marketing and Multimedia producer	Arts Media and Entertainment
The Alliance for Media Arts + Culture	9/24/2026	The Alliance for Media Arts + Culture	Multimedia Producer	Arts Media and Entertainment
			Digital Video Editor	Arts Media and Entertainment
			Digital Archivist	Arts Media and Entertainment
Reef Check Foundation	30 day posting 9/8/2026	Marine Science Research Technician Apprenticeship	Marine Science Research Technician	Agriculture
Kids In the Spotlight, Inc	30 day posting 10/7/2026	Kids in the Spotlight Video Editing Apprenticeship Program	Video editor	Arts Media and Entertainment
Pride Industries	30 day posting 10/7/2026	PRIDE Industries Apprenticeship Program	Paratransit Commercial Bus Driver	Supply Chain & Transportation
Propel America	Submitted 11/19/2025	Propel America	Medical Assistant	Healthcare
IWSI America Inc	Submitted 11/25/2025	IWSI Apprenticeship Program	Business Services Specialist	Management & Entrepreneurship
Hacienda La Puente Unified School District	Submitted 6/12/2026	STEM for Change	IT Support Specialist	Digital Technology
Los Rios Community College District (American River College)	Submitted 7/12/2026	LAUNCH Apprenticeship Network Healthcare	Direct Support Specialist	Healthcare
Social Impact Fund	Submitted 7/22/2026	Social Impact Non-Profit Apprenticeship	Public Relations Specialist	Management & Entrepreneurship

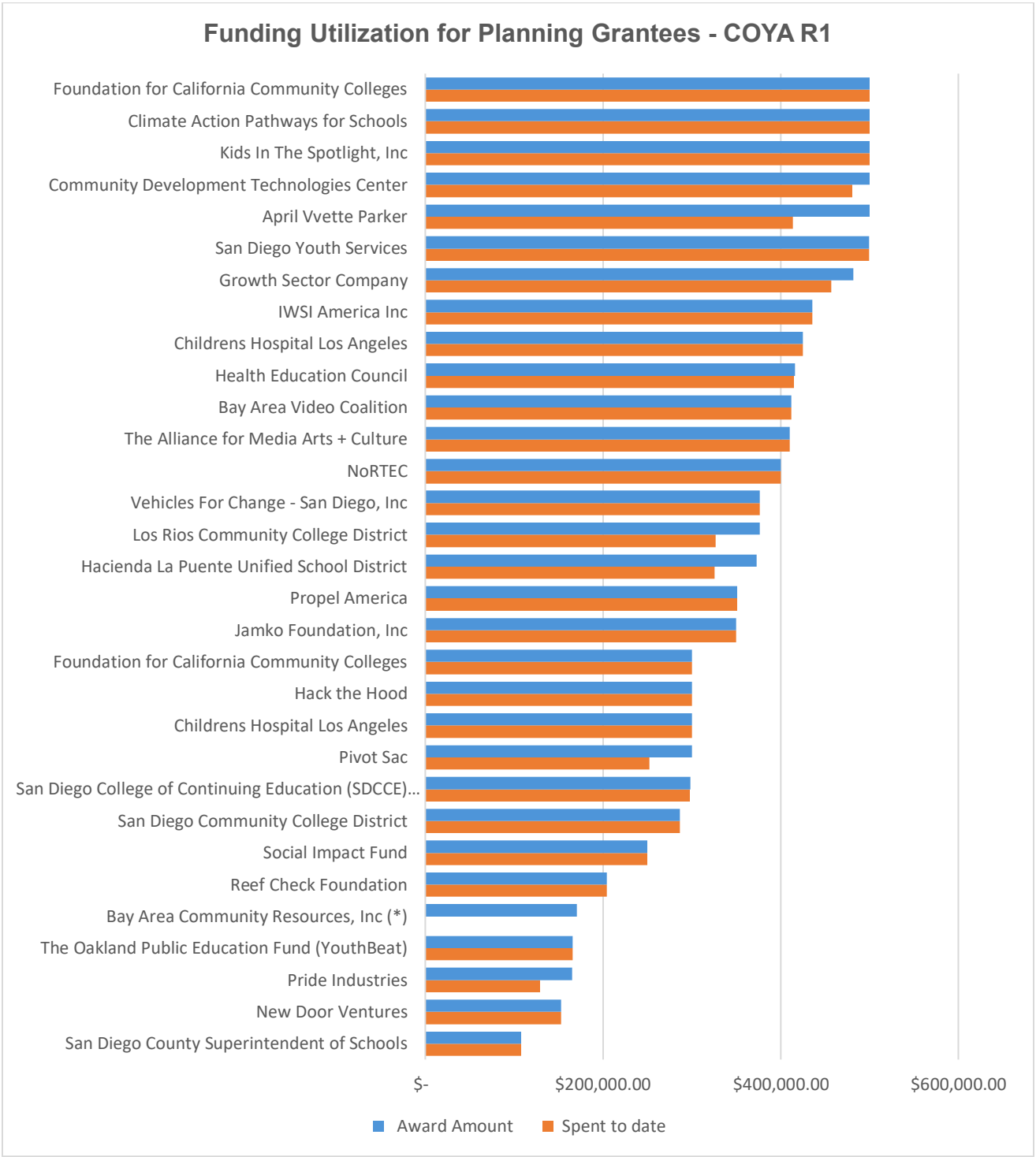
Community Development Technologies Center	Submitted 7/30/2026	Social Impact Nonprofit Apprenticeship	Business Services	Public Service and Safety
Jamko Foundation, Inc	Submitted 9/29/2026	Jamko Foundation Maritime Apprenticeship Program	Sailors and Marine Oilers	Supply Chain & Transportation
Growth Sector Company	Awaiting Standards	Undetermined	Undetermined	Advance Manufacturing
NoRTEC	Awaiting Standards	Undetermined	Undetermined	Agriculture

The occupations in apprenticeship planning grantees' registered and pending programs span nine career clusters. Healthcare Services accounts for the largest share (28%), followed by Arts, Media and Entertainment (20%). The nine registered programs alone span six clusters, with Healthcare Services again the most common.



Funding Utilization of all Planning Grantees

Planning grantees spent $10,624,089 of the $11,109,922 awarded, or 95.6%. Excluding the grant terminated before work began, grantees spent 97.1% of their awards. Eighteen of the 31 grantees that began work spent their full award. The other 13 returned a combined $314,921 at closeout; six of them returned less than $2,000.


Funding Utilization for Planning Grantees - COYA R1
Foundation for California Community Colleges
Climate Action Pathways for Schools
Kids In The Spotlight, Inc
Community Development Technologies Center
April Vvette Parker
San Diego Youth Services
Growth Sector Company
IWSI America Inc
Childrens Hospital Los Angeles
Health Education Council
Bay Area Video Coalition
The Alliance for Media Arts + Culture
NoRTEC
Vehicles For Change - San Diego, Inc
Los Rios Community College District
Hacienda La Puente Unified School District
Propel America
Jamko Foundation, Inc
Foundation for California Community Colleges
Hack the Hood
Childrens Hospital Los Angeles
Pivot Sac
San Diego College of Continuing Education (SDCCE)...
San Diego Community College District
Social Impact Fund
Reef Check Foundation
Bay Area Community Resources, Inc (*)
The Oakland Public Education Fund (YouthBeat)
Pride Industries
New Door Ventures
San Diego County Superintendent of Schools
$-
$200,000.00
$400,000.00
$600,000.00
Award Amount
Spent to date

Round 1 Planning Grantees that Returned Funds

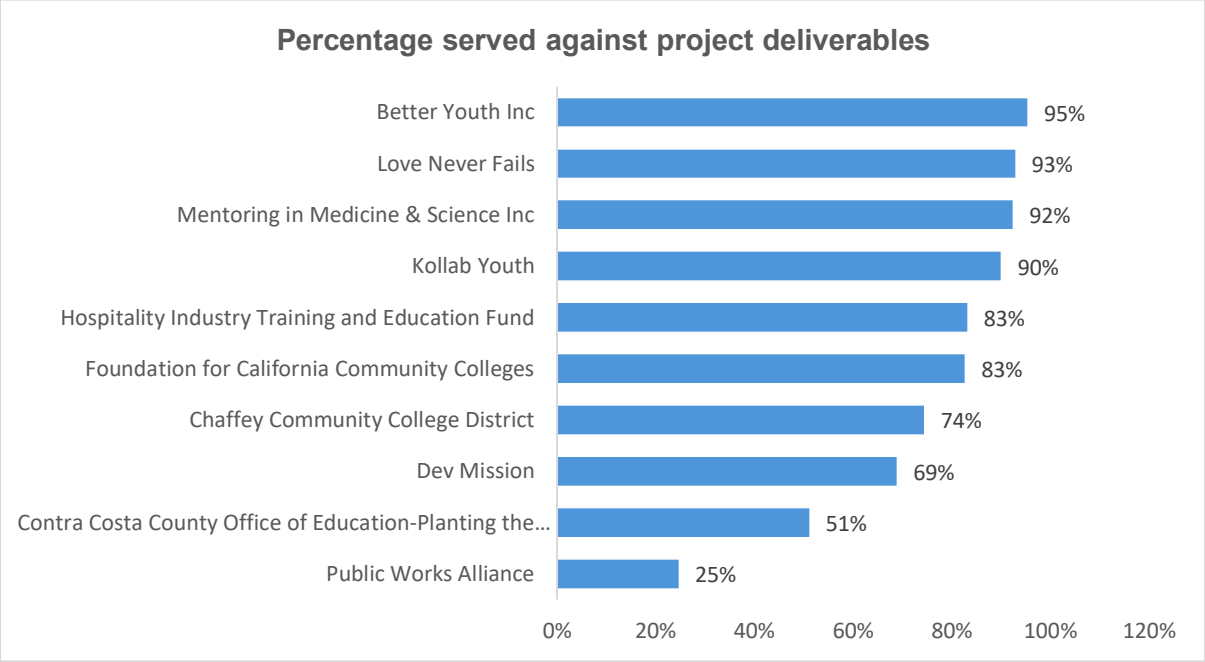
Grantee	Grant Type	Original Award	Spent to Date	Unspent Funds
San Diego Community College District	Pre-Apprenticeship Planning	$286,715	$286,709.56	$5.44
San Diego County Superintendent of Schools	Pre-Apprenticeship Planning	$108,133	$108,032.30	$100.70
Teamsters Local 1932 Training Center	Pre-Apprenticeship Planning	$300,000	$298,048.08	$1,951.92
Pivot Sac	Pre-Apprenticeship Planning	$300,000	$252,319.56	$47,680.44
San Diego College of Continuing Education (SDCCE) Foundation	Pre-Apprenticeship Planning	$298,430	$298,054.11	$375.89
Pride Industries	Apprenticeship Planning	$165,152	$129,341.73	$35,810.27
Los Rios Community College District	Apprenticeship Planning	$376,570.34	$326,618.04	$49,952.30
Growth Sector Company	Apprenticeship Planning	$481,624	$456,742.64	$24,881.36
Propel America	Apprenticeship Planning	$351,274	$350,914.13	$359.87
Hacienda La Puente Unified School District	Apprenticeship Planning	$373,092	$325,816.43	$47,275.57
Health Education Council	Apprenticeship Planning	$416,267	$415,062.17	$1,204.83
Community Development Technologies Center	Apprenticeship Planning	$500,000	$480,625.61	$19,374.39
April Yvette Parker	Apprenticeship Planning	$500,000	$414,052.46	$85,947.54
Total (13 grantees)		**$4,457,257.34**	**$4,142,336.82**	**$314,920.52**

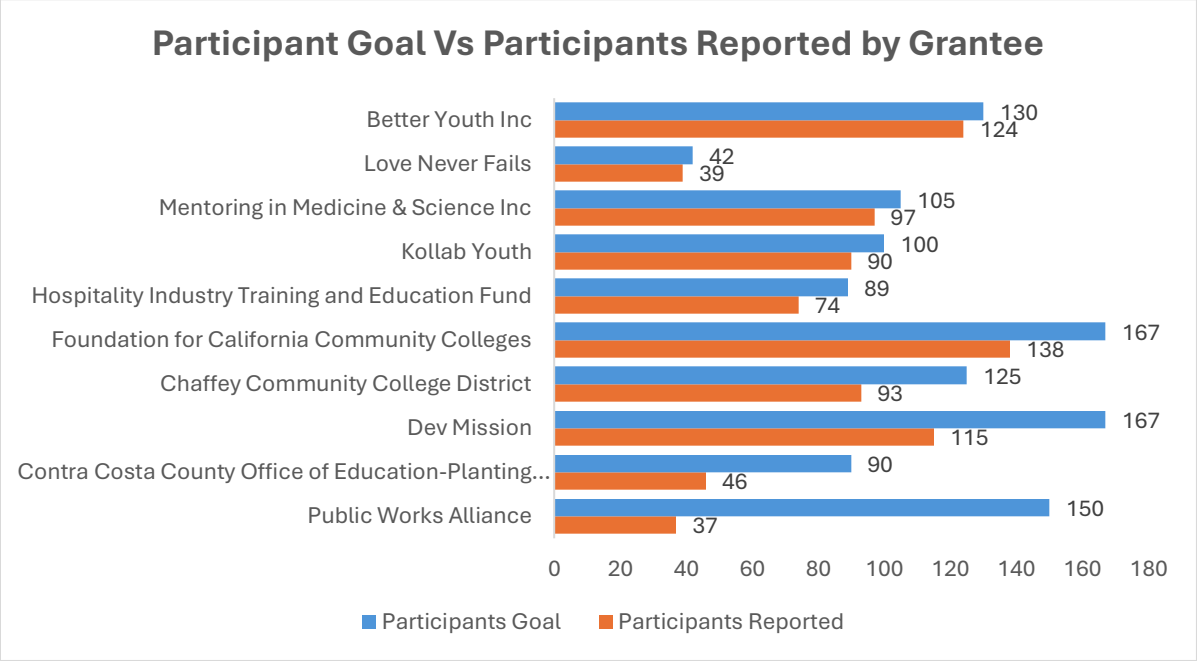
Implementation Grants

Nineteen organizations received implementation grants totaling $20,070,988 to expand programs that already held DAS registration. Implementation grants have a 2.5-year performance period that ends December 31, 2026, so the figures in this section reflect progress as of October 20, 2026, with about two months remaining.

Pre-Apprenticeship Implementation

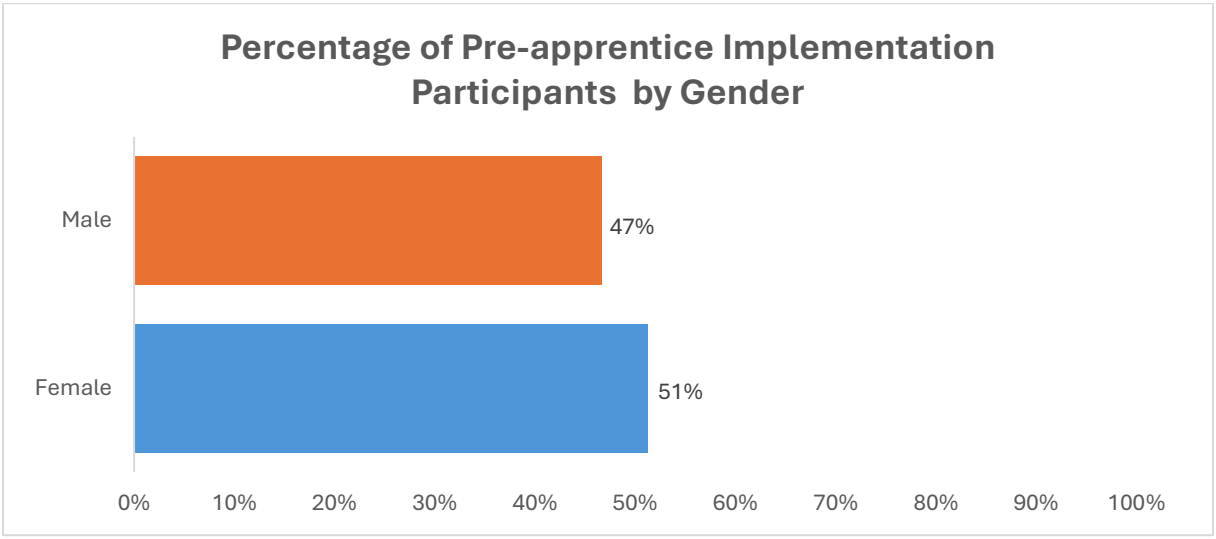
Ten organizations received pre-apprenticeship implementation grants totaling $10,975,070. Together these grantees have enrolled 853 pre-apprentices, or 73% of their combined contracted goal of 1,165. Seven of the ten have reached at least 74% of their individual goals, and four (Better Youth, Love Never Fails, Mentoring in Medicine & Science, and Kollab Youth) have reached 90% or more. Results by grantee is detailed in the charts below.

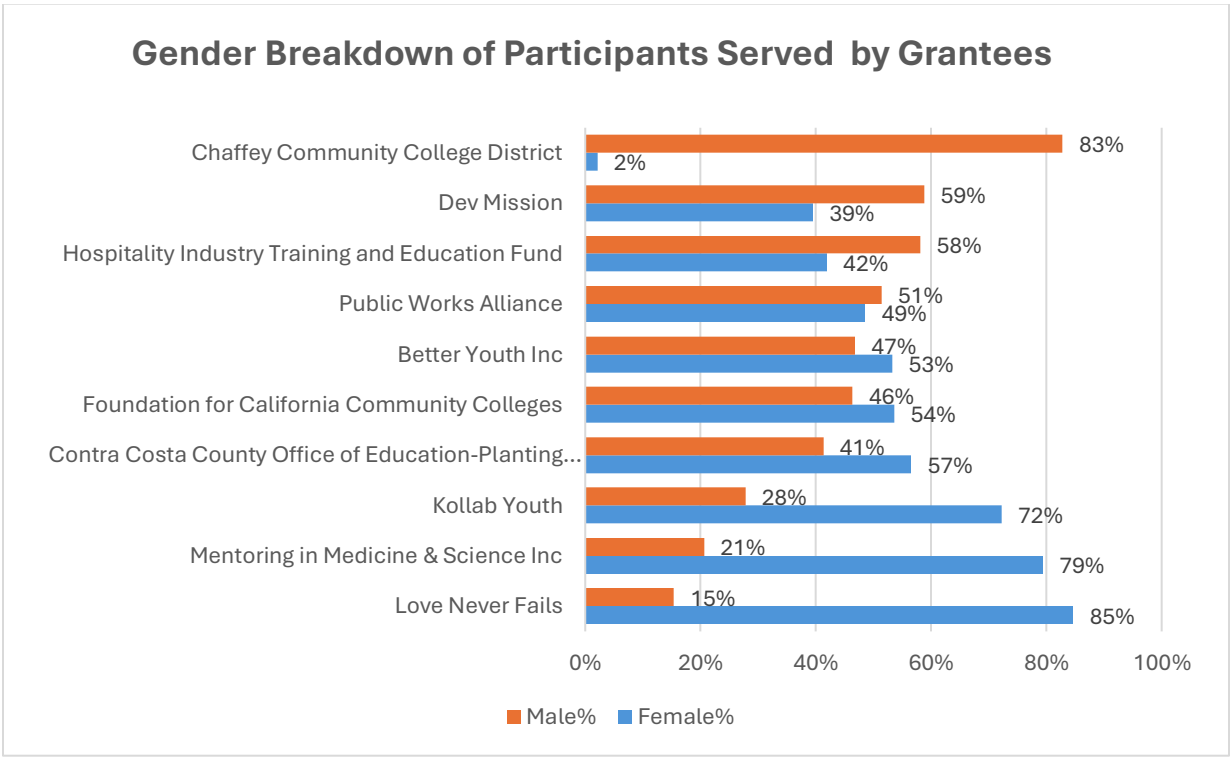


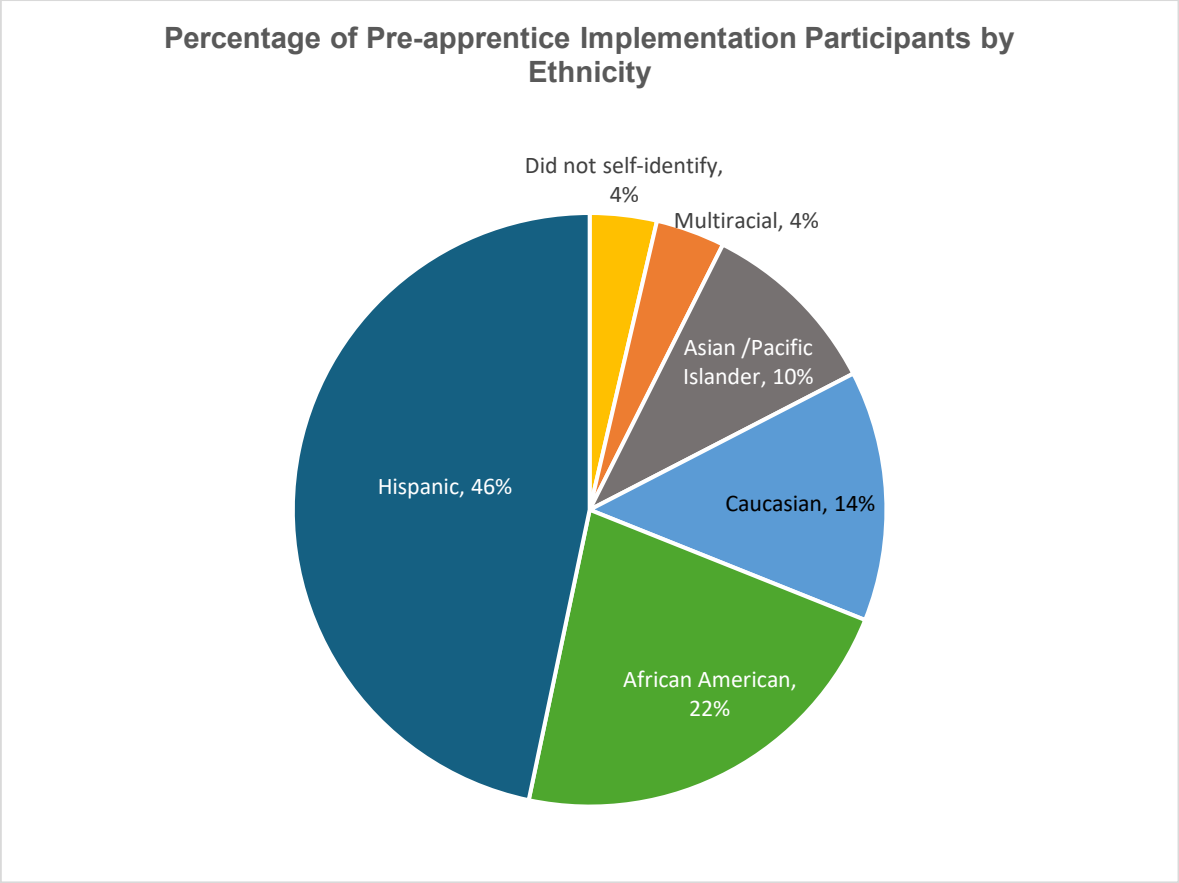


Participants were 51% female and 47% male. The gender mix varied widely by program. Participants at Love Never Fails were 85% female, and participants at Chaffey Community College District were mostly male.

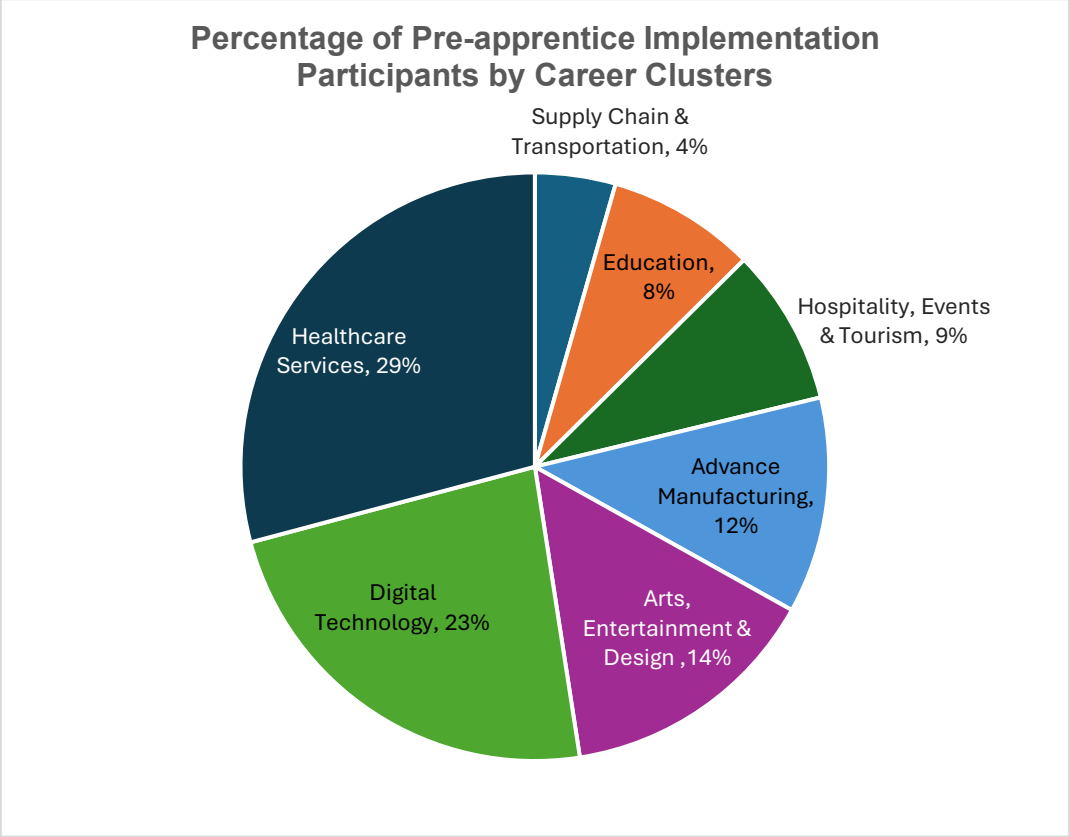
Forty-six percent of participants identified as Hispanic and 22% as African American or Black. Another 14% identified as White and 10% as Asian or Pacific Islander.


Percentage of Pre-apprentice Implementation Participants by Gender
Male
47%
Female
51%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


Gender Breakdown of Participants Served by Grantees
Chaffey Community College District
83%
2%
Dev Mission
59%
39%
Hospitality Industry Training and Education Fund
58%
42%
Public Works Alliance
51%
49%
Better Youth Inc
47%
53%
Foundation for California Community Colleges
46%
54%
Contra Costa County Office of Education-Planting...
41%
57%
Kollab Youth
28%
72%
Mentoring in Medicine & Science Inc
21%
79%
Love Never Fails
15%
85%
0%
20%
40%
60%
80%
100%
Male%
Female%



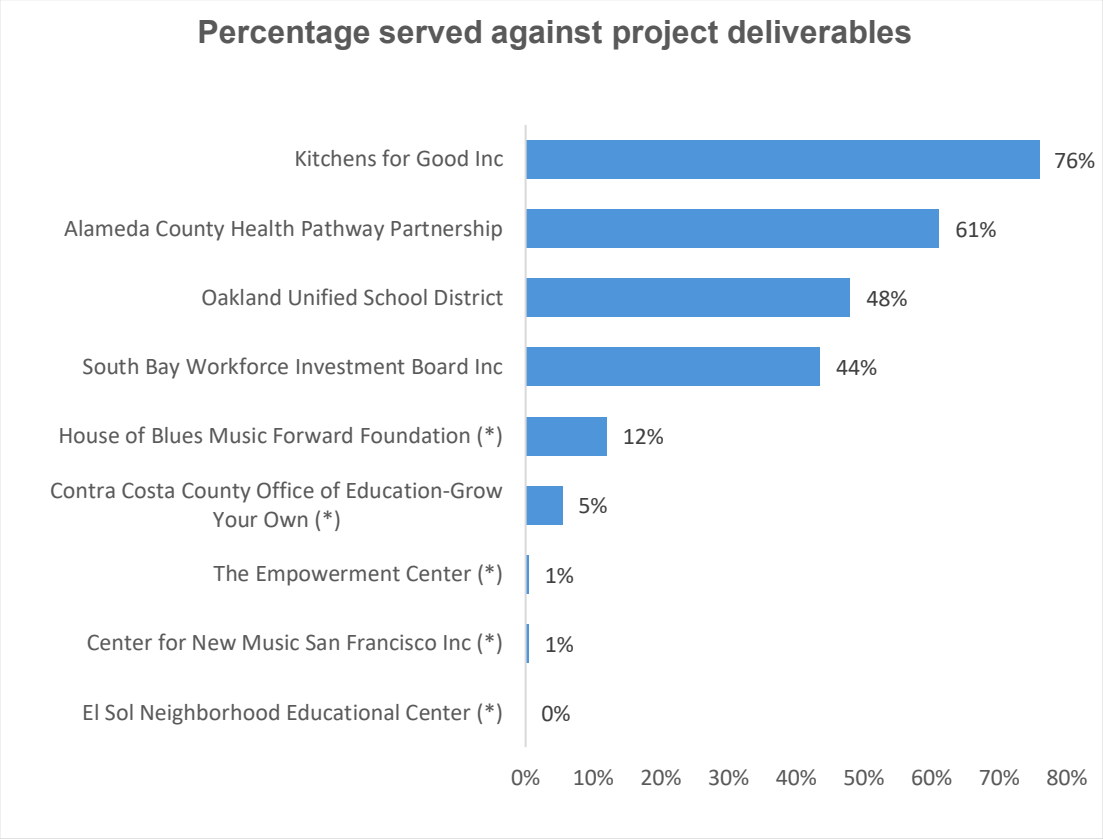
Healthcare Services (29%) and Digital Technology (23%) were the largest career clusters by number of participants, followed by Arts, Entertainment, and Design (14%) and Advanced Manufacturing (12%).



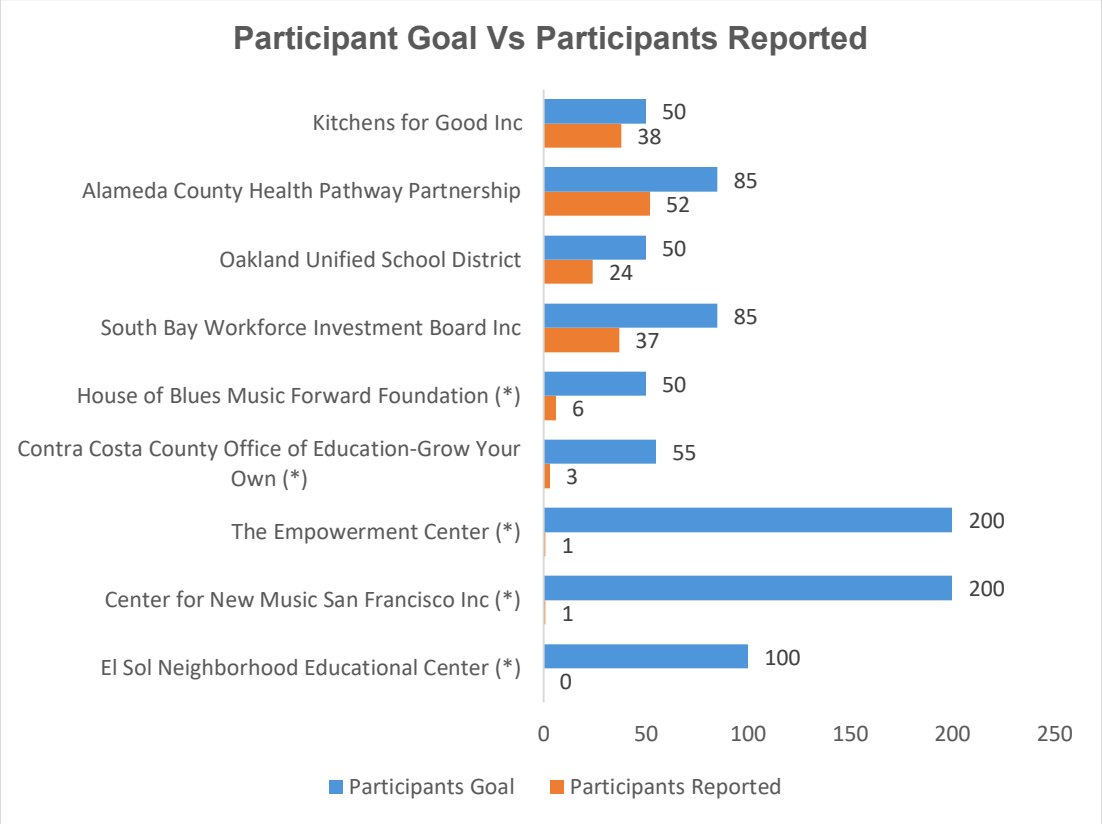
Participant records show that 73% of pre-apprentices have completed their pre-apprenticeship program and another 15% are still enrolled. So far, 107 pre-apprentices (12.5%) have entered a registered apprenticeship. Placements are concentrated in programs with a direct, established connection to an apprenticeship partner: Mentoring in Medicine & Science (57 placements, primarily into the Alameda County Health Coach Apprenticeship) and Dev/Mission (38 placements) together account for 95 of the 107.

Apprentice Implementation

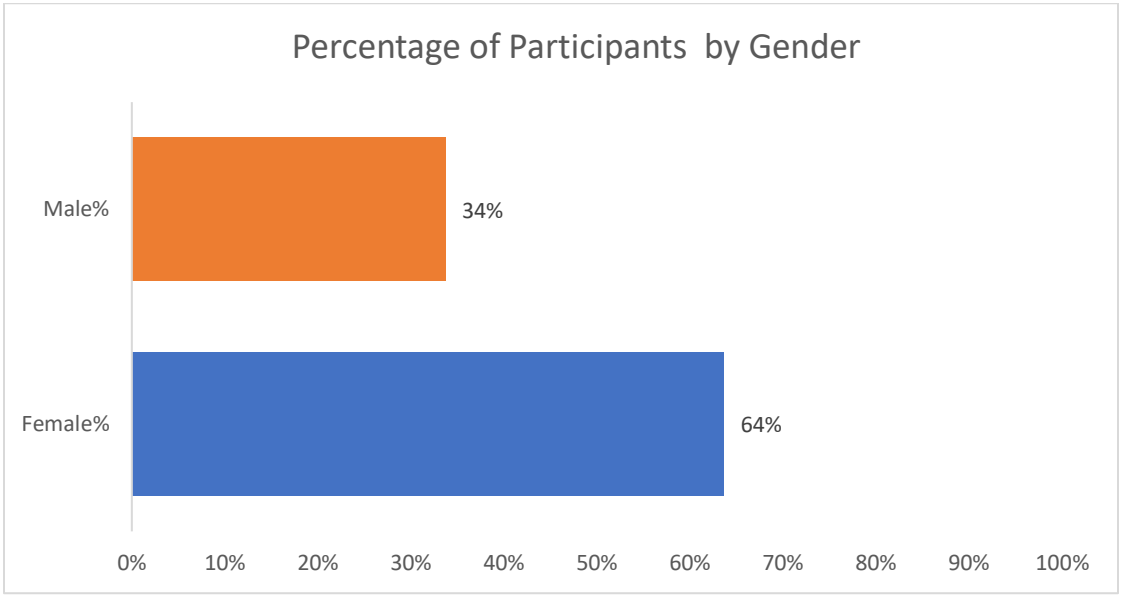
Nine organizations received apprenticeship implementation grants totaling $9,095,918. Five of these grants ended early. DAS terminated three agreements in Quarter 5 and 6 because those grantees were not meeting their contracted deliverables, and two grantees withdrew in Quarter 5 and 6. Together, the nine grantees were contracted to serve 875 apprentices and have served 162 to date (19%). The charts below include all nine grantees and label the five that ended early with an asterisk.

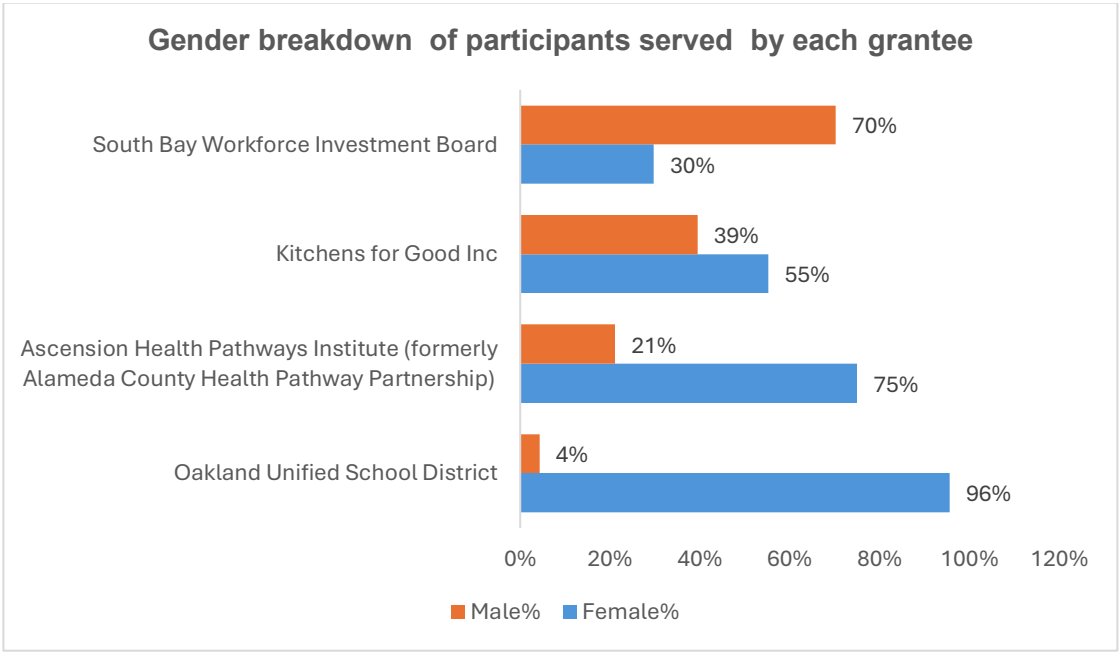


The four active grantees have served 151 participants, or 56% of their combined contracted goal of 270. Kitchens for Good has the highest share, at 76% of its goal. Across all nine grantees, 121 of the 162 apprentices in participant records (75%) remain active in their apprenticeships, 7 have completed, and 24 have cancelled; nearly all cancellations (23 of 24) occurred in a single program.

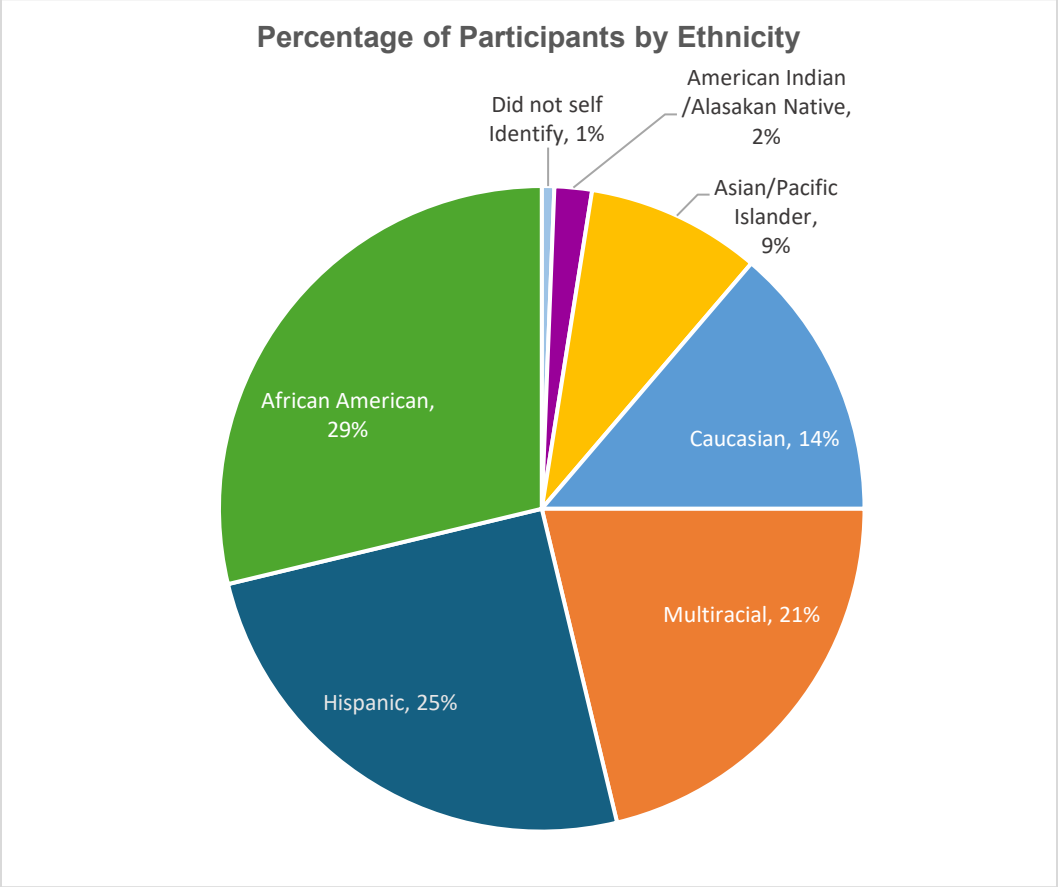


Sixty-four percent of participants were female and 34% were male. Participants at Oakland Unified School District were almost all female, and participants at South Bay Workforce Investment Board were 70% male.

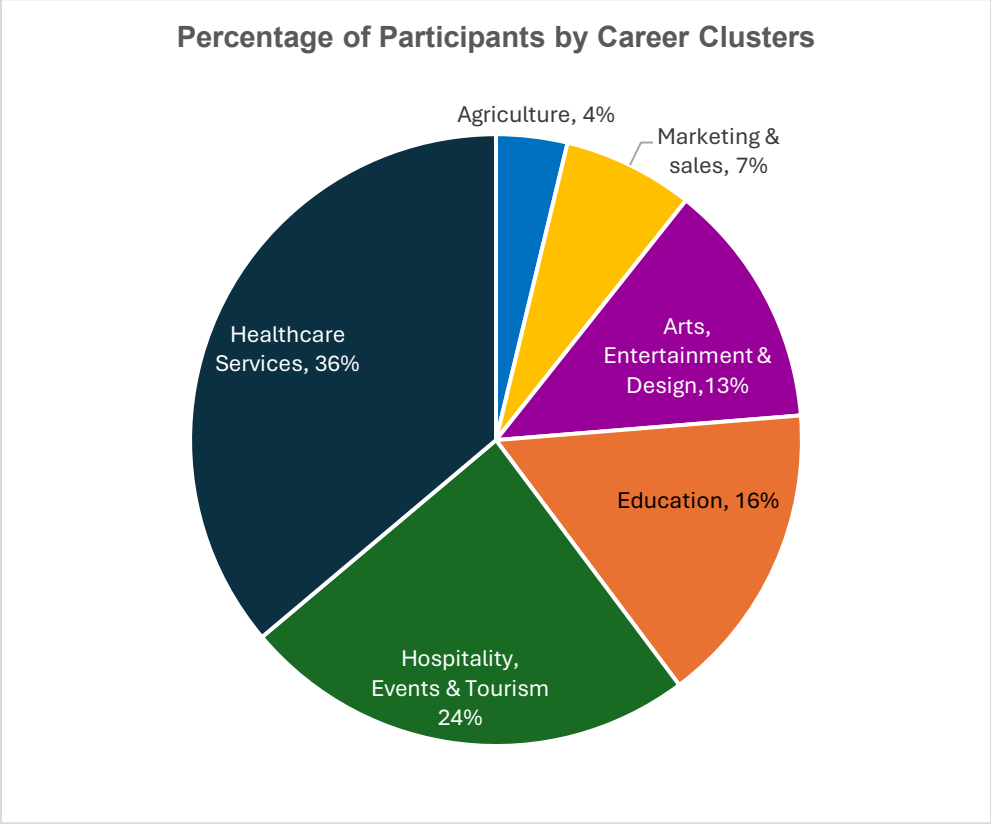




29% of participants identified as African American or Black, 25% as Hispanic, and 21% as multiracial.

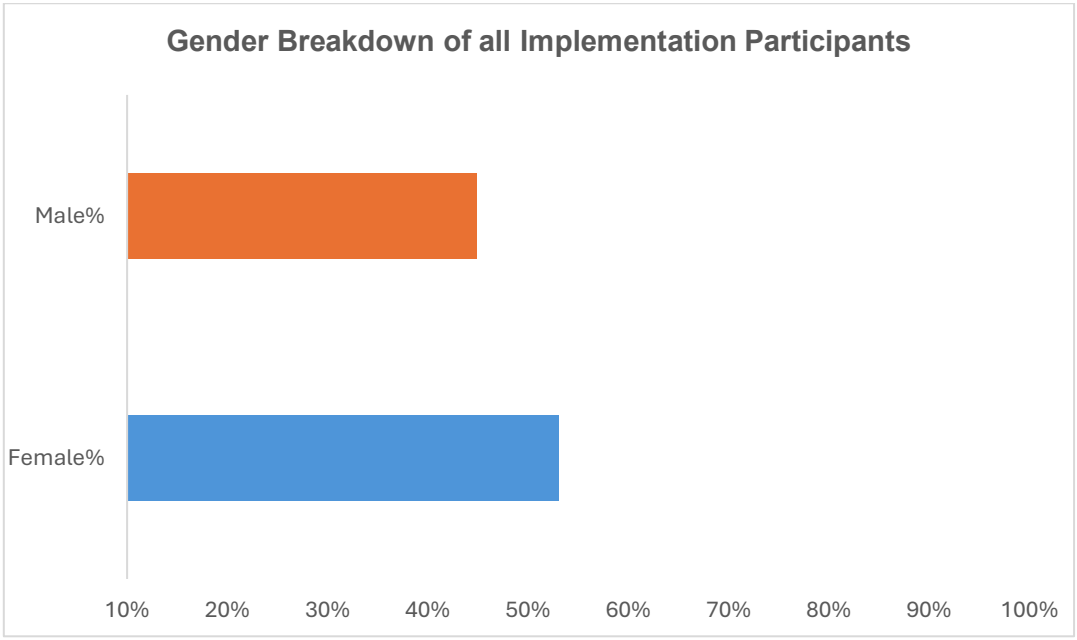


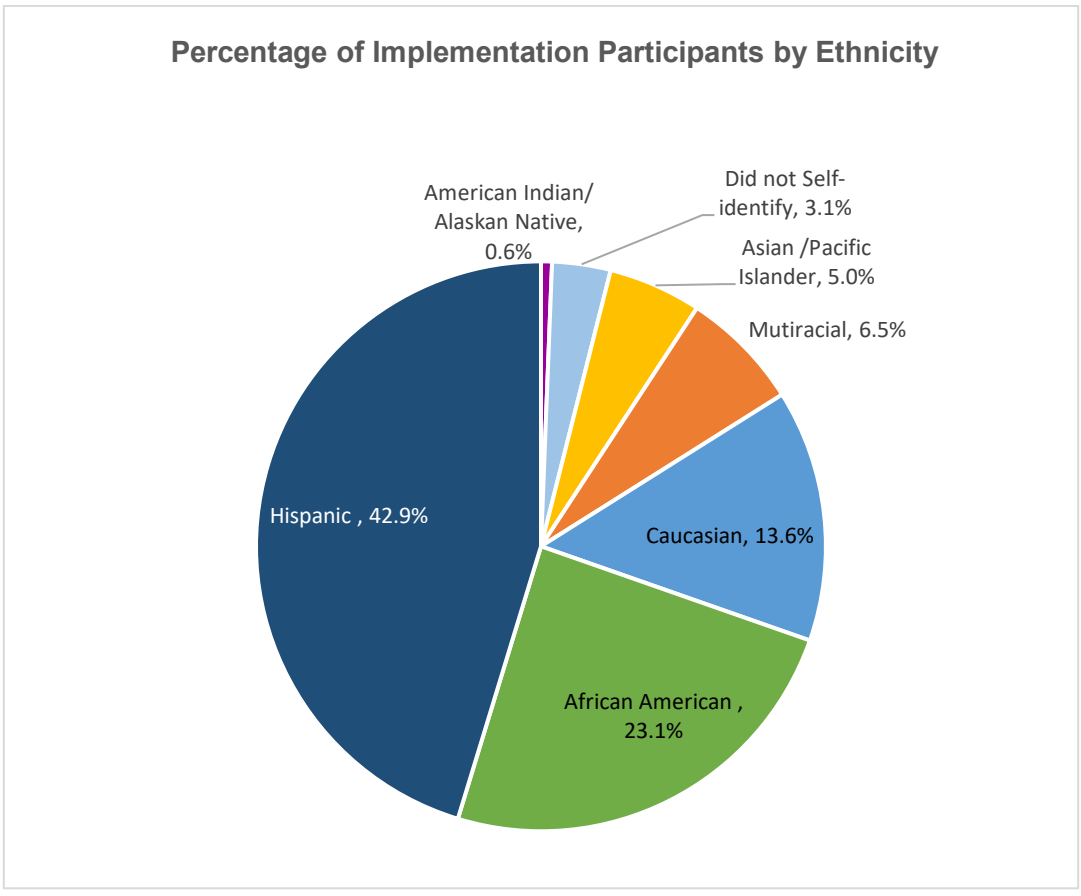
Healthcare Services (36%) and Hospitality, Events, and Tourism (24%) were the largest career clusters by number of participants.

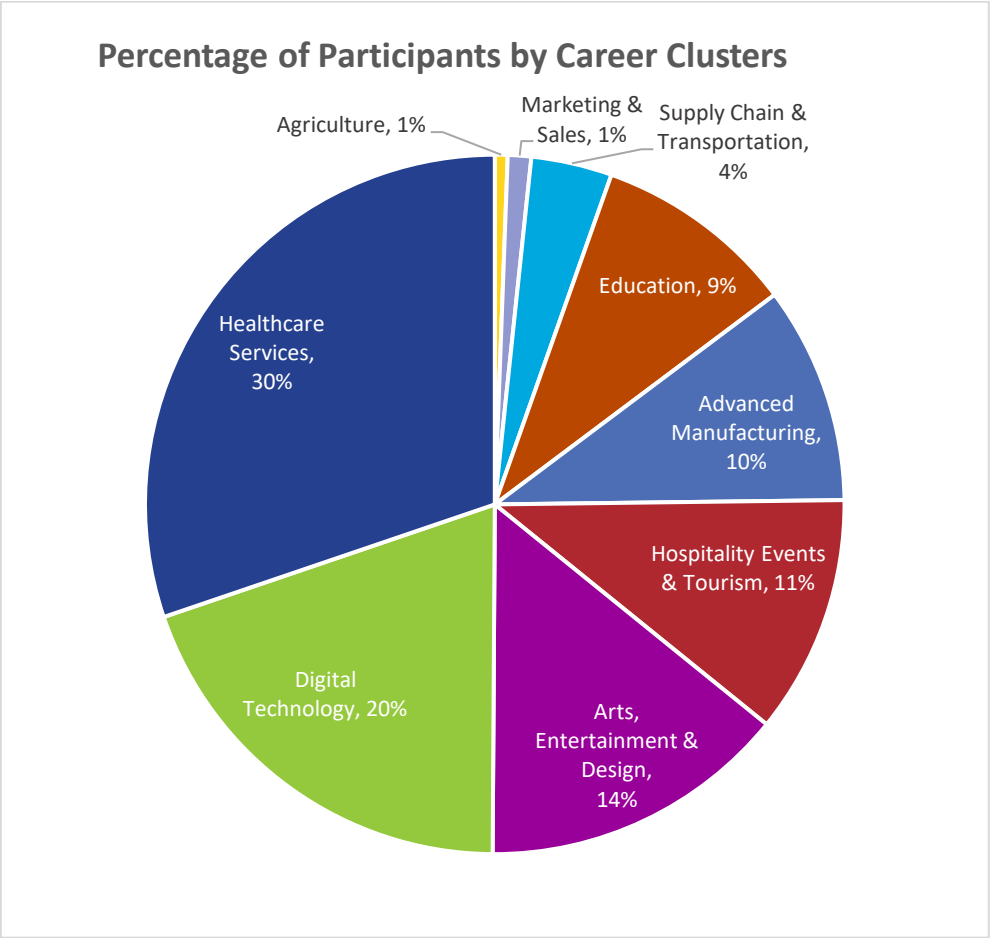


All Implementation Grantees

Across all 19 implementation grantees, 43% of participants identified as Hispanic and 23% as African American or Black. Healthcare Services (30%) and Digital Technology (20%) were the largest career clusters by number of participants.


Gender Breakdown of all Implementation Participants
Male%
Female%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


Percentage of Implementation Participants by Ethnicity
American Indian/ Alaskan Native, 0.6%
Did not Self-identify, 3.1%
Asian /Pacific Islander, 5.0%
Mutiracial, 6.5%
Caucasian, 13.6%
African American , 23.1%
Hispanic , 42.9%



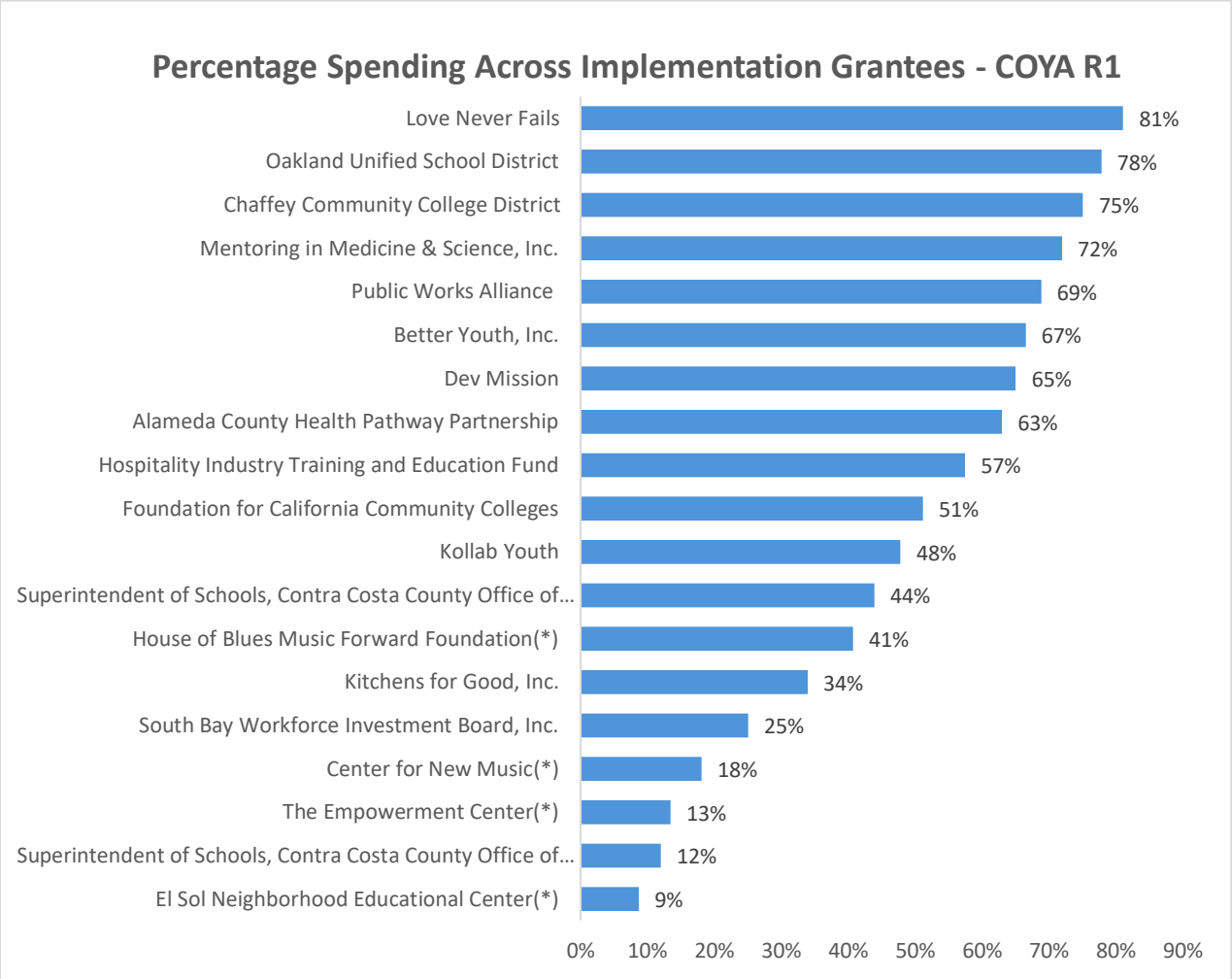
In total, Round 1 implementation grantees have served more than 1,000 opportunity youth. Nearly three-quarters of pre-apprentices (73%) have completed their programs. Because registered apprenticeships generally take one to four years to complete, few apprentices were expected to finish within the grant period; 75% remain active in their apprenticeships.

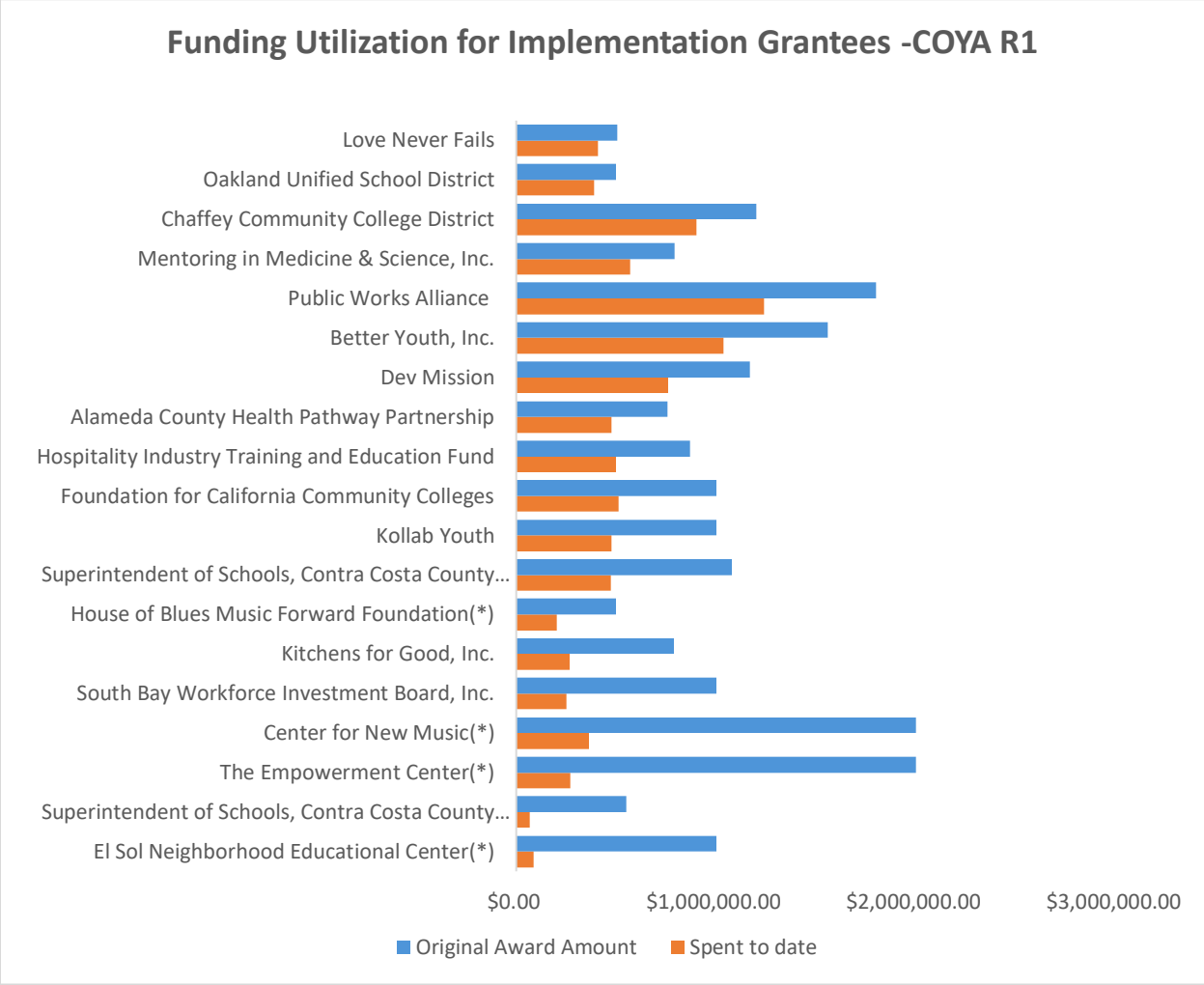
Implementation Funding Utilization

Implementation grantees have spent $9,252,264 of the $20,070,988 awarded, or 46.1%. The 14 active grantees have spent $8,263,851, which is 58.9% of their combined awards. Four of these agreements were later amended to reduce their award amounts by a combined $901,148; measured against amended amounts, active grantees have spent 63.0%

Spending varies widely among active grantees, from 25% to 81% of original awards, and four have spent less than half. Pre-apprenticeship implementation grantees have spent 62.7% of their awards, and the four active apprenticeship implementation grantees have spent 45.4%.

The five apprenticeship implementation grants that ended early spent $988,413 before their agreements ended, leaving $5,061,587 unspent.





Round 1 Fiscal Summary

Planning and implementation grants had different performance periods. Planning grants ran for two years and ended June 30, 2026, so planning figures are final. Implementation grants run for 2.5 years and end December 31, 2026, so implementation figures show spending to date as of June 30, 2026.

Across all 51 Round 1 grantees $19,876,353 of the $31,180,910 awarded has been spent to date, or 63.7%.

Planning grantees spent nearly all of their awards. The $485,833 left unspent includes $314,921 returned by 13 grantees at closeout and $170,913 from the one grant DAS terminated before work began.

Implementation grantees have spent 46.1% of their awards so far. Of the $10,818,724 not yet spent, $5,061,587 is from the five apprenticeship implementation grants that ended early. The remaining $5,757,137 is held by the 14 active grantees, which have until December 31, 2026 to complete their work.

COYA Round 1 Grantee Highlights

COYA grantees across the state are building new pathways into careers for young people facing systemic and educational barriers. The programs below illustrate an example of what Round 1 grantees have accomplished.

Better Youth

Better Youth prepares opportunity youth for careers in Southern California's creative economy by blending technical training and professional mentorship with paid work experience. Through partnerships with major studios including Warner Bros., PBS, and Skydance, participants gain hands-on training in entertainment and gaming roles, translating creative skills directly into long-term employment. As a Round 1 pre-apprenticeship implementation grantee, Better Youth enrolled 124 participants, or 95% of its contracted goal, the highest share among pre-apprenticeship implementation grantees. It has since received Round 2 and Round 3 COYA awards to continue this work.

Mentoring in Medicine & Science

Mentoring in Medicine & Science offers one of the clearest examples of the pre-apprenticeship-to-apprenticeship pathway COYA was designed to build. Fifty-four of the 56 young people who completed its summer Community Health Worker pre-apprenticeship went on to enter the Alameda County Health Coach Apprenticeship, operated by fellow Round 1 grantee Alameda County Health Pathway Partnership. In all, the organization accounts for 57 of the 107 Round 1 pre-apprentices who have entered a registered apprenticeship, and it received a Round 3 continuation grant to continue this work.

Vehicles for Change San Diego

Focused on empowering justice-impacted young adults, Vehicles for Change San Diego used its Round 1 apprenticeship planning grant to register an Automotive Technician Specialist apprenticeship program in April 2025, the first Round 1 apprenticeship planning grantee to do so. Its structured training pairs technical instruction with essential life skills. Beyond mechanical training, the program provides financial literacy education and tool stipends to lower barriers to entry, and participants have been placed with regional employers such as Jiffy Lube and Walmart. Vehicles for Change received a Round 3 continuation grant to support apprentices in its program.

Conclusions on Round 1

Round 1 was COYA's first opportunity to test whether targeted state funding could connect opportunity youth with registered pre-apprenticeship and apprenticeship programs. The results are mixed. Round 1 built lasting program infrastructure, reached more than 1,000 young people, and produced promising models for moving youth from pre-apprenticeship into apprenticeship. It has not yet produced the level of enrollment, matriculation into apprenticeship, or apprenticeship growth that the legislation and program objectives envisioned. Some of these measures are expected to improve as implementation grants run through December 31, 2026, but overall, Round 1 is best understood as having laid a strong foundation on which the program's impact is still developing.

Progress and Accomplishments

New programs that will outlast the grants. Planning grants produced the most durable results. All ten pre-apprenticeship planning grantees that began work registered a program with DAS before the grant period ended, as designed. Nine apprenticeship planning grantees have registered new apprenticeship programs, and ten more have submitted program standards that are in final posting or under review. These programs are in sectors where apprenticeship has historically been less common, including healthcare, digital technology, media arts, education, and agriculture, and they are positioned to continue enrolling pre-apprentices and apprentices after COYA funding ends. Healthcare is the most common focus, accounting for three of the ten new pre-apprenticeship programs, the largest share of apprenticeship planning occupations (28%), and 30% of implementation participants.

Opportunity youth reached. Implementation grantees have enrolled more than 1,000 opportunity youth. Pre-apprenticeship implementation grantees reached 73% of their combined enrollment goal, with seven of ten at 74% or more of their individual goals, and 73% of pre-apprentices have completed their programs. Among apprentices, 75% remain active. The program has reached a diverse population: 43% of participants identified as Hispanic and 23% as African American or Black.

Pathways that work. Where pre-apprenticeship programs had a direct, working connection to an apprenticeship program, youth moved into apprenticeship at high rates. Mentoring in Medicine & Science and Dev/Mission account for 95 of the 107 placements into registered apprenticeship to date; at Mentoring in Medicine & Science, 54 of 56 graduates of its summer Community Health Worker pre-apprenticeship entered an apprenticeship. These results show that the pre-apprenticeship-to-apprenticeship model at the heart of COYA can work for opportunity youth when the linkage is strong.

Stewardship and continuity. DAS monitored grantee performance through quarterly reporting and ended agreements that were not meeting their deliverables; together, the six agreements that ended early spent $988,413 of the $6.2 million awarded to them. Planning grantees that began work spent 97% of their awards. Round 1 grantees have also carried their work forward. Eight received Round 2 awards, including three planning grantees that moved on to

implementation, and Round 1 grantees received 24 of the 25 Round 3 continuation grants, which were open only to grantees that met performance and good-standing requirements.

Challenges

Apprenticeship registration took longer than planned. One of 21 apprenticeship planning grantees registered a program within the intended first year, and six of the nine registrations were approved after the grants ended on June 30, 2026. Developing standards for occupations that are new to apprenticeship, securing employer commitments, and, in at least one case, working with the California Department of Human Resources to create a new job classification took longer than the grant design anticipated. A backlog of programs awaiting DAS review also contributed to delays; two programs submitted in November 2025 remain under review.

Enrollment and matriculation are below targets. Pre-apprenticeship implementation grantees have enrolled 73% of their contracted goal with about two months remaining. So far, 12.5% of pre-apprentices have entered a registered apprenticeship, below the 16% all-time average for California pre-apprenticeship programs. Part of the gap reflects timing: pre-apprentices often need time after completing a program to enter apprenticeship, and 15% of participants are still enrolled. Many of the linkage agreements that connect newer pre-apprenticeship programs to apprenticeship programs are also still maturing. Outside the two strongest pipelines, placements into apprenticeship remain limited.

Apprenticeship implementation faced the greatest difficulties. Five of the nine apprenticeship implementation grants ended early: DAS terminated three for low performance, and two grantees withdrew. Both grantees that partnered with existing registered apprenticeship programs through MOUs were among those that ended early, which suggests that this model needs firmer partner commitments to succeed. The four remaining grantees have reached 56% of their enrollment goals and spent 45% of their awards.

Spending is behind schedule. With about six months remaining in the performance period, implementation grantees have spent 46.1% of their awards, and the 14 active grantees have spent 58.9%. A meaningful share of implementation funds is likely to remain unspent at closeout, though final figures will depend on grantees' final reports.

Larger awards were less likely to meet goals. Apprenticeship implementation grants under $1 million reached 42% of their combined enrollment goals, while grants of $1 million or more reached 7%, largely because three of the four largest grants ended early. Pre-apprenticeship implementation showed the same pattern less sharply: grants under $1 million reached 89% of their goals, and larger grants reached 69%.

Lessons for Future Funding

Round 1 offers practical lessons for the next phase of COYA:

- **Plan for realistic timelines.** Registering programs in occupations and industries new to apprenticeship routinely took longer than the one year planned. Planning grant timelines, and the review process that follows, should account for this.
- **Prioritize strong links between pre-apprenticeship and apprenticeship.** The programs with the highest placement rates had a direct, working connection to an apprenticeship partner. Where those links were still being developed, few participants have entered apprenticeship so far.
- **Match award size to demonstrated capacity.** Smaller awards were more likely to reach their goals. Increasing funding after organizations demonstrate results, as Round 3 continuation grants do, can reduce risk while rewarding performance.
- **Strengthen MOU-based models.** Apprenticeship implementation grants that relied on MOUs with existing apprenticeship programs did not succeed in Round 1. Future MOU-based grants may need firmer, documented commitments from the apprenticeship partner before award.
- **Continue active performance monitoring.** Quarterly reporting allowed DAS to identify grants that were not performing and act before most of their funds were spent. Frequent checkpoints help grantees course-correct sooner.

DAS has already begun applying several of these lessons. Round 2 prioritized implementation funding for Round 1 planning grantees that had completed their planning deliverables on time, and Round 3 continuation grants were limited to grantees that met performance and good-standing requirements.

Looking Ahead

Round 1 implementation grants close on December 31, 2026. Final enrollment, completion, placement, and spending figures will be available after closeout, and placements into apprenticeship are expected to continue rising as recent pre-apprenticeship graduates move into apprenticeship. DAS will also continue working with the twelve apprenticeship planning grantees whose programs are not yet registered. Round 1 has established a base of registered programs, partnerships, and experience serving opportunity youth that later rounds are already building on. The work ahead is to turn that foundation into the scale of enrollment and apprenticeship matriculation the program was created to achieve.

Appendix: Round 1 Grantees

The table below lists all 51 Round 1 grant agreements by grant type, with original award amounts and spending to date. Planning figures are final; implementation figures are as of October 20, 2026. Grantees whose agreements ended early are marked with an asterisk (*).

Grant Number	Grantee	Award Amount	Spent to Date	% Spent
Pre-Apprenticeship Planning (COYA-PP)				
23COYAPP-01	San Diego Community College District	$286,715.00	$286,709.56	100.0%
23COYAPP-02	New Door Ventures	$153,048.00	$153,048.00	100.0%
23COYAPP-03	San Diego County Superintendent of Schools	$108,133.00	$108,032.30	99.9%
23COYAPP-04	Childrens Hospital Los Angeles	$300,000.00	$300,000.00	100.0%
23COYAPP-05	Teamsters Local 1932 Training Center	$300,000.00	$298,048.08	99.3%
23COYAPP-06	Pivot Sac	$300,000.00	$252,319.56	84.1%
23COYAPP-07	Hack the Hood	$300,000.00	$300,000.00	100.0%
23COYAPP-08	Bay Area Community Resources, Inc (*)	$170,912.50	$0.00	0.0%
23COYAPP-09	The Oakland Public Education Fund (YouthBeat)	$165,676.00	$165,676.00	100.0%
23COYAPP-10	Foundation for California Community Colleges	$300,000.00	$300,000.00	100.0%
23COYAPP-11	San Diego College of Continuing Education (SDCCE) Foundation	$298,430.00	$298,054.11	99.9%
	Subtotal (11 grants)	**$2,682,914.50**	**$2,461,887.61**	**91.8%**
Apprenticeship Planning (COYA-AP)				
23COYAAP-12	IWSI America Inc	$435,499.00	$435,499.00	100.0%
23COYAAP-13	Pride Industries	$165,152.00	$129,341.73	78.3%
23COYAAP-14	NoRTEC	$400,000.00	$400,000.00	100.0%
23COYAAP-15	The Alliance for Media Arts + Culture	$410,000.00	$410,000.00	100.0%
23COYAAP-16	Jamko Foundation, Inc	$350,000.00	$350,000.00	100.0%
23COYAAP-17	Los Rios Community College District	$376,570.34	$326,618.04	86.7%
23COYAAP-18	Childrens Hospital Los Angeles	$425,183.00	$425,183.00	100.0%
23COYAAP-19	Social Impact Fund	$250,000.00	$250,000.00	100.0%
23COYAAP-20	Vehicles For Change - San Diego, Inc	$376,776.80	$376,776.80	100.0%
23COYAAP-21	Bay Area Video Coalition	$411,770.00	$411,770.00	100.0%
23COYAAP-22	Growth Sector Company	$481,624.00	$456,742.64	94.8%
23COYAAP-23	Propel America	$351,274.00	$350,914.13	99.9%
23COYAAP-24	Kids In The Spotlight, Inc	$500,000.00	$500,000.00	100.0%
23COYAAP-25	San Diego Youth Services	$499,655.00	$499,655.00	100.0%
23COYAAP-26	Climate Action Pathways for Schools	$500,000.00	$500,000.00	100.0%
23COYAAP-27	Hacienda La Puente Unified School District	$373,092.00	$325,816.43	87.3%
23COYAAP-28	Health Education Council	$416,267.00	$415,062.17	99.7%
23COYAAP-29	Community Development Technologies Center	$500,000.00	$480,625.61	96.1%
23COYAAP-30	Reef Check Foundation	$204,144.00	$204,144.00	100.0%
23COYAAP-31	Foundation for California Community Colleges	$500,000.00	$500,000.00	100.0%

Grant Number	Grantee	Award Amount	Spent to Date	% Spent
23COYAAP-32	April Yvette Parker	$500,000.00	$414,052.46	82.8%
	Subtotal (21 grants)	**$8,427,007.14**	**$8,162,201.01**	**96.9%**
Pre-Apprenticeship Implementation (COYA-PI)				
23COYAPI-33	Chaffey Community College District	$1,200,000.00	$901,191.94	75.1%
23COYAPI-34	Better Youth, Inc.	$1,560,000.00	$1,037,544.51	66.5%
23COYAPI-35	Superintendent of Schools, Contra Costa County Office of Education	$1,080,000.00	$474,368.99	43.9%
23COYAPI-36	Kollab Youth	$1,000,000.00	$478,168.17	47.8%
23COYAPI-37	Hospitality Industry Training and Education Fund	$870,000.00	$499,967.29	57.5%
23COYAPI-38	Foundation for California Community Colleges	$1,000,000.00	$511,555.26	51.2%
23COYAPI-39	Love Never Fails	$504,000.00	$408,696.85	81.1%
23COYAPI-40	Dev Mission	$1,169,000.00	$760,225.00	65.0%
23COYAPI-41	Public Works Alliance	$1,800,000.00	$1,238,714.93	68.8%
23COYAPI-42	Mentoring in Medicine & Science, Inc.	$792,069.96	$569,633.87	71.9%
	Subtotal (10 grants)	**$10,975,069.96**	**$6,880,066.81**	**62.7%**
Apprenticeship Implementation (COYA-AI)				
23COYAAI-43	Superintendent of Schools, Contra Costa County Office of Education (*)	$550,000.00	$66,115.65	12.0%
23COYAAI-44	Center for New Music (*)	$2,000,000.00	$362,410.89	18.1%
23COYAAI-45	El Sol Neighborhood Educational Center (*)	$1,000,000.00	$87,131.39	8.7%
23COYAAI-46	South Bay Workforce Investment Board, Inc.	$1,000,000.00	$250,832.65	25.1%
23COYAAI-47	The Empowerment Center (*)	$2,000,000.00	$269,220.53	13.5%
23COYAAI-48	Alameda County Health Pathway Partnership	$755,918.00	$475,860.46	63.0%
23COYAAI-49	Kitchens for Good, Inc.	$790,000.00	$267,937.55	33.9%
23COYAAI-50	Oakland Unified School District	$500,000.00	$389,153.38	77.8%
23COYAAI-51	House of Blues Music Forward Foundation (*)	$500,000.00	$203,535.02	40.7%
	Subtotal (9 grants)	**$9,095,918.00**	**$2,372,197.52**	**26.1%**
	Total, all Round 1 grants (51)	**$31,180,909.60**	**$19,876,352.95**	**63.7%**

Note: Award amounts are original awards. Four implementation agreements were later amended to reduce their award amounts: Contra Costa County Office of Education (pre-apprenticeship implementation) to $841,152; Hospitality Industry Training and Education Fund to $647,700; South Bay Workforce Investment Board to $850,000; and Kitchens for Good to $500,000.