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
FOURTH QUARTERLY MEETING:

November 10, 2026

Upcoming IACA Meeting dates and sites:

- Proposed Draft 2027 Meeting Dates/Locations:
  - **Q1- February 4th** at 9am (In person Sacramento – Labor building and Zoom)
    - Subcommittee meetings, 9am-4pm- Tues, Feb 2nd and Wed Feb 3rd
  - **Q2- May 6th** at 1pm (Thursday at end of ACA Summit, In person and Zoom)
    - Subcommittee meetings (Oakland), 9am-4pm- Tues, Apr 20th and Wed, Apr 21st
  - **Q3- August 26th** at 9am (In person Oakland and Zoom)
    - Subcommittee meetings, 9am-4pm- Tues, Aug 24th and Wed, Aug 25th
  - **Q4- November 4th** at 9am (In person Sacramento – Labor building and Zoom)
    - Subcommittee meetings, 9am-4pm- Tues, Nov 2nd and Wed, Nov 3rd

ACTIVITIES/INFORMATION

New hires

- August 3, 2026 - Michelle Castanon, hired as Apprenticeship Consultant, Legacy Programs Unit
- September 1, 2026 - Elizabeth Reyes, hired into the Division Operations Unit
- September 14, 2026 - Adriana Fonseca, hired as Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit

Promotions

- August 3, 2026 - Anna Latrelle, promoted to Apprenticeship Consultant, Legacy Programs Unit
- August 3, 2026 - Amelia Meza, promoted to Apprenticeship Consultant, Legacy Programs Unit
- August 10, 2026 - Sonia Lau, hired into the Program Quality Unit
- August 21, 2026 - Robert Bell, promoted to Grant System Program Manager, Funding Unit
- September 1, 2026 - Lilian Reaves, promoted to Senior Apprenticeship Consultant, Legacy Programs Unit

- September 14, 2026 - Andrea Harlin, promoted to Deputy Regional Director of Strategic Partnerships, Apprenticeship and Workforce Innovation Unit

Retirements/Separations

- No retirements or separations during the quarter.

Updates:

DAS continues to make progress on the backlog of revisions and registration of programs and in the past quarter completed the organizational transition of separating out the work between IACA and CAC program reviews. We have seen this have a significant impact on the IACA queue, with 18 new programs registered in Q3, including occupations such as Quality Control Analyst, Printed Circuit Board Fabricator, 3D/4D Ultrasound Technician, Digital Archivist, Able Seaman, and Substance Use and Behavioral Use Disorder Counselor. In addition, DAS and the program registration and revision feedback group has started to work with a designer to design the new public facing standards dashboard, which will be the new home of seeing the status of standards in the review, posting and registration process, including Chief determinations and appeals. The backlog of new programs with the Program Planning and Review (PPR) team is now down to 30 days, which means that all new programs that have final draft standards submitted and pending review by PPR over 30 days ago either have comments/feedback that need to be addressed, or they are being ADA-ed or have been posted for 30 days.

In September, the 2026 legislative session closed out and there were a number of bills that there signed that are directly related to apprenticeship. Most relevant to the Interagency Advisory Committee on Apprenticeships are:

- SB- 845 - Pupil instruction: career technical education, career education, work-based learning, work experience education, and apprenticeships – This bill creates clear definitions in education code around work-based learning, work experience education, and related terms, including internship, mentorship, job shadowing experience, student apprentice, youth apprentice, and youth apprenticeship program.
    - Youth Apprenticeship Program:
        - means an apprenticeship program registered with the DAS that fulfills all registered apprenticeship requirements and serves youth between 16 and 24 years of age at the time of enrollment and that also meets all of the following:
        - Offers related and supplemental instruction through career technical education, work experience education, or early college credit, whenever possible.
        - Complies with labor laws for minors.
        - Offers flexible work hours to allow for pupils to participate in on-the-job training while they are enrolled in high school.
        - Allows for part-time employment and extended completion time to accommodate youth apprentices.
    - Student Apprentice:
        - means a youth apprentice who meets both of the following:

        - (1) Is enrolled full-time in high school in grade 10, 11, or 12, or is enrolled in an adult education program.
        - (2) Is participating in a youth apprenticeship program.
    - This bill also authorizes existing career technical education funding streams to support work-based learning activities including covering the cost of workers compensation and liability insurance for students to more easily complete work based learning. This bill also creates a second pathway for approval of pre-apprenticeship programs by DAS, based on a local building and construction trades council's approval of the use of the Multi-Craft Core Curriculum.
- AB-1904 Teachers: credentialed educator apprenticeship programs – This bill establishes a joint approval and oversight process for the Commission on Teacher Credentialing (CTC) and the DAS for all credentialed educator apprenticeship programs. Key quality components of credentialed educator apprenticeship programs include that RSI must be provided by a CTC approved teacher prep program, and the program must include at least 300 hours of paid OJT where the apprentices are not yet the teacher of record. In addition, an apprentice must have at least a bachelor's before serving as teacher of record and must receive at least 200 hours of mentoring per year following CTC parameters. The CTC may issue apprenticeship certificates or permits to achieve some of the quality parameters outlined above. This bill also creates new labor code that establishes that when a collective bargaining agreement exists in a credentialed educator apprenticeship program it shall be jointly sponsored and does not allow either party to waive its right to representation.
- SB-1227 Department of Industrial Relations: apprenticeship pilot program – This bill states that on or before January 1, 2029, DIR and CalHR will partner with bargaining representatives to design and develop an apprenticeship program that addresses the staffing challenges in DIR's worker protection enforcement divisions, Division of Occupational Safety and Health (DOSH) and Division of Labor Standards Enforcement (DLSE). This bill mandates that the partners shall use the meet and confer, collective bargaining and JAC structures to setup the program. This bill also clarifies that the selection and completion must be consistent with the merit principle and that any program established should be open to both incumbent workers and people new to civil service. Those that complete the apprenticeship program shall be considered qualified and eligible for appointment to the journey classification through apprentice transfer.
- SB-1363 - Barbering and cosmetology – This bill's core purpose is to extends the sunset date of the State Board of Barbering, Cosmetology, and Electrology to January 1, 2031. Also in the bill are a number of new program quality provisions for all barber and cosmetology apprenticeship programs. The bill mandates dual approval from the Division of Apprenticeship Standards and the State Board, prohibits loaning or franchising approvals, and requires training sites to pay apprentices an hourly wage. The bill also bans commission-based pay and caps participant fees strictly to actual costs for textbooks and minimum equipment. The bill also sets up inter-agency communication between DAS and the State Board of Barbering and Cosmetology such that if DAS or the Board revokes or reviews a sponsor's status, both entities can simultaneously suspend the program, update status and protect apprentices.

In addition, the following bills passed and impact apprenticeships more connected to the Interagency Advisory Committee on Apprenticeships:

- AB-1980 - Labor: apprenticeship: Equal Representation in Construction Apprenticeships Grant Program
- SB-1299 - State Fire Marshal Fire Sprinkler Fitter Certification Act
- SB-1012 - Employment of inmates
- AB-1707 - Electricians: certification application, examination, and renewal

Unless stated in the specifics of the individual bill, these will all go into effect on January 1, 2027, therefore DAS is already working towards the implementation of these bills. In some cases, additional staffing is being requested to meet the operational requirements of implementation, however the transition and training work begins in the meantime.

Apprentice Complaints:

Status of IACA Apprentice Complaints

The data below show the IACA apprentice complaints filed with DAS organized by the calendar year it was received, from intake to outcome. Each outcome is counted under the year the complaint was received. Complaints still pending investigation reflect cases carried over from previous years. As pending complaints are resolved, their outcomes will be added to the year it was received.

Complaint Status	2026	2025	2024
Intake			
Complaints Investigated	0	0	0
Outcomes			
Complaints Withdrawn / Dismissed	0	0	0
Hearings Scheduled	1	0	0
Administrator Determination	0	0	0
Complaints Closed	0	0	0
Yearly Totals			
Total Complaints Received	**1**	**1**	**0**
Pending Investigation*	0	0	0

* Apprentice complaints are often complex and can take time to resolve. Pending investigation includes complaints from previous years that have not yet reached an outcome in the calendar year it was received.

New Programs:

The DAS has eighteen (18) new programs (or existing programs adding occupations) approved during the last quarter. They are:

- Sacramento Valley Manufacturing Alliance - Occupation(s): Inspectors, Testers, Sorters, Samplers & Weighers; Quality Controls Analyst
- LAUNCH Employment Coach Apprenticeship Program - Occupation(s): Employment Coach
- IPC - Occupation(s): Electronic Assembler; Printed Circuit Board Fabricator; Printed Circuit Board Design Engineer
- Allied Health Occupations Apprenticeship - Occupation(s): Dental Assistant
- Image N You Apprenticeship Program - Occupation(s): 3D/4D Ultrasound Technician
- The CHLA Healthcare Apprenticeship - Occupation(s): Community Health Worker
- Open Source Agriculture Apprenticeships - Occupation(s): Technical Sales Associate; Online Merchant; Farm and Ranch Livestock Technician; Veterinary Assistants and Laboratory Animal Caretakers; Producers and Directors; Accountants and Auditors
- G.R.O.W.E.R. Apprenticeship - Occupation(s): Agroecology Field Specialist, Environmental Landscape Specialist
- Palomar College/United States Marine Corps Apprenticeship Program - Occupation(s): Training and Development Specialists
- Care Service Workforce Apprenticeship Program - Occupation(s): Medical Records Specialists; Help Desk Technician; Medical Assistant; Certified Nursing Assistant; Dental Assistant; Behavioral Health Technician; Pharmacy Technician; Phlebotomist; Script Supervisor
- California AfterSchool Network Expanded Learning Apprenticeship - Occupation(s): Expanded Learning Senior Program Leader, Expanded Learning Site Coordinator
- Futures First Apprenticeship - Occupation(s): Community Health Worker
- Santa Ana College Educational Apprenticeship Program - Occupation(s): Bilingual Educator
- BAVC Media Apprenticeship - Occupation(s): Digital Marketing and Multimedia Producer
- Dynasty United Youth Association Apprenticeship Program - Occupation(s): Academic Tutor; Program Coordinator; Instructional Coach; Teaching Assistant
- The Alliance for Media Arts + Culture - Occupation(s): Digital Archivist
- Maritime Apprenticeship Program “M.A.P.” - Occupation(s): Able Seaman
- Cuesta College Health Sciences Apprenticeship Program - Occupation(s): Substance Use and Behavioral Use Disorders (SUD) Counselor

Funding Information:

Apprenticeship Innovation Funding

Round 4 application evaluations were completed by DAS in July. Of the 72 programs that applied, 61 programs were awarded via AIF-Support Funding, 6 programs were awarded via AIF-T, and 5 programs were denied funding. A total of $15,984,814.18 in funding was awarded for Round 4 of AIF, reimbursing expenses for programs that served a total of 9,934 apprentices. A detailed list of the awards is available on the DAS website for AIF:

This was the first round of AIF where caps had to be imposed per program due to limited funding despite growing demand.

In August, DAS sent out award and denial letters to all applicants and in September DAS began working on award invoices for the State Controller's Office to process into award payments. DAS has updated it's AIF Factsheet to include results from Round 4. The factsheet provides a summary of how AIF works and metrics for its impact over the four years of its operation.

California Opportunity Youth Apprenticeship (COYA) Grant

COYA Round 1, Round 2, and Round 3 are in various stages of implementation and closeout. Round 1 planning grants ended June 30, 2026, and are in closeout; implementation grants remain active through December 31, 2026.

Round 2 and Round 3 include 52 planning and implementation grantees. As part of ongoing grant monitoring, DAS conducted a midpoint review during the fourth quarter of the Round 2 grant period to assess the fiscal and programmatic progress of each grantee across all grant categories. Round 2 is currently in its fifth quarter of the 30-month performance period.

In Q2 2026, DAS awarded $13.2 million in Round 3 continuation funding to 25 existing grantees across Pre-Apprenticeship and Apprenticeship Implementation.

Equal Representation in Construction Apprenticeship (ERiCA) Grant

ERiCA Round 2 is in its fifth quarter of the two-year performance period, with 25 grantees awarded $26.17 million across recruitment, worksite culture, and childcare initiatives As part of ongoing grant monitoring, DAS conducted a midpoint review during the fourth quarter of the Round 2 grant period to assess the fiscal and programmatic progress of each grantee across all grant categories.

ERiCA Round 1 concluded June 30, 2025, with four grantees receiving performance extensions that ended June 30,2026. DAS is completing the remaining closeout activities.

DAS continues to improve participant reporting, verify eligibility, strengthen data quality, and align reporting with apprenticeship registration systems.

California Apprentice Council Training Funds

DAS began accepting CAC Training Funds reimbursement applications in July and sent email notifications to 171 programs that were eligible to receive a total of $18,958,502.26 in funding. In September, DAS ended the submission period for CAC Training Funds reimbursement applications. DAS will begin application evaluations in October, communicating instructions via email to applicants when corrections are necessary.

Statistics of September 30, 2026, this Committee / California total

The active apprentices numbered 19,607/ 90,978

New registrations and reinstatements numbered 2,711/9,408 for the quarter.

Minorities represented 79.0% / 72.7% of all active apprentices.

Active women apprentices numbered 6,095/8,714 which is 31.09% / 9.58% of all active apprentices.

There are currently 978/4,320 active veterans, 215/535 of which registered in the last quarter, and 87/222 completed in the last quarter.

Program Evaluations July 1, 2026, through September 30, 2026

Since July 1, 2026, DAS opened three (3) program evaluations, and three (3) evaluations have been completed. Three (3) program evaluations are in progress and there are thirty-one(31) programs with corrective action needed (one (1) opened in 2019, two (2) opened in 2022, five (5) opened in 2023, six (6) opened in 2024, eleven (11) opened in 2025, and six (6) opened in 2026). 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 (November 2026)

Sacramento Valley Manufacturing Alliance
(File 100708)
Issued at the November 2026 IACA — OPEN/Compliance Pending 8/31/2026

Paramedics for Equity (P4E) (File 101203)
Issued at the November 2026 IACA — OPEN/Compliance Pending 9/25/2026

Outward Bound Adventures (File 101225)

Issued at the November 2026 IACA — OPEN/Compliance Pending 9/25/2026

Prior Evaluations Presented to the IACA

RapidAscent, Inc (File 101100) Issued at the August 2026 IACA	OPEN/Compliance Pending 6/25/2026
Clear Digital Labs (File 101017) Issued at the August 2026 IACA (CAR)	OPEN/Compliance Pending 5/21/2026
Strive Community Health Institute (STRIVE) Social Science Occupational Health Apprenticeship Program (File 100963) Issued at the August 2026 IACA (CAR)	OPEN/Compliance Pending 5/20/2026
Gran Phinal/E Apprenticeship Academy (File 5173) Issued at the August 2026 IACA	OPEN/Compliance Pending 4/13/2026
SMUD Joint Apprentice Training Committee 4/1/2026 (File 5196) Issued at the August 2026 IACA (CAR)	OPEN/Compliance Pending
DGS, SEIU Local 1000, and Bakersfield College Custodian to Office Administration Joint Apprenticeship Committee (File 101196) Issued at the April 2026 IACA (CAR)	OPEN/Compliance Pending 3/16/2026
Hospitality Training Academy (HTA) JATC (File 100054) Issued at the April 2026 IACA (CAR)	OPEN/Compliance Pending 2/27/2026
Applied Materials Inc. (File 101135) Issued at the April 2026 IACA (CAR)	OPEN/Compliance Pending 2/24/2026
Apprentice Now (File 100574) Issued at the April 2026 IACA	OPEN/Compliance Pending 2/4/2026
Infinera Apprenticeship Program (File 101139) Issued at the February 2026 IACA (CAR)	OPEN/Compliance Pending 12/15/2025
Strategic Information Resources, Inc. (File 101126) Issued at the February 2026 IACA (CAR)	OPEN/Compliance Pending 12/3/2025
Enablence USA Components, Inc. (File 101157) Issued at the February 2026 IACA (CAR)	OPEN/Compliance Pending 10/8/2025
Substance Use and Behavioral Use Disorders	OPEN/Compliance Pending 9/11/2025

Counselor Apprenticeship Program (File 101057) Issued at the October 2025 IACA (CAR)	
Hornet Drone Pilot Apprenticeship Program (File 100961) Issued at the August 2025 IACA (CAR)	OPEN/Compliance Pending 6/17/2025
El Sol Neighborhood Educational Center Apprenticeship (File 100975) Issued at the August 2025 IACA (CAR)	OPEN/Compliance Pending 5/12/2025
Mt. SAC Healthcare Apprenticeship Program (File 101048) Issued at the August 2025 IACA (CAR)	OPEN/Compliance Pending 4/30/2025
Better Youth, Inc. (File 101011) Issued at the August 2025 IACA (CAR)	OPEN/Compliance Pending 3/20/2025
American Medical Response Paramedic Apprenticeship Program (File 101049) Issued at the May 2025 IACA (CAR)	OPEN/Compliance Pending 2/21/2025
Five Star Barber & Cosmo Unilateral Apprenticeship Committee (File 99786) Issued at the May 2025 IACA (CAR)	OPEN/Compliance Pending 2/4/2025
FourM Education Cosmetology and Barbering Apprenticeship Program (File 100228) Issued at the May 2025 IACA (CAR)	OPEN/Compliance Pending 1/14/2025
Viticulture and Enology Technician Apprenticeship Program (VETAP) (File 5211) Issued at the August 2024 IACA (CAR)	OPEN/Compliance Pending 4/10/2024
Tooling U-SME (File 100049) Issued at the August 2024 IACA (CAR)	OPEN/Compliance Pending 4/10/2024
Los Angeles Community College District DBA West Los Angeles Community College (WLACC) (File 100644) Issued at the May 2024 IACA (CAR)	OPEN/Compliance Pending 3/6/2024
CCHCS, SEIU Local 1000, and RCC LVN-to-RN Apprenticeship Program JAC (File 100583) Issued at the May 2024 IACA (CAR)	OPEN/Compliance Pending 2/29/2024
G&C Collision Training Institute (File 100851) Issued at the May 2024 IACA (CAR)	OPEN/Compliance Pending 1/31/2024
CVS Health Pharmacy Technician Registered (File 100760) Issued at the May 2024 IACA (CAR)	OPEN/Compliance Pending 1/23/2024

TNN Beauty, Barber, Cosmetology, Permanent Makeup Apprenticeship of California and Training Center (File 5164) Issued at the November 2023 IACA (CAR)	OPEN/Compliance Pending 7/26/2023
City & County of San Francisco Office of Economic & Workforce Development (File 100570) Issued at The 2022 IACA (CAR)	OPEN/Compliance Pending 7/18/2023
The League XS Apprenticeship Academy of Cosmetology & Barbering (File 100256) Issued at the 2023 IACA (CAR)	OPEN/Compliance Pending 7/17/2023
El Camino Community College District (File 100639) Issued at the 2023 IACA (CAR)	OPEN/Compliance Pending 5/17/2023
East Los Angeles College Medical Assistant Apprenticeship Program (File 100666) Issued at the 2023 IACA (CAR)	OPEN/Compliance Pending 5/17/2023
Beauology Academy Apprenticeship Program (File 100513) Issued at the October 2021 IACA (CAR)	OPEN/Compliance Pending 4/14/2022
Community Health Worker (CHW) (File 100598) Issued at the 2022 IACA (CAR)	OPEN/Compliance Pending 4/14/2022
City Barbering and Cosmetology Apprenticeship Committee (File 5162) Issued at the 2019 IACA (CAR)	OPEN/Compliance Pending 6/5/2019

Completed Evaluations Presented to the IACA (November 2026)

Program Name	**Status/Action Date**
Sacramento Regional Transit Apprenticeship Program (File #5215)	CLOSED/Completed on 7/22/2026
Mental Behavioral Health Apprenticeship Program (File #100938)	CLOSED/Completed on 7/22/2026
Inland/Desert Employers Apprenticeship (File # 100709)	CLOSED/Completed on 7/22/2026

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending September 30, 2026

The active apprentices numbered 19,607

New registrations and reinstatements numbered 2,711 for the quarter.

Minorities represented 79.0% of all active apprentices.

Active women apprentices numbered 6,095 which is 31.09% of all active apprentices.

There are currently 978 active veterans, 215 of which registered in the last quarter, and 87 completed in the last quarter.

IACA Active Apprentices

Group	Count Jun-26	% of Total	Count Sept-26	% of Total	Change Jun-26 to Sept-26	Census Goals
All Minorities	15,400	78.7%	15,493	79.0%	0.3%	51.6%
Black	2,458	12.6%	2,493	12.7%	0.2%	6.7%
Asian or Pacific Islander	1,247	6.4%	1,248	6.4%	0.0%	8.6%
American Indian or Alaskan Native	225	1.1%	222	1.1%	0.0%	0.8%
Filipino	407	2.1%	359	1.8%	-0.2%	3.2%
Hispanic	10,708	54.7%	10,806	55.1%	0.4%	32.4%
White	4,176	21.3%	4,114	21.0%	-0.3%	48.4%
Unknown	355	1.8%	365	1.9%	0.0%	
Total All Groups	**19,576**		**19,607**			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2026

The active apprentices numbered 90,978

New registrations and reinstatements numbered 9,408 for the quarter.

Minorities represented 72.7% of all active apprentices.

Active women apprentices numbered 8,714, which is 9.58% of all active apprentices.

There are currently 4,320 active veterans, 535 of which registered in the last quarter, and 222 completed in the last quarter.

California Total Active Apprentices

Group	Count Jun-26	% of Total	Count Sept-26	% of Total	Change Jun-26 to Sept-26	Census Goals
All Minorities	65,254	72.5%	66,168	72.5%	0.2%	51.6%
Black	6,228	6.9%	6,270	6.9%	0.0%	6.7%
Asian or Pacific Islander	3,340	3.7%	3,402	3.7%	0.0%	8.6%
American Indian or Alaskan Native	812	0.9%	805	0.9%	0.0%	0.8%
Filipino	1,136	1.2%	1,136	1.2%	0.0%	3.2%
Hispanic	52,743	58.6%	53,570	58.9%	0.3%	32.4%
White	24,767	27.5%	24,810	27.3%	-0.2%	48.4%
Unknown	1,024	1.1%	1,053	1.2%	0.1%	
Total All Groups	**90,021**		**90,978**			

Asian - Pacific Islander Background Summary

Ethnicity	Total Count	Total %	IACA Count	IACA %
AMERICAN INDIAN OR ALASKAN NATIVE	805	15.3%	222	12.1%
ASIAN INDIAN	267	5.1%	174	9.5%
ASIAN OR PACIFIC ISLANDER	1008	19.1%	373	20.4%
BANGLADESHI	10	0.2%	10	0.5%
CAMBODIAN	109	2.1%	55	3.0%
CHINESE	404	7.7%	129	7.1%
FIJIAN	38	0.7%	14	0.8%
FILIPINO	1068	20.2%	359	19.6%
GUAMANIAN	86	1.6%	21	1.1%
HAWAIIAN	197	3.7%	52	2.8%
HMONG	136	2.6%	87	4.8%
INDONESIAN	16	0.3%	10	0.5%
JAPANESE	200	3.8%	45	2.5%
KOREAN	154	2.9%	46	2.5%
LAOTIAN	81	1.5%	18	1.0%
MALAYSIAN	8	0.2%	1	0.1%
PAKISTANI	55	1.0%	35	1.9%
SAMOAN	190	3.6%	27	1.5%
SIR LANKAN	4	0.1%	0	0.0%
TAIWANESE	25	0.5%	6	0.3%
THAI	56	1.1%	13	0.7%
TONGAN	76	1.4%	15	0.8%
VIETNAMESE	285	5.4%	117	6.4%
Grand Total	**5,278**	100.0%	**1,829**	100.0%

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