

Apprenticeship Program Summary Sheet

Division of Apprenticeship Standards (DAS)

To: Eric Rood, Chief
From: Sheila Zuvich
Cc: Program Planning and Review
Date: August 27, 2020

Program Name: Baking Apprenticeship Program for Underserved Populations

Industry(s): Service Industry

DAS File No.: 100609

CAI Grant Awardee: No

ACTIONS:

- Proposed New Apprenticeship Program
 - Existing Apprenticeship Program Expanding Occupations
 - Existing Apprenticeship Program Expanding Jurisdiction
 - Existing Apprenticeship Program Changing Work Processes or Related & Supplemental Instruction on Approved Occupations
-

LABOR ORGANIZATIONS REPRESENTING ANY OF THE APPRENTICES:

None

Apprenticeship Program Summary Sheet

DISCLAIMER OF INTEREST IN THE BUILDING TRADES AND DISPATCH RESTRICTION

The Baking Apprenticeship Program for Underserved Populations is not intended to train in the building and construction trades within the meaning of Labor Code section 3075, and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements.

The Baking Apprenticeship Program for Underserved Populations will not train or dispatch apprentices for any other employer.

COMMENTS:

The Baking Apprenticeship Program for Underserved Populations is part of Project Launch by Kitchens for Good, which is a tuition-free, 20-month certified apprenticeship program that annually prepares 150 individuals who are overcoming histories of incarceration, homelessness, foster care, mental health issues or victims of domestic violence to launch meaningful careers in the culinary and hospitality industry. Kitchens for Good offers three apprenticeship tracts of culinary, baking, and food service management. Through a combination of technical career education, customized support services, life skills classes and paid employment, Kitchens for Good successfully helps its apprentices to access career pathways and break the cycle of poverty and incarceration. The program begins with a 12-week life skills and workforce-training course (360 hours) followed by 17 months (2,400 hours) of paid on-the-job training with employer partners, paired with ongoing career coaching and support services.

Baking Apprenticeship Program for Underserved Populations oversees the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following items:

PROPOSED OCCUPATION(S) & WAGE RATES(S):

- Baker O*Net: 51-3011.00
- Journeyperson Wage: \$22.00 per hour
- Proposed Apprentices Wage(s): \$14.00 - \$14.85 per hour
- Proposed No. of Apprentices: 10

LIST OF PROPOSED EMPLOYER(S):

Various employers in San Diego County

Baking Apprenticeship Program
for
Underserved Populations

Program Standards

Adopted on

DAS File No. 100609

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APPRENTICESHIP STANDARDS

of the

Baking Apprenticeship Program for Underserved Populations

ARTICLE I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education sponsored, employer based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

ARTICLE II Craft, Trade, Occupation

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

ARTICLE III Organization

There is hereby established the above named master apprenticeship committee. The committee shall consist of six (6) members, who shall be selected by and represent the employer organization (s) signatory hereto. In addition, thereto, there shall be one (1) apprenticeship consultant representing the Division of Apprenticeship Standards and one (1) advisor from the Local Education Agency and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

ARTICLE IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a

collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

ARTICLE v Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;
- 3) establish a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;
- 4) ensure mobility between employers and/or work processes when essential to provide exposure and training in various work processes;
- 5) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 6) aid in the adjustment of apprenticeship disputes;
- 7) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

ARTICLE VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
- 3) oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;

- 5) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 6) conduct on-going evaluation of the interest and capacity of employers to participate in apprenticeship program and to train apprentices on the job;
- 7) determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;
- 8) pass upon the qualifications of apprentice applicants;
- 9) file a signed copy of each apprentice agreement with the Secretary of the California Apprenticeship Council, with copies to all parties to the agreement;
- 10) establish and maintain a record system for on-the-job training and related instruction;
- 11) use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
- 12) provide disciplinary procedures for apprentices including provisions for fair hearings;
- 13) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;
- 14) prepare and submit an annual Self-Assessment Review and Program Improvement Plan;
- 15) comply with meaningful representation requirements for the interests of apprentices in the management of the program;
- 16) implement a program for training and education regarding illegal discrimination and sexual harassment.

ARTICLE VII Definition of an Apprentice

An apprentice is a person at least eighteen (18) years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

ARTICLE IX Apprenticeship Agreement

- 1) Each apprenticeship agreement shall conform to the State law governing apprenticeship agreements, and shall be signed by the employer and by the program sponsor and by the apprentice and must be approved by the apprenticeship committee;
- 2) Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprenticeship agreement as though expressly written therein;

ARTICLE X Termination and Transfer of Agreements

- 1) During the probationary period, an apprenticeship agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period an apprenticeship agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason;
- 2) If an employer is unable to fulfill his/her obligations to train under any apprenticeship agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprenticeship agreement.

ARTICLE XI Related and Supplemental Instruction

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

ARTICLE XII Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprenticeship agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off;
- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

ARTICLE XV Ratio

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

ARTICLE XVI Wage Schedule

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

ARTICLE XVII Work Training

See Training Schedule and Working Conditions of:

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

ARTICLE XVIII Safety, Health, and Recognition of Illegal Discrimination and Sexual Harassment

- 1) Each apprentice shall receive training and education in first aid, safe working practices and in the recognition of occupational health and safety hazards;
- 2) Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment;

ARTICLE XIX Certificate of Completion

- 1) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the California Apprenticeship Council;
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%);
- 3) An apprentice may be credited time for previous experience if that experience is of an approved nature and shall have completed not less than six months as an apprentice.

ARTICLE XX California Plan for Equal Opportunity in Apprenticeship

Each subscribed employer will be responsible for complying with the California Plan for Equal Opportunity in Apprenticeship requirements. (See Attachment C)

The Baking Apprenticeship Program for Underserved Populations agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted on

07/01/2020
(Committee approval date)

Juanita Atitsogbuie

Juanita Atitsogbuie
HR Director
Phone: 619.736-1873
juanita@kitchensforgood.org

08/20/2020
Date

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved

(DAS approval date)

Eric Rood, Chief
Division of Apprenticeship Standards

Date

Attachment A

List of Committee Members

Baking Apprenticeship Program for Underserved Populations
404 Euclid Ave San Diego CA 92114

Name: Howard Solomon
Organization: Solomon 2.0 Consulting
Address: 241 Prospect St
La Jolla, CA 92037
Phone: 858-775-7673
Email: howard@solomonleaders.com

Name: Joe Magnanelli
Organization: Urban Kitchen Group
Address: 505 Laurel St.
San Diego, CA 92101
Phone: 619.913-3028
Email: joe@urbankitchengroup.com

Name: Charles Kaufman
Organization: Bread and Cie Bakery
Address: 350 University Ave.
San Diego, CA 92103
Phone: 619.688-1788
Email: charles@breadandcie.com

Name: Dennis Walsh
Organization: Oasis Bread
Address: 155 Mata Way, #112
San Marcos, CA 92069
Phone: 619.632-7909
Email: dennisw@oasisbreads.com

Name: Alex Palacio
Organization: Tiffani Tincher
Consulting/Land and
Water Restaurant
Address: 441 Saxony Rd.

Name: Mike Irwin
Organization: Bottle Rocket Advisors
Address: 5129 Seashell PL
San Diego, CA 92130
Phone: 619-981-3096
Email: mike@bottlerocketadvisors.com

Committee Advisors

Organization: Grossmont Union HSD-Adult Ed.:

Name: Robyn Wiggins

Title: Director, Adult Ed.

Address: 12440 Campio Road
Spring Valley, CA 91978

Phone: Office: 619.588-3511

Email: rwiggin@guhsd.net

Organization: **Division of Apprenticeship Standards (DAS)**

Name: Ellen Soakai,

Title: Staff Manager II

Address: 12440 Campio Road
Spring Valley, CA 91978

Phone: Office: 619.588-3511

Email: rwiggin@guhsd.net

Attachment B

Training Schedule and Working Conditions

Baking Apprenticeship Program for Underserved Populations

OCCUPATION(S)

Occupation	O*Net Code
BAKER	51-3011.00

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 2400 on-job-training (OJT) hours, 360 related and supplemental instruction (RSI) hours, and completed within 20 months.

On the first day of the apprenticeship program, all apprentices will become an employee at one of Kitchens for Good's employer partners. All apprentices will complete the 360 hours of RSI during their first three months at Kitchens for Good and on the fourth month be placed full time with the employer partner to complete their OJT requirements.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be 5 months.

ARTICLE II Wage Schedule

Employer partners are committed to providing at a minimum a 3 percent raise every 7 months after the first three-month period if apprentices are proficient in the required competencies set forth in this application and have done the required amount of OJT hours in that seventh-month period. Wages will also depend on type of baking industry, as supermarkets tend to pay higher wages than independent bakeries.

Generally, benefits begin for full time employees after 90 days of employment. Overtime pay will be monitored and administered by the employer, adhering to state requirements of overtime pay.

Career growth in the baking industry can be rapid and exponential as many companies promote from within. Below is a wage chart that represents a typical wage progression for a baker position. This does not take into account promotions or career advancement to positions past baker such as Lead Baker, Supervisor, Pastry Chef, Assistant Manager, and Chef.

Apprentices shall receive a starting wage no less than the applicable minimum wage or living wage (whichever is higher) for the County and City where the apprentice is working. Law establishes the effective date of the minimum wage and/or the living wage.

Journey Wage: \$ 22.00 effective date. 05.01.2020

Apprentices shall be paid not less than the following:

1st period	6 months	426 hours	\$14.00 per hour
2nd period	+7 months	+987 hours	\$14.42 per hour
3rd period	+7 months	+987 hours	\$14.85 per hour

Advancement Schedule:

To advance from one period to the next, the apprentice shall have met the following requirements:

- 1) Shall have satisfactorily completed the indicated on-the-job work hours; and
- 2) Shall have satisfactorily completed the indicated months in the program; and
- 3) Shall have satisfactorily completed the indicated related and supplemental instruction school hours.

Overtime Provision:

All overtime shall be paid at the rate of one and one-half times the wage rate for hours worked over 8 hours per day or 40 hours per week. Time and one-half shall be paid for the first eight (8) hours worked Saturdays. All other time shall be paid at double the straight-time rate.

Hours of Work and Working Conditions:

Straight time hours per day: 8 hours; 40 hours per week.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journeyperson(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journeyperson or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.
- 3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

Work Processes**Hours****Bakery Prep**

Measure and weigh flour and other ingredients, includes Kneading, rolling, cutting, and shaping dough, using high volume mixing equipment, and preparing frostings, fillings, and creams (uses recipe comprehension skills)

960 – 40%**Bake Monitoring**

Setting oven temperatures, placing and baking items in hot ovens or on grills, observing color and state of products being baked

480 – 20%**Finishing and Decorating**

Apply glazes, icings, or other toppings, decorate, and displaying of finished baked goods

240 – 10%

Cleaning and Organization

Includes setting up workstation, cleaning workstation, stocking and organization of fridge and pantry, and cleaning dishes

600 - 25%

Workplace Communication

Includes professional communication with supervisors, peers, or subordinates by telephone, in written form, email, in person, or staff meeting regarding time off, absence, professional development, or workplace issues

120 – 5%

Total approximate hours

2,400 Hours – 100%

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Grossmont Adult Education.

Time spent in related and supplemental instruction shall not be compensated.

Kitchens for Good's RSI includes technical baking skills, baking theory, as well as workforce readiness skills to assure that apprentices will secure and keep employment for future career growth. Please see course material chart on next page for complete overview of RSI material taught.

This majority of the RSI component is front loaded during the course of their apprenticeship career, with the hours (360 hours) taught in the first 12 weeks.

KFG has developed an overview of the subject matter and syllabus; however, the first 6 months of the grant will be spent developing a robust curriculum complete with lesson plans, rubrics, tests and assignments.

Course Outline**Approximate Hours****Baking: Technical Training**

320 Hours

Kitchen Safety, Sanitation and Hygiene,
Kitchen Equipment Identification and Use,
Baking Profession and Career Pathways,

Bakeshop Math

Scaling/Measuring Ingredients

Mixing Methods

Breads, yeasted dough, kneading and shaping

Basic Decorating

Pies and Tarts

Custards/Creams

Techniques for fruit based desserts

Sugar cookery: sugar syrups, glazes, fudge and caramel.

Egg based desserts

Pastry dough

Reading Nutrition Labels

Types of Grains and Fiber

Sugars Effect on the Body

Salt and its Effect on the Body

Fats Cholesterol and Dairy

Overview of Types of Diets and Allergies

Workforce Readiness Instruction

40 hours

Teamwork

Workplace Responsibility

Communication Techniques

Conflict Resolution

Elevator Speech/Public Speaking

Soft Skills: Punctuality, Manners, Attitude

Resume Writing

Job Searching 101/Applications

Cover Letter Composition

Networking

Stress Management

Employee Rights
Financial Literacy
Interviewing Techniques
Civic Engagement

Total Minimum Hours **360**

ARTICLE V Ratio

A qualified employer may employ three (3) apprentice(s) when at least one (1) journeyman(s) is/are regularly employed, and three (3) additional apprentice(s) for each one (1) journeyman(s) is/are employed.

During the RSI component, apprentices will be supervised by Kitchens for Good's Baking Instructor, Career Coach and Case Manager. Managers at the employment sites, working in conjunction with Kitchens for Good, will supervise apprentices during the completion of the OJT hours. Kitchens for Good will conduct monthly check-ins with apprentices, and quarterly check-ins with employers. Competency/task assessments will be completed every 987 hours of OJT. These assessments will rate the apprentices on a 5-point scale on the above work processes. The rating scale is as follows:

1. Can teach others
2. Can perform without supervision
3. Can perform with limited supervision
4. Can perform with supervision
5. Cannot perform

Attachment C

California Plan for Equal Opportunity

Baking Apprenticeship Program for Underserved Populations

Occupations:

Occupation	O*Net Code	Attachment
Baker	51-3011.00	B

Area Covered by Standards: These standards shall apply to the facilities of employers who subscribe hereto, and to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto.

Approved Statistical Area for Recruitment: San Diego County

The Baking Apprenticeship Program for Underserved Populations, in accordance with the California Plan for Equal Opportunity in Apprenticeship declares the following selection procedures:

I. Pledge:

The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation. The employer-sponsor will take affirmative action to provide equal opportunity in apprenticeship for both minorities and women and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30 and equal opportunity regulation of the State of California.

II. Dissemination of Information:

Recruitment information shall be disseminated statewide to the following agencies and organizations:

- 1) U.S. Department of Labor, Bureau of Apprenticeship and Training
- 2) California Division of Apprenticeship Standards
- 3) California Employment Development Department (EDD)
- 4) California Community Colleges
- 5) California County Superintendent of Schools
- 6) Other: Outreach to minority organizations (including veterans and women's groups) used to recruit and refer applicants to help meet program sponsor's goals and timetables.

A list of agency/organization addresses is available from DAS upon request. The apprentice program shall provide DAS the program's dissemination list upon request.

III. Affirmative Action Program:

The program will engage in outreach and positive recruitment activities for the purpose of increasing minority, veteran, women and youth participation in our area as follows:

- 1) Participate in two or more career fairs or workshops each year to encourage minorities, veterans, females, youth to apply for apprenticeship opportunities;
- 2) Cooperate and counsel with secondary and vocational school administrators concerning the needs of the industry and the transition of minority, veteran, female, and youth from school to the industry through apprenticeship;
- 3) Disseminate information within the industry including sponsors and other industry representatives to acquaint all involved with the goals of the apprenticeship program and to effect cooperation, as new applicants are needed;
- 4) Disseminate information with various outreach programs that represent underserved individuals primarily in rural and urban areas, as new applicants are needed.

IV. Written Applications:

Kitchens for Good will accept applications to employ and train an apprentice in the following methods:

Paper Applications accepted at main location: 404 Euclid Ave San Diego, CA 92114

Online application: <https://kitchensforgood.org/application/>

V. Selection of Apprentice Applicant:

Applicants will be selected by program sponsor using selection method #4, as outlined in the California Code of Regulations, Title 8, Chapter 2, Part 1, Section 215, Chapter 6, from a pool of eligible created during the established recruiting process in accordance with the State and Federal Equal Opportunity regulations.

- 1) Physical prerequisites: applicants must be able to perform the functions of the job.
- 2) Selection and Evaluation: Kitchens for Good will interview qualified candidates who successfully complete a program application and meet minimum eligibility requirements.
 - A. Application and eligibility: interested applicants will be required to submit an application for the program to ensure they meet the minimum eligibility requirements. Applicants who successfully complete the application and meet the minimum requirements will be scheduled for an interview.
 - B. Oral Interview and suitability assessment: applicants will be asked a series of questions and assessed on prior work experience, verbal communication, non-verbal communication, enthusiasm and willingness/desire to learn. This portion of the interview will be scored on a 5-point scale. Applicants who score at least 81% or higher will move into the next phase of the interview process.
 - C. Practical: Applicants who successfully complete the oral interview and suitability assessment will be scheduled to participate in the kitchen trial assessment and will be assessed on their ability to follow-directions and current skill level. Applicants are scored on a 5-point scale and applicants must score a minimum of 17 out of 25 points to be able to move to the final stage of the selection process.

3) Relative weight given in overall evaluation:

Application and Eligibility:	20%
Oral interview and suitability assessment:	60%
Practical: Kitchen Trial:	20 %
Total:	100%

Candidates who scores at least 81% or higher in their overall evaluation will be eligible to be accepted intothe program.

- 4) All applicants will be notified in writing of Acceptance or Rejection. If rejected, reasons for rejections will be stated.
- 5) A pool of applicants will be established and maintained for two years as follows:
 - a. All eligible applicants shall be ranked according to highest overall evaluation score.
 - b. In the event of a tie, the applicant that applied first will be accepted into the program
- 6) And applicants will be employed as follows:
 - a. Program sponsor will place apprentices with employer partners
 - b. Candidates/apprentices will be notified of employment placement upon start of class.
- 7) Applicant's prior work experience and training will be evaluated by the committee at the time of registration, and appropriate credit will be given toward a higher apprenticeship and/or wage bracket. Apprentice applicant must verify, in writing, all past experience/education for consideration of credit.
- 8) Educational prerequisite for entry: High school diploma or GED/equivalent;
- 9) Drug screening prior to employment, as well as random drug screening throughout the apprenticeship program may be required for selection and/or continued participation/employment.

VI. Goals and Timetables:

Total population in area covered 2,813,833 as of 2000 census.

WOMEN:

Percent of females in the workforce: 44.0%

Goals for intake of females: 22.0%

MINORITIES (Men & Women):

Percent of minorities in the workforce: 43.2%

Goals for intake of minorities by ethnic group

Black (not Hispanic): 5.8%

Asian & Pacific Islander: 4.8%

American India & Alaskan Native: 0.8%

Filipino: 5.1%

Hispanic: 26.7%

VII. Records:

Cal Plan and all other records will be maintained for five years and kept at:

Baking Apprenticeship Program for Underserved Populations
404 Euclid Avenue
San Diego, CA 92114

VII. Annual Compliance:

Baking Apprenticeship Program for Underserved Populations will submit an annual compliance report to the Division of Apprenticeship Standards when requested by the Division.

SIGNED FOR THE PROGRAM SPONSOR:

Juanita Atitsogbuie

Juanita Atitsogbuie

HR Director

Phone: 619.736-1873

juanita@kitchensforgood.org

08/20/2019

Date

SIGNED FOR DIVISION OF APPRENTICESHIP STANDARDS:

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations and applicable Federal Regulations are hereby approved on

(DAS approval date)

Eric Rood, Chief
Division of Apprenticeship Standards

Date

Attachment D

Local Education Agency Letter(s)

Baking Apprenticeship Program for Underserved Populations