



# APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

4th Quarter | 2017



## DAS Chief Diane Ravnik Retires.

Thank you for your years of service!



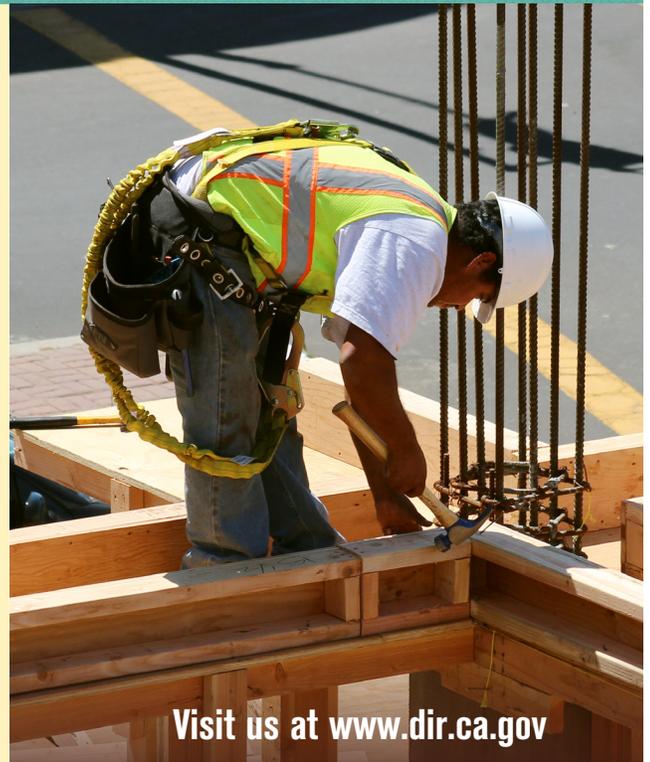
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## The California Apprenticeship Council Newsletter

is a quarterly publication produced by the Department of Industrial Relations' Communications Office and is published every January, April, July, and October. Archived issues can be accessed at <http://www.dir.ca.gov/cac/CACPublications.html>

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Photo: Paola Laverde



## Contacts

### DIR Headquarters

1515 Clay Street,  
Oakland, CA 94612  
1 (844) LABOR-DIR (toll free)  
1 (844) 522-6734  
[www.dir.ca.gov](http://www.dir.ca.gov)

**Christine Baker**  
Director, Department of Industrial Relations

**Erika Monterroza**  
Deputy Communications Director

**Jeanne-Mairie Duval**  
Editor

### DAS Headquarters

1515 Clay Street, Suite 301  
Oakland, CA 94612

**Eric Rood**  
Acting Chief, Division of Apprenticeship Standards

**Esther Gamberutti**  
Associate Editor  
Email [egamberutti@dir.ca.gov](mailto:egamberutti@dir.ca.gov)

**Comments? Questions? Suggestions?**  
Email [Communications@dir.ca.gov](mailto:Communications@dir.ca.gov)



The California Department of Industrial Relations (DIR) protects and improves the health, safety, and economic well-being of over 18 million wage earners and helps employers comply with state labor laws. DIR is housed within the Labor & Workforce Development Agency.

DIR's Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

## New Directions for the Division of Apprenticeship Standards



**Christine Baker**  
Director, Department of  
Industrial Relations



Employers recognize it as an effective option because DAS consults, advises, and provides feedback to employers on how best to tailor an apprenticeship program to their needs.

**T**HE GOAL of the state workforce plan is to increase the number of apprenticeships by 2026, from 79,000 to 128,000. As we pursue that goal, 2017 has been another excellent year for apprenticeship! This year, the Division of Apprenticeship Standards (DAS) worked with employers to help create approximately 20,633 new opportunities for apprentices. In addition to traditional apprenticeships in the building trades, DAS has established apprenticeship programs in information technology, advanced manufacturing and health care.

Employers are using apprenticeship as a viable recruitment and workforce sustainability model. They recognize it as an effective option because DAS consults, advises, and provides feedback to employers on how best to tailor an apprenticeship program to their needs. DIR collaborates with industry leaders and agencies to make recommendations, design policies, and create pathways for recruiting, training and sustaining a skilled and talented workforce. As we approach 2018, DIR has plans in place to further expand the benefits of registered apprenticeship to new industries.

DIR and DAS, together with the Department of Corrections and Rehabilitation, developed the California State Prison's machinist apprenticeship program at San Quentin. This state-certified apprenticeship program focuses on high-quality training for inmates to allow them to increase their skill set and prepare to obtain a stable job after their release. This, in turn, reduces the likelihood of their return to prison. This is the first time that DIR is working with the Department of Corrections and Rehabilitation on such a project, as we assess its programs and help it convert its existing train-

ing programs to pre-apprenticeships and apprenticeships. Its programs are attended by over 6,000 inmates throughout the state in more than 20 different occupations. Innovative apprenticeships such as this not only help California reduce recidivism among inmates but support economic growth and contribute to our mission to expand apprenticeship across the state.

This month, we bid farewell to Diane Ravnik, who has retired after a 40-year career in apprenticeship, of which the last six were as the Chief of DAS. She has been an important force in expanding apprenticeship and creating successful programs to build our economy. Diane has been instrumental in the continuing collaboration among employers, labor representatives, education agencies, and government to train workers. In 2011, when Diane was first appointed, California had approximately 54,500 active apprentices, and today it has nearly 80,000—that means more opportunities, education, and advancement for our workers. I want to personally thank Diane for her consistent passion and commitment to this work. I am also pleased to announce the appointment of Eric Rood, former Assistant Chief of DLSE, as Acting Chief of DAS. As Acting Chief, he will be working with Glen Forman, Deputy Chief of DAS, to expand apprenticeship even further.

A vibrant and strong workforce in California today and in the future is essential for the state to maintain its place as the sixth-largest economy in the world. The apprenticeship model prepares the state's workers for the demands ahead. I look forward with anticipation to achieving our goal of 128,000 active apprenticeships, by reaching previously untapped portions of the state's population.

Celebrating 60 years  
April 24th-27th  
San Diego, CA

### 2018 California Conference on Apprenticeship

Every two years, the California Conference on Apprenticeship brings together advocates from the apprenticeship community to improve the quality of apprenticeship programs statewide through a balance of policies, education, and energized collaboration for the benefit of all labor. The event will take place at the Hilton San Diego Resort and Spa.

For more information about how to register, visit:  
[www.californiaapprenticeship.org](http://www.californiaapprenticeship.org)

# A 40-Year Perspective on California Apprenticeship



**Diane Ravnik**  
Chief, California Division of  
Apprenticeship Standards



The Governor saw the value in apprenticeship. Not just in the traditional building and construction trades, the foundation and model for apprenticeship in this country, he urged its expansion and use as a training, employment and economic development *system*.

AS I PREPARE TO STEP DOWN AS Chief of California’s Division of Apprenticeship Standards (DAS), I am filled with pride, excitement and hope for the future of apprenticeship in our State.

It has been a long journey for apprenticeship to get where it is today—with a bold future ahead. In the last 40 years, beginning with Governor Jerry Brown’s first administration (1975–83), I have watched apprenticeship go from “the best kept secret” in workforce development to FINALLY being recognized for the time-tested, exceptionally effective, cost-efficient, flexible education and training system that it is. Apprenticeship provides a customized combination of focused training and paid on-the-job experience to prepare workers with the evolving high-level skills necessary for lifetime employment, while meeting California industry needs for a changing and expanding workforce. A perfect WIN-WIN!

Five years ago, President Obama first brought *national* attention to the benefits of formal registered apprenticeship. But it was some 40 years earlier that our own Governor Jerry Brown, in his first term as California’s youngest Governor, recognized, highlighted and supported formal registered apprenticeship as a means to grow California’s economy and develop the skilled workforce necessary to compete in a global economy.

Then DIR-Director Don Vial first introduced the Governor to apprenticeship in the late 1970s and the Governor has been an ardent supporter and advocate for apprenticeship ever since. Even back then, the Governor saw the value of apprenticeship. Not just in the traditional building and construction trades, the foundation and model for apprenticeship in this country, he urged its expansion and use as a training, employment and economic development *system*. This system

was then used to build the skilled workforce necessary in newly developing and demand occupations and industries—industries such as health care and new “high tech” industries, such as electronics. Back then, the Governor supported expansion of apprenticeship through the innovative “California Worksite Education and Training Act” (CWETA) in 1979, a precursor to the Employment Training Panel (ETP) adopted in 1982. In 2012, ETP adopted the “Apprenticeship Pilot Project” to support apprenticeship.

In the late 1970s, California became the *first state in the nation* to initiate a LVN to RN Registered Nurse apprenticeship program. Today, wide varieties of new health care programs are being created in California from Medical Coder to Community Health Worker and RN.

Perhaps it is no surprise that the same brash, young Governor who advocated for “far-out” ideas like solar energy in the 1970s, earning him the moniker, “Governor Moonbeam,” would, in his current administration, be responsible for instituting the first “Information Technology” apprenticeship program in State government anywhere in the country. In 2012, he adopted the “Apprenticeship Pilot Project” and has now allocated tens of millions of dollars, in both traditional and non-traditional occupations, to expand apprenticeship around the state.

The old CWETA program has been updated with the “California Apprenticeship Initiative” (CAI), a \$15 million annual supplement to the state’s education budget the Governor made in each of the last three years to help create “new and innovative” apprenticeship and pre-apprenticeship programs.

These new apprenticeship programs, along with the growth of California’s traditional programs in the building and construction trades, has kept California as the nation’s apprenticeship leader—with over 78,000 apprentices, close to 1/6th of all apprentices in the nation. It is a proud tradition—which continues to grow and thrive.

**Apprentice Statistics for the quarter ending September 30, 2017**

**79,002**  
Number of active apprentices

**7,477**  
Number of new registrations and reinstatements

**4,826**  
Number of active women apprentices

**6.1%**  
Percent of active apprentices represented by women

**64.3%**  
Percent of active apprentices represented by minorities

**5,002**  
Number of active veteran apprentices

**1,236**  
Number of veterans registered in 2017

**476**  
Veterans who have completed apprenticeships in 2017

## Continuing Education: A Key Component to Apprenticeship



**Jim Hussey**  
2017 Chairperson, California  
Apprenticeship Council



As our society becomes ever more complex, upgrade training may need to expand by offering skills beyond those specific to a craft.

IN ADDITION TO PROVIDING the skills and knowledge needed to begin a career, apprenticeship also offers the continuing education one needs to sustain that career. Most of us in the apprenticeship world call this “Journeyman Upgrade Training.” As we expand apprenticeship into “Fourth Generation” technical careers, I’m thinking we would be wise to sharpen our focus on the continuing education portion of our work.

A recent report by the World Economic Forum on Global Human Capital looked at the development of human capital and ranked the United States 4th in the world, well ahead of Germany 6th and Canada 14th. This ranking was for our ability to “utilize human capital,” or as I like to think “maintain and grow middle class employment.” Throughout the report, a country’s ability to maintain mid-sector jobs is tied to three functions: the ability to pass on knowledge, share skills and then continually update an individual’s knowledge and related skills.

We all agree apprenticeship is the role model when it comes to the first two functions. Our ability to provide an apprentice initial hands-on and one-to-one training is one reason apprenticeship is expanding to so many of the new technical

careers driving today’s economy. Truth be told, we are also very good at the third function, the constant updating of skills and knowledge or Journeyman Upgrade Training. But as our society becomes ever more complex, upgrade training may need to expand by offering skills beyond those specific to a craft.

Whether it’s financing a home, or other large purchase; managing one’s investments for retirement; or something as basic as selecting an Internet provider, or home security system, we could all use some help and insight on how the technology imbedded in these decisions impacts our lives and our families. I believe continuing education through our existing apprentice training infrastructure can do more than just keep an individual at the forefront of their chosen career. It can also give that individual the skills and knowledge necessary to keep and maximize the rewards of their career, thereby assuring a bright future for themselves, their families and the generations to come.

Apprenticeship works. Apprenticeship works even better when offering Journeyman Upgrade along with continuing education, that looks beyond craft specific skills.

To see the complete report on Human Capital: <https://www.weforum.org/reports/the-global-human-capital-report-2017>



Photo: Courtesy of S.M.U.D. (Sacramento Municipal Utility District)

# LAUSD, IBU and DAS Collaborate to Create the New Merchant Mariner Apprenticeship Program



**Van Ton-Quinlivan**  
California Community Colleges  
Vice Chancellor of Workforce  
& Economic Development and  
CAC Commissioner



The skill requirements for entry-level boatmen position have changed significantly in the last 10 years. Candidates applying for entry-level positions are now required to have prior work experience on boats and United States Coast Guard (USCG) credentials. This new program overcomes these challenges, because it provides apprentices with both experience needed on ships and the classroom training.

**T**HE LOS ANGELES UNIFIED SCHOOL DISTRICT (LAUSD) and the Inlandboatmen's Union of the Pacific (IBU), a division of the International Longshore Warehouse Union, is bringing the apprenticeship model of learning to the shipping industry. The skill requirements for entry-level boatmen position have changed significantly in the last 10 years, and the apprenticeship model is well suited to help address this. Candidates applying for entry-level positions are now required to have prior work experience on boats and United States Coast Guard (USCG) credentials. This new program overcomes these challenges, because it provides apprentices with both experience needed on ships and the classroom training to complete the USCG credentials. The program is part of the California Community College Chancellor's Office California Apprenticeship Initiative (CAI), which provides grant funding to create apprenticeship programs in new occupations.

The classroom training is being conducted by LAUSD at their Harbor Occupational Center and prepares apprentices by providing the opportunity to earn USCG endorsements, such as able seaman and radar endorsement. These credentials certify that apprentices have learned needed skills, some of which are boat safety procedures, deck maintenance, fueling and cargo handling. Concurrent with earning credentials, apprentices also receive on-the-job training. This provides not only work experience but also the guidance of a mentor. Both Pacific Tugboat Services and Harley Marine Services are two examples of employer partners providing this needed on-the-job training.

In addition to our employer partners, the LAUSD and IBU leadership team cultivated several other key partnerships to create the program. The Division of Apprenticeship Standards (DAS) consultant for example, was an essential partner that helped navigate the team through the registration process, which involved aligning the standards with the USCG credentials. This innovative partnership is a relatively new approach for DAS registered apprenticeship programs.

The leadership team also identified partners to provide facilities for practical training components of the program. The LA Fire Departments' Frank Hotchkin Memorial Training Center is assisting with firefighting training, and the S.S. Lane Victory, a WWII Merchant Marine Ship and Registered Historic Landmark, has donated their space for the lifeboat training.

The variety of partners that support this program is a testament to the important roles that partnerships play in building apprenticeship programs for new industries and occupations. Already, demand for this new program is high, with the program having received 300 applications. The first cohort of 20 apprentices is expected to begin this winter.

Additionally, the new Request for Applications (RFA) for CAI funding to support the creation of apprenticeship programs in new occupations will be released this year. The RFA will be posted on the California Community College Chancellor's Office website. Applicants eligible to apply include California Community College Districts, California Department of Education Local Education Agencies (LEAs), including Regional Occupational Centers & Programs (ROCPs), Adult Schools, County Offices of Education (COEs) and local school districts.

**Deckhand retrieves the tugboat's line from a container ship**



Photo: Courtesy IBU

# How the Swiss Train Apprentices Differently



**Vinz Koller** is an expert on US workforce development policy and Director of Training and Technical Assistance at Social Policy Research Associates, Oakland. He grew up in Switzerland. **Dr. Katherine Caves** is a post-doctoral researcher at the KOF Swiss Economic Institute in Switzerland. She grew up in the Bay Area.

**U**.S. BUSINESSES often complain that the young people they hire simply aren't job ready. It's not just technical skills they lack—so the story goes—from showing up on time to communicating with their co-workers, high-school age youth simply don't know how to behave in a business setting. These are not complaints you hear from Swiss employers.

What do Swiss employers do differently? For one thing, they don't expect schools to teach work. They follow a carefully balanced apprenticeship model that combines 1–2 days on campus with 3–4 days on the job each week.

Swiss employers have figured out how to train workers at no net cost to them and, in fact, at a substantial profit. A win-win that has turned Switzerland into one of the most resilient, innovative, and competitive economies in the world.

What Americans find surprising is that Swiss businesses are the primary champions of the apprenticeship system and invest a hefty \$5 billion annually in apprenticeship education.

career start at 19. That leaves many years ahead for advanced training, even a degree and higher earnings—all debt-free.

At \$2.4 trillion, the California economy is four times bigger than the Swiss economy and yet has four times fewer apprentices. Imagine what the California economy would look like if its apprenticeship investment were on the Swiss scale.

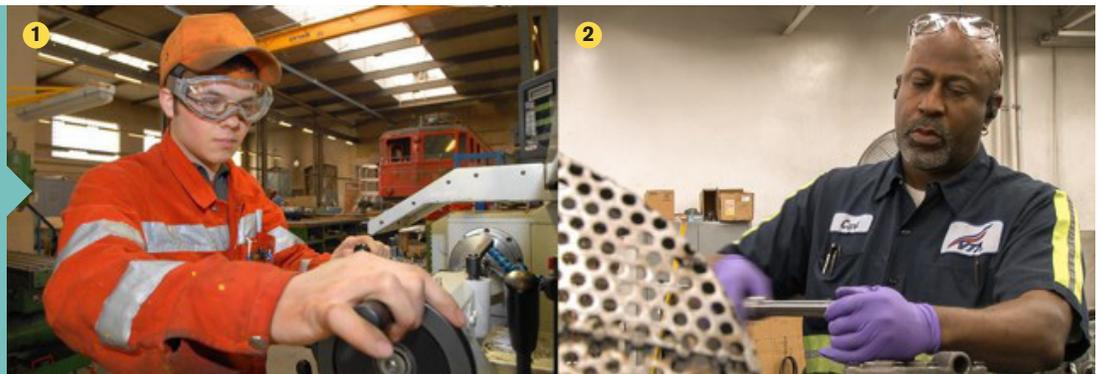
Instead of the 70,000 apprentices California currently has, it would have more than 750,000. California businesses would invest around \$18.75 billion into their training and earn around \$20.625 billion on that investment during the training period.

Even when in apprenticeships, young people would add \$18 billion per year in consumer power to the California economy, while reducing student debt by almost \$16 billion per year and the youth unemployment rate down to 3%.

All the ingredients that created Switzerland's win-win are present right here in California—a multi-path, quality educational system that closely parallels our high schools, community colleges,

**(1) Swiss Federal railway apprentice** (Credit: Luzerner Zeitung).

**(2) Coach mechanic apprentice** Joint Workforce Investment, Santa Clara, CA (Credit: Alexio Goncalves).



Swiss employers have figured out how to train workers not only at no net cost to them but, in fact, at a substantial profit.

However, the businesses make \$5.5 billion back during the initial training period alone. This is because trainees, who work at low training wages, increase their productivity so much that they increase company profits, even while being paid for attending school and going to work.

This has become such an attractive path that 70% of Swiss youth choose apprenticeship as their ticket to a lucrative career. They start earning a paycheck at 16 and graduate with transferrable skills, work experience and a

CSU and UC systems; a large and varied labor market; and a supportive policy environment at both state and federal levels.

It was only about a decade ago that Switzerland began this most recent apprenticeship renaissance and California's has already begun. That means that with a focused effort we can get there by 2027.

Find out more and join in at the CApprenticeship 2.0 LinkedIn group at <https://www.linkedin.com/groups/13555551>

## Apprentice Turns Tragedy Into Hope

Chris was able to give out 835 stuffed animals before last Christmas thanks to donations and volunteers who spread the word. He wanted to make it personal and hand-deliver each stuffed animal, but with that many to deliver, he needed help. That support came too.

**Volunteers join Apprentice Chris Boblitt (pictured in the top row, second from the right) as he delivers stuffed animals to children at Victor Treatment Center in Santa Rosa.**

**O**PERATING ENGINEER APPRENTICE Chris Boblitt had a special relationship with his sister, Mariah. So when cancer took her life two years ago at age 23, it was extremely difficult for him.

“I was really close with her, and I was having a hard time,” he said. “I’ve lost a lot of people in my family to cancer, and I really needed something to help me stay positive.”

In 2015, he found a way to do just that, by delivering stuffed animals to children at hospitals in the Santa Rosa area during the holiday season.

“Staying positive is easy once you see these kids’ faces after getting a teddy bear,” he said. “I mean, who doesn’t want a stuffed animal when they are young? A kid can get a race car, but what are they going to want to hold onto more?”

In honor of his sister, Chris called the effort “Mariah’s Wishes,” and gave out 50 stuffed animals the first year. Then, last November, he decided to do it again. This time, he used social media to get the word out, and the response was tremendous.

“It just kind of exploded,” he said.

Chris was able to give out 835 stuffed animals before last Christmas thanks to donations and volunteers who spread the word.

He wanted to make it personal and hand-deliver each stuffed animal, but with that many to deliver, he needed help. That support came too.

“I was able to get a bunch of volunteers to help me with about 150 of them,” he said.

With instructions to grab some stuffed animals and pick a spot or two to deliver them, Chris and his team of volunteers eventually expanded beyond the North Bay and even delivered some to local shelters and the Santa Rosa Boys and Girls Club.

“We were able to hand-deliver them to children in San Francisco and all the way down to Palo Alto and Stanford Children’s Hospital,” he said.

With the success of “Mariah’s Wishes” last year, Chris is already planning for this holiday season, and that means looking into establishing an official non-profit that would clear some red tape and let him provide the joy more than once a year.

“I’m new at this,” Chris explained. “The hospitals don’t really know me or what I’m about. If I start something [non-profit], I’ll be able to have more of the hospitals be OK with me showing up.”

In the meantime, Chris will continue to do what he can to bring hope and happiness to these children in remembrance of his sister and the hope and happiness she brought into his life.



Photo: Tammy Castillo, Local 3 Director of Apprenticeship Training

## New Fairfield Sheet Metal–HVAC Training Facility Looks to the Future

The Bay Area Sheet Metal JATC has consolidated training sites to have the newer Fairfield Training Center, with the huge commitment of labor and management to develop a state of the art facility. It is amazing what techniques can be practiced, what can be measured and demonstrated, at this new facility.

**G**ENERATIONS of sheet metal workers and employers who have been involved in apprenticeship would tell you it has been a great partnership, in that all parties can benefit from this method of transferring knowledge and developing skills, especially with joint labor and management participation. Employers such as Paul Irwin of Bell Products, Inc., who as Vice President of Bay Area SMACNA, has contributed countless hours in meetings regarding the apprenticeship program, have cultured the advantage of well-trained employees in delivering appropriate services on time, for business and community sustainability. Rick Werner, Business Manager of Sheet Metal Workers' Local Union 104 supports apprenticeship value added on behalf of members, as both a local and national labor representative.

From past generations to now in 2017, the Bay Area Sheet Metal JATC has consolidated training sites to have the newer Fairfield Training Center, with the huge commitment of labor and management to develop a state of the art facility. It is amazing what techniques can be practiced, what can be measured and

demonstrated, at this new facility. In addition, this facility was developed in recognition of the huge resource conservation and growth potential of this industry.

Dan Riley, who some time ago was an eager 18-year-old sheet metal worker, is now the Training coordinator of the Fairfield facility. He is working to bring the latest technology to our industry. As an example, this facility is the first sheet metal apprenticeship facility in the USA to also be an Autodesk certification center, able to not only train but to officially certify CAD users by Autodesk standards.

The partnership of this apprenticeship extends beyond the journey-person-apprentice relationship to the value jobs bring for the engine of the HVAC industry, community and political partners, as well as our LEA, Foothill College, who in turn support the undeniable value of good training, jobs done well, successful contracts, good careers and healthy communities.

Thus, the August 16, 2017 Grand Opening of the Sheet Metal—HVAC training center in Fairfield was indeed a positive connecting point of so many lives and efforts. About 200 select State Senators and Assembly members, Mayors, School Officials, industry Management and Labor representatives, gathered to make note. We are both proud and humbled by this project to make good on the commitment of our sponsors. The gathering at the 4350 Central Place, LEED Gold facility in Fairfield also included some apprentices and former apprentices who were interviewed by TV, radio and print media about their pathways to success.

We thank all those who participated in the event, and for those who may learn of this as a result, welcome to our village.

For more information please see the website, [www.smw104training.org](http://www.smw104training.org).

### Bay Area Sheet Metal Apprenticeship–Fairfield Facility Grand Opening.

From left to right: Connie Mrdutt-Spratt (apprentice), Albert Leanillo (apprentice), Antonio Munoz (graduate-journey-person), Eric Hall (apprentice) and Yanzen Huang (apprentice)



Photo: Kevin Lee

# Apprenticeship Creates New Opportunities Within the Public Sector

This apprenticeship program partners the state with higher education to help address gender pay equality and provide upward mobility opportunities for existing employees.

**Partners and sponsors of the first public sector IT apprenticeship program in the country.**

IT'S BACK TO SCHOOL TIME for the 11 apprentices representing nine state departments who are participating in the first public sector Information Technology (IT) Apprenticeship program in the country. The pilot program began this past July as part of the Governor's Civil Service Improvement Initiative.

This apprenticeship program partners the state with higher education to help address gender pay equity and provide upward mobility opportunities for existing employees. The program also provides an opportunity for state employees to meet the minimum qualifications for an entry-level IT position. Upon completion of the program, apprentices will qualify to take the Assistant Information Systems Analyst exam with the opportunity to move into a higher paying IT job.

The apprentices are placed in a Training and Development Assignment, given on-the-job training during the day and receive 24 college credits, for attending classes in the evening at Sacramento City College. They have up to

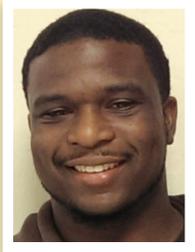
two years to complete on-the-job training and industry standard coursework that includes "Introductions to Networks" and "Routing and Switching Essentials" classes, as well as Cisco certifications.

IT apprenticeship standards are dually registered to allow the program to secure state and federal grant funds. This program is supported by a U.S. Department of Labor (DOL) American Apprenticeship Initiative grant. A Joint Apprenticeship Committee with equal representatives from management and State Employees International Union, Local 1000 meet regularly with advisors from the DOL, the California Department of Industrial Relations' Division of Apprenticeship Standards, the Local Education Agencies; Mission College and Sacramento City College.

The second cohort of apprentices will begin in January 2018. The state of California is working to add two additional IT apprenticeship programs in the future—help desk and cybersecurity—in order to further the goal of helping current state employees fulfill their potential.



Photo: Alicia Albornoz

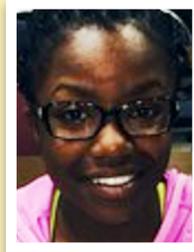


**Roderick Ward**

*4th Year Electrical Apprentice*

“The apprenticeship program can be life changing. ABC NorCal has the resources available, if you are willing to utilize what they have to offer. All it takes is a little focus, some discipline, and long-term goals. The apprenticeship classes are great thanks

to the skilled and knowledgeable electrical instructors Jim Kash and Todd Moody, who are patient and always available to answer my questions. The friendships I have made during my program are another factor that makes apprenticeship a great experience. I encourage anyone who is thinking about where to go or what to do with their life, to at least consider the trades and ABC NorCal.”



**Kadesha Drooh**

*1st Year Electrical Apprentice*

“My ABC NorCal journey has been very positive. The school experience has been amazing. I learn everything I need to know, I can ask my teachers anything and they are always able to answer and willing to explain. I have learned that I am capable of doing

everything. Sometimes at my height, things aren't as easy as they are for everyone else, but I learned there is a way for me to do the same things as anyone else. My prior experiences were in traffic control, but now I can do a variety of electrical tasks and that is thanks to my apprenticeship program. I would have never received this experience without the ABC NorCal Apprenticeship program.”



**Niko Ramirez** | *1st Year Painter Apprentice*

“ABC NorCal changed my life. Up until the time I got into the program, I was working side jobs and drawing tattoos. Now I have a career. I have a purpose. I know that 10 years from now, I will look back and tell myself that this was the greatest decision I've ever made in my life. I get to come home every night and show my kids pictures of what I painted at work that day, and they can say to their friends that their dad is a painter and they are proud of me.”

This was the greatest decision I've ever made in my life.



Photo: High-Speed Rail Authority

Acoustical Installer 'Activity Director 'Aerospace Engineer 'Aerospace Engineering & Operations Technician 'Air Balance and Testing Tech 'Air Balance Testing Technician 'Air Conditioning and Refrigeration Mechanic 'Air Conditioning Mechanic 'Air Conditioning Refrigeration Mechanic 'Air Conditioning Specialist 'Air Conditioning/Refrigeration Mechanic (Maintenance) 'Aircraft Governor Technician 'Aircraft Structure, Surfaces, Rigging, and Systems Assemblers (A/C Installer Mechanic) 'Arson & Bomb Investigator 'Assistant Lineman (LRV) 'Assistant Lineman (Wayside) 'Auto & Truck Body Builder 'Auto Body & Fender Repairer 'Auto Body & Fender Repairman 'Auto Body Repairer Fender 'Auto Machinist 'Auto Mechanic 'Automatic Screw Machine Set Up Operator 'Automatic Screw Machine Set-Up 'Automotive Body Repairer 'Automotive Electrical Repairer 'Automotive Electrician 'Automotive Machinist 'Automotive Mechanic 'Automotive Painter 'Automotive Parts Clerk 'Automotive Radiator Mechanic 'Automotive Radio Repair 'Automotive Technician 'Automotive Technician Specialist - Lead Tech 'Automotive Technician Specialist - Senior Tech 'Automotive Technician Specialist - Tech 'Automotive Technician Specialist - Trainee 'Automotive Upholsterer 'Automotive Upholsterer & Trimmer 'Automotive Upholsterer (Trimmer) 'Automotive/Equipment Mechanic 'Baker 'Barber 'Biomedical Equipment Technician 'Body and Fender 'Boilermaker 'Book Binder 'Brick Tender 'Brick Tender (Hod Carrier) 'Bricklayer 'Bricklayer & Stonemason 'Bricklayer (Construction) 'Bricklayer/Stonemason 'Bridge, Structural, Ornamental and Reinforcing Ironworker 'Broiler Cook 'Building Insulator 'Building Service Engineer 'Bus Mechanic 'C N C Machine Operator 'C.N.C. Machine Technician 'C.N.C. Machinist 'Cabinet Maker 'Cable Splicer 'Cable Splicer - GC 'California Highway Patrol 'California Highway Patrol Officer 'Caltrans Heavy Equipment Mechanic 'Carp Main 'Carpenter 'Carpenter (Maintenance) 'Carpet & Resilient Installer 'Carpet Installer 'Carpet, Linoleum & Resilient Floor Layer 'Carpet, Linoleum & Soft Tile Layer 'Caseworker Specialist 'Caterpillar Dealer Engine Technician 'Caterpillar Dealer Equipment Technician 'Cement Mason 'Chainman 'Chemistry & Radiation Protection Technician 'Chief of Party 'Church Planter 'Cleaner 'Combination Welder 'Commercial Body Builder 'Communication & Instrumentation Mechanic (Electronics Mechanic) 'Communication & Systems (C/S) Installer 'Communications Technician 'Communications Technician (GC) 'Computer Controlled

# What Is the California Apprenticeship Council?



**Established by the 1939 landmark Shelley-Maloney Apprentice Labor Standards Act**, the California Apprenticeship Council sets policy for the Division of Apprenticeship Standards (DAS). The 17-member council is made up of six employer, six employee and two public representatives appointed by the governor, plus one representative each of the chancellor of the California community colleges, superintendent of public instruction, and director of industrial relations as administrator of apprenticeship. The DAS chief serves as secretary to the council, and the division provides staff assistance to the CAC and its subcommittees.

The council meets quarterly in different locales around the state to address issues affecting apprenticeship in California:

- Receives reports from the DAS chief and other cooperating agencies
- Provides policy advice on apprenticeship matters to the administrator of apprenticeship
- Ensures selection procedures are impartially administered to applicants
- Conducts appeals hearings on apprentice agreement disputes, new apprenticeship standards for approval, and apprenticeship program administration
- Adopts regulations carrying out the intent of apprenticeship legislation

'Packaging Technician 'Painter 'Painter (Maintenance) 'Painter I (Maintenance) 'Painter, Decorator 'Paperhanger 'Painter, Paperhanger and Decorator 'Paramedic 'Parking & Highway Improvement Painter (Laborer) 'Parole Agent 'Parole Agent (Field & Institution) 'Parts Person 'Pastry Cook 'Pattern Maker 'Patternmaker Wood 'Pavement Stripper 'Photovoltaic Installer 'Pile Driver 'Pipe Fitter 'Pipe Maintainer 'Pipefitter 'Pipefitter/Steamfitter 'Plant Equipment Operator 'Plant Mechanic 'Plant Operator 'Plaster Tender 'Plaster Tender (Hod Carrier) 'Plasterers 'Plumber 'Plumber & Pipefitter 'Plumber (Maintenance) 'Plumber Residential 'Plumber, Service, Repair & Remodel 'Plumber/Pipefitter 'Pointer-Cleaner-Caulker 'Police Officer 'Police Officer I 'Power House Mechanic (Generation Mechanic) 'Power Line Mechanic 'Power Lineman 'Power Plant Control Operator 'Power Plant Mechanic 'Precision Grinding Technician 'Precision Machine Tool Mechanic 'Precision Machining Technician 'Printer 2 'Protective Signal Installer 'Psychiatric Technician 'Radiation & Process Monitor (Traveling) 'Radiator Repairman 'Refrigeration & Air Conditioning Fitter 'Refrigeration & Air Conditioning Mechanic 'Refrigeration & Air Conditioning Mechanic Equipment Service & Maintenance 'Refrigeration & Air Conditioning Service & Repair (Residential and Commercial) 'Refrigeration & Air-Conditioning Mechanic 'Refrigeration And Air Conditioning Fitter 'Refrigeration and Air Conditioning Mechanic 'Refrigeration Fitter 'Refrigeration Fitter & Air-Conditioning Mechanic 'Refrigeration Fitter / Air Conditioning Mechanic 'Refrigeration Mechanic 'Refrigeration Mechanics and Installers 'Refrigeration Unit Mechanic 'Registered Nurse 'Reinforcing Ironworker 'Relays Technician 'Residential Plumber 'Residential Sheet Metal Worker 'Residential Sheet Metal/Service Technician 'Residential Wireman 'Residential/Light Commercial A/C Specialist 'Revenue Maintainer I 'Revenue Maintainer II 'Rigger/Crane Operator 'Rock, Sand & Gravel 'Rodman/Chainman 'Roofer 'Roofer & Waterproofers 'S.C.A.D.A./Telecommunications Technician 'Sanitary Health Technician 'Sausage Maker 'Scaffold & Shoring Erector 'Screw Machine Operator 'Security Officer - Health Services 'Security Officer - Manufacturing and Industrial 'Security Police Officer I 'Security Police Officer II 'Security Police Officer III 'Senior Electronics Technician 'Senior Parts Technician 'Service Advisor, Auto Repair 'Service Technician 'Sheet Metal Experimental Mechanic 'Sheet Metal Service Worker 'Sheet Metal Ship Yard Worker 'Sheet Metal Specialist 'Sheet Metal