

**STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
QUARTERLY REPORT**

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP
FROM: CURTIS NOTSINNEH, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FOURTH-QUARTERLY MEETING:

October 22, 2024

**Upcoming IACA Meeting dates and sites:
2024**

October 18, 21 and 22, 2024. Location to be determined.

ACTIVITIES/INFORMATION

New Hires:

- Ronald Aleteanu – AGPA – Program Oversight 08/30
- Bettye McMahan – AGPA- Program Oversight 08/30
- Romae-Anne- AGPA- Program Oversight 10/01
- Aleksandr Prizhbilova – AGPA Funding Unit 07/01
- Vickie Slack- AGPA-Youth Apprenticeship 08/12
- Rosario Silva Reyes- AGPA-Youth Apprenticeship 07/08
- Scott Fung- AGPA-Youth Apprenticeship 08/12
- Steven Chio- AGPA- AWI –North-09/09
- Laura Thompson- AC- AWI- North- 08/01

Promotions

- Kelenia Olsen - SSMI- Youth Apprenticeship 07/08
- Kim Fulcher – SSMI- Admin –07/31

Separations/Retirements:

- Amie Bergin –09/13/2024

Updates:

In the most recent quarter of 2024, DAS continued its hiring progress, filling vacancies to support apprenticeship program work, grant management, and administrative duties of the DAS. This includes a youth and pre-apprenticeship manager and team.

The 2024-25 State Budget has been finalized, and while all of the state funded grant programs at DAS were proposed to be cut, the final budget included \$40 million in funding restored to DAS grant programs. Of the \$40 million that was restored in the State budget, \$25 million was allocated to youth apprenticeship, and \$15 million was allocated for women in construction.

There was no additional funding allocated for Apprenticeship Innovation Funding (AIF), however of the \$95 allocated to date, we have remaining funds committed to reimburse the costs of apprentices being served in 2024, which will be administered through an application round in early 2025. We will continue processing AIF on a rolling basis and have arrived at a final list of awardees that we anticipate announcing in early November.

Part of the State Budget included reductions for all state agencies across the board for staffing, and we are working with DIR leadership, the Department of Finance, and Labor and Workforce Development Agency to minimize the impacts to DAS work.

DAS awarded California Opportunity Youth Apprenticeship Grants (COYA) to meet the state's need to boost pre-apprenticeships and apprenticeships that help youth enter and advance in high-quality careers. COYA is investing \$31 million in apprenticeship programs that have the power to uplift opportunity youth across California, including those aged 16-24 who face educational achievement gaps or attend schools in lower-income communities. The funding will support 51 projects across California that pave the way for youth apprentices to succeed. The grants support a network of apprenticeship programs in healthcare, education, advanced manufacturing, information technology, public sector, transportation and more. COYA will also ensure employers are supported and encouraged to hire young workers based on their talent and skills.

A link to Governor Newsom's press release can be found here:

<https://www.gov.ca.gov/2024/07/17/california-invests-in-apprenticeships-for-opportunity-youth/>

A link to the DAS press release can be found here:

<https://www.dir.ca.gov/DIRNews/2024/2024-56.html>

In September, the Chief released a memo to all DAS staff covering wage guidelines for all IACA programs and occupations. The memo directed staff to lead programs to consider ETP Trainee Wages ("Standard Wages, New Hire" by county) when discussing apprentice wage schedules with IACA programs. Starting apprentice wages not meeting the ETP wages for the current year and county(ies) where the apprentice work is performed, may be rejected by the Chief. Exceptions to this directive would be programs where:

- Wages are covered by a Collective Bargaining Agreement (CBA)
- All 1st period apprentices attend High School

While ETP minimum wages are not required by CA Labor Code or Regulation, staff should caution programs as the Chief has sole discretion to approve/deny programs that are not in the building & construction and firefighter trades (CCR §208).

Current ETP wage rates and the State and Local Minimum Wages can be found at the links below.

- ETP Link - <https://etp.ca.gov/program-overview/trainee-wages/>
- State/Local - https://www.dir.ca.gov/dlse/minimum_wage.htm

Amie Bergan recently departed DAS as the senior manager over the AWI team, and we are looking for a new person to lead this team at DAS.

The DAS recently completed the first annual review for the women in construction grant program, or ERiCA grant, and Deputy Chief Burnes will present the update as part of the Chief's Report.

Apprentice Complaints: Status of IACA Apprentice Complaints

Year	2024	2023	2022	2021	2020
Investigation/Hearing	0	0	0	0	0
Administrator/Legal Review	0	0	0	0	0
Withdrawn/Dismissed	0	0	0	0	1
Resolved through Hearing	0	0	0	1	0
Determination Issued	0	0	0	0	2
Total Filed	0	0	0	1	3

New Programs:

The DAS has Twenty-nine (29) new programs approved during the last quarter. They are:

- IEConnect for the occupation of Food and Hospitality. Pre-apprentice
- Outward Bound Adventures for the occupations of Environmental Restoration Team Crew Leader, Environmental Restoration Team Crew Member and Field Instructor. Apprentice
- Salinas Adult School for the occupation of Early Childhood Education Pre-Apprenticeship Bridge Program for the ECE Pre-Apprenticeship Integrated Education and Training Course. Pre-apprentice
- Future Build / Pittsburg Power Company for the Multi-Craft Core Curriculum. Pre-apprentice
- Apprenti for the occupations of Application Security Review Engineer, Business Intelligence Engineer, CRM Administrator, CRM/CMS Developer, Cloud Operations Specialist 1, Cloud Operations Specialist 2, Customer Success Manager, Cybersecurity Analyst, Data Analyst, Developer Operations Specialist, Hardware Engineer, IT Business Analyst, IT Support Professional, Marketing Manager, Software Analyst, Software Developer, Sourcing Recruiter, Technical Sales Specialist and User Experience (UX) Designer. Apprentice
- Apprenticeship Readiness Program for the the Introduction to AutoCAD, Multi-Craft Core Curriculum and OSHA 30 for the Construction Industry. Pre-apprentice

Grant information

DAS received an impressive 192 proposals for the CA Opportunity Youth Apprenticeship (COYA) Grant by the March 15, 2024 deadline. These proposals represent \$112M worth of proposals and break down to 78% planning grants and 22% implementation grant proposals. The proposals represent an impressive group of organizations who are serving opportunity youth across the state and across many industries.

For the latest grant and funding information please visit our website at https://www.dir.ca.gov/DAS/Funding_Source.htm

Statistics of September 30, 2024 this Committee / California total

The active apprentices numbered **21,976 / 94,126**.

New registrations and reinstatements numbered **3,567 / 11,985** for the quarter.

Minorities represented **78.4% / 72.3%** of all active apprentices.

Active women apprentices numbered **6, 188/ 8,737**, which is **28.2% / 9.3%** of all active apprentices.

There are currently **1,410 / 15,385 veterans** active, **1,171 / 4, 945** of which registered, and **738/ 2, 602** completed in 2024.

Program Evaluations July 1, 2024 through September 30, 2024

Since July 1, 2024, DAS opened two (2) program evaluations opened and five (5) evaluations have been completed. Thirteen (13) program evaluations are in progress and there are seventeen (17) programs with corrective action needed. 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 (October 2024)

Program Name

Status/Action Date

JDS Creative Academy (JDSCA) Apprenticeship Program
(File #5246) *Issued at the October 2024 IACA*

OPEN/Compliance Pending 9/16/2024

United States Veterans Advancing through Learning
Opportunities and Resources (US Valor) Apprenticeship
Program (File #100650) *Issued at the October 2024 IACA*

OPEN/Compliance Pending 9/17/2024

Prior Evaluations Presented to the IACA**Program Name****Status/Action Dat**

Build the Future – CAES Assembler Apprenticeship (File # 100668) Issued at the August 2024 IACA	OPEN/Compliance Pending 5/20/2024
TNN Beauty, Barber, Cosmetology, Permanent Makeup Apprenticeship of California and Training Center (File #5164) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/26/2023
California Barbering and Cosmetology Unilateral Apprenticeship Committee (File #10230) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/24/2023
The League XS Apprenticeship Academy of Cosmetology & Barbering (File # 100256) Issued at the November 2023 IACA	OPEN/Compliance Pending 7/17/2023
Spaulding Marine Center (SMC), Boatworks 101 (File #100642) Issued at the July 2023 IACA	OPEN/Compliance Pending 6/14/2023
Community Health Worker (File #100598) Issued at the 2022 IACA	OPEN/Compliance Pending 4/14/2022
Los Angeles Community College District DBA West Los Angeles Community College (WLACC) (File #100644) Issued at the May 2022 IACA	OPEN/Compliance Pending 3/30/2022
CCHCS, SEIU Local 1000, and RCC LVN-to-RN Apprenticeship Program J.A.C. (File #100583) Issued at the May 2022 IACA	OPEN/Compliance Pending 3/29/2022
Foothill College Dental Assistant Apprenticeship Program (File #100531) Issued at the May 2022 IACA	OPEN/Compliance Pending 3/29/2022
Tooling U-SME (File #100049) Issued at the May 2022 IACA	OPEN/Compliance Pending 3/10/2022
City and County of San Francisco Office of Economic & Workforce Development (TechSF) (File #100570) Issued at the May 2022 IACA	OPEN/Compliance Pending 2/17/2022
USF Reddaway, Inc. (File # 100603) Issued at the May 2022 IACA	OPEN/Compliance Pending 2/17/2022
Beauology Academy Apprenticeship Program (File #100513) Issued at the October 2021 IACA	OPEN/Compliance Pending 7/26/2021

Prior Evaluations Presented to the IACA (*continued*)

Program Name	Status/Action Date
Inland/Desert Employers Apprenticeship Mechatronics (File # 100709) Issued at the August 2024 IACA (CAR)	OPEN/ Compliance Pending 5/17/2024
Veteran Enhanced Apprenticeship Program (File # 100750) Issued at the August 2024 IACA (CAR)	OPEN/ Compliance Pending 4/29/2024
Creating Coding Careers Apprenticeship Program (File # 100437) Issued at the August 2024 IACA (CAR)	OPEN/ Compliance Pending 4/10/2024
Viticulture and Enology Technician Apprenticeship Program (File # 5211) Issued at the August 2024 IACA (CAR)	OPEN/ Compliance Pending 4/10/2024
California State Society for Opticians Training Program (File # 100827) Issued at the August 2024 IACA (CAR)	OPEN/ Compliance Pending 4/10/2024
Sutter Health Apprenticeship Program (File # 100696) Issued at the August 2024 IACA (CAR)	OPEN/ Compliance Pending 4/9/2024
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 Apprenticeship Program (File 100760) Issued at the May 2024 IACA (CAR)	OPEN/ Compliance Pending 1/23/2024
Launch Apprenticeship Network Information Technologies (File # 100629) /ssued at the May 2024 IACA (CAR)	OPEN/ Compliance Pending 1/3/2024
Launch Apprenticeship Network Healthcare (File #100627) Issued at the November 2023 IACA (CAR)	OPEN/ Compliance Pending 7/21/2023
Kitchens for Good Hospitality Apprenticeship Program (File # 100659) Issued at the November 2023 IACA (CAR)	OPEN/ Compliance Pending 7/17/2023
Wham Hair Studio Barber and Cosmetology Apprenticeship Program (File #5169) Issued at the November 2023 IACA (CAR)	OPEN/ Compliance Pending 7/17/2023
East Los Angeles College Medical Assistant Apprenticeship Program (File #100666) Issued at the July 2023 IACA (CAR)	OPEN/ Compliance Pending 5/17/2023
El Camino Community College District (File #100639) Issued at the May 2022 IACA (CAR)	OPEN/ Compliance Pending 3/28/2022

Prior Evaluations Presented to the IACA (continued)

Program Name	Status/Action Date
Shirley Ware Education Center (File #100284) Issued at the May 2022 IACA (CAR)	OPEN/ Compliance Pending 3/10/2022
Launch Apprenticeship Program (File #99764) Issued at May 2022 IACA (CAR)	OPEN/ Compliance Pending 3/10/2022
City Barbering and Cosmetology Apprenticeship Committee (File #5162) Issued at the July 2019 IACA (CAR)	OPEN/ Compliance Pending 7/12/2019

Completed Evaluations Presented to the IACA

Program Name	Status/Action Date
Strong Workforce Apprenticeship Group Health Care Apprenticeship Program (File #100171) Issued at the September 2020 IACA (CAR)	CLOSED/ Completed on 9/10/2024
California Cybersecurity Apprenticeship Program (CCAP) (File #5254) Issued at the July 2023 IACA (CAR)	CLOSED/ Completed on 8/21/2024
City of Pasadena Water and Power Department Power Utility Power Dispatcher J.A.C. (File #100830) Issued at the February 2024 IACA (CAR)	CLOSED/ Completed on 8/21/2024
City College of San Francisco Early Childhood & Special Education Apprenticeship Program (File #100665) Issued at the February 2024 IACA (CAR)	CLOSED/ Completed on 8/21/2024
Early Care & Education Pathways to Success (ECEPTS) (File #100633) Issued at the May 2022 IACA (CAR)	CLOSED/ Completed on 8/21/2024

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending September 30, 2024

The active apprentices as of numbered 21,976.

New registrations and reinstatements numbered 3,567.

Minorities represented 78.4% of all active apprentices.

Active women apprentices as of numbered 6,188 which is 28.2% of all active apprentices.

IACA Active Apprentices

Group	Count Jun-24	% of Total	Count Sep-24	% of Total	Change Jun to Sep	Census Goals
All Minorities	16,311	78.4%	16,995	78.4%	4.2%	51.6%
Black	2,316	11.1%	2,470	11.4%	6.6%	6.7%
Asian or Pacific Islander	1,323	6.4%	1,395	6.4%	5.4%	8.6%
American Indian or Alaskan						
Native	250	1.2%	270	1.2%	8.0%	0.8%
Filipino	395	1.9%	410	1.9%	3.8%	3.2%
Hispanic	12,027	57.8%	12,450	57.5%	3.5%	32.4%
White	<u>4,487</u>	<u>21.6%</u>	<u>4,674</u>	<u>21.6%</u>	<u>4.2%</u>	<u>48.4%</u>
Unknown	289		307			
Total All Groups	21,087		21,976		4.2%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2024

The active apprentices as of September 30, 2024, numbered 94,126.

New registrations and reinstatements numbered 11,985 for the quarter ending September 2024.

Minorities represented 72.3% of all active apprentices as of September 30, 2024.

Active women apprentices as of September 30, 2024, numbered 8,737 which is 09.3% of all active apprentices.

California Total Active Apprentices

	Count Jun-24	% of Total	Count Sep-24	% of Total	Change Jun to Sep	Census Goals
All Minorities	66,261	72.2%	67,531	72.3%	1.9%	51.6%
Black	6,439	7.0%	6,635	7.1%	3.0%	6.7%
Asian or Pacific Islander	3,358	3.7%	3,439	3.7%	2.4%	8.6%
American Indian or Alaskan Native	839	0.9%	867	0.9%	3.3%	0.8%
Filipino	1,100	1.2%	1,120	1.2%	1.8%	3.2%
Hispanic	54,525	59.4%	55,470	59.4%	1.7%	32.4%
White	<u>25,478</u>	<u>27.8%</u>	<u>25,827</u>	<u>27.7%</u>	<u>1.4%</u>	<u>48.4%</u>
Unknown	720		768			
Total All Groups	92,459		94,126		1.8%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	309	6.8%	219	12.1%
ASIAN OR PACIFIC ISLANDER	829	18.2%	323	17.9%
BANGLADESHI	8	0.2%	8	0.4%
CAMBODIAN	126	2.8%	70	3.9%
CHINESE	458	10.0%	162	9.0%
FIJIAN	39	0.9%	20	1.1%
FILIPINO	1120	24.6%	410	22.7%
GUAMANIAN	87	1.9%	23	1.3%
HAWAIIAN	191	4.2%	47	2.6%
HMONG	179	3.9%	118	6.5%
INDONESIAN	13	0.3%	8	0.4%
JAPANESE	204	4.5%	44	2.4%
KOREAN	166	3.6%	55	3.0%
LAOTIAN	99	2.2%	29	1.6%
MALAYSIAN	6	0.1%	2	0.1%
PAKISTANI	50	1.1%	32	1.8%
SAMOAN	193	4.2%	51	2.8%
SRI LANKAN	5	0.1%		0.0%
TAIWANESE	27	0.6%	7	0.4%
THAI	61	1.3%	20	1.1%
TONGAN	97	2.1%	22	1.2%
VIETNAMESE	294	6.4%	135	7.5%
Total	4,561	100.0%	1,805	100.0%
		100.0%		100.0%

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