

CALIFORNIA APPRENTICESHIP COUNCIL
1515 Clay Street, Suite 1902
Oakland, CA 94612
Tel: (510) 821-4006 Fax: (510) 622-3265



CALIFORNIA APPRENTICESHIP COUNCIL 2025 THIRD QUARTERLY MEETING MINUTES

**Thursday, August 14, 2025
9:00 a.m.**

Chairperson Louis Ontiveros

- I. Convene Quarterly CAC Meeting
 - a. Chairperson Ontiveros called the meeting to order at 9:00am with the pledge of allegiance.
 - b. Roll Call
 - i. DAS Chief Adele Burnes conducted the roll call.
 - ii. Members Present: Louis Ontiveros, Jack Buckhorn, Sheri Learmonth, Yvonne de la Peña, Hugo de la Torre (remote), Alex Beltran, Mark Burri (remote), Earl Restine (remote), Frank H. Quintero, Jason Rafter, Charles "Chuck" Poss III, Richard Harris, Shelley Doran, Tierney Harrison, Gary Adams, Larry Hopkins, and DAS Chief Adele Burnes.
 - iii. Members Absent: Jason Rafter and Chip Martin.
 - c. Approval of the minutes of the previous meeting
 - i. Members approved the meeting minutes from the 2nd Quarterly Meeting in Glendale, California.
 - d. Announcements
 - i. DIR welcomes the new Director, Jennifer Osborn.
 - e. Communications
 - i. Temporary appointment of Tierney Harrison, Deputy Director of Education & Training for the California Firefighter JAC while Todd Braverman is on paternity leave during the time of this meeting.
 - ii. A lawsuit was filed against the CAC as *McVeigh v. CAC, et al.*, No. CPF-25-519030 (Super. Ct. San Francisco County filed April 22, 2025).
- II. Business Session
 - f. Legal Matters – Deputy Attorney General Hutchison Meltzer stated the only legal matter is the McVeigh petition in San Francisco Superior Court.
 - i. The Council may recess to closed executive session pursuant to Government Code section 11126 to discuss litigation to which the Council is or may become a party.
 - ii. The Commissioners entered an executive session to discuss the McVeigh lawsuit. No decisions or actions were taken.
 - g. Apprenticeship Complaint Findings / Decisions by the Administrator of

Apprenticeship

- i. Termination was upheld in the Decision of the Administrator of Apprenticeship for Akil Jackson v. San Bernardino & Riverside Counties Plumbing & Steamfitter Trade J.A.C. – Case No. 2024-07; DAS Complaint No. 2024-07.
- ii. Termination was upheld in the Decision of the Administrator of Apprenticeship for Tarik Wheatfall v. United Association Local Union 342 J.A.T.C. – Case No. 24-0187-APP; DAS Complaint No. 2024-09.
- h. Notice of Appeals during the Quarter – None
- i. Pending Appeals:
 - i. Southern California Pipe Trades District Council 16, Appeal of Approval of Amended Apprenticeship Standards for the Southern California Sheet Metal JA & TC and the Sheet Metal JA & TC of San Diego. CAC Appeal 2024-02. This appeal of DAS Standards for the Southern California Sheet Metal JATC to be rolled back to 2013 was brought before a 3-Commissioner-panel, and a hearing was conducted on August 13. A draft decision will be presented at the next meeting.
 - ii. Southern California Sheet Metal JA & TC and the Sheet Metal JA & TC of San Diego Appeal of Approval of Amended Apprenticeship Standards for Southern California Pipe Trades District Council 16 - CAC Appeal 2024-05. This appeal of DAS Standards for the Southern California Pipe Trades District Council 16 to be rolled back to 2019 was brought before the same 3-Commissioner-panel, and a hearing was also conducted on August 13, 2025. A draft decision will be presented at the next meeting.
 - iii. Communication Workers of America / American Communication Contractors Association (CWA/ACCA) JAC – CAC Appeal No. 2024-04. This appeal of the previous DAS Chief’s decision to deny a program was brought before a 3-Commissioner-panel on July 9, 2025, a draft decision will be presented at the next meeting.
- j. CAC Appeals Panel Decisions
 - i. 3-Commissioner-panel upheld termination, and that decision was approved by roll call vote of all Commissioners for Dorian Antonio Aleman vs. San Mateo County Joint Apprenticeship and Training Committee for the Electrical Construction Industry. DAS Appeal No. 2023-19; CAC Appeal No.: 2024-03.
 - ii. 3-Commissioner-panel upheld termination, and that decision was approved by roll call vote of all Commissioners for Blake Anthony Esqueda vs. Sheet Metal Workers Local 104, Bay Area Industry Training Fund – DAS Complaint No. 2020-02; CAC Appeal No. 2021-01.
- k. Chief’s Report – DAS Chief Adele Burnes
 - i. DAS hiring updates: Paul Martinez promoted to Senior Apprenticeship Consultant (LA office); Milan Wiley and Jessica Damien join Outreach team; Paul Giacomotto promoted; Deanne Harrison leads funding team.
 - ii. Pre-apprenticeship program support shifted to assigned apprenticeship consultants.
 - iii. Budget and funding updates:
 - a. Additional \$14.9 million is allocated to ERiCA grant for a total of \$26 million awarded in round two of ERiCA grants with 25

- grantees for the 2025-2027 grant period.
 - b. As of now, there is no round three planned for ERiCA grants in the current fiscal year.
 - c. Extensions were granted to several round one ERiCA grantees to complete their anticipated deliverables within their contracts.
 - iv. Presentation by Ben Palazzolo, DAS Funding Team Manager, the available CAC Training Funds increased from \$3 million to \$20 million annually; a new online application process will be available via the CORD platform. The application process for CAC Training Funds will open in Q3; more details forthcoming.
 - v. Chief Burnes introduced a motion to approve Miramar Fire Academy Pre-Apprenticeship Program (San Diego Community College District) for a COYA \$1.2 million implementation grant. The motion passes by a roll call vote of all present commissioners.
- l. Old Business – None
- m. New Business
 - i. Commissioner Rafter requested not to be next year’s chair due to new role and travel commitments; volunteers sought for chair position.
 - ii. Q4 meeting scheduled for November 5-6, 2025, in Sacramento at Holiday Inn Downtown.

III. Educational Agencies Report

- a. California Community Colleges – Gary Adams, California Community Colleges Chancellor’s Office
 - i. Sabrina Aguilar from the California Community Colleges Chancellor's Office provided the following updates:
 - I. Announced a significant investment in an employer engagement network. Will include a statewide hub, a coordinator for credit for prior learning collaboration, and a focus on pre-apprenticeship. Each of California’s eight regions will have a regional director.
 - II. Thanked Commissioner de la Pena for collaboration with Cal-JAC team.
 - III. Discussed efforts to catch up on RSI (Related and Supplemental Instruction) shortfall:
 - I. CCC received \$6.3 million to address shortfalls from two previous years. Sabrina Lopez to provide details.
 - IV. CCC aims for greater transparency in RSI distributions. Two memos on distributions to be issued soon.
 - V. Budget request for 2026-27 includes an additional \$15 million for RSI, on top of the current ~\$100 million.
 - I. Goal: Catch up to current year and avoid future shortfall gaps.
 - VI. CCC plans follow-up outreach to LEA partners, including structured office hours and active listening.
 - ii. RSI Reporting for FY 2024-25 Projection:
 - I. Nine reports missing or not submitted by deadline (seven for P1, eleven for P2; total 27 missing).
 - II. Ongoing challenge with timely and accurate submissions, which

- may impact funding.
- III. Chancellor's Office implemented improved features in NOVA (reporting platform), including automated reminders for deadlines. Clarified language in reminders to avoid misinterpretation about funding.
- IV. Team available via email and virtual office hours for support.
- V. Reminder: FY 2025-26 projection report due October 1; FY 2024-25 recalculation due November 1.
- VI. Early recalculation reports with CBO certification already received.
- iii. Transparency and Public Access:
 - I. Apportionment information available on Chancellor's Office website under College Finance and Fiscal Planning Division.
 - II. Includes RSI instructional hours and other programs.
- iv. RSI Funding Data was presented in a powerpoint, which is posted under public meeting materials. Updates were provided on RSI, FTES.
 - I. FY 2025-26 allocation:
 - I. Schedule 2: \$35,622,000
 - II. Schedule 3: \$62,485,000
 - II. Shortfall Funding:
 - I. Collaboration with Cal-JAC team led to \$6,333,000 in one-time funding for FY 2022-23 and 2024-25 shortfalls.
 - II. Memorandums regarding shortfall and initial allocation for FY 2025-26 in progress, aiming for release soon.
 - III. RSI hourly rate increased to \$10.32/hour.
 - I. Positive change but may contribute to future shortfalls.
 - II. CCC working with government relations to advocate for additional funding.
 - III. Requesting \$15 million for projected FY 2024-25 and 2025-26 shortfalls, plus \$7 million base funding increase.
- v. California Apprenticeship Initiative Program: \$30 million designated for CAI. Internal processes underway for next Request for Applications, details to be released in fall.
- vi. Statewide Support Infrastructure: Foundation for California Community Colleges serves as technical assistance provider:
 - I. Develops guidance documents, resource toolkits, organizes training.
 - II. Revamped virtual office hours for targeted support (funding, employer engagement, general Q&A).
 - III. Flexible support outside office hours.
 - II. Launch Apprenticeship Network:
 - I. Establishing statewide apprenticeship hub and supporting regional consortia.
 - II. Robust employer engagement to help meet Governor Newsom's goal of 500,000 apprentices by 2029.
 - III. Supports programmatic sponsorship and general guidance.

- vii. Virtual Office Hours:
 - I. Held every second and fourth Tuesday, 2–3pm.
 - II. Contact: apprenticeship@cccco.edu
- viii. Request for Feedback:
 - I. Considering moving projection and recalculation submission deadlines earlier (possibly July/August) to align with Department of Finance budget cycle.
 - II. Purpose: Provide true-up data sooner for budget advocacy.
 - III. Field feedback requested on feasibility and challenges.
- ix. Discussion
 - I. Commissioner de la Pena:
 - I. July 15 deadline is nearly impossible due to multiple layers of reporting and auditing.
 - II. Suggests September or October 1 as more feasible; expresses concern about continually moving deadlines earlier.
 - II. Commissioner Adams:
 - I. Proposal is in “listening period”; rationale is to create early warning system for budget cycle.
 - II. Acknowledges need for field input and sensitivity to reporting challenges.
 - III. Additional Field Input:
 - I. Large programs need more time for internal review and audits; even September deadline may be difficult.
 - II. Preference for January 31 deadline (previous standard); moving earlier creates hardship.
 - III. Emphasizes importance of supporting programs and not missing deadlines.
 - IV. Chief Burnes (DAS):
 - I. Agencies must submit budget requests by September; late RSI data causes chronic shortfalls.
 - II. Advocates for earlier data to improve funding advocacy and reduce delays.
 - V. Commissioner de la Pena:
 - I. Data transparency needed: distinction between Schedule 2 and Schedule 3 hours/funding.
 - II. Legislators need clear, detailed reporting to justify budget requests.
 - III. Requests breakdown of 7 million hours by schedule.
 - VI. Sabrina Lopez:
 - I. Will provide future data broken down by schedule for clarity.
 - VII. Process Question:
 - I. Inquiry about efficiency differences between community college and K-12 reporting.
 - II. Both use NOVA platform; internal processes may differ, but reporting to Chancellor’s Office is standardized.
- b. California Department of Education – Jack Buckhorn

- i. Reporting Protocols:
 - I. CDE representation is complex; Commissioner Buckhorn is not a CDE employee. Allison Frenzel hired by CDE for K-12 CTE and IACA work; has connections for reporting.
 - II. LEAs requested a spot on the agenda for their own reports; process for vetting reports through State Superintendent's office is ongoing.
 - III. Monthly workgroup meetings with LEAs to address issues (e.g., audits).
- ii. Audit Guide Language:
 - I. Community college and K-12 audit guides are nearly identical, but compliance language is only on community college side.
 - II. LEAs requested compliance language be added to K-12 audit guide.
 - III. CDE Audit Office reviews findings, not the full audit; local auditors control scope.

IV. Public Comment

- a. LEA Coalition:
 - i. AB 86 (2013) moved apprenticeship programs from CDE to Chancellor's Office.
 - ii. LEAs want independent report slot on agenda, separate from CDE and CCC reports.
 - iii. Request for standing agenda item for LEA reports, similar to other organizations.
- b. Clarification:
 - i. LEAs want to report independently, not as part of CDE or CCC reports.
 - ii. Commissioners agreed to add LEAs to reporting agencies
- c. Motion: Commissioner de la Pena moved to add LEA representative to Section Five (administrative/cooperating agencies) of agenda.
 - i. Motion seconded and clarified: one representative from K-12 LEAs, not all LEAs.
 - ii. Discussion on distinction between K-12 LEAs and community colleges; DAS uses "LEA" for both, but legislation distinguishes.
 - iii. Motion passed by roll call vote.
- d. Community College Practitioner Representation: Motion made and seconded to add community college apprenticeship provider representative to agenda (no particular order).
 - a. Motion passed by roll call vote

V. CAC Standing Committees Report

- a. CAC/CCA Liaison Committee – Report from August 13, 2025 – Chairperson Benjamin Rivera
 - i. Chairperson Rivera reported the committee discussed the finance report, Hall of Fame nominations, and event planning for the CCA.
 - ii. The California Conference on Apprenticeship (CCA) 2026 will be at the Hyatt Regency Sonoma Wine Country located at 170 Railroad Street, Santa Rosa, California, 95401. Charles M. Schulz - Sonoma County

- iii. The event will take place May 5-8, 2026.
 - iv. Currently selection is happening for speakers and breakout sessions for topics, including one example of A.I. ethical use. Additional ideas and proposals for topics were welcomed.
 - v. Submissions are open for nominating honorees for the Hall of Fame for individuals that have made a considerable impact on apprenticeship. Criteria center around contributions to apprenticeship and will be listed on the website at <https://www.cac-cca.org/>. An important reminder to list current and accurate contact information.
 - vi. Commissioner Beltran expressed interest in a mental health professional available for a breakout session. He stated a full-time staff person is already available to discuss efforts in helping students and apprentices within his apprenticeship program.
- b. Related Supplemental Instruction Committee – Report from August 13, 2025 – Chairperson Jack Buckhorn
 - i. Chairperson Buckhorn reported the committee discussed the best practices document, pending amendments, and updates to the audit guide.
- c. Equal Opportunity in Apprenticeship Committee – Report August 13, 2025 – Chairperson Sheri Learmonth
 - i. Lisette Cruz, DAS Equity Consultant provided a presentation on the Round 2 awardees of the ERICA grant.
- d. Standards, Rules, Regulations & Operating Procedures Committee – Report August 13, 2025
 - i. Chairperson Harris reported no new business; minutes to be approved next meeting.
- e. Public Relations & Publicity Committee Cancelled
- f. Forums Committee – Cancelled
- g. Legislation Committee – Report from August 13, 2025 – Chairperson Yvonne De La Peña
 - i. Chairperson De La Peña reported the committee discussed CAC/IACA related bills, the RSI rate increase, and updates on other relevant legislative bills.

VI. Report of Administrative and Cooperating Agencies

- a. Division of Labor Standards Enforcement (DLSE) Public Works – None
- b. Division of Labor Standards Enforcement (DLSE) Electrical Certification Unit – Melinda Davis, DLSE Assistant Chief of Licensing & Registration, provided updates on application processing, communication improvements, and online application systems currently under discussion.
 - i. Overview:
 - a. ECU oversees electrician certification, including application processing and exams.
 - b. In 2024, received ~44,700 applications; approved ~44,300; over 5,000 exams taken.
 - c. In 2025 (to date), received ~27,000 applications; over 4,000 exams taken.
 - d. Applications processed within 30 days of receipt.

- ii. Exam Updates:
 - a. Current exams based on National Electrical Code (NEC) 2020.
 - b. Upcoming review with PSI and industry experts; new exams based on NEC 2023 to go live in 2026.
- iii. Staffing:
 - a. Lost three team members this year; hiring underway.
 - b. Application processing remains timely, but voicemail response is delayed due to volume.
- iv. Communication:
 - a. Best method: Email (ECUinfo@dir.ca.gov); voicemails are slower to process.
 - b. For urgent issues, mark emails as “urgent” and CC Melinda Davis directly.
 - c. Increased direct communication with program coordinators to resolve issues, especially those affecting multiple apprentices.
- v. Electronic Signatures:
 - a. ECU now accepts electronic signatures for applications, resolving previous delays.
- vi. Online Application System:
 - a. Currently paper-based; discussions underway to reinstate online application system.
 - b. IT and resource constraints cited as reasons for delay; benefits of online system acknowledged.
 - c. No timeline provided, but updates expected in coming months.
- vii. Apprenticeship Graduate Search:
 - a. online graduate search tool helps speed up ECU processing.
- viii. Curriculum Meetings:
 - a. Next electrician certification curriculum meeting scheduled for November 2025 (last held June 2025).
- ix. Feedback and Advocacy:
 - a. Stakeholders requested return to web-based applications and improved communication between ECU and PSI (exam administrator).
 - b. ECU committed to addressing urgent cases and improving processes.
- c. U.S. Department of Labor Employment and Training Administration Office of Apprenticeship (USDOL/ETA/OA)
 - i. Aaron Wall is the Deputy Regional Director for Region 6 for the Office of Apprenticeship.
 - ii. Rulemaking:
 - a. Notice of Proposed Rulemaking: “Prohibiting Illegal Discrimination in Registered Apprenticeship Programs.”
 - b. 62-day public comment period, closing September 2, 2025; comments via regulations.gov.
 - iii. Policy Update:
 - a. Circular 2025-03: DOL policies do not enforce EEO in apprenticeship under 29 CFR Part 30.
 - b. Details available at www.apprenticeship.gov

- iv. Federal Report:
 - a. August 12, 2025: Departments of Labor, Commerce, and Education published “America’s Talent Strategy: Equipping American Workers for the Golden Age.”
 - b. Five pillars; registered apprenticeship highlighted under demand-driven strategies.
- v. Training Opportunity:
 - a. Wage and Hour Division offering free two-day seminar on Davis-Bacon, Service Contract Act, and related compliance topics.
 - b. Registration and agenda available on Wage and Hour Division website.
- d. Tradeswomen Inc. – Juanita Douglas, Executive Director
 - i. ERiCA Grant Impact:
 - a. Tradeswomen Inc. received Erica round two grants for recruitment, childcare, and worksite culture.
 - b. Recruitment: Three recruiters covering Bakersfield to Sacramento; increased workshop attendance from 10–12 to 44 women per session, including out-of-state participants.
 - c. Child Care: Grant enables provision of childcare stipends.
 - d. Worksite Culture: Focus on retention and mental health support for women in trades.
 - ii. Networking Events:
 - a. Quarterly “Meet and Greet and Mock Interviews” events connect apprentices with union reps and contractors.
 - b. First event: 18 reps/contractors, 42 women interviewed, 6 job offers (4 still employed).
 - c. Second event: 25 reps/contractors, 35 participants, 4 job offers.
 - iii. Catalyst Grant:
 - a. Running 18 cohorts for 11th and 12th grade women in Sonoma and Marin Counties; now Saturday camps with school district support.
 - iv. Recruitment Data:
 - a. July 14–30, 2025: Over 1,200 young women and men reached at tabling events.
 - b. Uses Grant Management Tools (GMT) for tracking and reporting.
 - v. Upcoming Event:
 - a. Halloween Roaring 20s fundraising gala on October 30, 2025.
- e. Women in Non-Traditional Employment (W.I.N.T.E.R) – None
- f. California Association for the Advancement of Apprenticeship Training (CAAAT)
 - i. Kris Jorgensen, the President of CAAAT, highlighted CAT programs are thriving; two recipients of Erica grants.
 - ii. Focus on graduations, new programs, instructor training, and industry-wide benefits.
- g. California Apprenticeship Coordinators Association (CACA)
 - i. Sabrina filled in for Michael Peterson, representing CACA, reported North Bay Coordinators Association meeting was held July 16, 2025.
 - ii. Cement Masons JATC: 494 apprentices, new Livermore facility to be completed September 2025.

- iii. Bricklayers Allied Crafts Local 3 JATC: 128 apprentices, nine pre-apprenticeship cohorts, national conference representation.
- iv. Operating Engineers JATC Local 3: 910 apprentices, new intake class, new training center building underway (completion January 2026).

VII. Public Comment

- a. Western Burglar and Fire Alarm Association (WBFAA) – Chris Morehead
Training Director for WBFAA
 - i. WBFAA has operated for 20 years, graduated hundreds of apprentices to journeyman status, and is the only fire/life safety and electronic technician program focused on fire installers' blue cards.
 - ii. Nearly 100 member companies; training 250 apprentices this semester.
 - iii. Diversity membership increased from 52% to 61%; 4% are veterans; 2% are women (goal to increase).
 - iv. Works with Women in Security Evolution program.
 - v. Noted that few attendees know about WBFAA; aims to join C and become a sponsor for future events.
 - vi. Developed CalEForms.org, an online database for submitting required forms (140s, 140 Twos, Training Trust Fund contributions). Features include auto-population, project tracking, PDF generation, and reporting for CAC contributions.
 - vii. The system reduces hours of manual work to minutes for members; phase two will add certified payroll functionality.
 - viii. Open to adapting the system for other trades/industries; available for questions.
- b. Central Valley Apprenticeship Coordinators Association – Eric Priest,
Coordinator for Fresno Sheet Metal Training Center, newly elected chairman of the Central Valley Apprenticeship Coordinators Association
 - i. Fresno Sheet Metal Training Center has 68 apprentices (2 out of work).
 - ii. In the area, IBEW has 248 registered apprentices, none out of work, and 10 unfilled calls.
 - iii. Operating Engineers Local 3: 150 registered apprentices, zero out of work.
 - iv. Overall, employment is strong in the Central Valley area.
- c. Recognition of Brian Forrest – Commissioner Hopkins
 - i. Commissioner Hopkins recognized Brian Forrest, coordinator for District 3 (Mono County area), for 40 years in the industry and 11 years as coordinator.
 - ii. Apprenticeship in the area has grown by 20% under his leadership; record highs in participation.
 - iii. Brian Forrest is retiring in two weeks; he was commended for mentorship and support to apprentices.
- d. Creating Coding Careers – San Diego Resident Representative
 - i. Creating Coding Careers is a San Diego-based organization with nine registered technology occupations with the Department of Labor and two with DAS.
 - ii. Goal: Seeks approval for additional occupations at the state level to leverage benefits for military and other populations.
 - iii. Challenges: Approval timelines for new apprenticeship standards are

unclear, creating barriers for employers and program expansion, especially outside construction trades.

- iv. Funding: Timely approval is critical for eligibility for programs like ETP and the California Apprenticeship Initiative.
- v. Transparency Request: Urged the Council to enhance transparency by publishing regular updates on approval timelines, maintaining a public dashboard of applications, and establishing clear expectations for review periods.
- vi. Impact: Lack of transparency discourages investment and hampers scaling of apprenticeship programs, especially in emerging industries (e.g., AI, cloud computing).
- vii. Offer: Organization's software engineers and apprentices are willing to help the state improve processes.
- e. General Comments and Additional Public Input
 - i. Apprenticeship Community: Several speakers expressed appreciation for the Council's work and the opportunity to provide input.
 - ii. Feedback: Requests for more transparency, streamlined processes, and recognition of the importance of timely approvals for program growth and funding.
 - iii. Technology and Reporting: Multiple comments highlighted the need for modernized web-based systems for reporting, applications, and compliance.

VIII. Adjournment

- a. The meeting adjourned at approximately 11:50am.