

CALIFORNIA APPRENTICESHIP COUNCIL
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**CALIFORNIA APPRENTICESHIP COUNCIL 2025
THIRD QUARTERLY MEETING
EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE
MINUTES**

**Wednesday, August 13, 2025
1:00 p.m.**

Chairperson Sheri Learmonth

- I. Call to Order/Roll Call
 - a. Chairperson Learmonth called the meeting to order at approximately 1:00pm.
 - b. DAS Chief Adele Burnes conducted the roll call.
 - i. Members Present: Sheri Learmonth, Frank J. Quintero, Jack Buckhorn, Tierney Harrison (CAL-JAC), and DAS Chief Adele Burnes.
 - ii. Members Absent: Chip Martin, Earl Restine, Jason Rafter, and Shelley Doran.
- II. Review/Approve Previous Minutes
 - a. Members approved the minutes from the previous meeting held on May 7, 2025.
- III. ERICA Grant Update – Lisette Cruz, “Cruz” as Equity Consultant for DAS
 - a. DAS announced the recipients of ERICA Round 2 on August 1st. Due to so many high quality application, DAS received \$14.9 million in addition to the initial \$13 million budget allocation for the grant to administer a total of over \$26 million worth of proposals. The grant supports equal representation in construction apprenticeship, with a focus on increasing participation of women and non-binary individuals.
 - b. Team Acknowledgments
 - i. Cruz recognized DAS Chief Adele Burnes for leadership and advocacy in securing funding. She also acknowledged team members: Richard Robles (Area Administrator), Deanne Harrison (Chief of Staff), Ben Palazzolo

(Grants Manager), Romae Aquino and Aleksandr Prizhbilov

c. Personal Perspective

- i. Cruz shared her background as a retired carpenter and former apprentice, emphasizing the transformative impact of the ERICA grant for working-class apprentices, especially women and single parents.

d. Purpose and Impact

- i. ERICA was created to address the low percentage of women in apprenticeships (approx. 4% of 75,000 reported apprentices).
- ii. The grant aims to improve gender equity and access, with California investing \$15 million in the Women in Construction Priority Program and an additional \$14.9 million for 2025-26.

e. Grant Focus Areas

- i. Three main categories:
 1. Recruitment: Shifted from “outreach” to “recruitment”—emphasizing documentation and follow-through, not just distributing materials.
 2. Child Care: Now a standalone category, supporting eligible apprentices and pre-apprentices who are parents or guardians of children under 13 or dependents with disabilities.
 3. Worksite Culture: New category focused on improving workplace environments, including mentorship, mental health supports, anti-harassment, and anti-discrimination training.

f. Award Statistics

- i. 67 applications received; 46 awarded (69% success rate).
- ii. 41 unique entities awarded; total funding requested was \$42 million, but \$26 million was awarded.
- iii. Breakdown: Recruitment (\$7.2M), Worksite Culture (\$7.05M), Child Care (\$11.89M).
- iv. Grantee Highlights
 1. 25 recipients in Round 2; 12 returning grantees from Round 1, 13 new grantees.
- v. Notable grantees: AGC Construction Education Foundation, American River College, ABC Northern/Southern California, Cabrillo College, Cal

Labor Federation, Carpenters Training Trust Fund, Cerritos College, LA Urban League, LA Trade Tech College, North Bay Construction Trades, NECA, Sacramento Area Electrical JATC, People Working Together, San Joaquin Building Trades, State Building and Construction Trades Council, Systems with Tools, Workforce Equity Lab, Tradeswomen Inc., West Cal Academy, Working Partnerships USA.

g. Goals and Strategies

- i. Create marketing strategies to recruit women, non-binary, and underserved populations.
- ii. Provide training opportunities and increase registrations in DAS-registered programs.
- iii. Implement worksite culture improvements and networking with contractors/employers.
- iv. Funding amounts: Recruitment (\$100K–\$500K), Child Care (\$200K–\$1.5M), Worksite Culture (\$100K–\$500K).

h. Reporting and Accountability

- i. Reporting timelines outlined (quarterly deadlines and grace periods).
- ii. Emphasis on accountability: grantees must perform to be eligible for future rounds.

i. Closing Remarks

- i. Cruz encouraged attendees to take advantage of the grant’s opportunities and work toward increasing women’s participation in the trades from 4% to 15–20%.
- ii. Stressed the importance of collective effort and the temporary nature of such funding.

- j. Commissioner Learmonth expressed her gratitude for Cruz’s passionate presentation and inclusion of improvements for future rounds.

IV. Other Items of Interest/Public Comment

a. Recruitment and Social Media

- i. Question: What are grantees doing on social media (Instagram, Facebook, etc.) for recruitment?
- ii. Response (Cruz): Grantees are using Facebook, Instagram, and podcasts featuring real participants. Data on impact is still being collected; reporting now requires tracking actual participants rather than just

outreach.

b. Best Practices and Resource Sharing

- i. Question: Is anyone compiling best practices for use by other training centers? Can the PowerPoint be shared?
- ii. Response (Cruz): Yes, best practices are being gathered, especially for worksite culture. Some organizations (e.g., Altruistic) have model programs. Cruz offered to share the PowerPoint and materials with interested parties.
- iii. DAS Chief Burnes: Final reports from Round 1 grantees are being collected; best practices and resources will be disseminated in future meetings.

c. Reporting Requirements and Communication

- i. Question: Is there a requirement for grantees to report back to apprenticeship programs about which apprentices received support?
- ii. Response (DAS Chief Burnes): DAS awards grants to organizations, not directly to apprentices. Participant reporting is required from grantees. For specific apprentice information, programs should contact the grantee directly.

d. General Comments

- i. Attendees expressed appreciation for the work and passion of Cruz and the DAS team.
- ii. Suggestions for future meetings included featuring outstanding grantee work and sharing more data on recruitment outcomes.

V. Adjournment

- a. The meeting adjourned at approximately 1:34pm.