

Report of the California Youth Apprenticeship Committee

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CYAC Recommendations

Report of the California Youth Apprenticeship
Committee

Key recommendations include:

Implement a connected approach to youth apprenticeship, with **multi-systems supports** for both **in-school** and **out-of-school youth**.
(Recommendation 1)

Establish a **definition** for youth apprenticeship that allows for the flexibility necessary **for high school** and **college-connected implementation**. (Recommendation 2)



The California Youth Apprenticeship Model

Report of the California Youth
Apprenticeship Committee

2024

Systems Alignment

(Recommendation 1)



The Goal: An integrated education, apprenticeship, and workforce system that defines shared goals, uses a common language, and supports K-14 LEA collaboration with workforce development boards, labor partners and employers

The Vision: Establish a coherent, equity-driven talent pipeline that seamlessly connects secondary education to postsecondary education, registered apprenticeship, and employment, enabling learners to earn wages, credit, and industry-recognized credentials aligned to high-demand careers.

Definition of Youth Apprenticeship

(Recommendation 2)

Youth apprenticeship program” means an apprenticeship program registered with the Division of Apprenticeship Standards that fulfills all registered apprenticeship requirements and serves youth between 16 and 24 years of age at the time of enrollment and that also meets all of the following:

- Offers related and supplemental instruction through school-based career technical education *education, work experience education, early college credit*, or *other* academic courses, including dual enrollment courses, or the equivalent, *courses*, whenever possible.
- Complies with labor laws for minors.
- Offers flexible work hours to allow for pupils to participate in on-the-job training while they are enrolled in high school.
- Allows for part-time employment and extended completion time to accommodate student apprentices.

In-School Implementation



Recommendations regarding an in-school implementation include:

Create a new Career Apprenticeship Bridge (CAB) Program that initiates the youth apprenticeship journey starting in high school and integrates Career Technical Education (CTE) into the apprenticeship system. (recommendation 3)

Establish a college-connected youth apprenticeship model with clear alignment of CAB to the California Apprenticeship Initiative. (recommendation 4)

Establish a program approval process for the proposed CAB pathways that will benefit both education and industry. (recommendation 5)

Explore how existing school-based programs such as Work Experience Education and WorkAbility can facilitate paid on-the-job training and connect all students to youth apprenticeship. (recommendation 6)

Align K-14 Career Education (CE) and Career Technical Education (CTE) systems and update CTE Model Curriculum Standards at least every five years to ensure LEAs have curricular guidance that supports youth apprenticeship integration. (recommendation 7)

Phase 1 CAREER APPRENTICESHIP
BRIDGE (CAB)

HIGH SCHOOL

YEAR 1



High school and/or college
Career Education courses

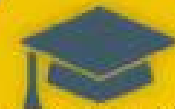
Paid on-the-job learning

YEAR 2



High school and/or college
Career Education courses

Paid on-the-job learning
(Minimum 300 hours)



HIGH SCHOOL
GRADUATION

**CAB Program
Completion**

YEAR 3+

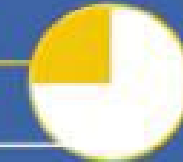
YOUTH APPRENTICESHIP COMPLETION

✓ High school
diploma
Professional network
& mentors

✓ Transferable college
credit and an industry
recognized credential

✓ Paid work
experience

College courses



Paid on-the-job learning
(Approx 1700 hours)

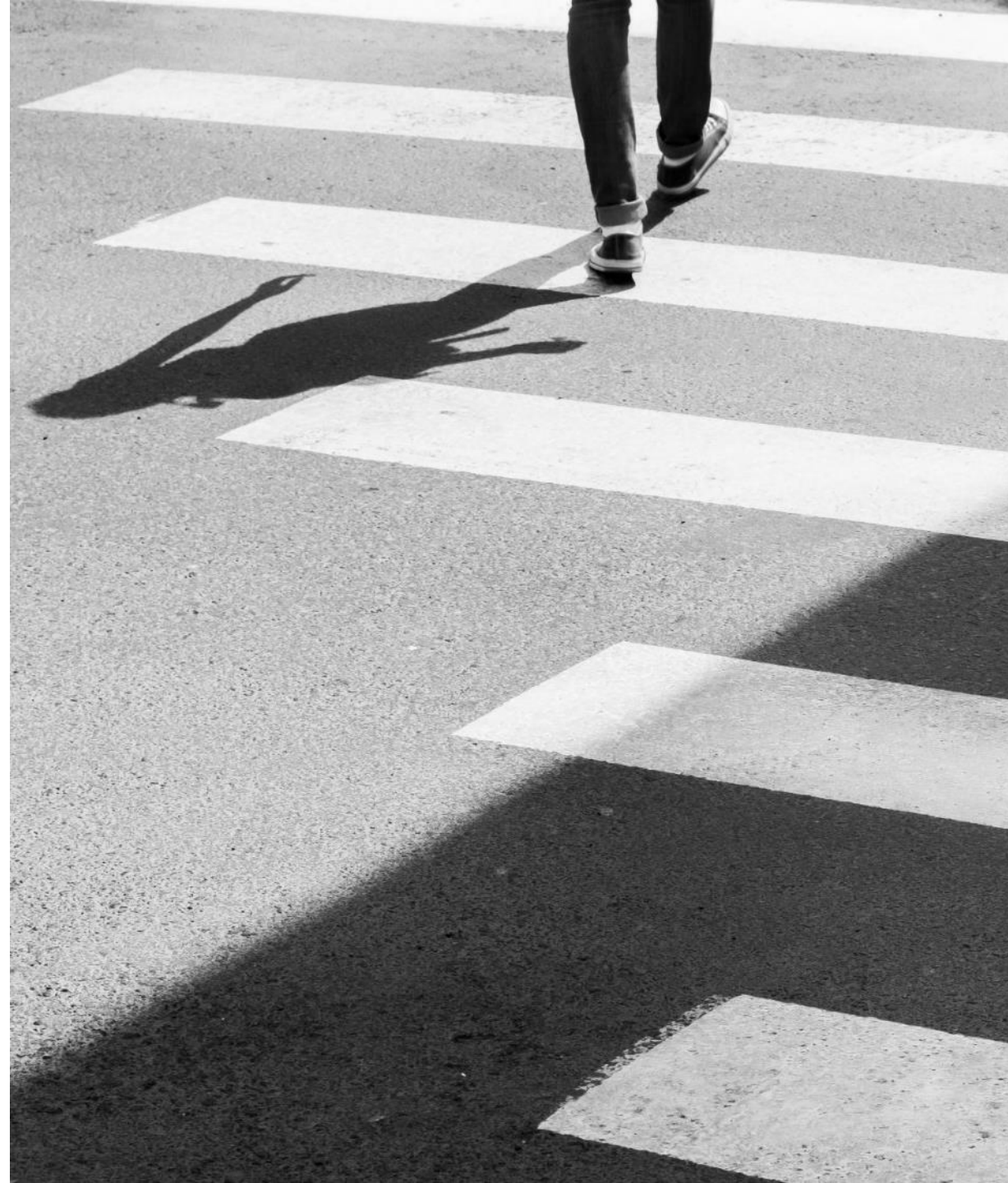
Phase 2
COLLEGE

Out-Of-School Onramps

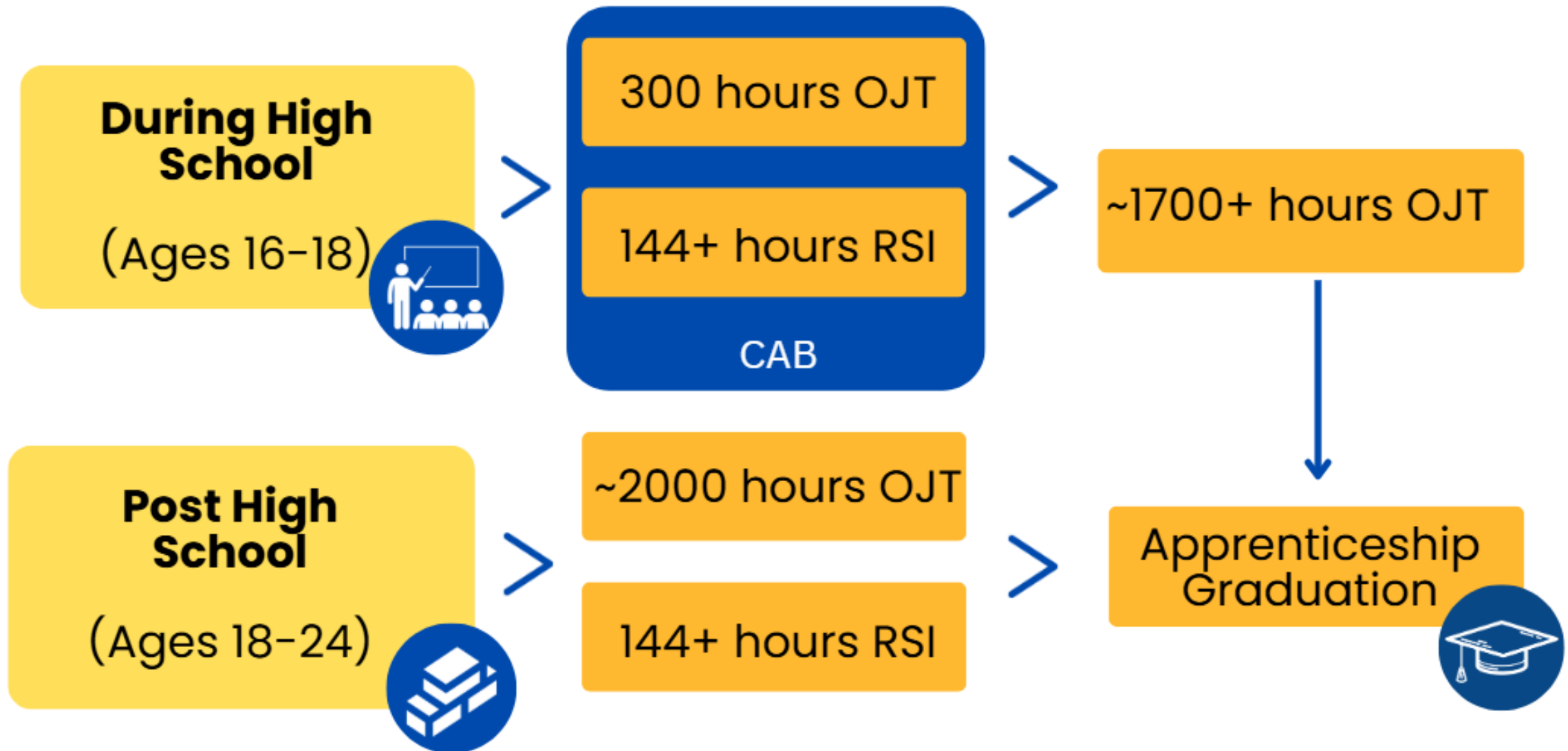
Recommendations for creating a supported onramp into youth apprenticeship for out-of-school youth include:

Establish a model of youth apprenticeship that serves out-of-school and opportunity youth and is supported by pre-apprenticeships, paid training opportunities and youth apprenticeships with robust supportive services. (recommendation 8)

Fund and maintain the newly created CA Opportunity Youth Apprenticeship (COYA) Grant Program. (recommendation 9)



YOUTH APPRENTICESHIP MODELS



Additional Recommendations

- Implement youth apprenticeships with the **support of** county, regional, and statewide **sector intermediaries**.
- Align region definitions to facilitate the funding and emergence of **regional apprenticeship intermediaries**.
- Adopt and/or **develop occupational frameworks** to serve as model program templates and support youth apprenticeship program development, pathway approval, and scalability.
- Identify barriers for employers and **make legislative recommendations to support employers** in implementing youth apprenticeship.
- Establish **public messaging campaigns** to promote youth apprenticeship among employers.
- Evaluate current funding models and provide reliable **formula and grant funding** for employers, local education agencies (LEAs), intermediaries, and youth apprenticeship expansion efforts.
- Establish a streamlined youth apprenticeship **data system** to promote data-driven decision-making.
- Prepare a set of **toolkits and convenings** and establish public messaging campaigns to promote youth apprenticeship among youth and parents.
- Review and **align administrative workforce and educational policies and programs** to effectively implement youth apprenticeship programs.

Proposed Legislation

(Recommendation 5)



SB 805 (Perez)

Recommendation #2: Clear and Flexible Definitions

Goal: Establish legal definitions in the Labor and Education codes that are flexible enough for high school schedules while maintaining high-quality industry standards.

Recommendation #6: Leveraging Existing Infrastructure

Goal: Activate Work Experience Education (WEE) and WorkAbility programs as primary vehicles to facilitate paid on-the-job training and employer placements.

Recommendation #13: Empowering the Employer

Goal: Identify and remove legislative barriers regarding workers compensation and liability insurance to reduce the perceived risk and complexity of hiring minors.

AB 805 (Fong)

Recommendation #3: Establishing the Career Apprenticeship Bridge (CAB) Program.

- Offer a minimum of 300 hours paid OJT hours through a Work Experience Education program or equivalent;
- Offer at least 144 hours of occupation-specific apprenticeship related and supplemental instruction (RSI) as part of a CTE pathway, early college credit, or equivalent,
- Phase 1 of a Registered Apprenticeship Program
- Provide youth apprentices in CAB programs with the same rights as any active registered apprentice in their ability to advance through the apprenticeship after high school and CAB completion.
- Offers flexibility for OJT in school-based programs

Model Curriculum Standards Update (Recommendation 5)



Career Technical Education Model Curriculum Standards (CTE MCS)

- Led by the California Department of Education (CDE) with industry, educator, and workforce partners
- Includes sector review, labor market analysis, and public comment cycles
- Updates pathways, standards language, and skill expectations to reflect current workforce needs
- Aligns with state priorities (work-based learning, equity, regional workforce development, and postsecondary transitions)
- Results in standardized, statewide guidance for curriculum design and program quality



Alignment with the National Career Clusters Framework

Aligning California CTE with the National Career Clusters Framework

- Organizes CTE pathways using nationally recognized career clusters and pathways
- Strengthens portability of student skills and credentials
- Improves student understanding of pathway competencies
- Enables cross-state comparison and workforce pipeline alignment
- Supports consistency across:
 - K–12 CTE programs
 - Community colleges
 - Apprenticeship and workforce training systems



California Department of
EDUCATION