



Apprentice Completion Analysis

November 2025

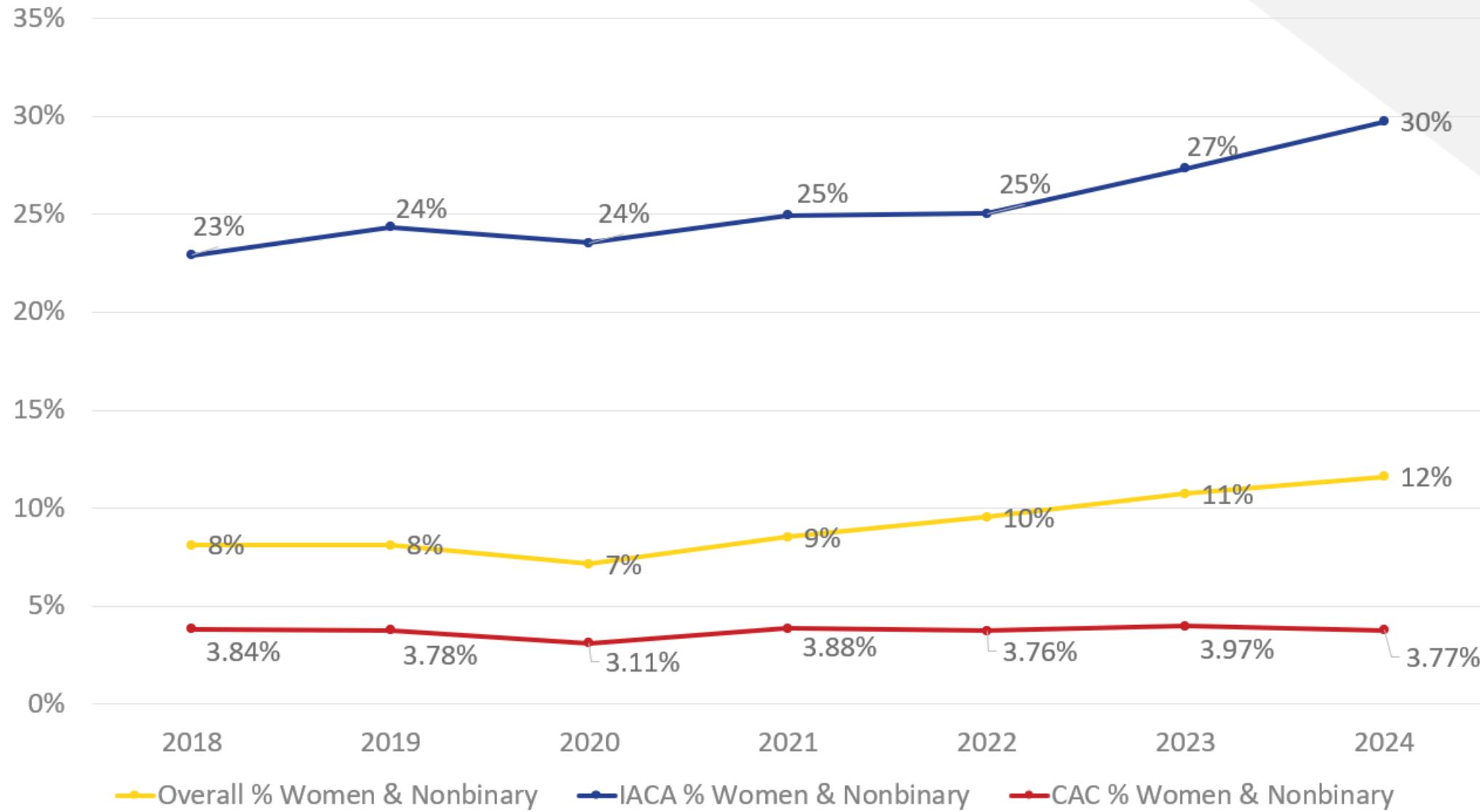


State of California
Department of
Industrial Relations

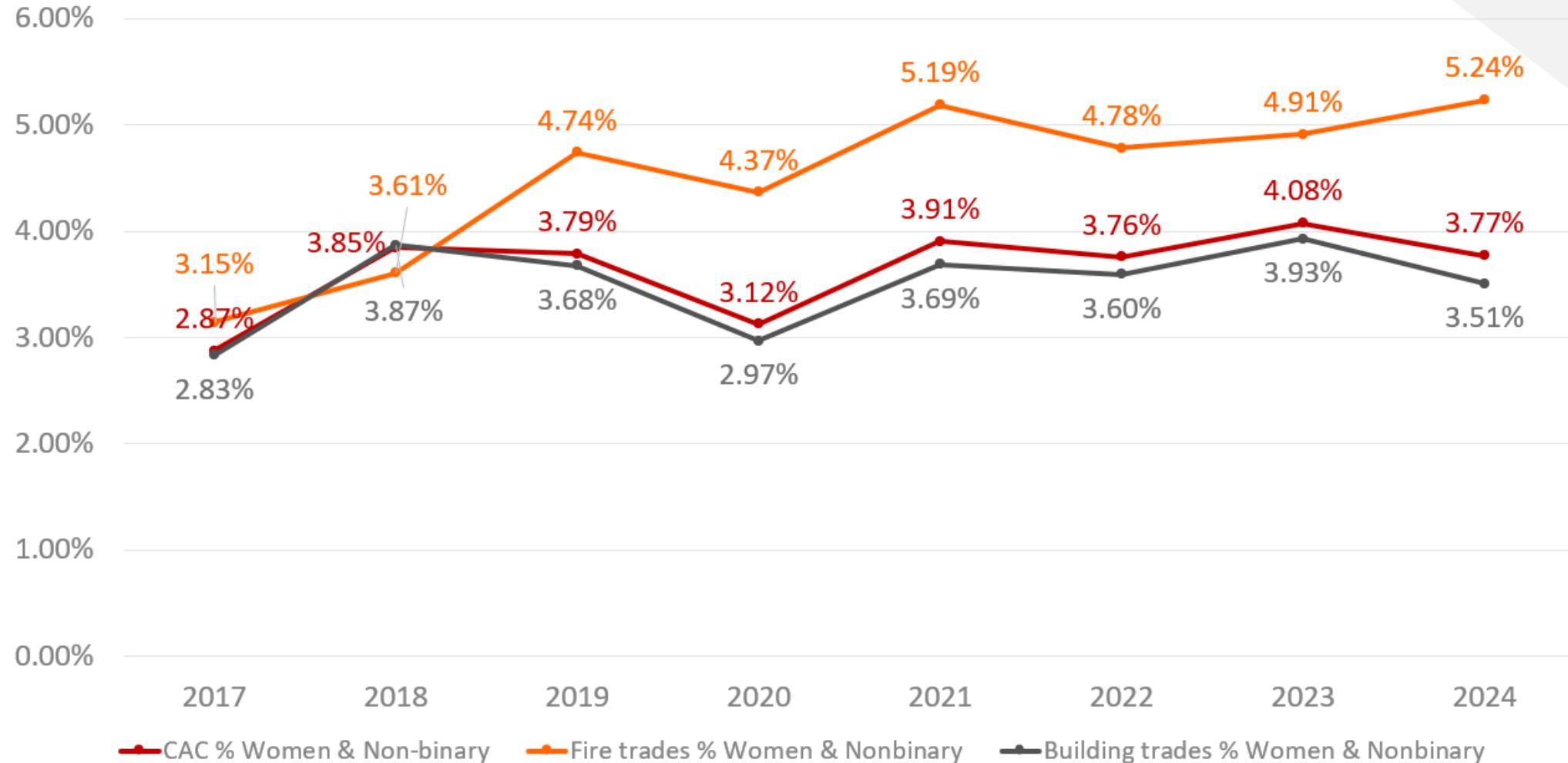




% Women & Nonbinary of New Apprentices



CAC % Women & Nonbinary of New Apprentices



Apprentice Completions

Available data and Insights

- At year end the annual and 5 year Avg completion data is calculated and published
 - Completion Rate by program
 - Completion Numbers by program
- Calculated the Completion Rate and Numbers by Trade with Gender
- In process is to add Gender as a filter to the Tableau Dashboard



Completions Calculation

When determining the completion rate:

- The denominator is the number of registrations where the year of the Completion Date is the Report Year. This means that the apprentices had an expected completion year of the Report Year.
- The numerator is the number of registrations from the denominator that have a status of 'completed'
- The format is XX.X% (1 decimal place)



DAS Tableau Completions Dashboard



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Completion Dashboard by [California Apprenticeship](#)



Completion Dashboard

Report Year
2024

IACA vs CAC
(All)

Exclude First Year
Yes

Industry

Program

(All)

(All)

Actual Completed

18,460

Completion Rate

59.4%

5 Year Completion Rate Average

64.2%

Completion Rates

Industry	Program	5 Yr Rate Avg	2019	2020	2021	2022	2023	2024
ADMINISTRATION OF ENVIRONMENTAL QUALITY AND HOUSING PROGRAMS	5072 THE CITY AND COUNTY OF SAN FRANCISCO	50.0	50.0				100.0	
	5149 CITY & COUNTY OF SAN FRANCISCO/LABORERS LOCAL 261 GARDENER-HORTICULTURE JOINT APPRENTICESHIP PROGRAM	89.2	83.3	91.7	94.4	83.3	88.2	87.5
	5212 CITY & COUNTY OF S.F. AND LABORERS' I.U.N.A. LOCAL 261 ARBORIST TECHNICIAN APPRENTICESHIP PROJECT	66.7	66.7					
AGRICULTURAL PRODUCTION - CROPS	5211 VITICULTURE AND ENOLOGY TECHNICIAN APPRENTICESHIP PROGRAM (VETAP)	50.0	100.0	25.0	0.0	100.0		
	99723 CALIFORNIA FARM ACADEMY APPRENTICESHIP, U.A.C.	50.0	50.0	33.3	100.0	40.0	55.6	50.0
	100131 STATEWIDE HEMP CANNABIS INDUSTRY EMPLOYERS JOINT APPRENTICESHIP COMMITTEE	0.0			0.0			
	100281 CITY OF COALINGA	100.0	100.0					
	100299 RED ROOSTER COMPANY	0.0	0.0					
AGRICULTURAL PRODUCTION - LIVESTOCK	99737 CALIFORNIA PRISON INDUSTRY AUTHORITY (CALPIA)	0.0	0.0	0.0				
AGRICULTURAL SERVICES	99828 SAN FRANCISCO SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS (SF SPCA)	0.0	0.0	0.0				
AMUSEMENT AND RECREATION SERVICES, EXCEPT MOTION PICTURES	99764 LAUNCH APPRENTICESHIP PROGRAM	100.0		100.0				
ASBESTOS WORKERS	9449 SOUTHERN CALIFORNIA HEAT & FROST INSULATORS & FIRESTOPPERS ALLIED WORKERS J.A.C.	53.4	44.9	71.4	65.5	39.3	63.3	2.1

Actual Completions

DAS Tableau Completions Dashboard



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FIRESTOPPERS ALLIED WORKERS J.A.C.		16427 NORTHERN CALIFORNIA HEAT & FROST INSULATORS AND ALLIED WORKERS J.A.C.	61.0	84.6	81.8	70.8	58.8	41.8	22.2
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS		100937 BITWISE INDUSTRIES APPRENTICESHIP PROGRAM	100.0			100.0	100.0		
AUTOMOTIVE REPAIR, SERVICES AND GARAGES		36 NORTHERN CALIFORNIA AUTOMOTIVE AND MACHINIST JOINT APPRENTICESHIP COMMITTEE	30.8	18.2	14.3	30.8	100.0	40.0	56.3
		106 SAN JOAQUIN VALLEY AUTOMOTIVE TRADES J.A.C.	67.2	55.3	66.7	66.7	71.4	76.3	70.4
		130 SAN FRANCISCO PENINSULA AUTOMOTIVE AND MACHINIST JOINT APPRENTICESHIP COMMITTEE	37.9	33.3	41.7	60.0	20.0	25.0	20.0
		180 SANTA CLARA COUNTY AUTOMOTIVE REPAIR TRADES J.A. & E.A.C.	58.3	60.0	75.0	47.6	63.6	53.8	20.0
		3199 CENTRAL VALLEY AUTOMOTIVE & MACHINIST J.A.C.	27.3	0.0	0.0	33.3	66.7	66.7	85.7
		5259 COLLISION CAREER INSTITUTE (CCI)	47.1	71.4	50.0	0.0			
		60500 ADVANCED MANUFACTURING AND TRANSPORTATION							

Actual Completions

Industry	Program	5 Yr Count Avg	2019	2020	2021	2022	2023	2024
ADMINISTRATION OF ENVIRONMENTAL QUALITY AND HOUSING PROGRAMS	5072 THE CITY AND COUNTY OF SAN FRANCISCO	3		15				9
	5149 CITY & COUNTY OF SAN FRANCISCO/LABORERS LOCAL 261 GARDENER-HORTICULTURE JOINT APPRENTICESHIP PROGRAM	11.6		10	33		15	14
	5212 CITY & COUNTY OF S.F. AND LABORERS' I.U.N.A. LOCAL 261 ARBORIST TECHNICIAN APPRENTICESHIP PROJECT	0.4		1	1			
AGRICULTURAL PRODUCTION - CROPS	5211 VITICULTURE AND ENOLOGY TECHNICIAN APPRENTICESHIP PROGRAM (VETAP)	0.6		1	1			1
	99723 CALIFORNIA FARM ACADEMY APPRENTICESHIP, U.A.C.	2.8		3		7	4	2
	100281 CITY OF COALINGA	0.2		1				
AMUSEMENT AND RECREATION SERVICES, EXCEPT MOTION PICTURES	99764 LAUNCH APPRENTICESHIP PROGRAM	0.4			2			
ASBESTOS WORKERS	9449 SOUTHERN CALIFORNIA HEAT & FROST INSULATORS & FIRESTOPPERS ALLIED WORKERS J.A.C.	21.4		30	3	20	27	27
	16427 NORTHERN CALIFORNIA HEAT & FROST INSULATORS AND ALLIED WORKERS J.A.C.	23.6		7	14	30	25	42
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	100937 BITWISE INDUSTRIES APPRENTICESHIP PROGRAM	6.8				9	25	
AUTOMOTIVE REPAIR, SERVICES AND GARAGES	36 NORTHERN CALIFORNIA AUTOMOTIVE AND MACHINIST JOINT APPRENTICESHIP COMMITTEE	3.2		3	2	3	5	3
	106 SAN JOAQUIN VALLEY AUTOMOTIVE TRADES J.A.C.	25.2		20	24	25	29	28

View on Tableau Public



DAS Tableau Completions Dashboard



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Completion Dashboard by [California Apprenticeship](#)



Completion Dashboard

Report Year
2024

IACA vs CAC
(All)

Exclude First Year
Yes

Gender

Industry
(All)

Program
(All)

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	5149 CITY & COUNTY OF SAN FRANCISCO/LABORERS LOCAL 261 GARDENER-HORTICULTURE JOINT APPRENTICESHIP PROGRAM	89.2	83.3	91.7	94.4	83.3	88.2	87.5
	5212 CITY & COUNTY OF S.F. AND LABORERS' I.U.N.A. LOCAL 261 ARBORIST TECHNICIAN APPRENTICESHIP PROJECT	66.7	66.7					
AGRICULTURAL PRODUCTION - CROPS	5211 VITICULTURE AND ENOLOGY TECHNICIAN APPRENTICESHIP PROGRAM (VETAP)	50.0	100.0	25.0	0.0	100.0		
	99723 CALIFORNIA FARM ACADEMY APPRENTICESHIP, U.A.C.	50.0	50.0	33.3	100.0	40.0	55.6	50.0
	100131 STATEWIDE HEMP CANNABIS INDUSTRY EMPLOYERS JOINT APPRENTICESHIP COMMITTEE	0.0			0.0			
	100281 CITY OF COALINGA	100.0	100.0					
	100299 RED ROOSTER COMPANY	0.0	0.0					
AGRICULTURAL PRODUCTION - LIVESTOCK	99737 CALIFORNIA PRISON INDUSTRY AUTHORITY (CALPIA)	0.0	0.0	0.0				
AGRICULTURAL SERVICES	99828 SAN FRANCISCO SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS (SF SPCA)	0.0	0.0					
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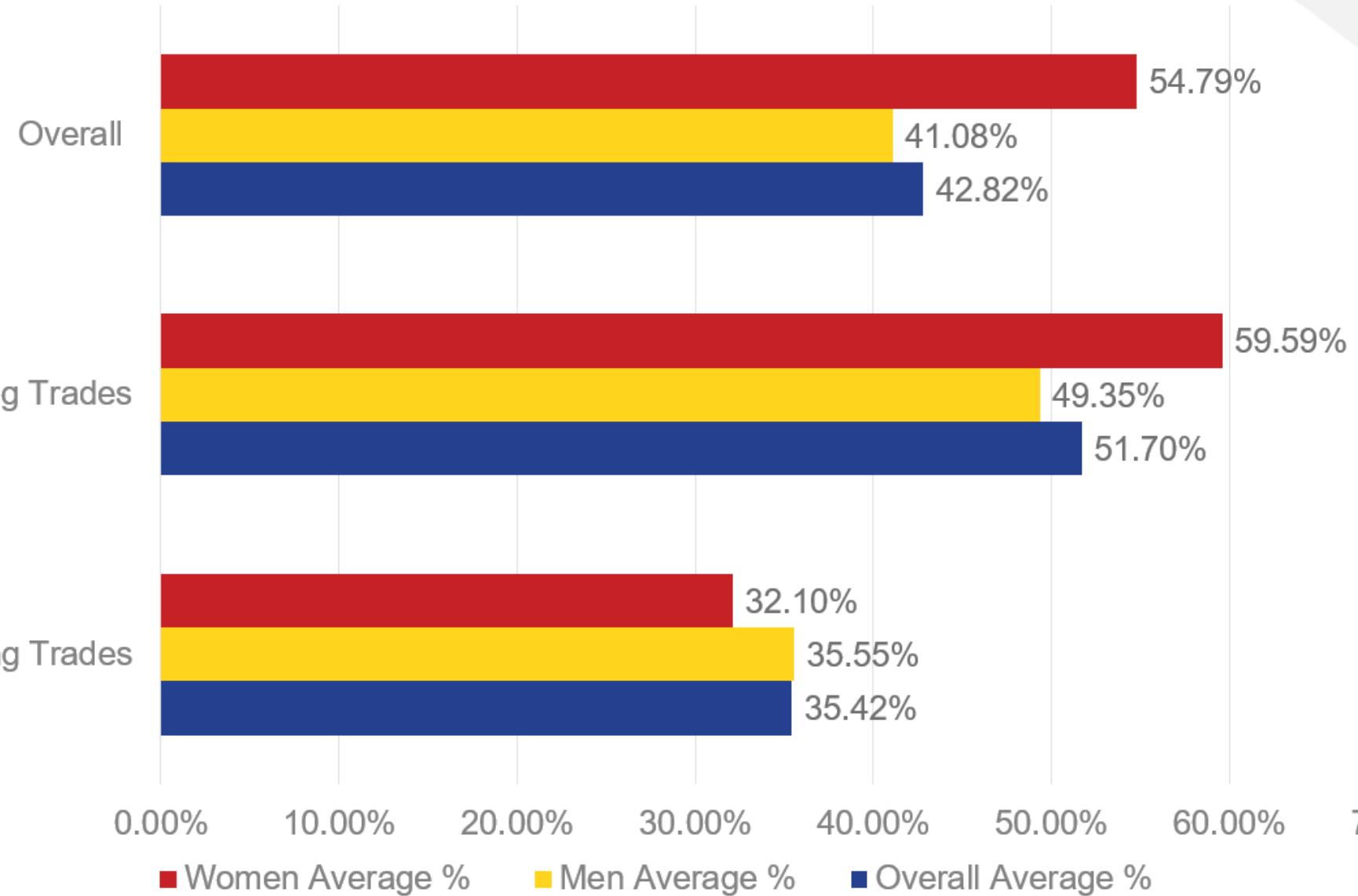
Actual Completions

DIVISION OF
APPRENTICESHIP STANDARDS

DAS

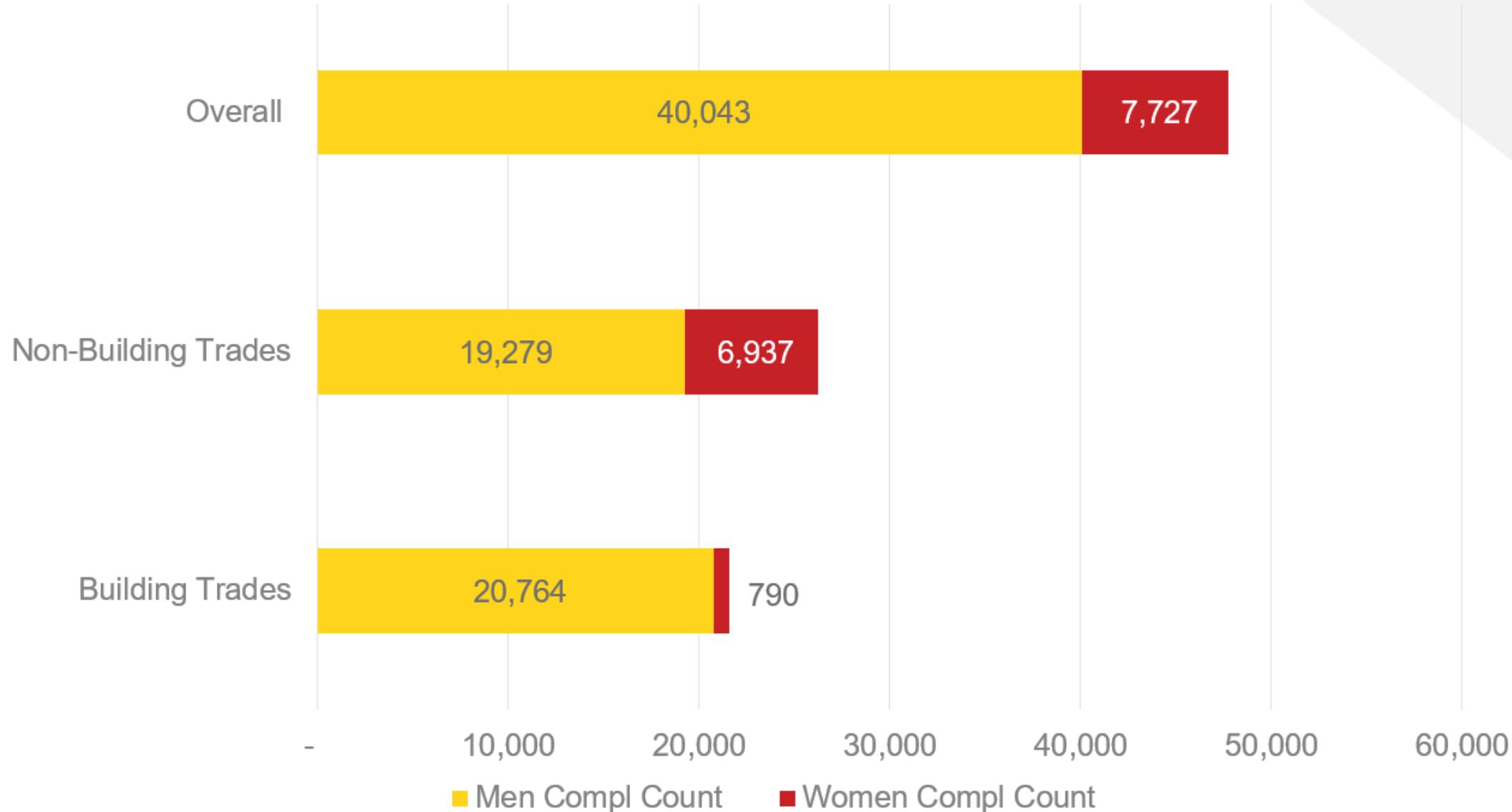
STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

5 Year Apprentice Completion Rates



In the Building Trades, women are completing apprenticeships at a rate that is 3.45% lower than the completion rate for men

5 Year Apprentice Completion Count



Top 10 Trades by % women completion



Trade	Women Completion Rate	Men Completion Rate	Overall Completion Rate	Count of Women Completed
TILE LAYER/SETTER	60%	61.48%	61.46%	6
LABORERS	52.36%	55.91%	55.78%	222
SURVEYOR	41.67%	42.27%	42.24%	10
LINEMAN	33.33%	21.49%	21.55%	1
SOUND / COMMUNICATION	32.88%	53.33%	52.43%	24
CEMENT MASONS	30%	47.53%	47.42%	3
IRON - STEEL WORKERS	26.15%	30.93%	30.81%	17
CARPENTRY	25.93%	37.74%	37.43%	56
PILE DRIVER	25%	23.55%	23.63%	4
DRYWALL / LATHER	24.24%	32.75%	32.71%	8

Middle 10 Trades by % women completion



Trade	Women Completion Rate	Men Completion Rate	Overall Completion Rate	Count of Women Completed
INSPECTOR/TESTER	20.59%	17.32%	17.84%	7
ROOFERS	19.35%	23.35%	23.29%	6
ELECTRICAL - ELECTRONIC	14.63%	19.79%	19.58%	43
PAINTING - DECORATION	14.61%	32.75%	31.81%	13
ENGINEER	13.54%	44.90%	43.68%	13
GLAZIER - GLASS WORKERS	11.76%	27.72%	27.30%	2
SHEET METAL	11.36%	19.86%	19.65%	5
BOILERMAKER	9.68%	27.23%	25.19%	3
MILWRIGHT	7.69%	11.87%	11.76%	1
ELEVATOR	7.14%	10.07%	10%	1

Bottom 10 Trades by % women completion



Trade	Women Completion Rate	Men Completion Rate	Overall Completion Rate	Count of Women Completed
DRYWALL FINISHING (TAPING)	5%	35.23%	34.09%	1
PLUMBING	4.10%	14.68%	14.37%	5
ASBESTOS WORKERS	0%	0.44%	0.42%	0
PLUMBING HVAC	0%	6.75%	6.66%	0
SHEET METAL HVAC	0%	18.42%	18.13%	0
CARPET, LINOLEUM - SOFT TILE	0%	18.97%	18.81%	0
FIRE SPRINKLER FITTER	0%	24.18%	23.98%	0
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	0%	25%	25%	0
PLASTERERS	0%	49.68%	49.20%	0
BRICKLAYER	0%	57.41%	57.11%	0



Thank you!



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Department of
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