

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

TO: CALIFORNIA APPRENTICESHIP COUNCIL
FROM: ADELE BURNES, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FIRST QUARTERLY MEETING

January 29, 2026

Upcoming CAC Meeting dates and sites:

2026 2nd Quarterly CAC Meeting & 2026 California Conference on Apprenticeship (CCA): May 5-8 at Hyatt Regency Sonoma Wine Country on 170 Railroad Street, Santa Rosa, CA 95401
2026 3rd Quarterly CAC Meeting: Tentative August 12-13 in San Diego
2026 4th Quarterly CAC Meeting: Tentative October 28-29 in Visalia

ACTIVITIES/INFORMATION

New Hires:

October 21, 2025 - Chrystal Thomas, Funding Analyst, Funding Team
December 22, 2025 - Tsegay Arefaine, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit
December 29, 2025 - Emigdia Uribe, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit
December 29, 2025- Nisha Menon, Data Analyst, Operations

Promotions:

October 1, 2025 - Ryan Jefferson, Manager, Apprenticeship and Workforce Innovation Unit
October 31, 2025 - Hershel Baser, Senior Apprenticeship Consultant, Legacy Team
December 2, 2025 - Ha Nguyen, Apprenticeship Consultant, Program Planning and Review

Transfers:

October 17, 2025 - Mary Penno

Separations/Retirements:

October 17, 2025- Milan Wiley – Separated
December 30, 2025- Kelly Mackey – Retired
December 30, 2025- Charles Richards – Retired

Updates:

DAS is continuing our focus on improving transparency and efficiency in our registration and information systems. To this end, DAS has been reviewing the apprenticeship program lookup tool and working to improve both its functionality to serve the whole apprenticeship system, while expanding the scope of the data to include all program types (including Pre-Apprenticeship and OJT programs), all while not adversely impacting the important public works serving lookup tools. In the first quarter, DAS is launching [a new program lookup tool](#) which allows users to search by keyword, filter by county, and explore registered apprenticeships, pre-apprenticeships, and on-the-job training programs. The [public works apprenticeship program lookup tool](#) remains unimpacted and functions with the building trades occupations and county dropdowns, which DAS recognizes is essential information infrastructure for public works.

DIR and DAS are in the midst of a full website redesign, which at this point is in the stakeholder engagement and feedback gathering phase. In parallel, DAS is also evaluating how we can improve transparency with standards and will also be gathering input from stakeholders across the apprenticeship system to create a standards dashboard, and will keep the community continually updated on this project. DAS is continuing progress on standards revision and registration, but in order to meet the moment of demand will need to incrementally grow the program quality team.

In November, DAS published [the final report of the CA Youth Apprenticeship Committee](#), which puts forth a robust set of recommendations regarding the CA Youth Apprenticeship Model. There are number of recommendations including a definition of youth apprenticeship, a new program model called a Career Apprenticeship Bridge program, and considering the structures of the education system to better allow for in school youth apprenticeship, while also considering how to create pathways for out of school youth to access employment through supported pre-apprenticeship and apprenticeships. The program model idea of a Career Apprenticeship Bridge (CAB) program would create an initial phase of an apprenticeship that could start as early as age 16 and be flexibility designed to allow a high school to complete the first 300 hours of paid OJT and 144 hours of RSI prior to high school completion, and then create the option for that CAB completer to move forward to complete the whole apprenticeship post high school. The CAB model is only an idea and recommendation from the report at this point, but DAS is inviting programs to pilot this model and provide feedback to inform its formalization.

Finally, DAS is continually learning from existing public sector apprenticeship programs in order to inform the expansion of high quality, organized labor engaged, public sector apprenticeships across both state and local employment. DAS is looking forward to the upcoming [CA Conference on Apprenticeships](#) to gather with the apprenticeship community to share best practices and connect and learn from each other.

Field Office Activities:

Consultants continue to work hard servicing our existing JACs, UACs and other program sponsors by attending committee meetings, assisting with program revisions, annual self-assessments, evaluation report compliance, apprentice disciplinary issues, public works compliance and any other advice and assistance needed to continue the successful operation of your apprenticeship programs. With the upcoming annual self-assessments, consultants will be in touch to ensure that information on the lookup tools is accurate to the reality of your program today – as we update the lookup tool, DAS wants to ensure the quality of the content within program descriptions as well.

Funding Updates:

This is the first year that applications for **CAC Training Funds** reimbursements were submitted and are being processed entirely online using the California Outreach Rapid Deployment (CORD) platform. This shift will improve the consistency and accountability of the overall administration of CAC Training Funds reimbursements but in 2025 has been a significant administrative shift.

In September, eligibility letters were emailed to each of the 171 programs eligible for this funding. These letters provided details about the funding each program was eligible to receive this year and how to start their online application. DAS hosted an online webinar on September 25, followed by three online meetings on October 14, 28, and 30 to provide further guidance and answer specific questions from applicants. The deadline for applications submissions was November 14, 2025, and ultimately DAS received 160 applications requesting a total of \$19.05 million in reimbursement funding.

The Funding Team has finished their initial review of the 160 applications for reimbursement that were submitted. As of January 23rd, 93 of these applications have been evaluated as complete, with no missing information or discrepancies. The remaining 67 applications require corrections before they can be processed further. The Funding Team is working with the programs that submitted these applications to make the necessary changes. DAS is moving quickly to complete the evaluation process while allowing applicants time to respond and providing guidance to support their successful reimbursement of eligible expenses. DAS will be processing the payments to the completed eligible applications in batches during Q1. The sooner that the programs needing corrections respond, the sooner they will receive their reimbursement funding. Once all the applications are complete and the award amounts finalized, DAS will publish the complete list of awards.

The **Equal Representation in Construction Apprenticeship (ERiCA)** second round grantees have kicked off their 2-year grant period and in Q4, DAS received the first round of reporting from those grantees. DAS has improved the participant reporting across all grant categories and is supporting grantees to properly report all participants to ensure accountability in outcomes for the grant.

The **CA Opportunity Youth in Apprenticeship (COYA)** round 1 and 2 grantees are underway, with the round 1 performance period coming to a close in June 2026. With the remaining available funding for youth apprenticeship, DAS announced to round 1 and round 2 COYA grantees that there would be a COYA Round 3 Continuation funding only available to existing COYA grantees that have either served 40% of participants by the September 30, 2025 reporting period, or have fully registered their program or submitted final draft standards to the DAS Program Planning and Review team by December 5, 2025. The submission period for COYA Round 3 Continuation grants is open through February 2, 2026, but is an invite only round and therefore not open to new applicants.

Apprenticeship Training Fund Check Processing

During the period **October 1, 2025 through December 31, 2025:**

- **26,700 checks** were reviewed and processed.
- **\$7,388,872.16** was sent for deposit.

Status of CAC Apprentice Appeals (October 1 – December 31, 2025)

| | |
|--|----------|
| Appeals made to the CAC | 0 |
| CAC Appeal Final Decisions | 0 |
| CAC Appeals Withdrawn/Dismissed | 1 |

Apprentice Complaints:

Status of CAC Apprentice Complaints

| Year | 2025 | 2024 | 2023 | 2022 | 2021 |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|
| Investigation/Hearing | 1 | 7 | 3 | 1 | 0 |
| Administrator/Legal Review | 0 | 0 | 2 | 0 | 0 |
| Withdrawn/Dismissed | 2 | 3 | 11 | 7 | 7 |
| Resolved through Hearing | 0 | 1 | 3 | 4 | 7 |
| Determination Issued | 0 | 3 | 0 | 4 | 2 |
| <hr/> Total Filed | 3 | 14 | 19 | 16 | 16 |

New Programs:

None.

Denied Programs:

None.

Statistics of December 31, 2025, this Council / California total

The active apprentices numbered **70,051/ 90,427**.

New registrations and reinstatements numbered **4,061 / 5,725** for the quarter.

Minorities represented **70.9% / 72.7%** of all active apprentices.

Active women apprentices numbered **2,499/ 8,593** which is **3.57% / 9.50%** of all active apprentices.

There are currently **3,208/ 4,187 active veterans**, **164/ 270** of which registered, and **91/ 318** completed in 2025.

Program Evaluations October 1, 2025 through December 31, 2025

Since October 1, 2025, DAS opened zero (0) apprenticeship program evaluations, and one (1) apprenticeship program evaluation had been completed. Two (2) program evaluations are in progress and there are twelve (12) programs with corrective action needed (six (6) opened in 2021, two (2) opened in 2022, one (1) opened in 2023, one (1) opened in 2024, and two (2) opened in 2025). DAS consultants are monitoring the program to ensure their recommendations are completed.

Prior Evaluations Presented to the CAC

Program Name

Status/Action Date

Building Trades Plumbers, Pipefitters and Heating,
Air Conditioning & Refrigeration Service Technicians
Of the United Association of the US & Canada JATC
(File #9334) *Issued at the August 2025 CAC (CAR)*

OPEN/Compliance Pending 4/21/2025

Oregon/S.W. Washington/N.W. California
Plumbers and Steamfitters JATC (File #8902)
Issued at the May 2025 CAC (CAR)

OPEN/Compliance Pending 2/25/2025

East Bay and North Bay counties Roofers/
Waterproofers JATC (File #2898)
Issued at the January 2025 CAC

OPEN/Compliance Pending 10/24/2024

| | |
|---|--|
| West Bay Counties Roofers and Waterproofers JATC (File #109) <i>Issued at the October 2024 CAC</i> | OPEN/Compliance Pending 9/24/2024 |
| San Bernardino & Riverside Counties Plumbing & Steamfitter Trade JAC (File #163) <i>Issued at the August 2025 CAC (CAR)</i> | OPEN/Compliance Pending 11/7/2024 |
| San Diego County Cement Masons JAC (File #7257) <i>Issued at July 2021 CAC (CAR)</i> | OPEN/Compliance Pending 1/31/2023 |
| Southwest Carpenter and Affiliated Trades J.A.T.C. (File #5219) <i>Issued at May 2022 CAC (CAR)</i> | OPEN/Compliance Pending 3/4/2022 |
| Southwest Carpenter and Affiliated Trades J.A.T.C. (Modular Furnishing Installer) (File #5137) <i>Issued at May 2022 CAC (CAR)</i> | OPEN/Compliance Pending 2/17/2022 |
| San Bernardino, Mono & Inyo Counties Electrical J.A.T.C. (File #375) <i>Issued at October 2021 CAC (CAR)</i> | OPEN/Compliance Pending 7/26/2021 |
| Southwest Carpenter and Affiliated Trades J.A.T.C. (Floor Worker) (File #14150) <i>Issued at October 2021 CAC (CAR)</i> | OPEN/Compliance Pending 7/26/2021 |
| Riverside, San Bernardino, Mono & Inyo Counties Sound Technician Apprenticeship Program (File #19924) <i>Issued at October 2021 CAC (CAR)</i> | OPEN/Compliance Pending 7/26/2021 |
| Southern California Acoustical Installer JATC (File #19719) <i>Issued at July 2021 CAC (CAR)</i> | OPEN/Compliance Pending 5/5/2021 |
| Southern California Plasterer JATC (File #5090) <i>Issued at July 2021 CAC (CAR)</i> | OPEN/Compliance Pending 5/5/2021 |
| Orange County Electrical JAC (File #5129) <i>Issued at the January 2021 CAC (CAR)</i> | OPEN/Compliance Pending 4/18/2021 |
| Los Angeles Electrical and J.A. & E. T. C. (File #5089) <i>Issued at May 2022 CAC (CAR)</i> | CLOSED/Completed on 12/22/2025 |

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending December 31, 2025

The active apprentices numbered **70,051**.

New registrations and reinstatements numbered **4,061** for the quarter.

Minorities represented **70.9%** of all active apprentices.

Active women apprentices numbered **2,499** which is **3.57%** of all active apprentices.

There are currently **3,208 active veterans**, **164** of which registered, and **91** completed in 2025.

CAC Active Apprentices

| Group | Count Sept -25 | % of Total | Count Dec-25 | % of Total | Change Sept to Dec | Census Goals |
|--------------------------------------|-------------------|---------------|-----------------|---------------|--------------------------|-----------------|
| All Minorities | 50,457 | 71.3% | 49,635 | 70.9% | -0.4% | 51.6% |
| Black | 3,855 | 5.4% | 3,767 | 5.4% | 0.0% | 6.7% |
| Asian or Pacific Islander | 1,992 | 2.8% | 2,028 | 2.9% | 0.1% | 8.6% |
| American Indian or Alaskan Native | 598 | 0.8% | 585 | 0.8% | 0.0% | 0.8% |
| Filipino | 694 | 1.0% | 700 | 1.0% | 0.0% | 3.2% |
| Hispanic | 42,720 | 60.3% | 41,950 | 59.9% | -0.4% | 32.4% |
| White | 20,355 | 28.7% | 20,416 | 29.1% | 0.4% | 48.4% |
| Unknown | 598 | 0.8% | 605 | 0.9% | 0.1% | |
| Total All Groups | 70,812 | | 70,051 | | | |

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2025

The active apprentices numbered **90,427**.

New registrations and reinstatements numbered **5,725** for the quarter. [OBJ]

Minorities represented **72.7%** of all active apprentices.

Active women apprentices numbered **8,593** which is **9.50%** of all active apprentices.

There are currently **4,187 active veterans**, **270** of which registered, and **318** completed in 2025.

California Total Active Apprentices

| All Apprenticeship | Count Sept-25 | % of Total | Count Dec-25 | % of Total | Change Sept to Dec | Census |
|--------------------------------------|------------------|---------------|-----------------|---------------|--------------------------|--------|
| All Minorities | 67,066 | 72.9% | 65,714 | 72.7% | -0.2% | 51.6% |
| Black | 6,258 | 6.8% | 6,156 | 6.8% | 0.0% | 6.7% |
| Asian or Pacific Islander | 3,356 | 3.6% | 3,320 | 3.7% | 0.1% | 8.6% |
| American Indian or Alaskan Native | 850 | 0.9% | 823 | 0.9% | 0.0% | 0.8% |
| Filipino | 1,136 | 1.2% | 1,132 | 1.3% | 0.1% | 3.2% |
| Hispanic | 54,606 | 59.4% | 53,408 | 59.1% | -0.3% | 32.4% |
| White | 24,884 | 27.1% | 24,713 | 27.3% | 0.2% | 48.4% |
| Unknown | 860 | 0.9% | 875 | 1.0% | 0.1% | |
| Total All Groups | 91,950 | | 90,427 | | | |

Asian - Pacific Islander Background Summary

| Row Labels | Total Count | Total % | CAC Count | CAC % |
|--------------------------------------|----------------|---------------|--------------|---------------|
| AMERICAN INDIAN OR ALASKAN NATIVE | 823 | 15.6% | 585 | 17.6% |
| ASIAN INDIAN | 296 | 5.6% | 80 | 2.4% |
| ASIAN OR PACIFIC ISLANDER | 852 | 16.1% | 550 | 16.6% |
| BANGLADESHI | 12 | 0.2% | 54 | 1.6% |
| CAMBODIAN | 111 | 2.1% | 275 | 8.3% |
| CHINESE | 404 | 7.7% | 21 | 0.6% |
| FIJIAN | 40 | 0.8% | 700 | 21.1% |
| FILIPINO | 1132 | 21.4% | 61 | 1.8% |
| GUAMANIAN | 80 | 1.5% | 141 | 4.3% |
| HAWAIIAN | 189 | 3.6% | 45 | 1.4% |
| HMONG | 156 | 3.0% | 4 | 0.1% |
| INDONESIAN | 13 | 0.2% | 155 | 4.7% |
| JAPANESE | 205 | 3.9% | 111 | 3.3% |
| KOREAN | 160 | 3.0% | 71 | 2.1% |
| LAOTIAN | 90 | 1.7% | 7 | 0.2% |
| MALAYSIAN | 8 | 0.2% | 18 | 0.5% |
| PAKISTANI | 55 | 1.0% | 151 | 4.6% |
| SAMOAN | 185 | 3.5% | 1 | 0.0% |
| SRI LANKAN | 7 | 0.1% | 4 | 0.1% |
| TAIWANESE | 25 | 0.5% | 17 | 0.5% |
| THAI | 54 | 1.0% | 43 | 1.3% |
| TONGAN | 84 | 1.6% | 64 | 1.9% |
| VIETNAMESE | 300 | 5.7% | 159 | 4.8% |
| Grand Total | 5,281 | 100.0% | 3,317 | 100.0% |

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