STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
FOURTH QUARTERLY REPORT

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

October 29th, 2026

Upcoming CAC Meeting dates and sites:

Final Meeting Dates for 2027
1st quarter February 10-11, 2027 -Monterey/Northern California
2nd quarter May 12-13, 2027- San Pedro/Los Angeles
3rd quarter August 11-12, 2027- Sacramento/Northern California
4th quarter November 3-4, 2027- San Diego/Southern California

ACTIVITIES/INFORMATION

New hires:

- Admin-HQ/ Operations: Elizabeth Reyes (Analyst I)- September 1,2026
- Legacy/ Sacramento: Michelle Castanon (Apprenticeship Consultant)- August 3, 2026
- AWI/Fresno -Adriana Fonseca (Analyst II) September 14,2026

Promotions:

- AWI- San Bernardino- Andrea Harlin (Supervisor I) September 14,2026
- Legacy/San Diego- Lilian Reaves (Sr. Apprenticeship Consultant) September 1 ,2026
- PPR/Oakland- Sonia Lau (Analyst II) August 10,2026
- Legacy/Sacramento- Anna Latrelle (Apprenticeship Consultant) August 3, 2026
- Legacy/Fresno- Amelia Meza (Apprenticeship Consultant) August 3,2026
- Funding/Sacramento-Robert Bell (Analyst III) August 21,2026

Retirements/Separations

- No retirements or separations during the quarter.

UPDATE:

DAS continues to make progress on the backlog of revisions and registration of programs and in the past quarter completed the organizational transition of separating out the work between IACA and CAC program reviews. There are a number of CAC program revisions that have amendments to the work processes, and therefore those are being carefully reviewed and DAS is providing feedback to programs before posting. A few new programs have been posted, but none have yet been approved in Q3. In addition, DAS and the program registration and revision feedback group has started to work with a designer to design the new public facing standards dashboard, which will be the new home of seeing the status of standards in the review, posting and registration process, including Chief determinations and appeals.

In September, the 2026 legislative session closed out and there were a number of bills that there signed that are directly related to apprenticeship. Most relevant to the CA Apprenticeship Council are:

- AB-1980 - Labor: apprenticeship: Equal Representation in Construction Apprenticeships Grant Program - AB 1980 codifies the existing Equal Representation in Construction Apprenticeship (ERiCA) Grant Program, currently managed by DAS. Initially funded by the State Budget Act of 2021-22, the ERiCA Grant Program's purpose is to increase equitable access to building and construction career pathways for women, nonbinary individuals, and underrepresented populations in California. This bill clearly states the goals of the ERiCA Grant program and authorizes the Department to issue rules, regulations, guidelines, policies, or procedures necessary to implement the provisions of AB 1980. This bill is subject to an appropriation from the Legislature.
- SB-1299 - State Fire Marshal Fire Sprinkler Fitter Certification Act - SB 1299 codifies and revises existing regulations for the certification of fire sprinkler fitters by prohibiting a person from working on a fire suppression system without first being certified or registered by the State Fire Marshal. This bill establishes training and other application requirements for a fire sprinkler fitter trainee, a fire sprinkler fitter apprentice, and a certified fire sprinkler fitter. SB 1299 also imposes specified supervision requirements and requires a licensed fire protection contractor or public entity, as applicable, to ensure the people it assigns to work on a fire suppression system are appropriately certified or registered. Furthermore, SB 1299 allows the investigation of internal piping conditions and obstructions of water-based fire suppression systems without being a State Fire Marshal certified fire sprinkler fitter if the person meets specific criteria.
- SB-1012 - Employment of inmates - This bill mandates that completion of the inmate California Conservation Camp (CCC) program (wildland firefighting), shall constitute qualifying experience for registered Construction Craft Laborer programs. This bill tasks the joint advisory committee established under the Prerelease Construction Trades Certificate Program, in consultation with the Department of Corrections and Rehabilitation (CDCR), the Department of Forestry and Fire Protection (CAL FIRE), DIR, and the CCC program, to facilitate the admission of those individuals, after release, into state-approved apprenticeship programs for the construction craft laborer occupation and to have those programs evaluate them for admission with advanced standing. The bill also requires that CDCR, in partnership with CAL FIRE and the CCC program, to

ensure that eligible participants receive a written certification reflecting the training completed. The bill preserves the ability of apprenticeship programs in other occupations, both within and outside the building and construction trades, to evaluate CCC participants for advanced standing on their own terms.

- SB- 845 - Pupil instruction: career technical education, career education, work-based learning, work experience education, and apprenticeships – This bill creates clear definitions in education code around work-based learning, work experience education, and related terms, including internship, mentorship, job shadowing experience, student apprentice, youth apprentice, and youth apprenticeship program. This bill also authorizes existing career technical education funding streams to support work-based learning activities including covering the cost of workers compensation and liability insurance for students to more easily complete work based learning. This bill also creates a second pathway for approval of pre-apprenticeship programs by DAS, based on a local building and construction trades council's approval of the use of the Multi-Craft Core Curriculum.

In addition, the following bills passed and impact apprenticeships more connected to the Interagency Advisory Committee on Apprenticeships:

- AB-1904 Teachers: credentialed educator apprenticeship programs
- SB-1227 Department of Industrial Relations: apprenticeship pilot program
- SB-1363 - Barbering and cosmetology

Unless stated in the specifics of the individual bill, these will all go into effect on January 1, 2027, therefore DAS is already working towards the implementation of these bills. In some cases, additional staffing is being requested to meet the operational requirements of implementation, however the transition and training work begins in the meantime.

Field Office Activities:

Consultants continue to work hard servicing our existing JACs, UACs and other program sponsors by attending committee meetings, assist 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. This last quarter staff were busy attending various outreach events throughout the State including participating in a webinar put on by the Labor Commissioners Public Works Unit for contractors who bid on public works projects. We also welcome a new Senior Consultant to our DAS Legacy leadership team Lilian Reaves. Lilian was named the newly appointed Senior Apprenticeship Consultant in our San Diego office. Lastly, we want to remind programs that your annual self-assessments are due for the year of 2025.

Funding Updates:

CAC Training Funds

DAS began accepting CAC Training Funds reimbursement applications in July and sent email notifications to 171 programs that were eligible to receive a total of $18,958,502.26 in funding. DAS hosted a launch webinar in July and 3 online Q&A webinars for applicants in August and September and worked with applicants 1-on-1 regarding challenges or inquiries about the application process.

In September, DAS ended the submission period for CAC Training Funds reimbursement applications. DAS received 147 complete applications; two draft applications were worked on but not submitted, and 22 draft applications were never worked on or submitted. Last year DAS awarded funding to 161 programs. DAS will begin application evaluations in October, communicating instructions via email to applicants when corrections are necessary.

The Equal Representation in Construction Apprenticeship (ERiCA) Grant

Round 2 contracts are now in the fifth quarter of their two-year performance period, with 25 grantees collectively awarded $26.17 million across recruitment, worksite culture, and childcare initiatives in the building and construction trades. During the fourth quarter of the grant period, DAS conducted a midpoint review of all grant categories to assess the fiscal and programmatic progress of each grantee.

ERiCA Round 1 concluded June 30, 2025, with four grantees receiving performance extensions that ended June 30,2026. DAS is completing the remaining closeout activities.

The California Opportunity Youth Apprenticeship (COYA) Grant

Round 1 contracts are currently in progress. Planning grantees commenced performance in June 2024, and the planning performance period ended June 30, 2026. These grantees are currently in the close-out phase. Implementation contracts remain active through December 31, 2026.

COYA Round 2 and Round 3 are currently ongoing, with **52 implementation and planning grantees**. Of these, **5 programs** focus on firefighting and/or EMT occupations and were approved by the CAC during the Q2 and Q3 2026 CAC meetings. Collectively, these grantees were awarded **$3,977,714**. DAS continues to work with grantees to support the development and implementation of effective pathways into the fire trades for opportunity youth.

As part of ongoing grant monitoring, DAS conducted a midpoint review during the fourth quarter of the Round 2 grant period to assess the fiscal and programmatic progress of each grantee across all grant categories.

The Apprenticeship Innovation Funding (AIF)

Round 4 application evaluations were completed by DAS in July. Sixty-seven programs were awarded a total of $15,984,814.18 in funding. DAS began working on preparing award payments in September and planning for AIF Round 5.

Apprenticeship Training Fund Check Processing

During the period **July 1, 2026 through September 30 30, 2026:**

- **28,431 checks** were reviewed and processed.
- **$8,605,690.25** was sent for deposit.

Status of CAC Apprentice Appeals

The data below show the CAC Apprentice Appeals for the period: **July 1, 2026 through September 30, 2026**	
CAC Appeals Received	0
CAC Decisions Received	0
CAC Appeals Withdrawn/Dismissed	0

CAC Apprentice Appeals for the year: **2026**	
CAC Appeals Received	0
CAC Decisions Received	0
CAC Appeals Withdrawn/Dismissed	0

Status of CAC Apprentice Complaints

The data below show the CAC apprentice complaints filed with DAS, organized by the calendar year it was received, from intake to outcome. Apprentice complaints are often complex and can take time to resolve. Each outcome is counted under the year the complaint was received. Complaints still pending investigation reflect cases carried over from previous years. As pending complaints are resolved, their outcomes will be added to the year it was received.

Complaint Status	**2026**	**2025**	**2024**
Intake			
Complaints Investigated	2	9	5
Outcomes			
Complaints Withdrawn / Dismissed	1	4	4

Hearings Scheduled	2	2	3
Administrator Determination	0	0	4
Complaints Closed	1	3	3
Yearly Totals			
Total Complaints Received	**26**	**27**	**19**
Pending Investigation*	20	9	0

*Pending investigation includes complaints from previous years that have not yet reached an outcome.

New Programs:
None.

Denied Programs:
None.

Statistics of September 30th, 2026, this Council / California total

The active apprentices numbered **71,371**/ **90,978.**

New registrations and reinstatements numbered **6,697/ 9,408** for the quarter.

Minorities represented **71.0%** / **72.7%** of all active apprentices.

Active women apprentices numbered **2,619/8,714** which is **3.67% / 9.58%** of all active apprentices.

There are currently **3,342/4,320** active veterans, **320/535** of which registered in the last quarter, and **135/222** completed in the last quarter.

Program Evaluations July 1, 2026 through September 30, 2026

Since July 1, 2026, DAS opened three (3) apprenticeship program evaluations, and zero (0) apprenticeship program evaluation has been completed. There are fourteen (14) programs with corrective action needed (seven (7) opened in 2021, two (2) opened in 2022, one (1) opened in 2024, three (3) opened in 2025, and one (1) opened in 2026). DAS consultants are monitoring the programs to ensure their recommendations are completed.

Evaluations Presented to the CAC
Program Name **Status/Action Date**

Contra Costa County Plumbing and Pipefitting Industry, J.A.T.C. (File #42)
Issued at the October 2026 CAC **OPEN/**Compliance Pending 8/26/2026

Northern Nevada Electrical J.A.T.C. (File #9333) *Issued at the October 2026 CAC* **OPEN/**Compliance Pending 8/26/2026

Southern California Brick Tenders Joint Apprenticeship Committee (File #10679)
Issued at the October 2026 CAC ***OPEN/***Compliance Pending 8/26/2026

Prior Evaluations Presented to the CAC

Program Name	**Status/Action Date**

Kern & Northern Los Angeles Counties Air Conditioning & Sheet Metal Workers J.A.T.C. (File #45)
Issued at the May 2026 CAC **OPEN**/Compliance Pending 3/24/2026

Valley Roofers & Waterproofers J.A.T.C. (File # 9028) *Issued at the May 2026 CAC* **OPEN**/Compliance Pending 3/24/2026

Southwest Carpenter and Affiliated Trades J.A.T.C. (Terrazzo Installer-Terrazzo Finisher) (File #19760)
*Issued at the May 2026 CAC (*CAR) **OPEN**/Compliance Pending 3/24/2026

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

San Bernardino & Riverside Counties Plumbing & Steamfitter Trade JAC (File #163) *Issued at the August 2025 CAC* (CAR) **OPEN**/Compliance Pending 11/7/2024

East Bay and North Bay counties Roofers/ Waterproofers JATC (File #2898)
Issued at the January 2025 CAC (CAR) **OPEN**/Compliance Pending 10/24/2024

West Bay Counties Roofers and Waterproofers JATC (File #109) *Issued at the October 2024 CAC* (CAR) **OPEN/**Compliance Pending 9/24/2024

Southwest Carpenter and Affiliated Trades J.A.T.C. (File #5219) *Issued at May 2022 CAC* (CAR) **OPEN/**Compliance Pending 3/4/2022

Southwest Carpenter and Affiliated Trades J.A.T.C. (Modular Furnishing Installer) (File #5137)
Issued at May 2022 CAC (CAR) **OPEN**/Compliance Pending 2/17/2022

San Diego County Cement Masons JAC (File #7257) *Issued at July 2021 CAC* (CAR) **OPEN/**Compliance Pending 1/31/2023

Southwest Carpenter and Affiliated Trades J.A.T.C. (Floor Worker) (File #14150) *Issued at October 2021 CAC* (CAR) **OPEN**/Compliance Pending 7/26/2021

San Bernardino, Mono & Inyo Counties Electrical J.A.T.C. (File #375) *Issued at October 2021 CAC* (CAR) **OPEN**/Compliance Pending 7/26/2021

Riverside, San Bernardino, Mono & Inyo Counties Sound Technician Apprenticeship Program (File #19924) *Issued at October 2021 CAC* (CAR) **OPEN/**Compliance Pending 7/26/2021

Southern California Plasterer JATC (File #5090) *Issued at July 2021 CAC* (CAR) **OPEN/**Compliance Pending 5/5/2021

Southern California Acoustical Installer JATC (File #19719) *Issued at July 2021 CAC* (CAR) **OPEN/**Compliance Pending 5/5/2021

Orange County Electrical JAC (File #5129) *Issued at the January 2021 CAC* (CAR) **OPEN/**Compliance Pending 4/18/2021

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending Sept 30, 2026

The active apprentices numbered **71,371.**

New registrations and reinstatements numbered **6,697.**

Minorities represented **71.0%.**

Active women apprentices numbered **2,619** which is **3.67%** of all active apprentices.

There are currently **3,342** active veterans, **320** of which registered in the last quarter, and **135** completed in the last quarter.

CAC Active Apprentices

Group	Count June-26	% of total	Count Sept-26	% of total	Change June-26 to Sept-26	Census Goals
All Minorities	49,854	70.8%	50,675	71.0%	0.2%	51.6%
Black	3,770	5.4%	3,777	5.3%	-0.1%	6.7%
Asian or Pacific Islander	2,093	3.0%	2,154	3.0%	0.0%	8.6%
American Indian or Alaskan Native	587	0.8%	583	0.8%	0.0%	0.8%
Filipino	700	1.0%	709	1.0%	0.0%	3.2%
Hispanic	42,035	59.7%	42,764	59.9%	0.2%	32.4%
White	20,591	29.2%	20,696	29.0%	-0.2%	48.4%
Unknown	669	0.9%	688	1.0%	0.1%	
Total All Groups	**70,445**		**71,371**			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending Sept 30, 2026

The active apprentices numbered **90,978.**

New registrations and reinstatements numbered **9,408** for the quarter.

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

Active women apprentices numbered **8,714** which is **9.58%** of all active apprentices.

There are currently **4,320** active veterans, **535** of which registered in the last quarter, and **222** completed in the last quarter.

California Total Active Apprentices

All Apprenticeship	Count June-26	% of Total	Count Sept-26	% of Total	Change Jun-26 to Sept-26	Census Goals
All Minorities	65,254	72.5%	66,168	72.7%	0.2%	51.6%
Black	6,228	6.9%	6,270	6.9%	0.0%	6.7%
Asian or Pacific Islander	3,340	3.7%	3,402	3.7%	0.0%	8.6%
American Indian or Alaskan Native	812	0.9%	805	0.9%	0.0%	0.8%
Filipino	1,107	1.2%	1,068	1.2%	0.0%	3.2%
Hispanic	52,743	58.6%	53,570	58.9%	0.3%	32.4%
White	24,767	27.5%	24,810	27.3%	-0.2%	48.4%
Unknown	1,024	1.1%	1,053	1.2%	0.1%	
Total All Groups	**90,021**		**90,978**			

Asian - Pacific Islander Background Summary

Row Labels	Total Count	Total %	CAC Count	CAC %
AMERICAN INDIAN OR ALASKAN NATIVE	805	15.3%	583	16.9%
ASIAN INDIAN	267	5.1%	93	2.7%
ASIAN OR PACIFIC ISLANDER	1008	19.1%	635	18.4%
BANGLADESHI	10	0.2%	0	0.0%
CAMBODIAN	109	2.1%	54	1.6%
CHINESE	404	7.7%	275	8.0%
FIJIAN	38	0.7%	24	0.7%
FILIPINO	1068	20.2%	709	20.6%
GUAMANIAN	86	1.6%	65	1.9%
HAWAIIAN	197	3.7%	145	4.2%
HMONG	136	2.6%	49	1.4%
INDONESIAN	16	0.3%	6	0.2%
JAPANESE	200	3.8%	155	4.5%
KOREAN	154	2.9%	108	3.1%
LAOTIAN	81	1.5%	63	1.8%
MALAYSIAN	8	0.2%	7	0.2%
PAKISTANI	55	1.0%	20	0.6%
SAMOAN	190	3.6%	163	4.7%
SIR LANKAN	4	0.1%	4	0.1%
TAIWANESE	25	0.5%	19	0.6%
THAI	56	1.1%	43	1.2%
TONGAN	76	1.4%	61	1.8%
VIETNAMESE	285	5.4%	168	4.9%
Grand Total	**5,278**		**3,449**	

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