Equal Representation in Construction Apprenticeship Grant Round 2 Midpoint Report for PY 2025-2027

Data based on reporting through June 30, 2026

Overview

The California Department of Industrial Relations' Division of Apprenticeship Standards (DAS) announced the second round of the Equal Representation in Construction Apprenticeship (ERiCA) grant in January 2025 as part of the Women in Construction Priority Unit established by SB 191 in 2023. The ERiCA grant is an equity-focused initiative intended to reduce barriers to participation and expand equitable access to training, apprenticeship, and employment opportunities in the construction trades for women, non-binary individuals, and underrepresented populations throughout California. DAS awarded $26,169,217 to 25 grantees across 34 category awards, with contracts commencing on July 1, 2025, and a performance period running through June 30, 2027.

Round 2 has the same overarching goals as the first round. The grant works to improve access to training and employment in the construction trades for women, non-binary, and underrepresented populations and to support those workers in enrolling in and completing pre-apprenticeship and apprenticeship. In California, women and non-binary workers make up 3 to 4 percent of the building trades apprentices, and this grant works to improve that representation gap. The ERiCA grant is meant to address the barriers that cause such a disparity between men and women in the building and construction trades.

Round 2 funds three categories rather than the two from Round 1. Recruitment built upon what Round 1 called Outreach and narrowed its purpose to bringing people into registered apprenticeships and preapprenticeships rather than broad awareness. Childcare provides stipends to cover the cost of childcare for apprentices or pre-apprentices that are parents or legal guardians to children under the age of 13, or to dependent children with disabilities requiring documented specific care needs. Round 2 also conditions Childcare on Recruitment, approving a Childcare proposal only alongside an approved Recruitment proposal, so that childcare support reaches programs actively recruiting the grant's target populations. Worksite Culture is new in Round 2 and funds mentoring, mental health resources, and anti-harassment, anti-discrimination and worksite culture training for all stakeholders in the industry from apprentices to journeyworkers to contractors and employers. DIR added this category to address retention.

Round 2 invited a wide range of applicants. Eligible entities included non-profits and community-based organizations, local education agencies, community colleges,

workforce development boards, unions, and registered apprenticeship and pre-apprenticeship program sponsors, with every applicant required to be a DAS-registered program or to partner with one. The 25 awarded grantees include building trades councils, joint apprenticeship training trusts, community college districts, contractor associations, and community-based organizations, with a geographic spread running from Northern California through the Central Valley to Southern California. Fifteen are repeat grantees from Round 1, and 10 are new to ERiCA. Five Round 1 grantees did not continue into Round 2.

Awards were made across the three categories as follows:

Category	Number of Awards	Amount
Recruitment	21	$7,231,368
Childcare	10	$11,885,000
Worksite Culture	15	$7,052,849
Total	**34**	**$26,169,217**

This report covers the first four quarters of the performance period, July 1, 2025 through June 30, 2026, which is the halfway point of the two-year grant.

Measurement

DAS collects quarterly reports from every ERiCA grantee, monitoring progress against contracted programmatic deliverablesand fiscal performance. At the halfway point, DAS performed a midpoint review to identify both grantees that were performing well and also grantees struggling to meet their performance metrics to establish a high-level view of how the grant is performing overall. This report covers both measures: programmatic deliverable performance and fiscal performance.

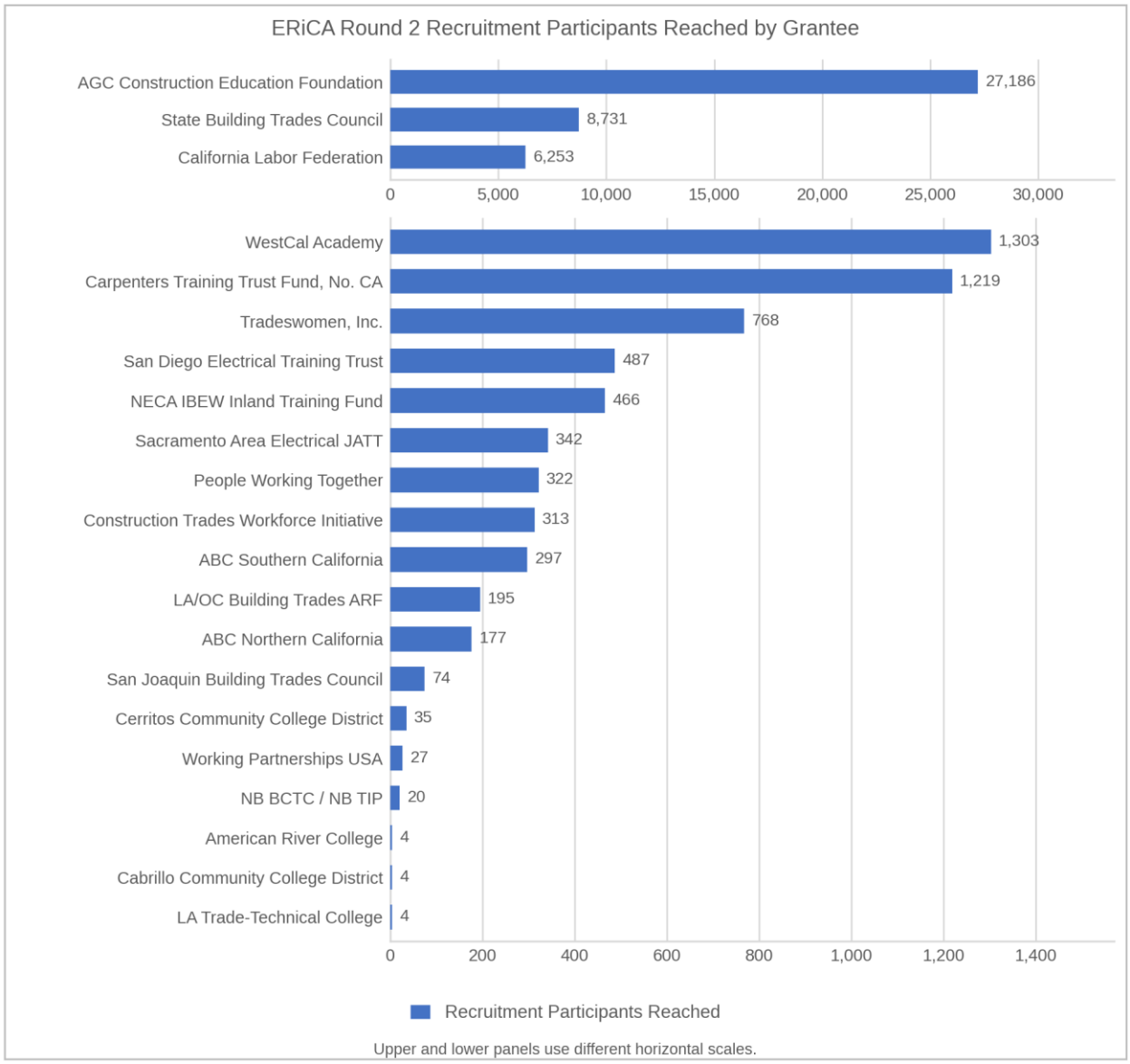
The figures in this report come from four quarterly reporting cycles covering July 1, 2025 through June 30, 2026. Each quarter, grantees submit a narrative progress report addressing every contracted outcome, a participant data report covering the individuals served and their demographic information, and an invoice with supporting fiscal documentation. Figures reflect grantee reports submitted and approved in the contracted California Outreach Rapid Deployment (CORD) platform as of June 30, 2026.

Recruitment

21 ERiCA Recruitment grants were awarded for a total of $7,231,368 for the 2025-2027 performance period. Activities several stages of the recruitment pipeline, including outreach and awareness, digital engagement, applications, pre-apprenticeship participation, and apprenticeship placement. Progress varies depending on whether outcomes measure initial engagement or movement into training and apprenticeship. The ERiCA Round 2 Recruitment grant category builds upon the ERiCA Round 1 Outreach grant category by including a more specific set of recruitment strategies to bolster outreach and community building to better support women, non-binary individuals, and underrepresented populations interested in a career in the building/construction industry. In addition, DAS requested more participant reporting in the recruitment category to try to better track the impact of the grant. The SFP funds:

- Developing recruitment strategies to facilitate the enrollment of women and non-binary individuals into pre-apprenticeship and apprenticeship construction programs
- Developing more inclusive materials and strategies for career counselors at high schools and community colleges to provide information about opportunities for women and non-binary individuals in construction careers
- Updating website content to be more inclusive and reflective of women, non-binary individuals, and underrepresented populations
- Attending women's career fairs, including providing opportunities to use simulators, hand tools, and other innovative outreach strategies
- Facilitating regional networking among women, non-binary individuals, and underrepresented populations in the trades
- Expanding outreach and networking with contractors and employers to address concerns about hiring women, non-binary individuals, and underrepresented pre-apprentices

Participant Data



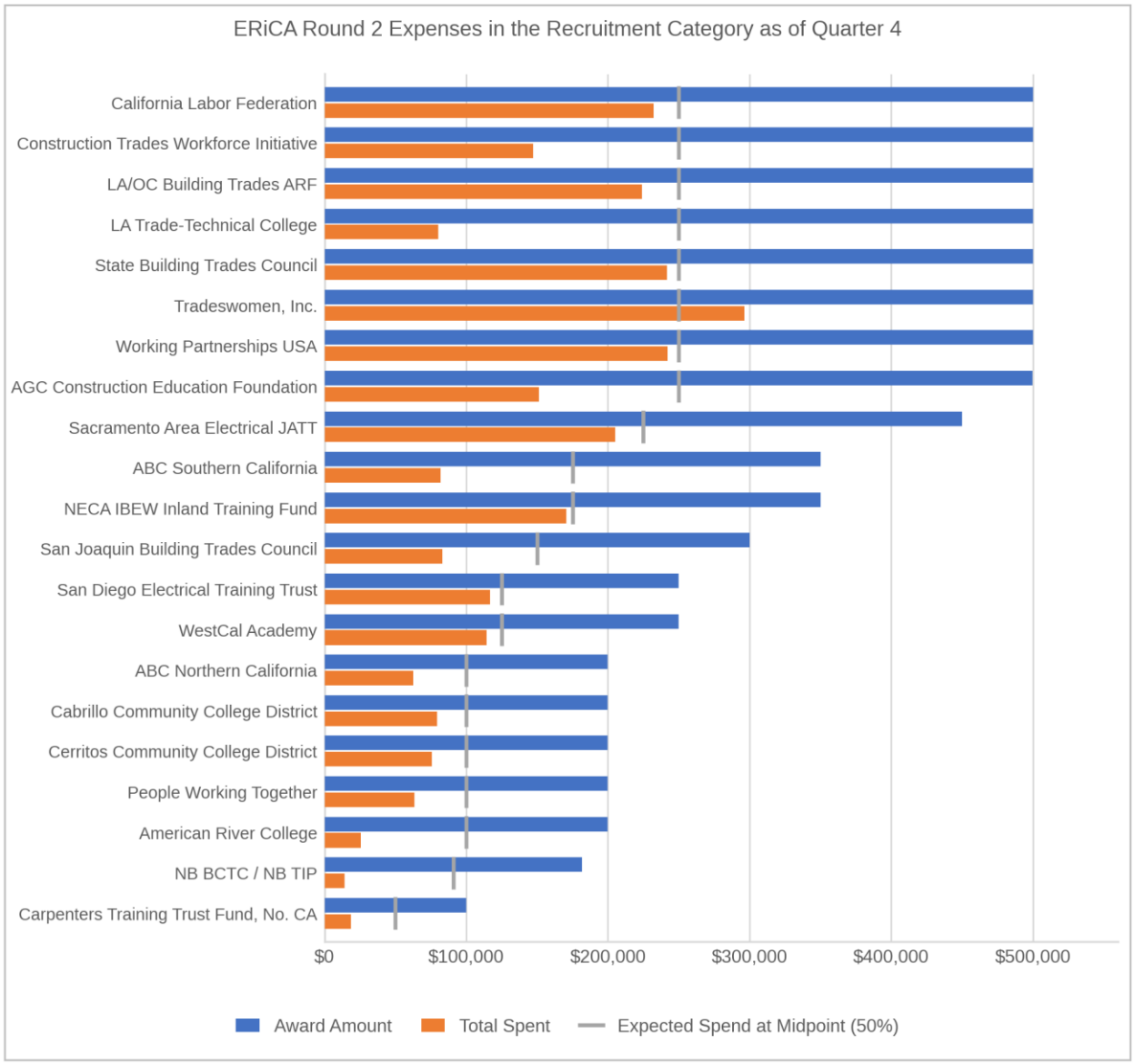
In the Recruitment category there were practical limitations to collecting consistent information across every recruitment effort. DAS collects participant data from recruitment activities each quarter, and these figures are reflected above. Many recruitment activities, from content libraries to social media outreach to career fairs, do not lend themselves to collecting detailed participant information from every individual that was interacted with. The above data reflects that discrepancy.

Grantee Highlights:

- Cerritos Community College District indentured six women through two construction boot camps with Ironworkers Locals 433 and 416.
- San Joaquin Building and Construction Trades Council graduated three women from its April MC3 cohort with two placed into registered apprenticeship.
- Associated Builders and Contractors Southern California built a content library featuring real people working across the industry, including 14 Women in Construction feature stories, three produced videos, and three podcast episodes.
- San Diego Electrical Training Trust reached 48 interested individuals through community street fairs, training center tours, veteran-focused venues, and justice-involved settings.

Expenses in the Recruitment Category of ERiCA Round 2 as of Quarter 4

Total Award Amount:	$7,231,368.00
Total Spent:	$2,727,944.38
Total Spent %:	37.72%
Total Unspent Amount:	$4,503,423.62
Total Unspent %:	66.28%



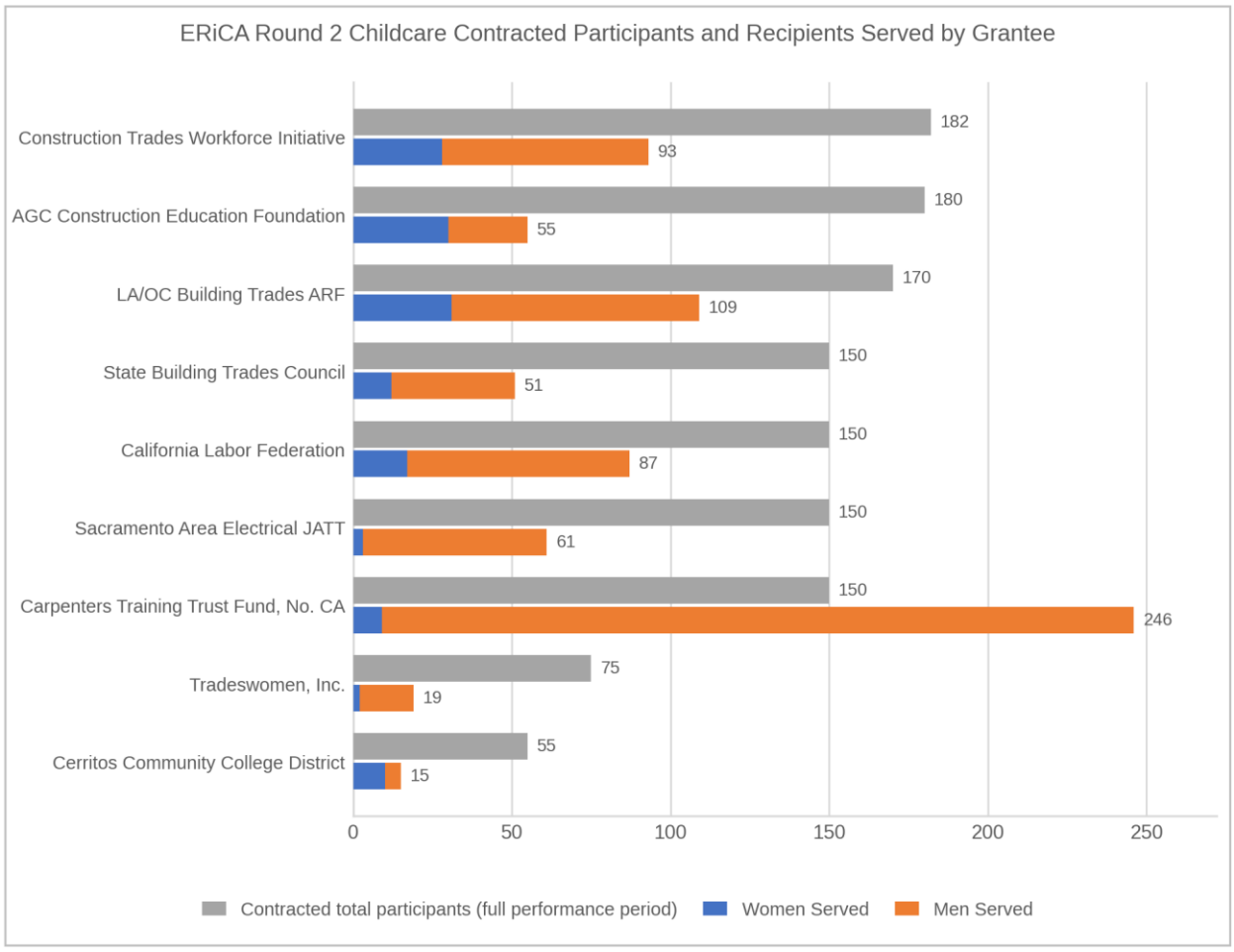
Childcare

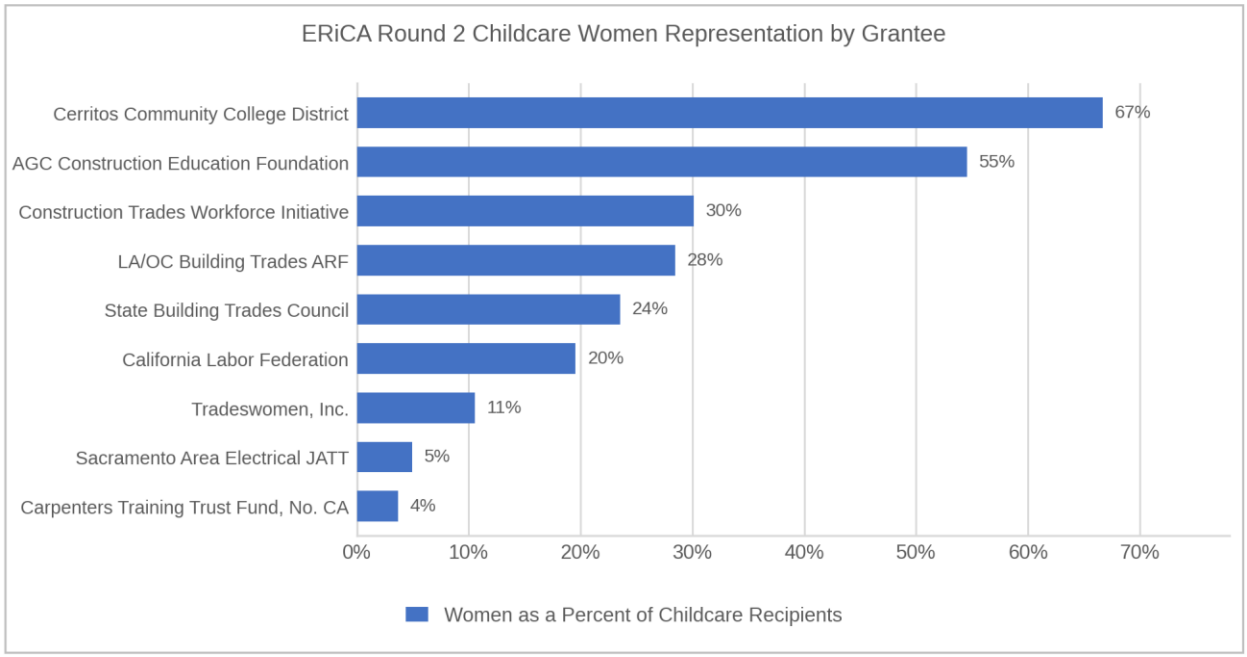
10 ERiCA Childcare grants were awarded for a total of $11,885,000 for the 2025-2027 performance period.

The ERiCA Round 2 Childcare category is intended as both a recruitment and retention strategy and drives recruitment by reducing a practical barrier to participation in construction apprenticeships. Round 2 builds from Round 1's strategy to expand access for women, non-binary participants, and other populations underrepresented in the

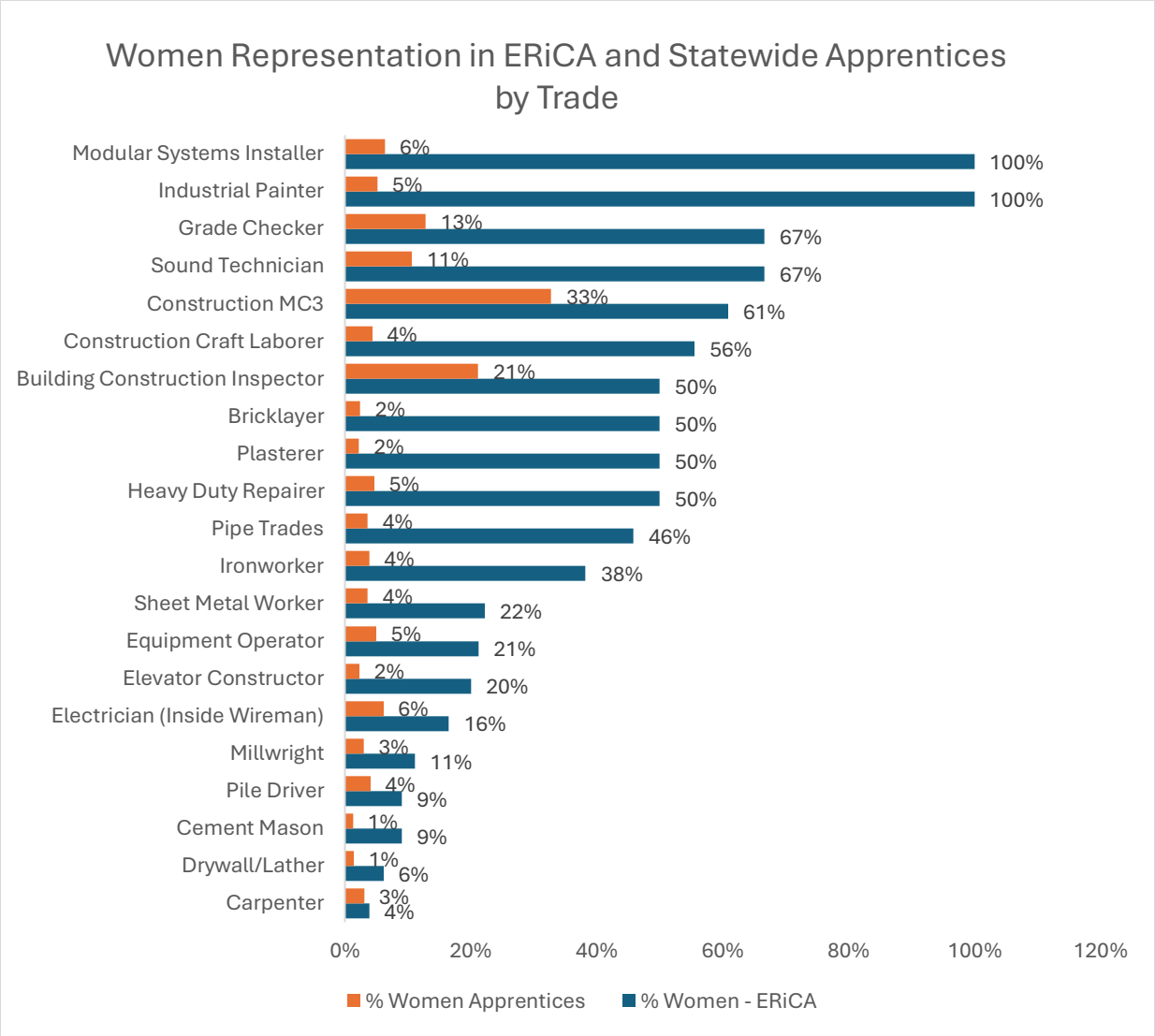
construction industry, including individuals who may have caregiving responsibilities for children with disabilities. This grant seeks to support parents, legal guardians or caregivers, often women, who may otherwise face challenges maintaining participation in apprenticeship. By providing targeted childcare support, the grant still seeks to reduce caregiving-related barriers to entry and retention to promote a more diverse apprenticeship pipeline.

Childcare Data





The following is a chart of the % women funded by the ERiCA Grant in a trade compared to the % of women apprentices currently in that trade across California.



The following is a table of the number and percent of women in each trade as funded by the ERiCA Grant with supportive resources for childcare

Occupation	Women Participants	Total Participants	% Women - ERiCA
Modular Systems Installer	1	1	100%
Industrial Painter	3	3	100%
Grade Checker	2	3	67%

Sound Technician	2	3	67%
Construction MC3	14	23	61%
Construction Craft Laborer	30	54	56%
Building Construction Inspector	1	2	50%
Bricklayer	1	2	50%
Plasterer	2	4	50%
Heavy Duty Repairer	2	4	50%
Pipe Trades	11	24	46%
Ironworker	13	34	38%
Sheet Metal Worker	6	27	22%
Equipment Operator	7	33	21%
Elevator Constructor	5	25	20%
Electrician (Inside Wireman)	30	182	16%
Millwright	1	9	11%
Pile Driver	1	11	9%
Cement Mason	1	11	9%
Drywall/Lather	4	65	6%
Carpenter	5	129	4%

Grantee Highlights:

- AGC's Build California team reviews each childcare application individually rather than approving in order of receipt, and of the 39 apprentices it supports, 21 are women or non-binary and 19 are experiencing housing insecurity.
- Construction Trades Workforce Initiative (CTWI) found that 31 of 33 pre-apprentice stipend recipients who entered apprenticeship between June 2023 and June 2026 are still enrolled or have completed, a 94% retention rate against a 60% goal.

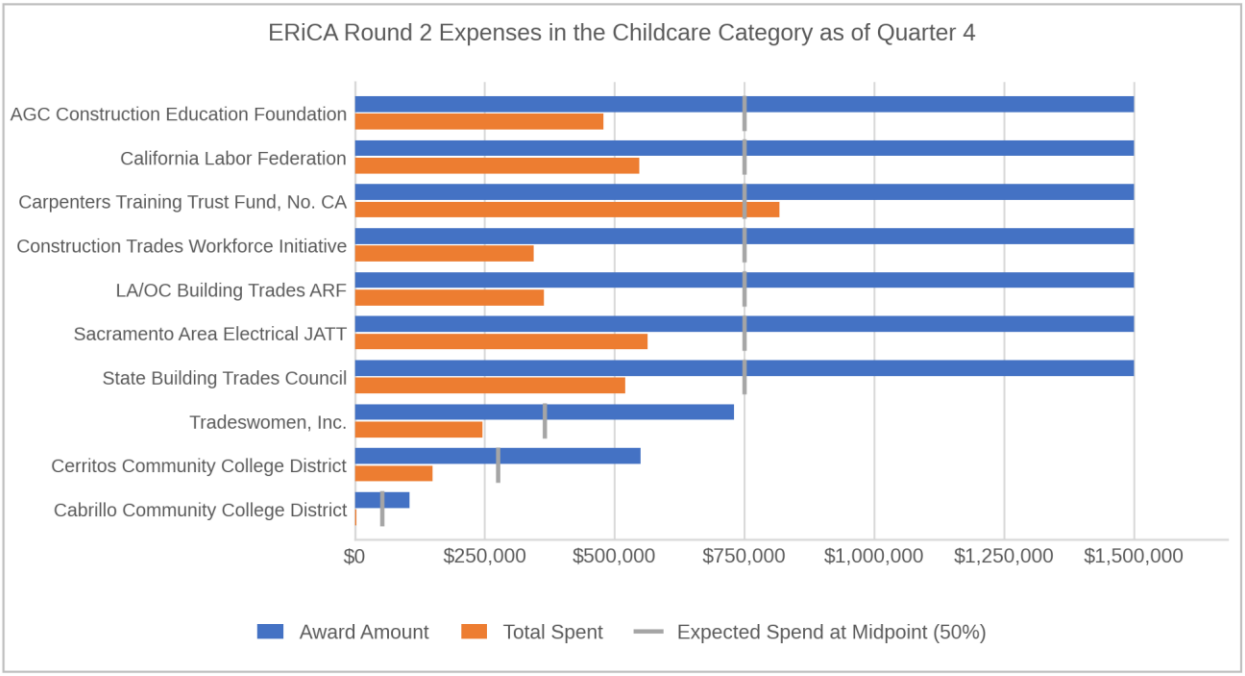
Childcare grantees have served 736 participants, and are on the road to serving the 1,262 projected across the full performance period, or 58.3% at the halfway point. Only one grantee, Cabrillo Community College, reported no participant data, and therefore have not yet awarded any childcare stipends to any recipients.

As of the midpoint of Round 2, 19% of ERiCA Childcare recipients are women, which is the same proportion as those served in Round 1. The number of recipients and the proportion of women vary significantly across grantees, from Cerritos Community College that has served 15 participants at 67% women, to Carpenters Training Trust Fund for Northern California which has served 246 recipients and 4% are women.

Omitting the Carpenters Training Trust Fund, which serves a third of all Childcare recipients, women make up 27% of ERiCA Childcare recipients in Round 2, roughly six times their representation in construction apprenticeships in California.

Expenses in the Childcare Category of ERiCA Round 2 as of Quarter 4

Total Award Amount:	$11,885,000.00
Total Spent:	$4,036,143.67
Total Spent %:	33.96%
Total Unspent Amount:	$7,848,856.33
Total Unspent %:	66.04%



Worksite Culture

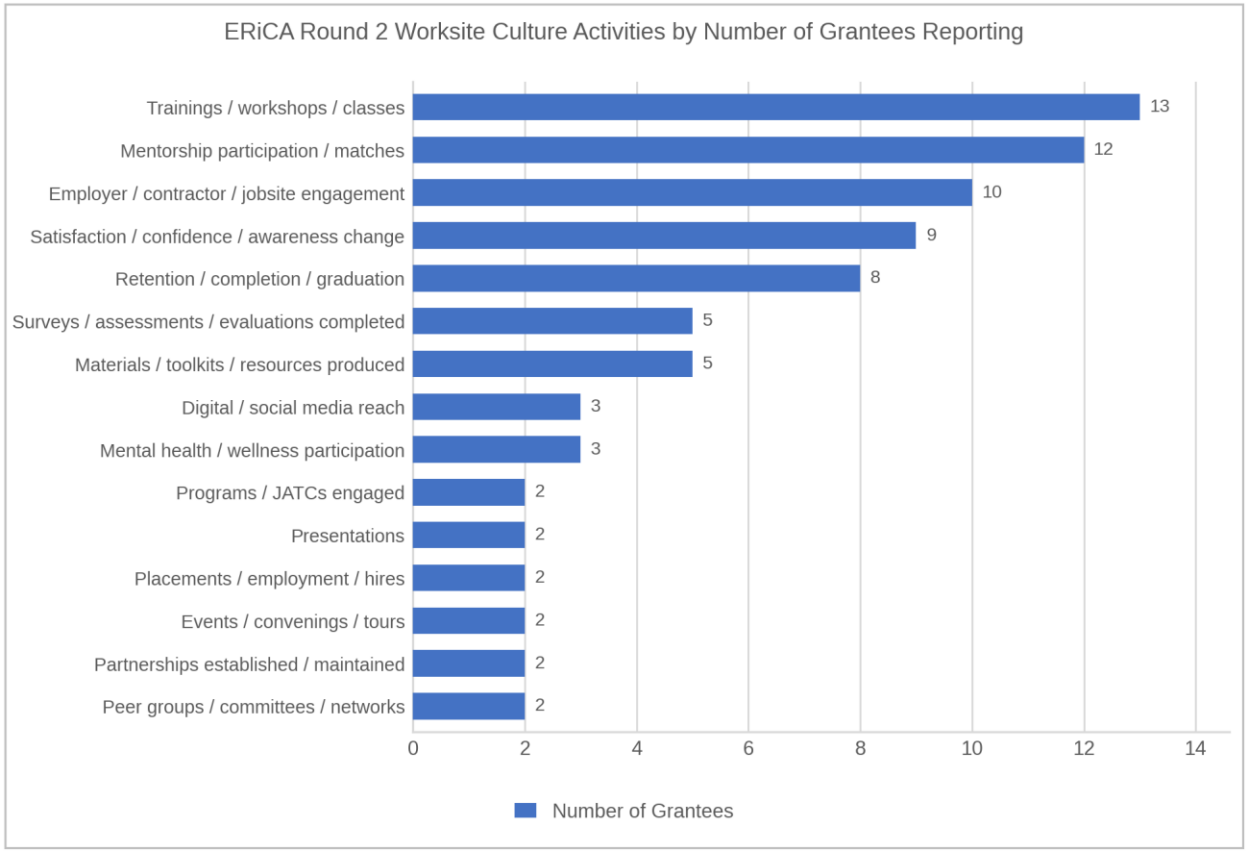
15 ERiCA Worksite Culture grants were awarded for a total of $7,052,849.50 for the 2025-2027 performance period.

The ERiCA Round 2 Worksite Culture grant category is a new category that seeks to increase retention of women, non-binary individuals, and underrepresented populations

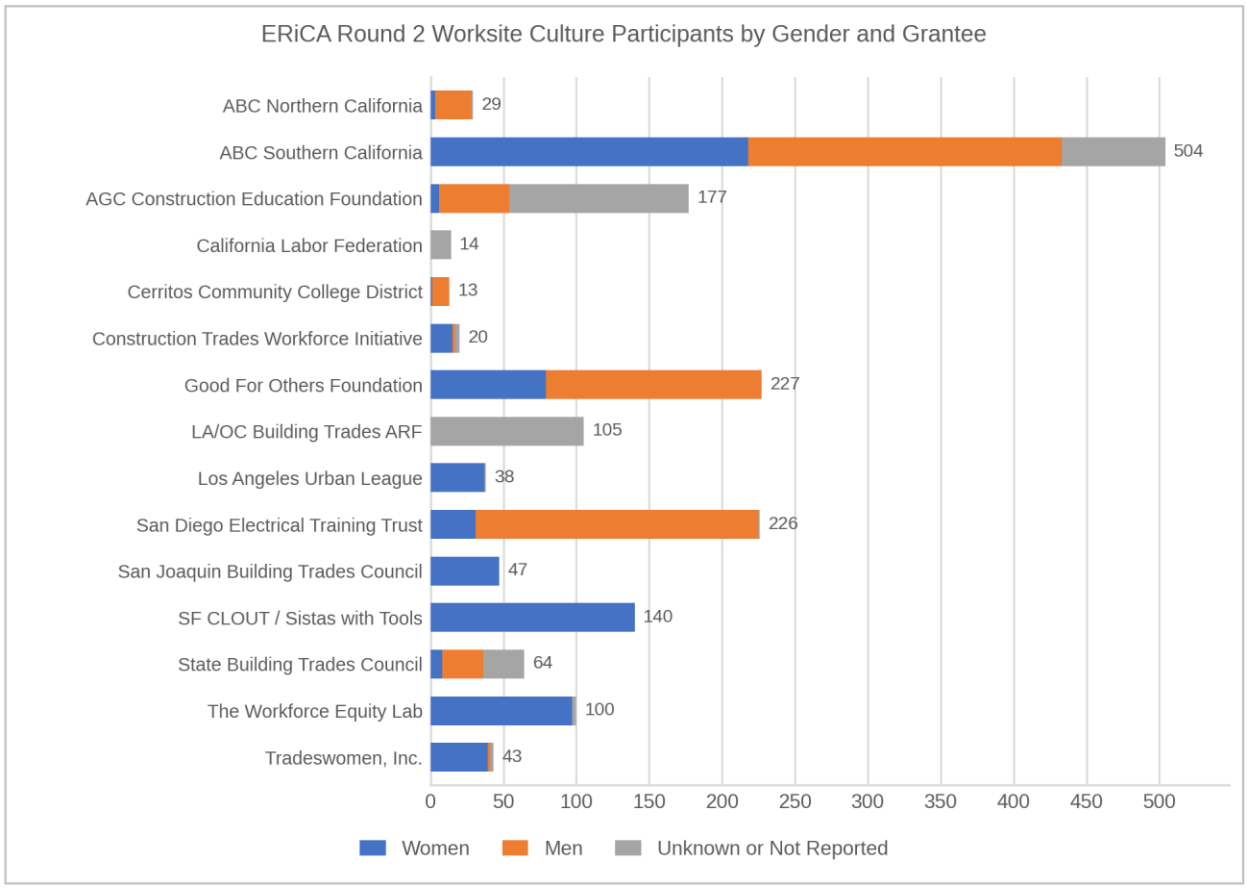
in the construction industry by creating a more inclusive worksite culture for underrepresented populations. Grantees work to improve the culture surrounding construction trades apprentices through mentoring, community building, mental-health supports, and antidiscrimination, antiharassment, and worksite culture training for apprentices, journey workers, contractors and managers.

The participant data of 1,747 individuals up to midpoint demonstrate various roles participating in better worksite culture, including people across skilled construction trades, apprenticeship/pre-apprenticeship pathways, journey-level workers, management, training, workforce development, administration, and related support roles. The most frequently represented occupational areas so far are inside wireman/electrical, laborer, electrician, ironworker, plumbing, operating engineering, carpentry, and elevator mechanics.

ERiCA Round 2 Worksite Culture deliverables vary substantially across grantees, reflecting the variety of grantee implementation of mentoring/support systems, mental health supports, anti-harassment and anti-discrimination activities, employer engagement, and worksite culture tools, trainings, and processes. The table below demonstrates the broad range of ERiCA Worksite Culture activity.



Participant Data



Of participants where gender was reported, Worksite Culture participants were 51.7% women. Similar to the Recruitment category, however, consistent participant data collection is challenging in this grant category due to the wide variety of activities. While the breadth of approaches grantees are taking in this category is promising, it makes comparing outcomes across the entire network of grantees challenging.

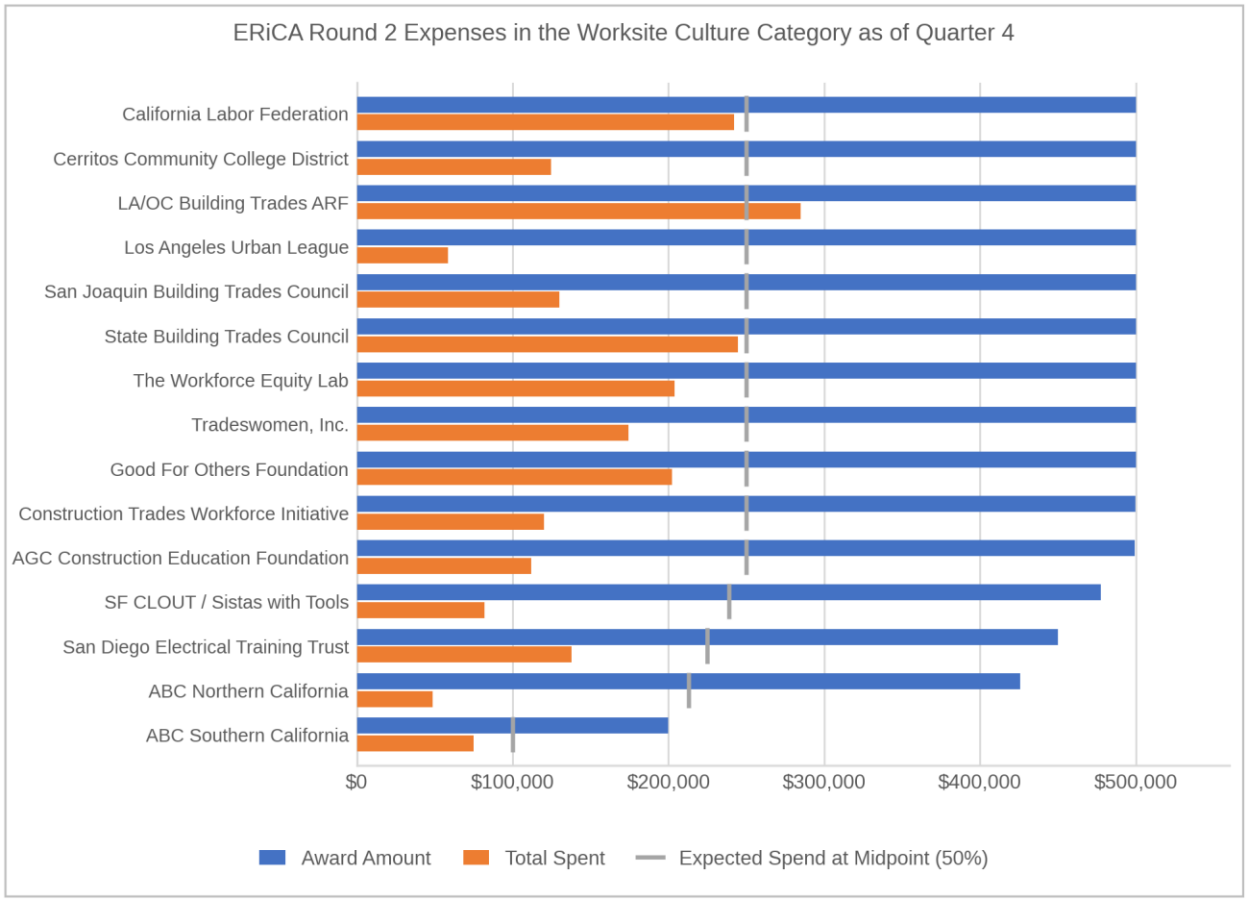
Grantee Highlights:

- Good For Others completed a ten-module Toolbox Talk microlearning series.
- LA/OC Building Trades finalized its Best Practices Manual for print.
- CTWI launched a live resource library.

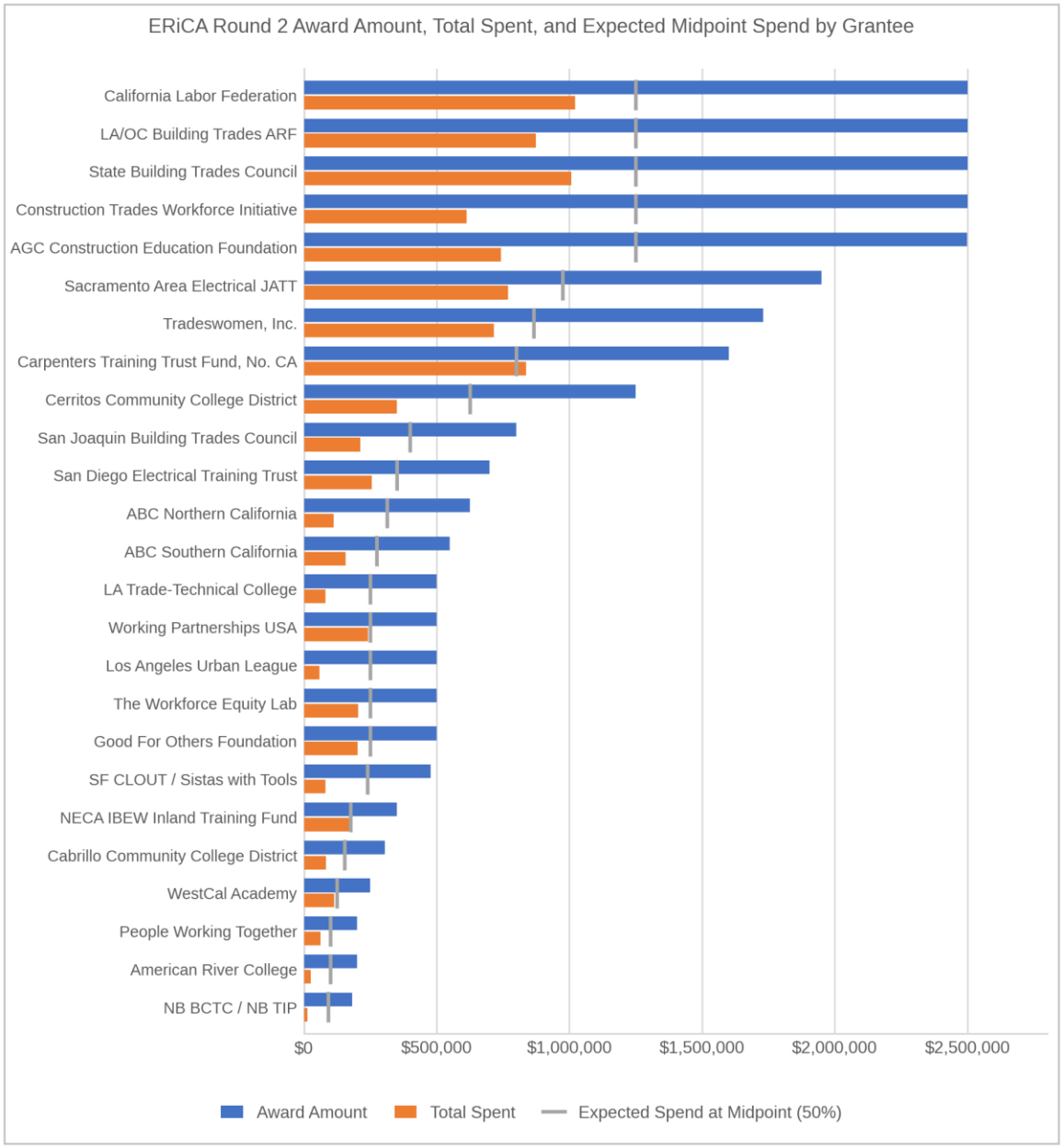
- San Joaquin Building and Construction Trades Council developed a 13-week, 32-hour program for ten women in varied jobsite roles, and all ten graduates rated it 9.9 out of 10 on an exit survey.
- Tradeswomen Inc. facilitated multiple mock interview events giving pre-apprentices practice and feedback before they met potential employers.

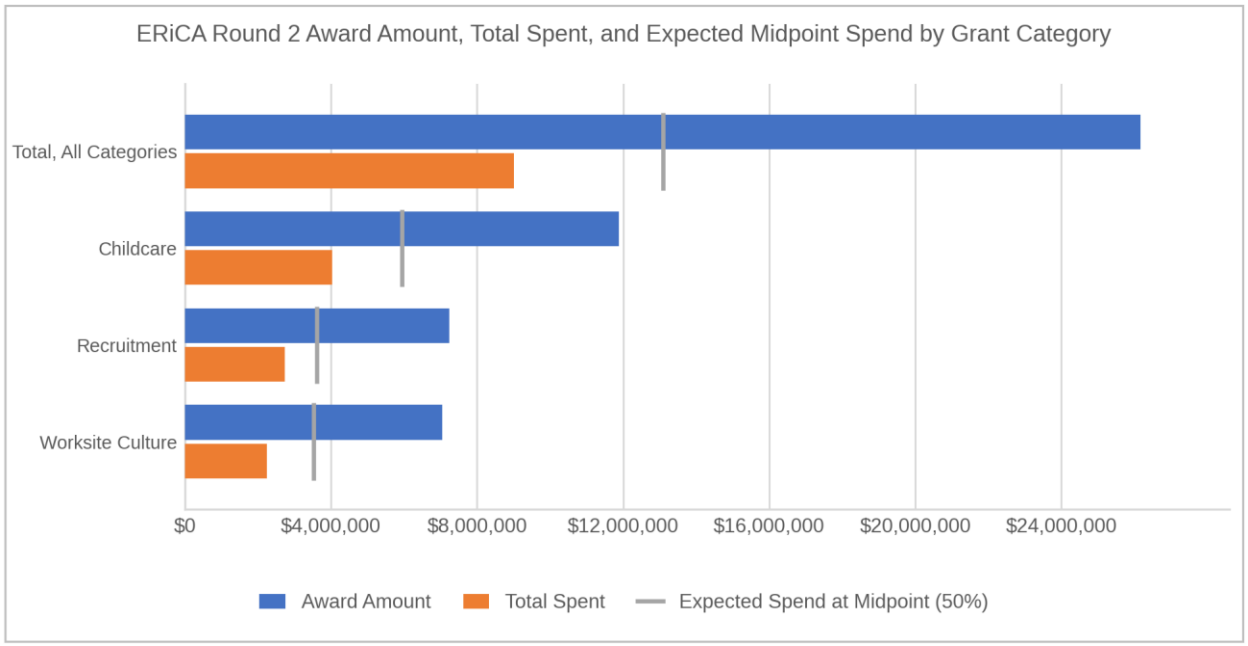
Expenses in the Worksite Culture Category of ERiCA Round 2 as of Quarter 4

Total Award Amount:	$7,052,849.50
Total Spent:	$2,240,514.01
Total Spent %:	31.77%
Total Unspent Amount:	$4,812,335.49
Total Unspent %:	68.23%



Overall Fiscal Performance





Spending is behind the midpoint benchmark in all three categories. Recruitment has invoiced 37.7% of its award, Childcare 34.0%, and Worksite Culture 31.8%. Grantees have invoiced $9,004,602 of $26,169,217, or 34.4%, leaving a gap of roughly $4.1 million between actual and expected spending at this point in the performance period. Nevertheless, there is wide variation across grantees. Measured by grantee, spending ranges from 7.8% to 52.3%, with seven grantees under 25%, nine between 26% and 40%, and nine at 41% or above. Only one grantee, the Carpenters Training Trust Fund for Northern California, has spent past its midpoint line.

Priorities until End of Performance Period (June 2027)

DAS staff will continue to support grantees in meeting the goals of the ERiCA grant through the remainder of the performance period, troubleshooting grantee-specific issues and problem solving as necessary.

Grantees behind on their goals submitted performance plans setting out the steps they will take to meet their programmatic and spending targets by the end of the grant period. DAS received fifteen plans in September 2026 and will track progress against them each quarter while also providing technical assistance in meeting these targets.

DAS will continue comparing data and approaches across grantees to surface and highlight best practices to share across grantees. DAS is reviewing Worksite Culture in particular, as it is a new grant category in Round 2 and grantee approaches range widely from employer trainings to mentorship and a great deal in between.

Round 3 Planning

DAS is planning Round 3 of the ERiCA grant using the data from this midpoint review, the UC Berkeley Labor Center Evaluation of the first and second round, and feedback from stakeholders and the Women in Construction Committee. The ERiCA grant will continue to have the goal of improving representation of women,non-binary individuals, and underrepresented populations entering and being successful in the building and construction trades in California.

Appendices

Appendix A: ERiCA Round 2 Awardees

Contract Number	Lead Entity	Grant Category	Award Amount
25ERiCA-001	Associated General Contractors (AGC) Construction Education Foundation	Recruitment, Childcare, Worksite Culture	$2,499,100
25ERiCA-002	American River College	Recruitment	$200,000
25ERiCA-003	Associated Builders and Contractors (ABC) Northern California	Recruitment, Worksite Culture	$625,788
25ERiCA-004	Associate Builders and Contractors (ABC) Southern California Merit Training Trust Fund	Recruitment, Worksite Culture	$550,000
25ERiCA-005	Construction Trades Workforce Initiative (CTWI)	Recruitment, Childcare, Worksite Culture	$2,499,856
25ERiCA-006	Good For Others Foundation	Worksite Culture	$499,985

25ERiCA-007	Los Angeles and Orange Counties Building Trades Council Apprenticeship Readiness Fund	Recruitment, Childcare, Worksite Culture	$2,500,000
25ERiCA-008	Los Angeles Urban League	Worksite Culture	$500,000
25ERiCA-009	North Bay Building and Construction Trade Council (NB BCTC) North Bay Trades Introduction Program	Recruitment	$181,768
25ERiCA-010	People Working Together (PWT) United Inc.	Recruitment	$200,000
25ERiCA-011	SF CLOUT/Sistas with Tools	Worksite Culture	$477,720
25ERiCA-012	The Workforce Equity Lab	Worksite Culture	$500,000
25ERiCA-013	Tradeswomen, Inc.	Recruitment, Childcare, Worksite Culture	$1,730,000
25ERiCA-014	WestCal Academy Inc.	Recruitment	$250,000
25ERiCA-015	Working Partnerships USA	Recruitment	$500,000
25ERiCA-020	Cabrillo Community College District	Recruitment, Childcare	$305,000
25ERiCA-021	California Labor Federation (CLF)	Recruitment, Childcare, Worksite Culture	$2,500,000
25ERiCA-022	Carpenters Training Trust Fund for Northern California	Recruitment, Childcare	$1,600,000
25ERiCA-023	Cerritos Community College District	Recruitment, Childcare, Worksite Culture	$1,250,000
25ERiCA-024	San Diego Electrical Training Trust	Recruitment, Childcare	$700,000
25ERiCA-025	Los Angeles Trade-Technical College	Recruitment	$500,000
25ERiCA-026	NECA IBEW Inland Training Fund Inc.	Recruitment	$350,000
	Sacramento Area Electrical Workers Joint Apprenticeship & Training Trust	Recruitment, Childcare	$1,950,000
25ERiCA-029	San Joaquin Building and Construction Trades Council	Recruitment, Worksite Culture	$800,000

25ERiCA-030	State Building & Construction Trades Council of California	Recruitment, Childcare, Worksite Culture	$2,500,000