

ERiCA Round 2 Midpoint Review

Equal Representation in Construction Apprenticeship

July 2025 to June 2026

Grant Overview

- Round 2 of the Equal Representation in Construction Apprenticeship (ERiCA) grant was announced in January 2025.
- The performance period runs from July 1, 2025 through June 30, 2027, with no extensions.
- Round 2 funds Recruitment, Childcare, and Worksite Culture. Worksite Culture is new this round.

Category	Awards	Amount
Recruitment	21	$7,231,368
Childcare	10	$11,885,000
Worksite Culture	15	$7,052,849
Total	**46**	**$26,169,217**

$26.2M
awarded across all categories

25
grantees

2 years
performance period

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Reporting Period

Quarters 1 through 4

This review covers July 1, 2025 through June 30, 2026, the halfway point of the two-year performance period.

Figures reflect grantee reports submitted and approved in CORD as of June 30, 2026.

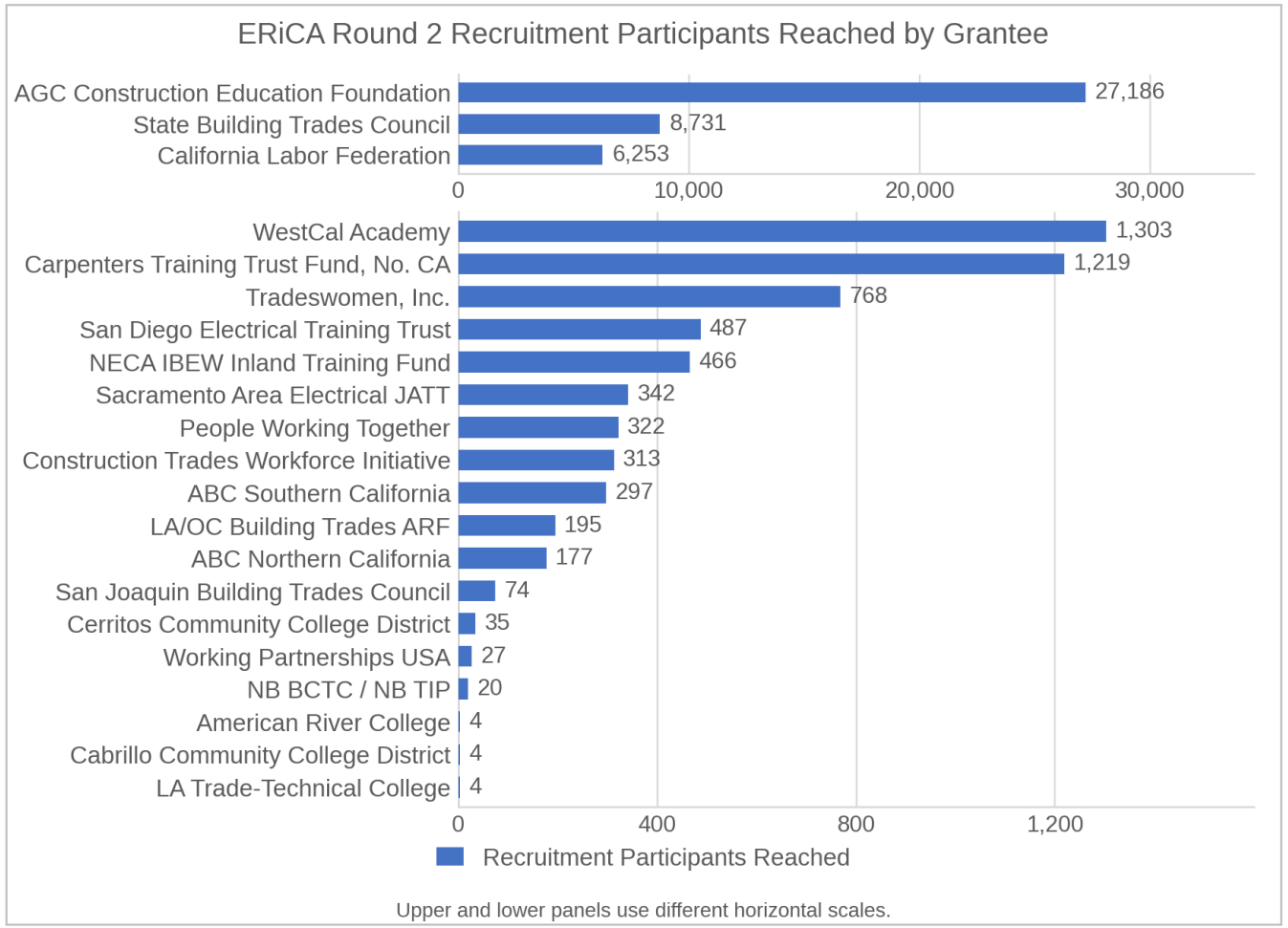
Year 1, covered in this review

Q1	Q2	Q3	Q4
Jul to Sep 2025	Oct to Dec 2025	Jan to Mar 2026	Apr to Jun 2026

Year 2

Q5	Q6	Q7	Q8
Jul to Sep 2026	Oct to Dec 2026	Jan to Mar 2027	Apr to Jun 2027

Recruitment

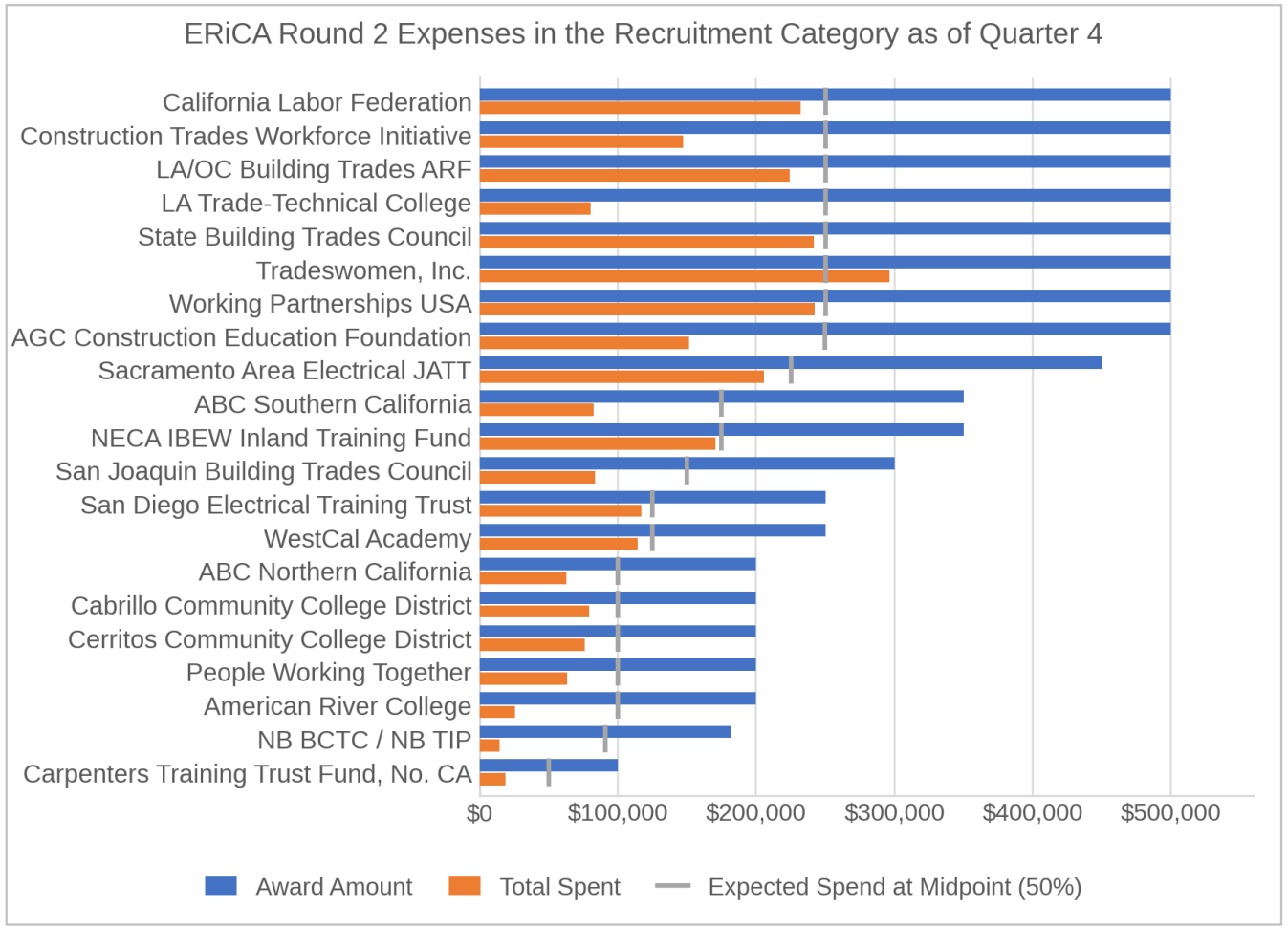


- Round 2 narrowed the Round 1 Outreach category to enrollment in registered pre-apprenticeship and apprenticeship.
- Funded activities include recruitment strategies, inclusive materials for school and college counselors, women's career fairs, regional networking, and outreach to contractors and employers.

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 in the figure.

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Recruitment Spending

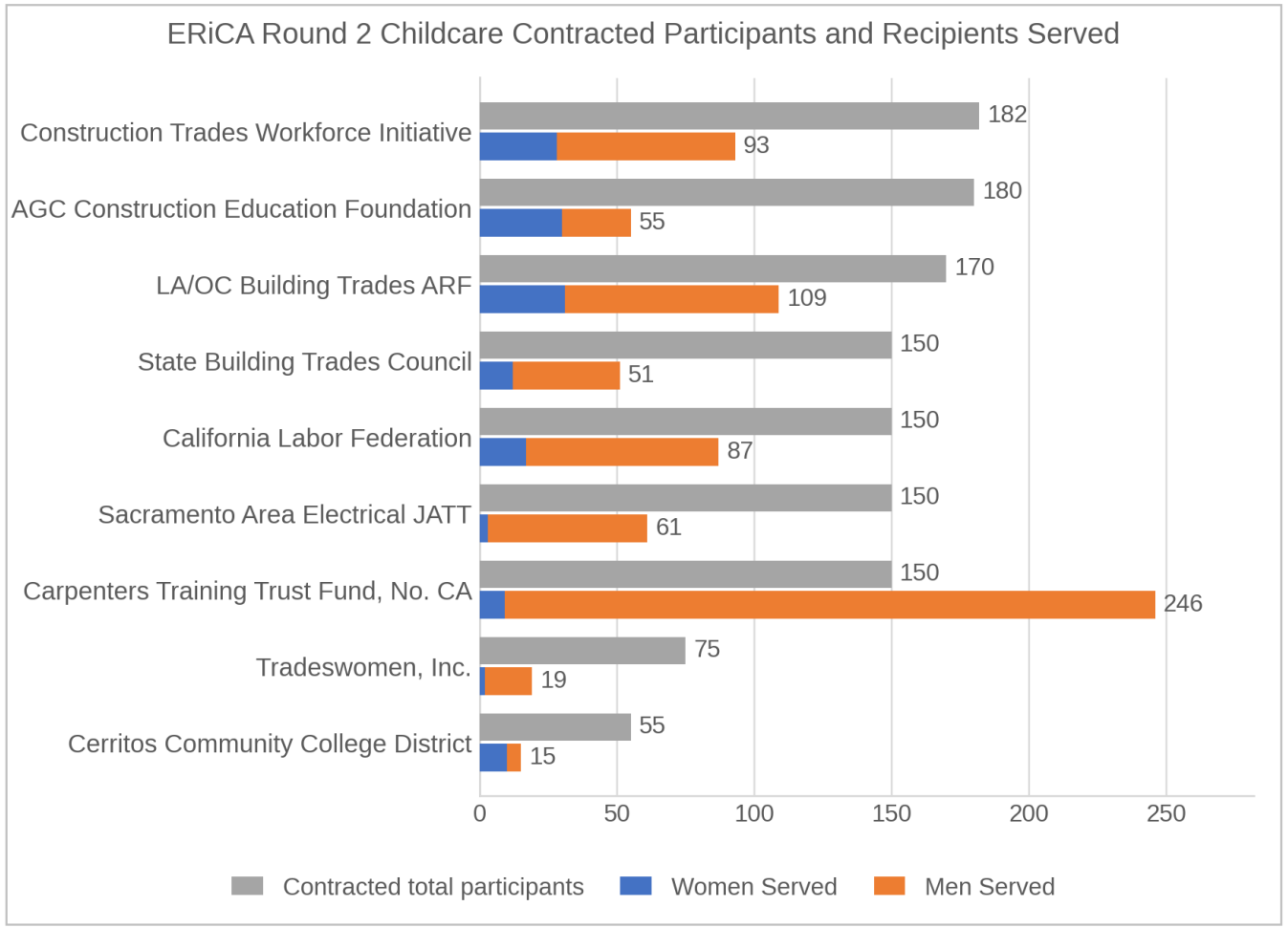


Total Award Amount:	$7,231,368.00
Total Spent:	$2,727,944.38
Total Spent %:	37.72%
Total Unspent Amount:	$4,503,423.62
Total Unspent %:	62.28%

Recruitment grantees have spent 37.7% of their awards against a 50% midpoint expectation. By grantee, spending ranges from 7.8% at NB BCTC / NB TIP to 59.3% at Tradeswomen, Inc.

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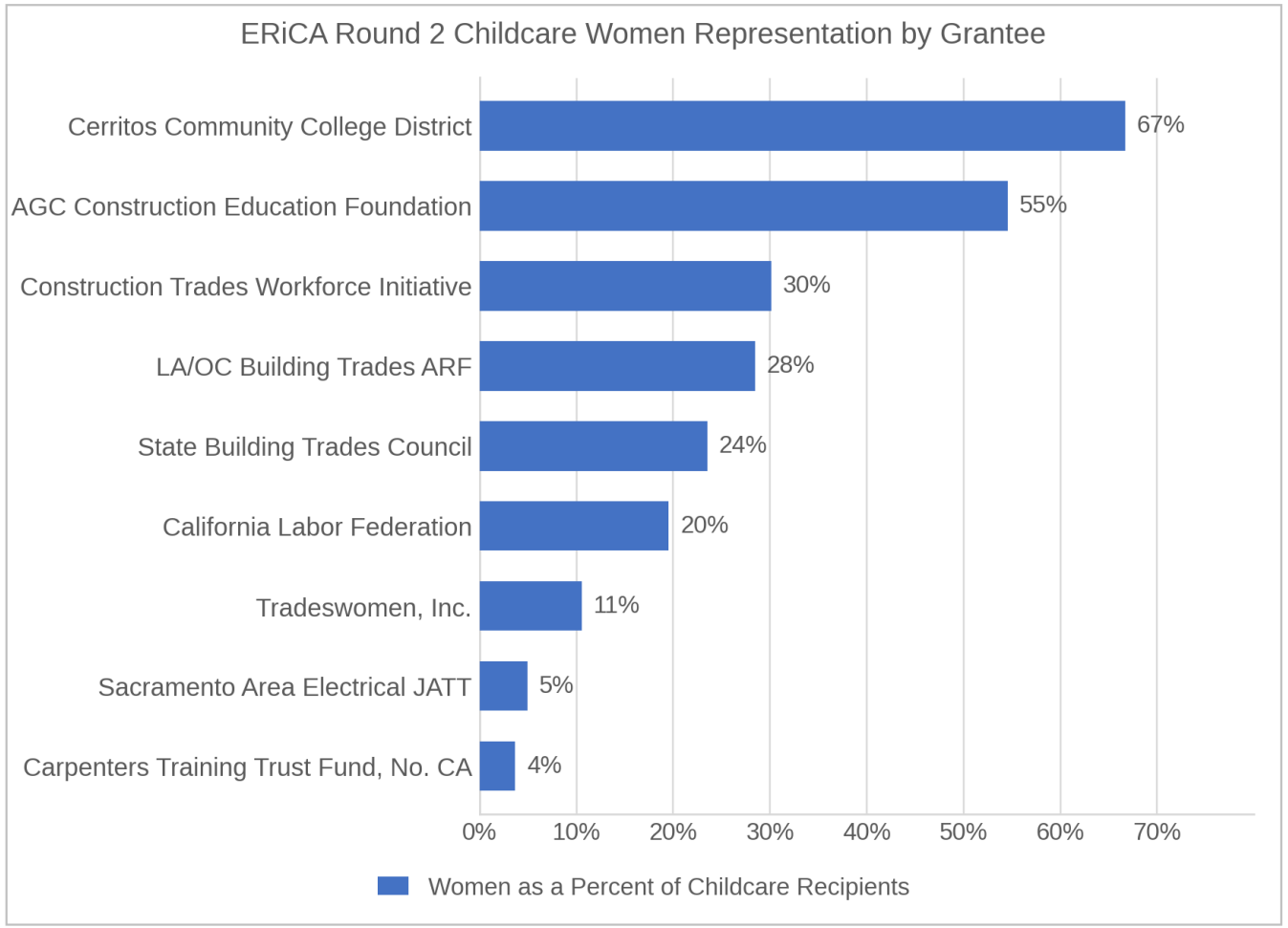
Childcare



- Stipends support apprentices and pre-apprentices who are parents or guardians of children under 13, or of dependent children with disabilities.
- The category is a retention strategy that also supports recruitment by removing a practical barrier to participation.
- Grantees have served 736 participants against 1,262 contracted, or 58.3% at the halfway point.

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Childcare Recipients



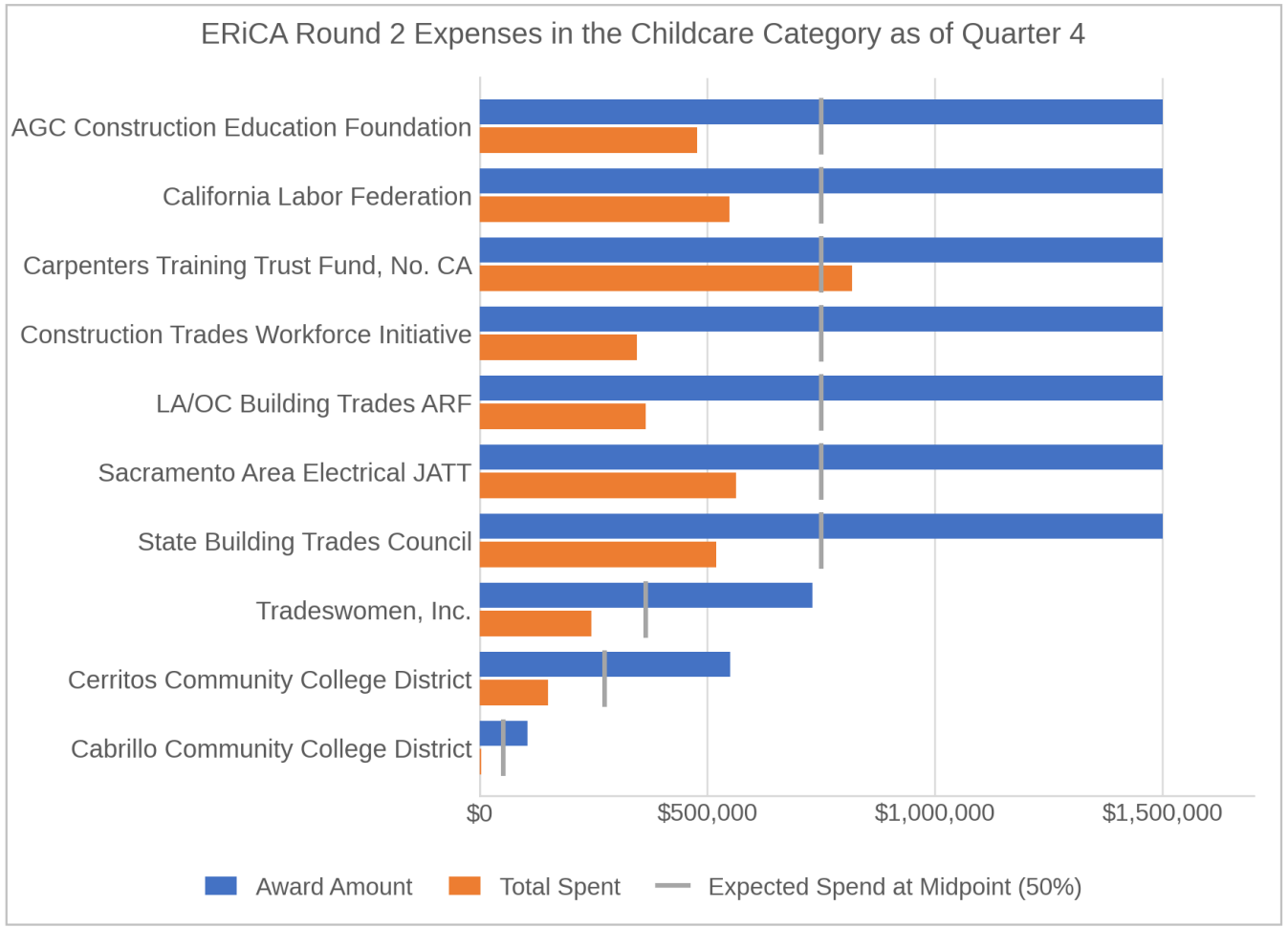
19.3% women

of Round 2 recipients, the same share as Round 1

- Representation ranges from 67% women at Cerritos Community College District, with 15 recipients, to 3.7% at Carpenters Training Trust Fund, with 246.
- Carpenters serves a third of all Childcare recipients. Excluding it, women are 27% of recipients, about six times their 4.5% share of construction apprentices statewide.

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Childcare Spending

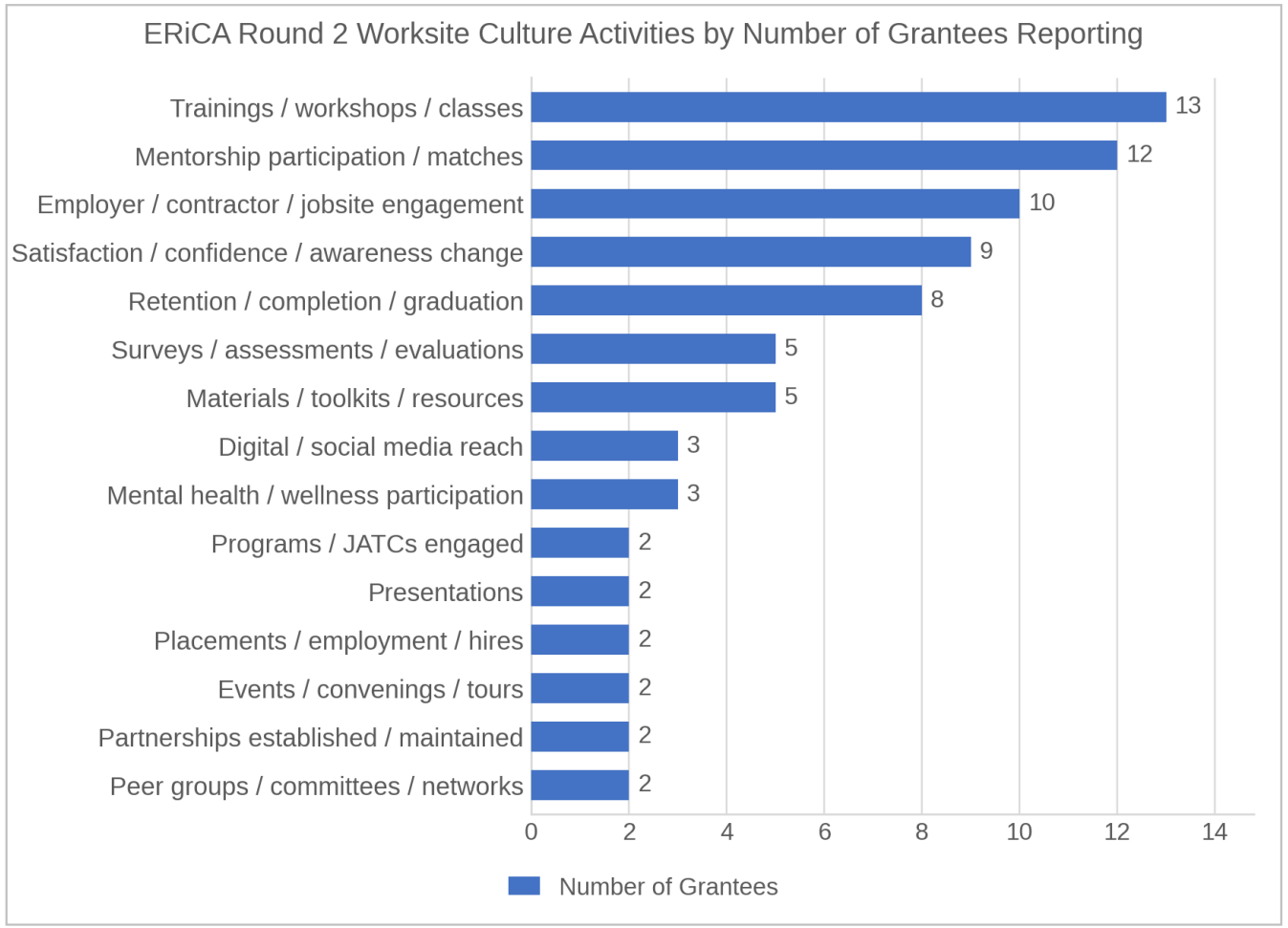


Total Award Amount:	$11,885,000.00
Total Spent:	$4,036,143.67
Total Spent %:	33.96%
Total Unspent Amount:	$7,848,856.33
Total Unspent %:	66.04%

Childcare grantees have spent 34.0% of their awards while serving 58.3% of contracted participants.

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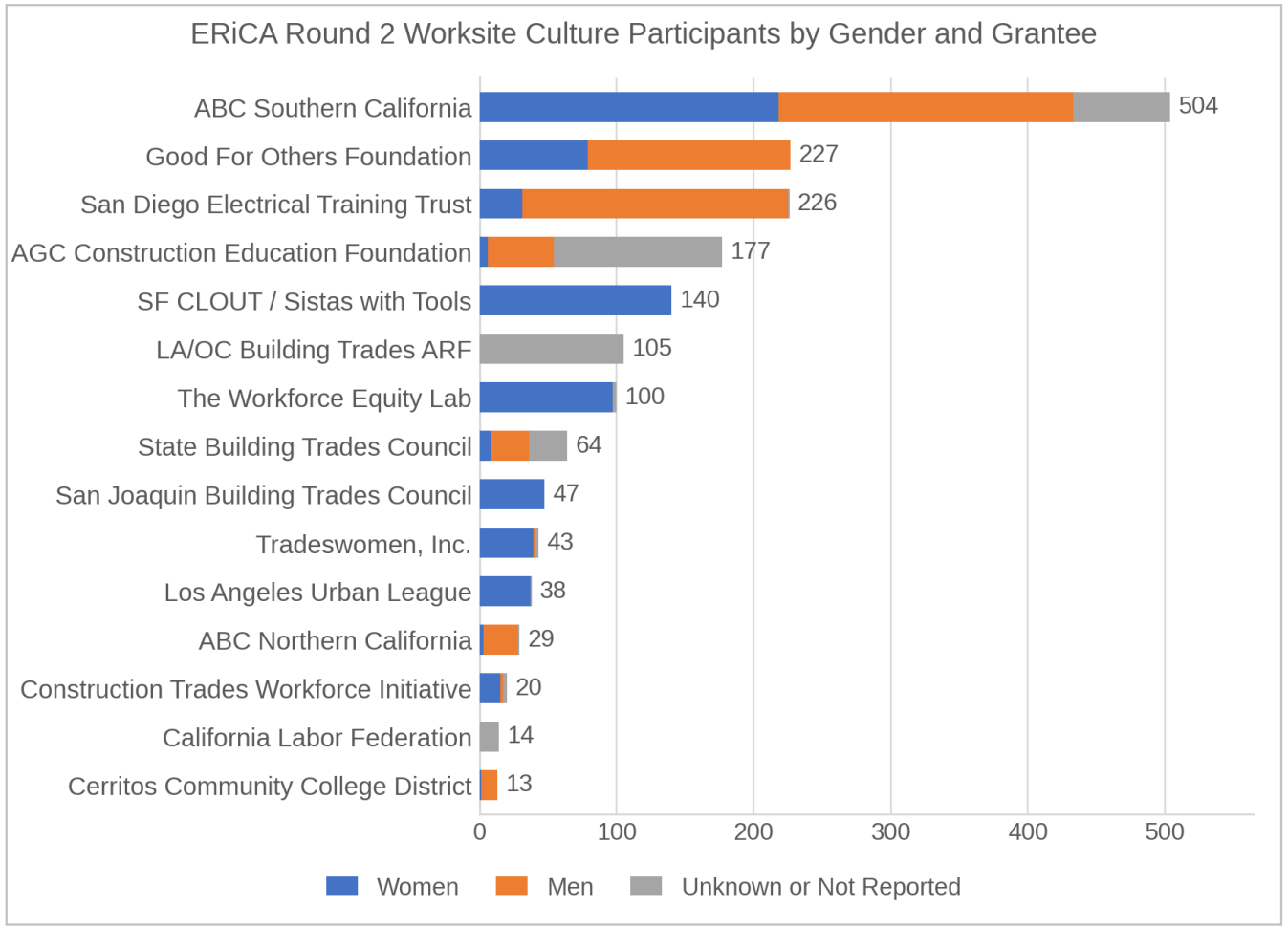
Worksite Culture



- The category aims to retain women, non-binary individuals, and underrepresented populations by improving worksite culture.
- Grantees provide mentoring, mental health supports, and anti-harassment and anti-discrimination training for apprentices, journey workers, contractors, and managers.
- Deliverables vary widely, so no single progress measure describes the whole category.

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Worksite Culture Results



51.7% women

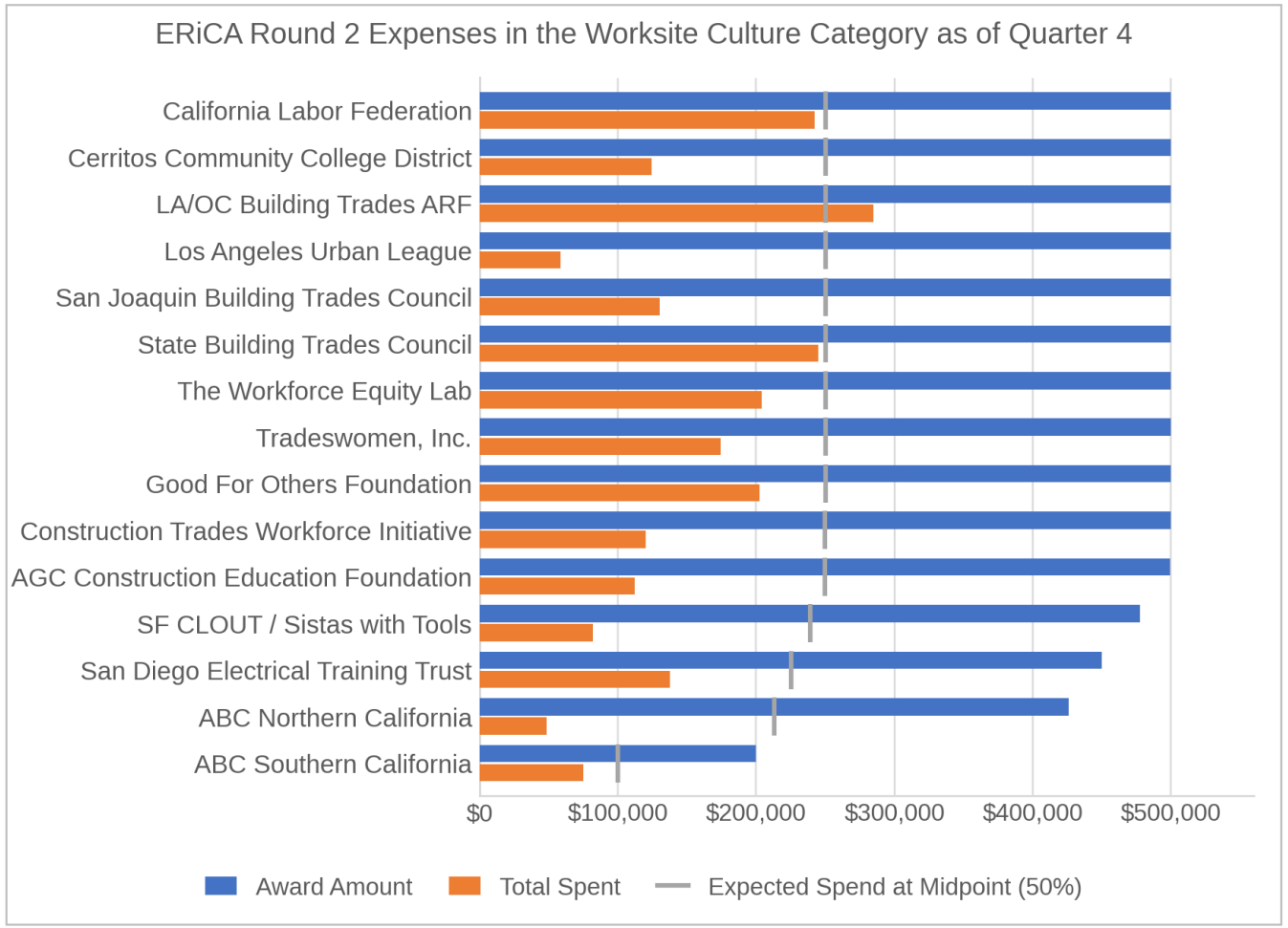
of the 1,395 participants whose gender was reported

Grantee highlights

- Good For Others Foundation completed a ten-module Toolbox Talk microlearning series.
- LA/OC Building Trades ARF finalized its Best Practices Manual for print.
- Construction Trades Workforce Initiative launched a live resource library.
- San Joaquin Building Trades Council ran a 13-week program for ten women; graduates rated it 9.9 out of 10.
- Tradeswomen, Inc. held mock interviews to prepare pre-apprentices for employers.

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Worksite Culture Spending

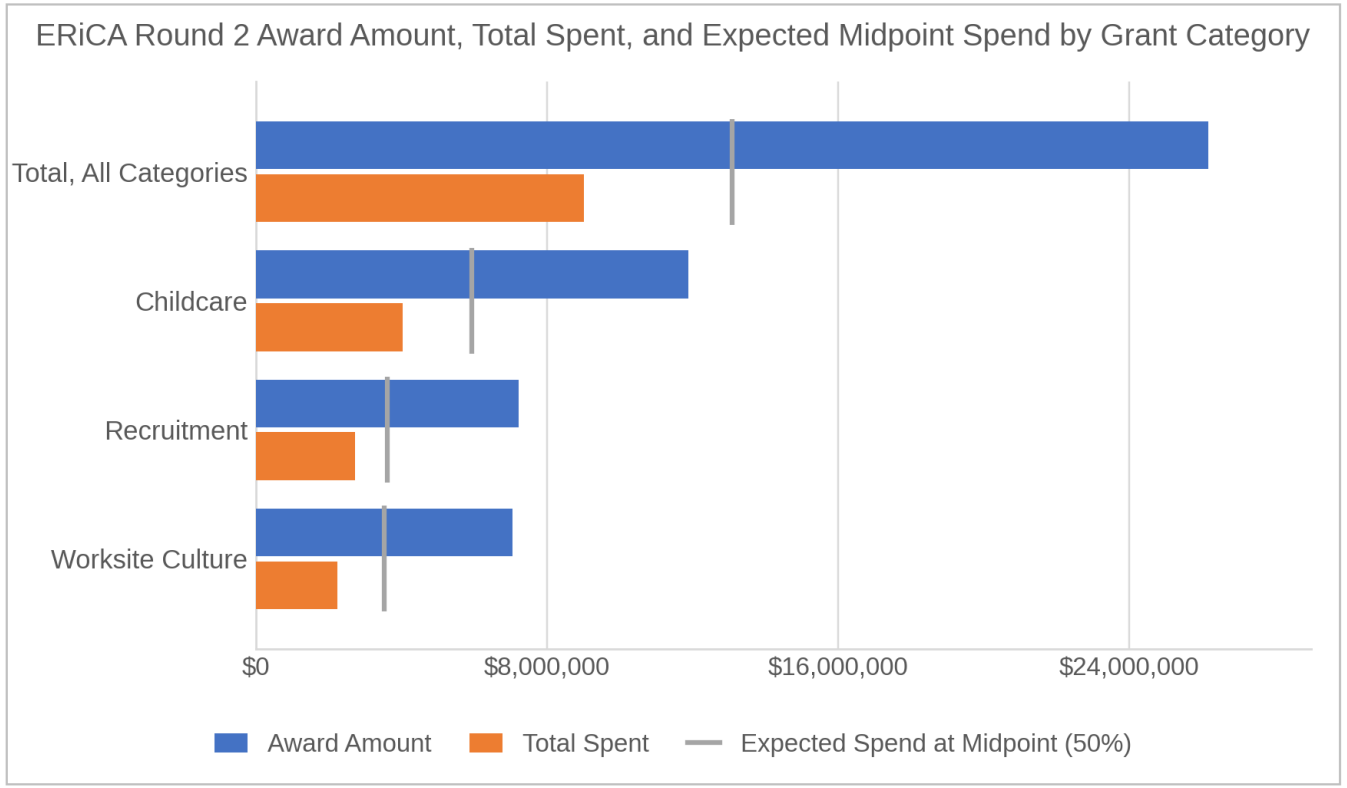


Total Award Amount:	$7,052,849.50
Total Spent:	$2,240,514.01
Total Spent %:	31.77%
Total Unspent Amount:	$4,812,335.49
Total Unspent %:	68.23%

Worksite Culture grantees have spent 31.8% of their awards, the lowest of the three categories. Six of 15 grantees are below 25%.

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Overall Fiscal Spend Down



34.4%
of $26.2M invoiced at Quarter 4

$4.1M
below the 50% midpoint expectation

52.3%
highest grantee, Carpenters

7.8%
lowest grantee, NB BCTC / NB TIP

The five largest grantees, about half of all funding, have spent 34.1%, close to the overall rate.

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AB 1980: ERiCA Grant Program

- **Title:** Labor: apprenticeship: Equal Representation in Construction Apprenticeships Grant Program
- **Author:** Assemblymember Jessica Caloza
- **Status:** Chapter 566, Statutes of 2026. Signed September 27, 2026; effective January 1, 2027
- The goals of the ERiCA grant shall include all of the following:
  - (1) Provide women, nonbinary individuals, and underrepresented populations with opportunities to train for a construction career with greater access to registered preapprenticeship and registered apprenticeship programs.
  - (2) Increase awareness among women, nonbinary individuals, and underrepresented populations of preapprenticeship and apprenticeship programs that create an on-ramp into a career in the building and construction industry.
  - (3) Increase the number of women, nonbinary individuals, and underrepresented populations registered in, and completing, construction preapprenticeship and apprenticeship programs.
  - (4) Increase the number of women, nonbinary individuals, and underrepresented populations employed in the construction trades.
  - (5) Increase retention of women, nonbinary individuals, and underrepresented populations in the construction trades.

AB 1980: What It Does

Codifies ERiCA

Writes the existing grant program into Labor Code § 107.7.3

DIR/DAS runs the grant

DIR, through DAS, establishes and administers the ERiCA Grant Program

Adds no new funding

ERiCA is funded from the General Fund. Grant size depends on the amount appropriated in the budget.

Looking ahead

Round 3 will be designed and measured against the five statutory goals

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Thank You

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