

Apprenticeship Innovation Fund (AIF)

FACT SHEET

Executive Summary

The Apprenticeship Innovation Fund (AIF) is California's performance-based apprenticeship funding model, designed to rapidly expand equitable, high-impact, non-traditional apprenticeships.

AIF was established in 2022 to help scale new and innovative apprenticeship programs, defined as apprenticeships associated with the Interagency Advisory Committee on Apprenticeships (IACA) which includes industries beyond traditional apprenticeships in the building and fire trades. These apprenticeship sectors include healthcare, advanced manufacturing, technology, education, and many more sectors.



AIF eliminates barriers associated with competitive grants by reimbursing programs for actual apprentices served and supported. Two categories of reimbursement:

AIF Support (AIF-S) reimburses operational expenses for apprenticeship programs. \$3500 per active apprentice per year, prorated to the month, along with \$1000 per apprentice completion bonus.

AIF Training (AIF-T) reimburses educational agencies for apprenticeship training expenses. \$10.05 per training hour per apprentice.

AIF's Impact

- Delivers results: **29,002 apprentices** supported in over 3 years
- Transparent, outcomes-driven funding with strong fiscal accountability
- **\$72M** allocated across Rounds 1–3 (2022–2024)
 - **Round 1** - \$17.3M paid to serve 7,297 apprentices (avg. investment per participant \$2,378)
 - **Round 2** - \$24.8M paid to serve 9,844 apprentices (avg. investment per participant \$2,522)
 - **Round 3** - \$29.8M paid to serve 11,861 apprentices (avg investment per participant \$2,516)
- Formula funding, reimburses those programs for supporting and training apprentices up to a level determined by the number of apprentices served
- Low risk, high value return on investment, reimbursement for great work serving apprentices that is already complete (no contracts, only performance)
- Aligns with state workforce and equity priorities without red tape. Aligned to high road principles:
 - **\$51.74 average total hourly compensation** for AIF funded Apprentices across all three rounds
- Closely aligned to the Jobs First Initiative, and the 3rd round of AIF was launched within the launch of the Jobs First Blueprints
- **86 active programs** served during three rounds of AIF across many sectors, including healthcare, public transit, early childhood, and public sector
- Key investment into Governor's goal of serving 500,000 apprentices by 2029
 - 227,492 apprentices served to date
- **76% growth** in IACA-registered apprenticeships from 2021 to 2024



Program Highlights

Early Childhood (ECEPTS):

Trained **158** apprentices in Round 1, **327** apprentices in Round 2, and **658** apprentices in Round 3 (80% women of color).

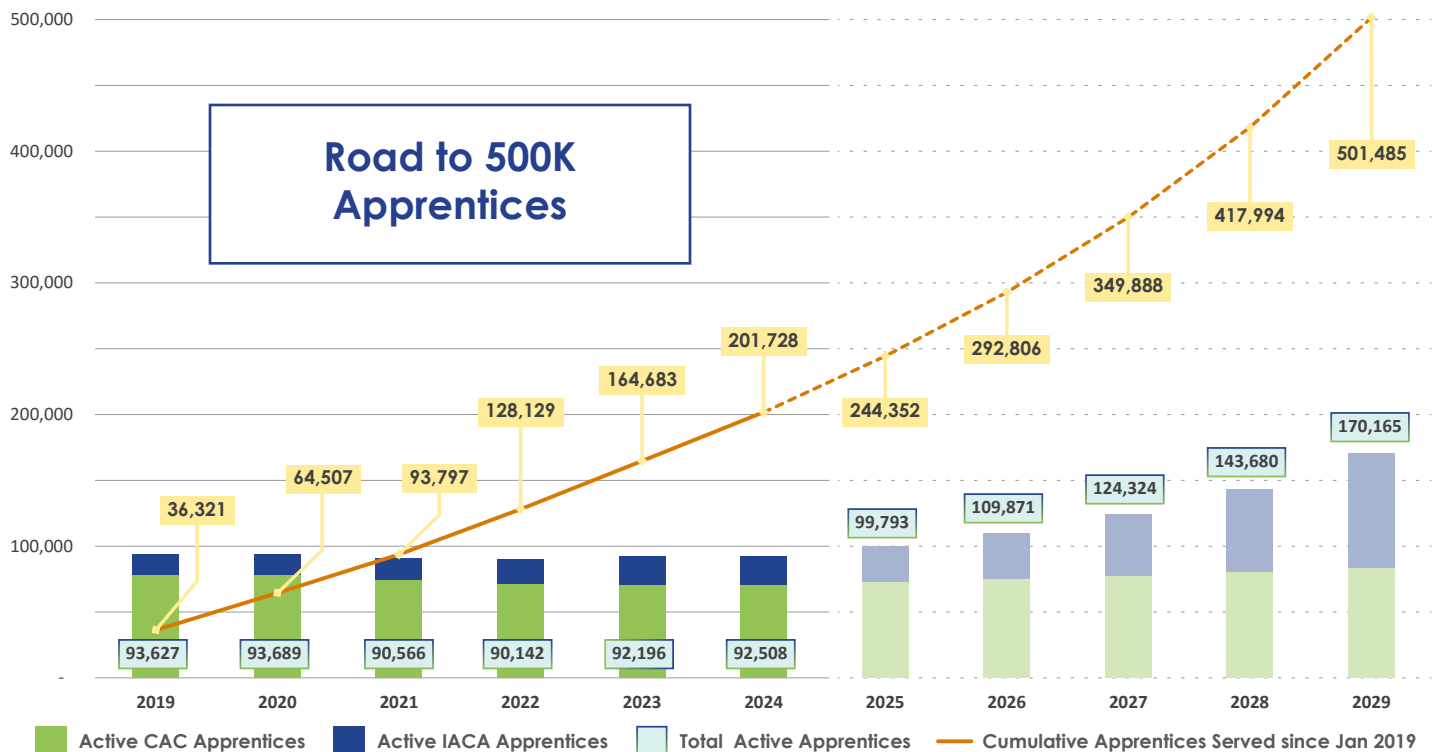
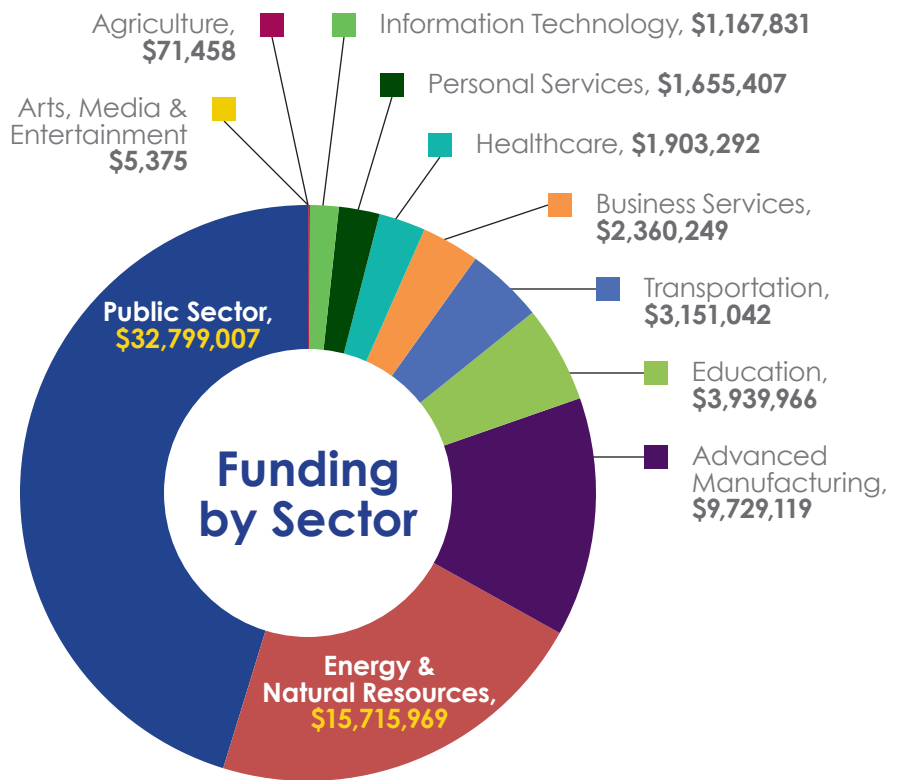
Public Transit (Santa Clara Valley Transportation Authority):

Building skills in transit careers, served **80** apprentices in Round 1, **258** apprentices in Round 2, and **321** in Round 3.

Local Apprenticeships Uniting a Network of Colleges & High Schools (LAUNCH):

Served **360** apprentices in Round 1, served **386** apprentices in Round 2, served **534** apprentices in Round 3.

LAUNCH operates programs providing training to apprentices pursuing careers in healthcare, advanced manufacturing, information technology and automotive services.



Apprenticeship Growth Chart - The Road to serving 500K apprentices requires an ongoing investment into the programs that are effectively serving apprentices and employers. AIF is a critical and efficient investment to ensure that CA can meet this projected growth in apprenticeships across all sectors.