

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

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP  
FROM: ERIC ROOD, CHIEF  
DIVISION OF APPRENTICESHIP STANDARDS  
THIRD-QUARTERLY MEETING:

July 27, 2021

**Upcoming IACA Meeting dates and sites:  
2020**

**TBD End of October**

**ACTIVITIES/INFORMATION**

Retirements

Brenda Rogers 4/30/2021

Linda Knox 06/29/2021

Promotions

Cristen Harrington was promoted to an Apprenticeship Consultant 07/01/2021

New Hires:

Fredy De Leon 07/06/2021

Kelenia Olson 07/06/2021

**Updates:**

There is a lot to be optimistic with apprenticeship funding as California wraps up its 2021-2022. This comes on top of the proposed federal budget investments which will begin on October 1, 2021 fiscal year. The 2021-2022 state budget provides more than \$170 million in workforce funding that will directly impact registered apprenticeship.

The California Community College's Chancellor's Office received funding for additional California Apprenticeship Initiative and a modest increase for Proposition 98 funding for related and supplemental instruction. In June, the Department successful received a \$10 million grant to expand registered regional apprenticeship sponsorships at local workforce investment boards.

The California Workforce Development Board (CWDB) receives \$100 million for its work to develop high road training partnerships. This funding includes that one out of every three person served be by a registered apprenticeship. The CWDB also receives an additional \$20 million for residential construction projects. The Governor is making a commitment to more affordable housing, which includes building at state owned-properties not being used.

The Employment Training Panel receives \$50 million to fund earn and learn models. This funding comes without restrictions in the past. As such, non-profit employers and government programs that have a high road apprenticeship model may be eligible for these funds.

On the federal front, President Biden is proposing a significant investment at the federal level for the federal fiscal year 2021-2022 budget. First, there is a proposal to increase US DOL ETA OA by \$100 million for next year from \$185 million to \$285 million. President Biden proposes \$5 billion over the next 3 years to expand registered apprenticeships across the country in his America

Jobs Plan. Finally, the National Apprenticeship Reauthorization Act is currently at the upper house that could infuse over \$10 billion dollars over the next 10 years.

DAS launched its Tableau feature to internal staff. This allows DAS to easily capture California Apprenticeship System data in formats that include heat maps, pie charts and bar graphs. DAS is working on providing a solution to put Tableau data on our DAS website for public use. Deputy Chief Glen Forman is working with DIR's information technology team.

### **Apprentice Complaints:**

#### **Status of IACA Apprentice Complaints**

<b>Year</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
<b>Investigation/Hearing</b>	5	1	1
<b>Administrator/Legal Review</b>	0	0	0
<b>Withdrawn/Dismissed</b>	3	14	16
<b>Resolved through Hearing</b>	0	8	3
<b>Determination Issued</b>	1	2	0
<b>Total Filed</b>	<b>9</b>	<b>25</b>	<b>20</b>

### **Programs:**

The DAS has four (4) new programs approved during the last quarter. They are:

- City College of San Francisco Early Childhood Development Apprenticeship Program, for the occupation of Early Education Instructional Aide (Apprentice)
- Simply Youth Institute's Program (SAGACITY) for the Healthcare industry (Preapprenticeship)
- VETAP Pre-Apprenticeship, for the Agriculture industry (Preapprenticeship)
- Woz U Technical Pre-Apprenticeship, for the Information Technology industry (Preapprenticeship)

### **Federal Grants**

The SAE Consolidated grant (Approximately \$3.5 Million) was closed out this past March 30, 2021. This grant was very successful in meeting the goals of expanding apprenticeship in California. Since the effective date of the SAE grant(s) on June 30, 2016, the total number of apprentices served by SAE grant funding was 135,185. The 135,185 apprentices registered after the grant effective date of the grant(s) represents an increase of approximately 1,272 percent of the grant performance target of 15% of the baseline number (10,627) for new apprentices served under the SAE grant(s).

The SAE Consolidated grant funding also allowed the enhancement of the Division of Apprenticeship Standards (DAS) database system and the development of an internet-based registration system. The DAS on-line registration allows apprenticeship/pre-apprenticeship programs to submit agreements, completions and cancellations electronically, which in turn eliminates the use of paper forms and greatly increases accuracy, efficiency and record keeping for both the apprenticeship/pre-apprenticeship programs and DAS. The new DAS on-line registration system is working very well and most of the programs utilizing the system have found it overall, a

positive experience. The DAS on-line registration system is simple to use and streamlines the entire apprentice/pre-apprentice registration process.

DAS has also been awarded a Technology grant in the amount of \$450,000.00 that has been used to enhance DAS ability to identify and implement specific technical assistance (TA) strategies that change existing or create new effective processes and/or services, in the delivery of TA to sponsors for the purposes of increasing efficiency, improving overall impact, and removing barriers in expanding Registered Apprentice Programs (RAPs). The grant funding shall help enhance system alignment and achieve partnership goals to increase integration and alignment with existing Community Workforce Development Boards and their partners, to include alignment with state and local plans. This funding will allow DAS to better capture demographic data across all workforce sectors that will align with the State's Biannual Workforce Plan.

On July 1, 2021, DAS was awarded a \$10 million State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI) grant. This grant will deliver at least 1,500 new apprentices with diversity, inclusion, and equity as a key strategy. The equity goals include serving at least 60% people of color, 40% women, and 10% people with disabilities and justice-involved. The DAS shall use the SAEEI funding to contract with at least four Regional Local Workforce Development Boards (Local Boards) to develop and operate multi-employer apprenticeships. The Local Boards may contract with apprenticeship intermediaries to help the program sponsor administer the program, provide outreach services to help the expansion efforts in targeted industries, recruit under-represented populations such as women, people of color, veterans, justice-involved, people with disabilities, youth, and the multitude of unemployed due to the COVID-19 pandemic. The Local Boards' focus will be to promote diversity, equity, and inclusion.

**Statistics of June 30, 2021** this Committee / California total

The active apprentices numbered **15,608 / 90,860**

New registrations and reinstatements numbered **1,711 / 8,695** for the quarter.

Minorities represented **75.3% / 69.7%** of all active apprentices.

Active women apprentices numbered **4,158 / 6,618**, which is **26.6% / 7.3%** of all active apprentices.

There are currently **910 / 9,157 veterans** active, **169 / 2,157** of which registered and **138 / 1,740** completed in 2021.

**Program Evaluations April 1, 2021 through June 30, 2021:**

Since April 1, 2021, DAS opened ten (10) apprenticeship program evaluations. In the first quarter, DAS completed six (6) evaluations (listed in the New Evaluations Table). There are thirteen (13) programs with corrective action needed (one (1) opened in 2019, twelve (12) opened in 2020), and eleven (11) program evaluations are in progress. DAS consultants are monitoring these programs to ensure their recommendations are completed.

DAS will continue to send new evaluation notification letters one year following the creation of a new program or substantial expansion of an existing program. To ensure high-quality

apprenticeship administration, consultants will assist apprenticeship programs with correcting the deficiencies found in order to close their evaluations/reviews.

**New Evaluations Presented to the IACA (July 2021)**

<b>Program Name</b>	<b>Status/Action Date</b>
Palomar College United States Marine Corps Apprenticeship Program (File #100439) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/5/2021</b>
The Technest Apprenticeship for San Jose Evergreen Community College District (File #100488) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/5/2021</b>
The Salvation Army Napa Valley Culinary Training Academy (File #100495) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/5/2021</b>
S.M.U.D. Joint Apprenticeship Committee (File #100456) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/17/2021</b>
The Art of Beauty – LAUSD (File #100485) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/17/2021</b>
Westside Works Early Childhood Educator Apprenticeship Program (File #100523) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/17/2021</b>
San Joaquin County Apprenticeship Program (File #100478) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/22/2021</b>
California Apprenticeship for Human Resources (File #100510) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/22/2021</b>
Amazon.com Services Inc. (File #100412) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/22/2021</b>
Wallbreakers Registered Apprenticeship Program (File #100490) <i>Issued at the July 2021 IACA</i>	<b>OPEN/Compliance Pending 5/22/2021</b>
Shirley Ware Education Center (File #100284) <i>Issued at the October 2020 IACA</i>	<b>CLOSED/Compliance Completed 2/23/2021</b>

**Prior Evaluations Presented to the IACA**

<b>Program Name</b>	<b>Status/Action Date</b>
Sealed Air/Central Valley Maintenance Apprenticeship Committee (File #100333) <i>Issued at the January 2021 IACA</i>	<b>CLOSED/Compliance Completed 2/23/2021</b>
Red Rooster Company (File #100299) <i>Issued at the January 2021 IACA</i>	<b>CLOSED/Compliance Completed 2/23/2021</b>

**Prior Evaluations Presented to the IACA (continued)**

<b>Program Name</b>	<b>Status/Action Date</b>
Helping Other People Evolve Apprenticeship Academy of Cosmetology & Barbering (File #100156) <i>Issued at the April 2020 IACA</i>	<b>CLOSED/Compliance Completed 4/17/2021</b>
Martinez Adult Education (File #100009) <i>Issued at the December 2020 IACA</i>	<b>CLOSED/Compliance Completed 4/18/2021</b>
State of California Government Operations Agency IT Apprenticeship Committee (File #5252) <i>Issued at January 2021 IACA</i>	<b>CLOSED/Compliance Completed 4/18/2021</b>
City of Coalinga (File #100281) <i>Issued at January 2021 IACA</i>	<b>CLOSED/Compliance Completed 6/8/2021</b>
Rightvarsity Technology Workforce Immersion Program (File #100165) <i>Issued at the December 2020 IACA</i>	<b>CLOSED/ Compliance Completed 7/14/2021</b>
Allied Health West (UAC) Southwestern Oregon (File #100222) <i>Issued at the December 2020 IACA</i>	<b>CLOSED/ Compliance Completed 7/14/2021</b>
FourM Education Cosmetology & Barbering Apprenticeship Committee (File #100228) <i>Issued at January 2021 IACA</i>	<b>CLOSED/ Compliance Completed 7/22/2021</b>
General Atomics Electronics Technician Apprenticeship Program (File #100192) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 2/17/2021</b>
Fresno Equipment Company (File #100279) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 12/9/2020</b>
The League XS Apprenticeship Academy (File #100256) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 2/23/2021</b>
Alameda County Health Coach Apprenticeship (File #100291) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 1/8/2021</b>
Hierarch Barber & Cosmo Apprenticeship Academy (File #100318) <i>Issued at January 2021 IACA</i>	<b>OPEN/Compliance Pending 4/18/2021</b>
CityLab Professional Apprenticeship Program (File #100319) <i>Issued at January 2021 IACA</i>	<b>OPEN/Compliance Pending 4/16/2021</b>
Mentor Global Consultants (File #100329) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 1/8/2021</b>

State of California zSystems Apprenticeship Program (File #100413) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 3/9/2021</b>
City College of San Francisco Information Security Analyst ATC SentinelOne (File #100092) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 5/19/2021</b>
CCSF Information Security Analyst ATC - Palo Alto Networks (File #100107) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 5/19/2021</b>
CCSF Information Security Analyst ATC – SF Int’l Information Tech and Telecommunications (File #100147) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 5/19/2021</b>
CCSF Information Security Analyst ATC – Exabeam Inc. (File #100154) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 5/19/2021</b>
CCSF Information Security Analyst ATC – Idaptive, LLC (File #100160) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 7/20/2021</b>
CCSF Information Security Analyst ATC – Cloudflare, Inc (File #100301) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 5/19/2021</b>
CCSF Information Security Analyst ATC – Pro Unlimited (File #100302) <i>Issued at the January 2021 IACA</i>	<b>OPEN/Compliance Pending 5/19/2021</b>
State of California Financial Services Apprenticeship Program (File #100451) <i>Issued at the April 2021 IACA</i>	<b>OPEN/Compliance Pending 3/11/2021</b>
Northern California Teamster Transportation, Distribution and Logistics JAC (File #100334) <i>Issued at the April 2021 IACA</i>	<b>OPEN/Compliance Pending 5/5/2021</b>
Ipply Employer-Focused Career Development Apprenticeship Program (File #100406) <i>Issued at the April 2021 IACA</i>	<b>OPEN/Compliance Pending 5/5/2021</b>
Central Valley Maintenance Apprenticeship Committee/The Wine Group (File #100358) <i>Issued at the April 2021 IACA</i>	<b>OPEN/Compliance Pending 2/17/2021</b>
Pool & Spa Apprenticeship and Training Committee (PSATC) (File #100393) <i>Issued at the April 2021 IACA</i>	<b>OPEN/Compliance Pending 2/23/2021</b>

**Prior Evaluations Presented to the IACA (continued)**

**Program Name**

**Status/Action Date**

Food Science & Safety Apprenticeship  
(File #100465) *Issued at the April IACA*

**OPEN/Compliance Pending 3/10/2021**

Central Valley Maintenance Apprenticeship  
Committee/Graphic Packaging Inc.  
(File #100491) *Issued at the April 2021 IACA*

**OPEN/Compliance Pending 3/17/2021**

Riverside City College Cooks and Pastry  
Apprenticeship Program (File #100145)  
*Issued at the February 2021 IACA*

**OPEN/Compliance Pending 12/16/2020**

Mt. Sac Early Childhood Education Teacher  
Apprenticeship (File #100199)  
*Issued at the December 2020 IACA*

**OPEN/Compliance Pending 9/21/2020**

Strong Workforce Apprenticeship Group Health  
Care Apprenticeship Program (File #100171)  
*Issued at the September 2020 IACA*

**OPEN/Compliance Pending 4/24/2020**

The Alliance for Media Arts + Culture  
(File #100056) *Issued at the January 2020 IACA*

**OPEN/Compliance Pending 11/4/2019**

City Barbering & Cosmetology Apprenticeship  
Committee (File #5162)  
*Issued at November 2019 IACA*

**OPEN/Compliance Pending 7/12/2019**

Strong Workforce Apprenticeship Group (SWAG)  
(File #99958) *Issued at November 2019 IACA*

**OPEN/Compliance Pending 9/19/2019**

San Francisco Society for the Prevention of Cruelty  
to Animals (File #99828) *Issued at July 2019 IACA*

**OPEN/Compliance Pending 5/8/2019**

## CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

### Committee totals for the quarter ending June 30, 2021

The active apprentices numbered 15,608.

New registrations and reinstatements numbered 1,711

Minorities represented 75.3% of all active apprentices

Active women apprentices numbered 4,158 which is 26.6% of all active apprentices.

### IACA Active Apprentices

Group	Count Apr-21	% of Total	Count Jun-21	% of Total	Change Apr to Jun	Census Goals
All Minorities	11,543	75.0%	11,703	75.3%	1.4%	51.6%
Black	1,848	12.0%	1,822	11.7%	-1.4%	6.7%
Asian or Pacific Islander	960	6.2%	971	6.3%	1.1%	8.6%
American Indian or Alaskan Native	163	1.1%	171	1.1%	4.9%	0.8%
Filipino	419	2.7%	385	2.5%	-8.1%	3.2%
Hispanic	8,153	53.0%	8,354	53.8%	2.5%	32.4%
White	<u>3,847</u>	<u>25.0%</u>	<u>3,831</u>	<u>24.7%</u>	<u>-0.4%</u>	<u>48.4%</u>
Unknown	70		74			
Total All Groups	15,460		15,608		1.0%	

## CHIEF'S STATISTICAL REPORT

### California totals for the quarter ending June 30, 2021

The active apprentices numbered 90,860.

New registrations and reinstatements numbered 8,695.

Minorities represented 69.7% of all active apprentices.

Active women apprentices numbered 6,618, which is 07.3% of all active apprentices.

### California Total Active Apprentices

Group	Count Apr-21	% of Total	Count Jun-21	% of Total	Change Apr to Jun	Census Goals
All Minorities	63,465	69.4%	63,196	69.7%	-0.4%	51.6%
Black	6,779	7.4%	6,606	7.3%	-2.6%	6.7%
Asian or Pacific Islander	3,239	3.5%	3,202	3.5%	-1.1%	8.6%
American Indian or Alaskan Native	762	0.8%	770	0.8%	1.0%	0.8%
Filipino	1,186	1.3%	1,125	1.2%	-5.1%	3.2%
Hispanic	51,499	56.3%	51,493	56.8%	0.0%	32.4%
White	<u>27,961</u>	<u>30.6%</u>	<u>27,429</u>	<u>30.3%</u>	<u>-1.9%</u>	<u>48.4%</u>
Unknown	204		235			
Total All Groups	91,630		90,860		-0.8%	

## Asian - Pacific Islander Background Summary

<b>Group</b>	<b>Total Count</b>	<b>Total Percent</b>	<b>IACA Count</b>	<b>IACA Percent</b>
ASIAN INDIAN	189	4.4%	97	7.2%
ASIAN OR PACIFIC ISLANDER	729	16.8%	208	15.3%
BANGLADESHI	6	0.1%	4	0.3%
CAMBODIAN	141	3.3%	48	3.5%
CHINESE	469	10.8%	108	8.0%
FIJIAN	30	0.7%	9	0.7%
FILIPINO	1125	26.0%	385	28.4%
GUAMANIAN	77	1.8%	18	1.3%
HAWAIIAN	169	3.9%	24	1.8%
HMONG	137	3.2%	83	6.1%
INDONESIAN	13	0.3%	8	0.6%
JAPANESE	190	4.4%	44	3.2%
KOREAN	153	3.5%	43	3.2%
LAOTIAN	102	2.4%	21	1.5%
MALAYSIAN	13	0.3%	8	0.6%
PAKISTANI	33	0.8%	24	1.8%
SAMOAN	207	4.8%	37	2.7%
SRI LANKAN	2	0.0%		0.0%
TAIWANESE	20	0.5%	9	0.7%
THAI	49	1.1%	12	0.9%
TONGAN	123	2.8%	7	0.5%
VIETNAMESE	352	8.1%	159	11.7%
<b>Total</b>	<b>4329</b>	<b>100.0%</b>	<b>1,356</b>	<b>100.0%</b>

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