

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

TO: CALIFORNIA APPRENTICESHIP COUNCIL
FROM: CURTIS NOTSINNEH, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FOURTH-QUARTERLY MEETING:

October 24, 2024

Upcoming CAC Meeting dates and sites:

2025

January 22-23, 2025 - Holiday Inn Sacramento Downtown – Arena

ACTIVITIES/INFORMATION

New Hires:

- Ronald Aleteanu – AGPA – Program Oversight 08/30
- Bettye McMahan – AGPA- Program Oversight 08/30
- Romae-Anne Aquino-AGPA- Program Oversight 10/01
- Aleksandr Prizhbilova – AGPA Funding Unit 07/01
- Vickie Slack- AGPA-Youth Apprenticeship 08/12
- Rosario Silva Reyes- AGPA-Youth Apprenticeship 07/08
- Scott Fung- AGPA-Youth Apprenticeship 08/12
- Steven Chio- AGPA- AWI –North-09/09
- Laura Thompson- AC- AWI- North- 08/01

Promotions

- Kelenia Olsen - SSMI- Youth Apprenticeship 07/08
- Kim Fulcher – SSMI- Admin –07/31

Separations/Retirements:

- Amie Burgin –09/13/2024

Updates:

In the most recent quarter of 2024, DAS continued its hiring progress, filling vacancies to support apprenticeship program work, grant management, and administrative duties of the DAS. This includes a youth and pre-apprenticeship manager and team.

The 2024-25 State Budget has been finalized, and while all of the state funded grant programs at DAS were proposed to be cut, the final budget included \$40 million in funding restored to DAS grant programs. Of the \$40 million that was restored in the State budget, \$25 million was allocated to youth apprenticeship, and \$15 million was allocated for women in construction.

There was no additional funding allocated for Apprenticeship Innovation Funding (AIF), however of the \$95 allocated to date, we have remaining funds committed to reimburse the costs of apprentices being served in 2024, which will be administered through an application round in early 2025. We will continue processing AIF on a rolling basis and have arrived at a final list of awardees that we anticipate announcing in early November.

Part of the State Budget included reductions for all state agencies across the board for staffing, and we are working with DIR leadership, the Department of Finance, and Labor and Workforce Development Agency to minimize the impacts to DAS work.

DAS awarded California Opportunity Youth Apprenticeship Grants (COYA) to meet the state's need to boost pre-apprenticeships and apprenticeships that help youth enter and advance in high-quality careers. COYA is investing \$31 million in apprenticeship programs that have the power to uplift opportunity youth across California, including those aged 16-24 who face educational achievement gaps or attend schools in lower-income communities. The funding will support 51 projects across California that pave the way for youth apprentices to succeed. The grants support a network of apprenticeship programs in healthcare, education, advanced manufacturing, information technology, public sector, transportation and more. COYA will also ensure employers are supported and encouraged to hire young workers based on their talent and skills.

A link to Governor Newsom's press release can be found here:

<https://www.gov.ca.gov/2024/07/17/california-invests-in-apprenticeships-for-opportunity-youth/>

A link to the DAS press release can be found here:

<https://www.dir.ca.gov/DIRNews/2024/2024-56.html>

AB 2358 implementation continues, and all standards are up to date. DAS extends a warm thank all programs for diligently working with the team to update all of the standards to comply with this mandate.

In September, the Chief released a memo to all DAS staff covering wage guidelines for all IACA programs and occupations. The memo directed staff to lead programs to consider ETP Trainee Wages ("Standard Wages, New Hire" by county) when discussing apprentice wage schedules with IACA programs. Starting apprentice wages not meeting the ETP wages for the current year and county(ies) where the apprentice work is performed, may be rejected by the Chief. Exceptions to this directive would be programs where:

- Wages are covered by a Collective Bargaining Agreement (CBA)
- All 1st period apprentices attend High School

While ETP minimum wages are not required by CA Labor Code or Regulation, staff should caution programs as the Chief has sole discretion to approve/deny programs that are not in the building & construction and firefighter trades (CCR §208).

Current ETP wage rates and the State and Local Minimum Wages can be found at the links below.

- ETP Link - <https://etp.ca.gov/program-overview/trainee-wages/>
- State/Local - https://www.dir.ca.gov/dlse/minimum_wage.htm

Amie Bergin recently departed DAS as the senior manager over the AWI team, and we are looking for a new person to lead this team at DAS.

The DAS recently completed the first annual review for the women in construction grant program, or ERiCA grant, and Deputy Chief Burnes will present the update as part of the Chief's Report.

Field Office Activities

Consultants continue to work with our existing JACs, UACs, and other program sponsors to update standards, attend committee meetings, and assist with various matters that may arise so you can continue the successful operation of your apprenticeship programs. Staff have been attending numerous program apprenticeship graduations this past quarter congratulating all of the new journeymen in their new role as a mentor to future apprentices. Staff reassignments continue to take place to equalize workload and services your programs. The Los Angeles field office is looking to add one new consultant who will begin in late October.

Apprenticeship Training Fund Check Processing

During the period **July 1, 2024, through September 30, 2024:**

- **57,858 checks** were reviewed and processed.
- **\$ 7,971,776** was sent for deposit.

Status of CAC Apprentice Appeals (2024)

Appeals made to the CAC	2
CAC Appeal Final Decisions	0
CAC Appeals Withdrawn/Dismissed	0

Apprentice Complaints:

Status of CAC Apprentice Complaints

Year	2024	2023	2022	2021	2020
Investigation/Hearing	8	3	1	0	0
Administrator/Legal Review	0	2	0	0	0
Withdrawn/Dismissed	1	11	7	7	15
Resolved through Hearing	0	3	4	7	5
Determination Issued	3	0	4	2	2
Total Filed	12	19	16	17	23

New Programs:

Paramedics for Equity (P4E) for the occupation of Paramedic.

Denied Programs:

None

ERiCA Grant

The Equal Representation in Construction Apprenticeship (ERiCA) Grant is making significant strides. Grantees are focused on providing vital childcare resources while engaging in outreach and community development efforts. DAS is conducting a thorough assessment of participant reports and narratives concerning the grantees' activities, which will share its findings with them once it has been finalized. DAS continues to be dedicated to assisting the grantees in reaching their goals.

Statistics of September 30, 2024, this Council / California total

The active apprentices numbered **72,150 / 94,126**.

New registrations and reinstatements numbered **8,418 / 11,985** for the quarter.

Minorities represented **70.5% / 72.3%** of all active apprentices.

Active women apprentices numbered **2,549 / 8,737**, which is **3.5% / 9.3%** of all active apprentices.

There are currently **13,975 / 15,385 active veterans, 3,774 / 4,945** of which registered, and **1,864/ 2,602** completed in 2024.

Program Evaluations July 1, 2024 through September 30, 2024

Since July 1, 2024, DAS opened two (2) apprenticeship program evaluations. One (1) program evaluation is in progress. There are ten (10) programs with corrective action needed (six (6) opened in 2021, four (4) opened in 2022 and one (1) opened in 2023. DAS consultants are monitoring the program to ensure their recommendations are completed.

Evaluations Presented to the CAC (October 2024)

Program Name

Status/Action Date

West Bay Counties Roofers and Waterproofers JATC
(File #109) *Issued at the October 2024 CAC*

OPEN/Compliance Pending 9/24/2024

Traffic Control Automotive Marine & Specialty Painters
Finishing Trades Institute Local 1176 (File #5115)
Issued at the October 2024 CAC

OPEN/Compliance Pending 7/16/2024

Prior Evaluations Presented to the CAC

Program Name

Status/Action Date

Joint Apprenticeship Committee for Operating
Engineers for the 46 Northern Counties in CA
(File #9431) *Issued at April 2021 CAC*

OPEN/Compliance Pending 1/12/2021

Prior Evaluations Presented to the CAC (*Continued*)**Program Name****Status/Action Date**

Orange County Electrical JAC (File #5129)

*Issued at the January 2021 CAC (CAR)***OPEN/**Compliance Pending 4/18/2021

Southern California Acoustical Installer JATC

*(File #19719) Issued at July 2021 CAC (CAR)***OPEN/**Compliance Pending 5/5/2021

Southern California Plasterer JATC (File #5090)

*Issued at July 2021 CAC (CAR)***OPEN/**Compliance Pending 5/5/2021

Riverside, San Bernardino, Mono & Inyo Counties

Sound Technician Apprenticeship Program

*(File #19924) Issued at October 2021 CAC (CAR)***OPEN/**Compliance Pending 7/26/2021

San Bernardino, Mono & Inyo Counties Electrical

J.A.T.C. (File #375) *Issued at October 2021 CAC (CAR)***OPEN/**Compliance Pending 7/26/2021

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

Los Angeles Electrical and J.A. & E. T. C.

*(File #5089) Issued at May 2022 CAC (CAR)***OPEN/**Compliance Pending 2/3/2022

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

Southwest Carpenter and Affiliated Trades J.A.T.C.

*(File #5219) Issued at May 2022 CAC (CAR)***OPEN/**Compliance Pending 3/4/2022

San Diego County Cement Masons JAC

*(File #7257) Issued at July 2021 CAC (CAR)***OPEN/**Compliance Pending 1/31/2023

CHIEF'S STATISTICAL REPORT

CAC totals for the quarter ending September 30, 2024

The active apprentices numbered 72,150.

New registrations and reinstatements numbered 8,418.

Minorities represented 70.5% of all active apprentices.

Active women apprentices numbered 2,549 which is 03.5% of all active apprentices.

CAC Active Apprentices

Group	Count Jun-24	% of Total	Count Sep-24	% of Total	Change Jun to Sep	Census Goals
All Minorities	49,950	70.4%	50,536	70.5%	1.2%	51.6%
Black	4,123	5.8%	4,165	5.8%	1.0%	6.7%
Asian or Pacific Islander	2,035	2.9%	2,044	2.9%	0.4%	8.6%
American Indian or Alaskan						
Native	589	0.8%	597	0.8%	1.4%	0.8%
Filipino	705	1.0%	710	1.0%	0.7%	3.2%
Hispanic	42,498	59.9%	43,020	60.0%	1.2%	32.4%
White	<u>20,991</u>	<u>29.6%</u>	<u>21,153</u>	<u>29.5%</u>	<u>0.8%</u>	<u>48.4%</u>
Unknown	431		461			
Total All Groups	71,372		72,150		1.1%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending September 30, 2024

The active apprentices as of September 30, 2024, numbered 94,126.

New registrations and reinstatements numbered 11,985 for the quarter ending September 2024.

Minorities represented 72.3% of all active apprentices as of September 30, 2024.

Active women apprentices as of September 30, 2024, numbered 8,737 which is 09.3% of all active apprentices.

California Total Active Apprentices

	Count Jun-24	% of Total	Count Sep-24	% of Total	Change Jun to Sep	Census Goals
All Minorities	66,261	72.2%	67,531	72.3%	1.9%	51.6%
Black	6,439	7.0%	6,635	7.1%	3.0%	6.7%
Asian or Pacific Islander	3,358	3.7%	3,439	3.7%	2.4%	8.6%
American Indian or Alaskan Native	839	0.9%	867	0.9%	3.3%	0.8%
Filipino	1,100	1.2%	1,120	1.2%	1.8%	3.2%
Hispanic	54,525	59.4%	55,470	59.4%	1.7%	32.4%
White	<u>25,478</u>	<u>27.8%</u>	<u>25,827</u>	<u>27.7%</u>	<u>1.4%</u>	<u>48.4%</u>
Unknown	720		768			
Total All Groups	92,459		94,126		1.8%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	CAC Count	CAC Percent
ASIAN INDIAN	309	6.8%	90	3.3%
ASIAN OR PACIFIC ISLANDER *	829	18.2%	506	18.4%
BANGLADESHI	8	0.2%		0.0%
CAMBODIAN	126	2.8%	56	2.0%
CHINESE	458	10.0%	296	10.7%
FIJIAN	39	0.9%	19	0.7%
FILIPINO	1120	24.6%	710	25.8%
GUAMANIAN	87	1.9%	64	2.3%
HAWAIIAN	191	4.2%	144	5.2%
HMONG	179	3.9%	61	2.2%
INDONESIAN	13	0.3%	5	0.2%
JAPANESE	204	4.5%	160	5.8%
KOREAN	166	3.6%	111	4.0%
LAOTIAN	99	2.2%	70	2.5%
MALAYSIAN	6	0.1%	4	0.1%
PAKISTANI	50	1.1%	18	0.7%
SAMOAN	193	4.2%	142	5.2%
SRI LANKAN	5	0.1%	5	0.2%
TAIWANESE	27	0.6%	20	0.7%
THAI	61	1.3%	41	1.5%
TONGAN	97	2.1%	75	2.7%
VIETNAMESE	294	6.4%	159	5.8%
Total	4,561	100.0%	2,756	100.0%
		100.0%		100.0%

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

CAC training Fund Grant Distribution 2024

Name	Amount
ABC Southern California Training Trust Fund	\$16,523.52
AGC Apprenticeship & Training Trust	\$90,986.51
Alameda County Electrical Industry Apprenticeship	\$3,410.46
Apprentice & Journeyman Training Trust Fund	\$101,432.90
Associated Builders and Contractors Northern California Chapter Training Trust Fund	\$15,900.03
BAC Local 3 JATEC	\$6,100.31
Boilermakers Western States	\$36,753.26
Brick Masons Apprenticeship	\$5,603.40
California American Fire Sprinkler Association	\$8,494.24
California Field Ironworkers Apprenticeship Training	\$63,395.69
Carpenters Training Committee for Northern California	\$164,036.75
Central Valley Electrical Industrial Training & Education Trust	\$1,966.18
Central Valley Motherlode Plumbers, Pipe and Refrigeration Fitters JATC	\$1,751.69
District Council 16 Northern California Journeyman and Apprentice Training Trust Fund	\$57,807.61
Finishing Trades Institute of District Council 36 Training Trust Fund	\$105,637.23
Fresno and Vicinity Sheet Metal Industry Apprenticeship and Training Trust Fund	\$3,431.87
Independent Roofing Contractors of California	\$8,624.82
Laborers Training & Retraining Trust for Southern California	\$457,878.65
Laborers Training & Retraining Trust for Northern California	\$184,100.91
Masonry Industry Training Association (MITA)	\$2,748.71
Northern California Plasterers JATC	\$7,839.81
Northern California Sound & Communication JATC	\$14,261.23
Northern California Tile industry JATC	\$7,521.39
Northern California Valley Sheet Metal JATTF	\$7,933.41
Operating Engineers and No Ca Surveyor Training Fund	\$131,836.42
Operating Engineers Local Union 3 Journeymen and Apprentice Training Trust	\$205,052.00
Operating Engineers Training Trust	\$373,335.03
Pavement Stripers & Highway Maintenance Apprenticeship & Training Trust	\$17,243.26
PHCC Educational Foundation	\$4,366.94
Plaster Tenders Apprenticeship	\$9,895.32
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust Fund	\$8,311.86
San Diego Chapter ABC Training Trust Fund	\$11,851.13
San Diego Electrical Training Trust	\$10,054.04
San Francisco Electrical Industry and Training Committee	\$3,068.28
Sheet Metal & Air Conditioning Apprenticeship & Journeyman Training Committee	\$5,459.91

CAC training Fund Grant Distribution 2024 (cont.)

Name	Amount
Sheet Metal Local 104 Apprentice & Journeyman Training Program	\$30,685.83
Sheet Metal Workers & Tri Counties Apprenticeship	\$2,650.69
So Ca Roofers & Waterproofers	\$17,352.57
So Ca Plastering Institute Apprenticeship Trust	\$12,840.16
Southern California Sheet Metal JATC	\$15,737.70
Southwest Carpenters Training Fund	\$172,011.24
Tile Marble and Terrazzo Joint Apprenticeship Training Committee	\$12,393.09
UA Local 447 Plumbers, Pipefitters, Refrigeration Fitters	\$9,552.31
Ventura County Electrical Workers Joint Apprentice Trust Fund	\$1,343.38
WECA Apprenticeship and Training Trust	\$26,799.94
Western Burglar & Fire Alarm	\$13,804.16