

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

TO: INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP
FROM: ADELE BURNES, CHIEF
DIVISION OF APPRENTICESHIP STANDARDS
FIRST-QUARTERLY MEETING:

August 18-19, 2025

Upcoming IACA Meeting dates and sites:

- Q4-
 - IACA Q4 Meeting - October 9, 2025 – Riverside, CA
 - Subcommittee Meetings- October 24-28, 2025 - To be confirmed and posted

ACTIVITIES/INFORMATION

New Hires:

April 1 – Jessica Damian, Outreach Advisor, Outreach Unit

April 7 – Milan Wiley, Outreach Advisor, Outreach Unit

May 1 – DeAnn Harrison, Branch Chief, Funding Operations

May 19 – Craig Coppin, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit

June 19 – Abigail Mendez, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit

Promotions:

April 21 – Michael Lanceta, Apprenticeship Consultant, Program Planning and Review Unit

May 1 – Kim Pham, Industrial Relations Representative, Legacy Team, Oakland Office

June 1 – Paul Martinez, Senior Apprenticeship Consultant, Legacy Team, LA Office

June 18 – Paul Giacomotto, Leader, Apprenticeship and Workforce Innovation Unit

Transfers:

None

Separations/Retirements:

June 1 – Ellen Soakai, Branch Chief Program Management, Apprenticeship and Workforce Innovation Unit

Updates:

In the 2nd quarter, DAS continues to make progress on hiring and also optimizing the registration process and also how DAS supports all program types, including Pre-Apprenticeship. The Apprenticeship and Workforce Innovation Team is now being lead by Paul Giacomotto, who was promoted into the role effective June 18th, and brings with him a depth of experience supporting the development of key apprenticeship programs such as those in the semiconductor advanced manufacturing space and also hiring, training and supporting AWI team members. Paul will be a key point of contact for the IACA community.

In 2018, the program type of Pre-Apprenticeship was established in Labor Code 3100, and since then, the number of Apprenticeship programs registered with DAS has been steadily increasing, now with 186 pre-apprenticeship programs registered. Initially Pre-Apprenticeships were being registered and supported by one person in the Program Planning and Review (PPR) team, and this team has been increasingly overloaded with new program registrations and standards revisions, as shared in previous meetings. DAS has therefore, over the past 6 months, shifted the support of Pre-Apprenticeship programs away from PPR, and over to the Program teams including the Apprenticeship and Workforce Innovation team, and in particular the Youth and Pre-Apprenticeship team. Therefore, if you are a stakeholder with a Pre-Apprenticeship program, you should now be going directly to your assigned DAS Apprenticeship Consultant/Advisor for program and pre-apprentice registration and any troubleshooting related to Pre-Apprenticeship Program. We hope that this shift both better supports the Pre-Apprenticeship programs and also optimizes the workload to ease the bottleneck for PPR, allowing them the focus on program registrations and revisions.

DAS is continuing its prioritized focus on the registration of new apprenticeship programs, and we are happy to share that there were 11 new programs approved in the 2nd quarter spanning a variety of areas from a Search Marketing Strategist with the State Center Apprenticeship Hub to Perioperative Registered Nurse with Bakersfield College to CNC Operator with Rise Up Industries. DAS hopes to continue this progress in registering new programs.

In the recently finalized budget, DAS has not been allocated any additional funding specifically focused on IACA Apprenticeship, however DAS is still administering the funding allocated in previous budget cycles for the Apprenticeship Innovation Funding and the CA Opportunity Youth Apprenticeship – see further updates in the Funding section below. On the CAC side, DAS was allocated an additional \$14.9M for the Women in Construction Priority Program and there was an adjustment to the CAC Training Funds to better balance the inflows and outflows of that fund, increasing the annual grants from \$3M to \$20M annually.

DAS is looking forward to the upcoming [Advancing CA Apprenticeship Summit](#) taking place October 7-9 in Riverside, CA and we hope to get to see many of you at the event. Both to encourage participation and seize the opportunity to gather in person, the IACA Q4 Meeting will be taking place adjacent to and co-located with the Summit on Thursday October 9th.

Apprentice Complaints: Status of IACA Apprentice Complaints

Year	2025	2024	2023	2022	2021	
Investigation/Hearing			0		0	0
	0	0				
Administrator/Legal Review	0	0	0	0	0	
Withdrawn/Dismissed		0	0	0	0	0
Resolved through Hearing	0	0		0	0	1
Determination Issued			0	0	0	0
Total Filed	0	0	0	0	1	

New Programs:

The DAS has eleven (11) new programs (or existing programs adding occupations) approved during the last quarter. They are:

- State Center Apprenticeship Hub - Occupation(s): Search Marketing Strategist; Web and Digital Interface Designer; Software Developer; Tech Support Specialist; Cyber Security Technician
- City College of San Francisco (CCSF) & Social Imprints Next Generation (SING) Apprenticeship – Occupation(s): Marketing Research Analyst and Marketing Specialist; Graphic Designers
- Vehicles for Change - San Diego Inc. - Occupation(s): Automotive Technician Specialist
- Organic Regenerative Certified Apprenticeship (ORCA) - Occupation(s): Farmworkers and Laborers, Crop, Nursery, and Greenhouse
- Stanford University & SEIU Higher Education Workers Local 2007 Apprenticeship – Occupation(s): Laboratory Machinist
- WestCal Academy – Occupation(s): Medical Assistant; Central Sterile Processing Technician; Pharmacy Support Staff; Veterinary/Lab Animal Tech; Career/Technical Education Teachers, Postsecondary (Agriculture Education Instructor); Dental Assistant
- Orange County Department of Education Apprenticeship Program – Occupation(s): Early Childhood Educator; Child Care Development Specialist; Teacher Aide I; Cyber Security Support Technician; Creative Director (Graphic Designer); Office Manager (Operations Management)
- Bakersfield College Healthcare Apprenticeship Program Standards – Occupation(s): Perioperative Registered Nurse
- Rise Up Industries Apprenticeship Program – Occupation(s): CNC Operator
- San Diego Theatrical Training Corporation The Live Events Joint Apprenticeship Training Committee IATSE LOCAL 122 – Occupation(s): Stage Technician
- Velocity Truck Centers Apprentice Program – Occupation(s): Diesel Technician

Funding Information

In Q2, DAS closed the applications for the third round of Apprenticeship Innovation Funding (AIF) to reimburse program sponsors and LEAs for supporting and training eligible IACA apprentices in 2024. Applications were accepted from February 18 through April 17, 2025. They are now being processed on a rolling basis for eligibility review, corrections (if needed), and award determination. As of the deadline, DAS has received 82 applications requesting a total of \$33,386,357.21. Confirmation emails acknowledging receipt have been sent to all applicants, and the first batch of award letters and payments initiated in Q2. The DAS Funding Team is currently reviewing applications and will communicate directly with awardees regarding next steps.

Also in Q2, the deadline for the 2nd round of the CA Opportunity Youth Apprenticeship (COYA) Grant closed on April 10, 2025. DAS received 142 proposals requesting a total of \$87 million in funding. The breakdown of proposals was:

- 100 Apprenticeship Planning proposals totaling \$46 million,
- 24 Pre-Apprenticeship Implementation proposals totaling \$25 million
- 18 Apprenticeship Implementation proposals totaling \$15.2 million.

In June, the 2nd Round of the [COYA Grant awardees were announced by Governor Newsom](#), announcing the intent to fund over \$15 million in awards to 29 youth apprenticeship and pre-apprenticeship programs across many industries from the fire trades to union entertainment jobs, and education paraprofessional roles. COYA Round 2 Highlights:

- Total Funding Awarded: \$15,428,999 – 29 Grantees
- Apprenticeship Planning Grant (COYA-AP): \$7,192,091 – 18 Grantees
- Pre-Apprenticeship Implementation Grant (COYA-PI): \$3,088,000 – 4 Grantees
- Apprenticeship Implementation Grant (COYA-AI): \$5,148,908 – 7 Grantees

Statistics of June 30 2025, this Committee / California total

The active apprentices numbered **21,448/ 91,318**

New registrations and reinstatements numbered **2,511/9,532** for the quarter.

Minorities represented **78.7% / 72.9%** of all active apprentices.

Active women apprentices numbered **6,337/8,825**, which is **29.6% / 9.66%** of all active apprentices.

There are currently **1,214/4,337 active veterans**, **182/408** which registered, and **165/ 281** completed in 2025.

Program Evaluations April 1 2025, through June 30, 2025

Since April 1, 2025, DAS opened six (6) program evaluations, and seven (7) evaluations have been completed. Ten (10) program evaluations are in progress and there are twenty-four (24) programs with corrective action needed (six (6) opened in 2022, four (4) opened in 2023, five (5) opened in 2024, and nine (9) opened in 2025). 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.

Evaluations Presented to the IACA (August 2025)

Program Name	Status/Action Date
Santa Barbara County Education Office Early Childhood Educator Apprenticeship (File #101015) <i>Issued at the August 2025 IACA</i> 5/12/2025	OPEN/Compliance Pending
El Sol Neighborhood Educational Center Apprenticeship (File #100975) <i>Issued at the August 2025 IACA</i> 5/12/2025	OPEN/Compliance Pending
Mt. SAC Healthcare Apprenticeship Program (File #101048) <i>Issued at the August 2025 IACA</i> 4/30/2025	OPEN/Compliance Pending

Evaluations Presented to the IACA (August 2025) (Continued)

Program Name	Status/Action Date
Openclassrooms, Inc. (File #101016) <i>Issued at the August 2025 IACA</i> 4/30/2025	OPEN/ Compliance Pending
State of California and SEIU Local 1000 Cybersecurity Apprenticeship Program (File #100749) <i>Issued at the August 2025 IACA</i> 4/28/2025	OPEN/ Compliance Pending
Better Youth, Inc. Apprenticeship Program (File #101011) <i>Issued at the August 2025 IACA</i> 3/20/2025	OPEN/ Compliance Pending
Prior Evaluations Presented to the IACA	
Program Name	Status/Action Date
Simpson Strong Tie Co. Joint Apprenticeship Training Committee (File #100934) <i>Issued at the May 2025 IACA</i> 2/25/2025	OPEN/ Compliance Pending
Revolution National Pest Council Apprenticeship Program (File #100699) <i>Issued at the May 2025 IACA</i> 2/19/2025	OPEN/ Compliance Pending
Five Star Barber & Cosmo Unilateral Apprenticeship Committee (File #99786) <i>Issued at the May 2025 IACA</i> 2/4/2025	OPEN/ Compliance Pending
Michael Burton MD, A Medical Group, Inc. (File #100742) <i>Issued at the May 2025 IACA</i> 1/21/2025	OPEN/ Compliance Pending
FourM Education Cosmetology and Barbering Apprenticeship Committee (File #100228) <i>Issued at the May 2025 IACA</i> 1/14/2025	OPEN/ Compliance Pending
California Barbering and Cosmetology Unilateral Apprenticeship Committee (File #10230) <i>Issued at the November 2023 IACA</i> 7/24/2023	OPEN/ Compliance Pending
The League XS Apprenticeship Academy of Cosmetology & Barbering (File # 100256) <i>Issued at the November 2023 IACA</i> 7/17/2023	OPEN/ Compliance Pending
Tooling U-SME (File #100049) <i>Issued at the May 2022 IACA</i>	OPEN/ Compliance Pending

3/10/2022

Prior Evaluations Presented to the IACA (Continued)

Program Name	Status/Action Date
USF Reddaway, Inc. (File # 100603) <i>Issued at the May 2022 IACA</i> 2/17/2022	OPEN/ Compliance Pending
Beauology Academy Apprenticeship Program (File #100513) <i>Issued at the October 2021 IACA</i> 7/26/2021	OPEN/ Compliance Pending
Automotive Apprenticeship Group (File #101052) <i>Issued at the May 2025 IACA (CAR)</i> 3/21/2025	OPEN/ Compliance Pending
Mental Behavioral Health Apprenticeship Program (File #100938) <i>Issued at the May 2025 IACA (CAR)</i> 3/3/2025	OPEN/ Compliance Pending
Cedar Fair California Parks Apprenticeship (File #101045) <i>Issued at the May 2025 IACA (CAR)</i> 2/26/2025	OPEN/ Compliance Pending
Shasta College Accounting Clerk Apprenticeship (File #100982) <i>Issued at the May 2025 IACA (CAR)</i> 2/25/2025	OPEN/ Compliance Pending
American Medical Response Paramedic Apprenticeship Program (File #101049) <i>Issued at the</i> <i>May 2025 IACA (CAR)</i> 2/21/2025	OPEN/ Compliance Pending
The Bric Foundation Animation Game Design, and VFX Apprenticeship Program (File #100909) <i>Issued at the May 2025 IACA (CAR)</i> 2/5/2025	OPEN/ Compliance Pending
Chef Ann Foundation (File #100845) <i>Issued at the May 2025 IACA (CAR)</i> 1/29/2025	OPEN/ Compliance Pending
SLO Partners Apprenticeship Committee (File #100903) <i>Issued at the May 2025 IACA (CAR)</i> 1/21/2025	OPEN/ Compliance Pending
Franklin Apprenticeships (File #100913) (File #100913) <i>Issued at the May 2025 IACA (CAR)</i> 1/21/2025	OPEN/ Compliance Pending
Inland/Desert Employers Apprenticeship Mechatronics File # 100709) <i>Issued at the August 2024 IACA (CAR)</i>	OPEN/ Compliance Pending

5/17/2024

Viticulture and Enology Technician Apprenticeship
Program (File # 5211)
Issued at the August 2024 IACA (CAR)
4/10/2024

OPEN/Compliance Pending

Prior Evaluations Presented to the IACA (Continued)
Program Name

Status/Action Date

Sutter Health Apprenticeship Program
(File # 100696) Issued at the August 2024 IACA (CAR)
4/9/2024

OPEN/Compliance Pending

G&C Collision Training Institute (File #100851)
Issued at the May 2024 IACA (CAR)
1/31/2024

OPEN/Compliance Pending

CVS Health Pharmacy Technician Registered
Apprenticeship Program (File 100760)
Issued at the May 2024 IACA (CAR)

OPEN/Compliance Pending 1/23/2024

Kitchens for Good Hospitality Apprenticeship Program
(File # 100659) Issued at the November 2023 IACA (CAR)
7/17/2023

OPEN/Compliance Pending

TNN Beauty, Barber, Cosmetology, Permanent Makeup
Apprenticeship of California and Training Center
(File #5164) Issued at the November 2023 IACA (CAR)
7/26/2023

OPEN/Compliance Pending

Launch Apprenticeship Network Healthcare
(File #100627) Issued at the November 2023 IACA (CAR)
7/21/2023

OPEN/Compliance Pending

East Los Angeles College Medical Assistant
Apprenticeship Program (File #100666)
Issued at the July 2023 IACA (CAR)
5/17/2023

OPEN/Compliance Pending

Community Health Worker (File #100598)
Issued at the 2022 IACA (CAR)
4/14/2022

OPEN/Compliance Pending

Los Angeles Community College District DBA
West Los Angeles Community College (WLACC)
(File #100644) Issued at the May 2022 IACA (CAR)
3/30/2022

OPEN/Compliance Pending

CCHCS, SEIU Local 1000, and RCC LVN-to-RN
Apprenticeship Program J.A.C. (File #100583)
Issued at the May 2022 IACA (CAR)
3/29/2022

OPEN/Compliance Pending

Foothill College Dental Assistant Apprenticeship Program
(File #100531) Issued at the May 2022 IACA (CAR)

OPEN/Compliance Pending

3/29/2022

El Camino Community College District (File #100639)
Issued at the May 2022 IACA (CAR)

OPEN/Compliance Pending

3/28/2022

City and County of San Francisco Office of Economic &
Workforce Development (TechSF) (File #100570)

Issued at the May 2022 IACA (CAR)

OPEN/Compliance Pending

2/17/2022

Completed Evaluations Presented to the IACA (August 2025)

Program Name

Status/Action Date

Roots of Success (File #100903)

Issued at the May 2025 IACA

CLOSED/Completed on 6/10/2025

Spaulding Marine Center (SMC), Boatworks 101

(File #100642) Issued at the July 2023 IACA

6/4/2025

CLOSED/Completed on

San Joaquin County High School Apprenticeship

Committee (File #100556) *Issued at the May*

2025 IACA

6/3/2025

CLOSED/Completed on

Creating Coding Careers Apprenticeship Program

(File # 100437) Issued at the August 2024 IACA (CAR)

4/3/2025

CLOSED/Completed on

Launch Apprenticeship Network Information Technologies

(File # 100629) *Issued at the May 2024 IACA (CAR)*

4/3/2025

CLOSED/Completed on

United States Veterans Advancing through Learning

Opportunities and Resources (US Valor) Apprenticeship

Program (File #100650) *Issued at the October 2024 IACA*

(CAR)

4/3/2025

CLOSED/Completed on

Launch Early Childhood Educator Apprenticeship

Program (File #100898) *Issued at the May 2025 IACA*

CLOSED/Completed on 4/3/2025

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending June 30, 2025

The active apprentices numbered **21,448**

New registrations and reinstatements numbered **2,511** for the quarter.

Minorities represented **78.7%** of all active apprentices.

Active women apprentices numbered **6,337**, which is **29.6%** of all active apprentices.

IACA Active Apprentices

Group	Count Mar-25	% of Total	Count Jun-25	% of Total	Change Apr to Jun	Census Goals
All Minorities	16,790	78.7%	16,880	78.7%	0.2%	51.6%
Black	2,428	11.4%	2,468	11.5%	0.0%	6.7%
Asian or Pacific Islander	1,352	6.3%	1,350	6.3%	-0.2%	8.6%
American Indian or Alaskan Native	268	1.3%	259	1.2%	0.0%	0.8%
Filipino	423	2.0%	447	2.1%	0.1%	3.2%
Hispanic	12,061	56.5%	12,124	56.5%	0.0%	32.4%
White	4,552	21.30%	4,568	21.3%	0.0%	48.4%
Unknown	258		232	1.1%	1.1%	
Total All Groups	21,342		21,448			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending June 30, 2025

The active apprentices numbered **91, 318**

New registrations and reinstatements numbered **9,532** for the quarter.

Minorities represented **72.9%** of all active apprentices.

Active women apprentices numbered **8,825**, which is **9.66%** of all active apprentices.

There are currently **4,337 active veterans**, **408** which registered, and **281** completed in 2025.

California Total Active Apprentices

Group	Count Mar-25	% of Total	Count Jun-25	% of Total	Change Apr to Jun	Census Goals
All Minorities	65,514	72.36%	66,583	72.9%	0.5%	51.6%
Black	6,275	6.93%	6,312	6.9%	0.0%	6.7%
Asian or Pacific Islander	3,339	3.69%	3,290	3.6%	-0.1%	8.6%
American Indian or Alaskan Native	843	0.93%	841	0.9%	0.6%	0.8%
Filipino	81	0.09%	76	0.1%	0.0%	3.2%
Hispanic	53,199	58.76%	54,227	59.4%	0.6%	32.4%
White	25,019	27.64%	24,735	27.1%	-0.5%	48.4%
Unknown	741		774	0.8%	0.8%	
Total All Groups	90,533		91,318			

Asian - Pacific Islander Background Summary

Ethnicity	Total			
	Total Count	%	IACA Count	IACA %
AMERICAN INDIAN OR ALASKAN NATIVE	841	15.9%	259	12.6%
ASIAN INDIAN	299	5.7%	220	10.7%
ASIAN OR PACIFIC ISLANDER	799	15.1%	293	14.2%
BANGLADESHI	9	0.2%	9	0.4%
CAMBODIAN	116	2.2%	62	3.0%
CHINESE	422	8.0%	157	7.6%
FIJIAN	37	0.7%	18	0.9%
FILIPINO	1,139	21.6%	447	21.7%
GUAMANIAN	81	1.5%	20	1.0%
HAWAIIAN	182	3.5%	47	2.3%
HMONG	165	3.1%	113	5.5%
INDONESIAN	14	0.3%	8	0.4%
JAPANESE	193	3.7%	46	2.2%
KOREAN	162	3.1%	61	3.0%
LAOTIAN	87	1.6%	26	1.3%
MALAYSIAN	9	0.2%	2	0.1%
PAKISTANI	59	1.1%	41	2.0%
SAMOAN	190	3.6%	43	2.1%
SRI LANKAN	5	0.1%	5	0.1%
TAIWANESE	27	0.5%	7	0.3%
THAI	57	1.1%	16	0.8%
TONGAN	100	1.9%	24	1.2%
VIETNAMESE	282	5.3%	137	6.7%
		100.0		100.0
Grand Total	5,275	%	2,061	%

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