

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

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

February 4, 2025

Upcoming IACA Meeting dates and sites:

- Q2- April 28-29 (April 25th - People with Disabilities) Oakland, CA
- Q3- August 18-19 (August 15th – People with Disabilities) Oakland, CA
- Q4- October 27-28 (October 24th – People with Disabilities) Oakland, CA

ACTIVITIES/INFORMATION

New Hires:

- Damion Rodriguez, Apprenticeship Consultant, Legacy Programs, Los Angeles, 10/21/24
- Cindy Murphy, Apprenticeship Consultant, Apprenticeship and Workforce Innovation – South, 01/06/2025

Promotions

- Stephanie Buasan – Associate Government Program Analyst, Admin – 11/18/24
- Laura Thompson – Staff Service Manager I- Apprenticeship and Workforce Innovation - North –11/20/2024
- Lillian Reaves- Apprenticeship Consultant, Legacy Programs, San Deigo, 12/13/2024
- Lissette Cruz - Apprenticeship Consultant, Permanent status 01/01/2025

Separations/Retirements:

- Curtis Notsinneh separated from DAS 11/15/2024
- Vickie Slack- deceased 12/14/24
- Cindy Tang retired 12/30/2024
- Glen Forman retired 12/30/2024

Updates:

In the 4th quarter, DAS continued with hiring progress, bringing on 2 new team members and promoting 4 team members, however there were also some significant departures. Curtis Notsinneh resigned from his role shortly after the last CAC meeting. Very tragically, Vickie Slack with the Youth Apprenticeship team passed away suddenly on December 14 and the DAS team has been shocked and saddened by this loss.

Finally, there was a significant shift at DAS with the retirement of Glen Forman, who has served DAS for many years and has been a wealth of institutional knowledge. The DAS team is regrouping and moving forward from all these changes, and looking to continue to build the DAS team, including the leadership team.

In November, DAS joined the apprenticeship community nationally in celebrating the 10th Annual National Apprenticeship (NAW) week. The week kicked off with a [Proclamation](#) from Governor Newsom, joining “employers, workers, educators and other partners in uplifting apprenticeships as a vital -career pathway that is key to the prosperity and vitality of our state.” In addition, on Monday of the week, DAS hosted a webinar “Funding the Future: Scaling Registered Apprenticeship in California” which featured programs that have been funded by the Apprenticeship Innovation Funding and included educators, industry leaders, labor unions, and apprentices who shared the impact this investment to help them support apprentices. These apprenticeship programs are scaling to meet the evolving needs of the workforce in various industries including advanced manufacturing, civil service, education, healthcare, transportation and business services. In addition, DAS launch a new Apprenticeship Information Session series to provide an introduction to apprenticeship for interested stakeholders – the first was held on Dec 3rd and the next will be February 11, 2025 – [register here](#).

During the week, there were a variety of events up and down the state, which many DAS team members attended and spoke at, celebrating the tremendous impact of apprenticeship both on the lives of apprentices and the needs of our employers to build a thriving economy. Note that DOL is shifting NAW to the spring and while it aims to have a full National Apprenticeship Week in 2026, in 2025 there will only be a National Apprenticeship Day on April 30, 2025.

Finally, the NAW wrapped with the announcement of the Round 2 recipients of the [Apprenticeship Innovation Funding](#), with a total of \$24,827,724 in funds awarded and distributed in 2024 to reimburse for the costs of supporting and training apprentices served in 2023.

- AIF – Support:
 - Total Awards: \$22,420,708
 - Number of Awards: 60
 - Number of Apprentices Supported: 8,286
- AIF – Support:
 - Total Awards: \$2,407,016
 - Number of Awards: 7
 - Number of Apprentices Trained: 1,558
 - Number of RSI Hours: 242,528

DAS will be launching Round 3 of the Apprenticeship Innovation Funding in February 2025, making \$52 million available to eligible IACA programs that served apprentices in 2024.

Over the past year and half, DAS has been working with stakeholders across Labor, Workforce and Education on the Career Education Master Plan, and in December Governor Newsom released the outline of the [Career Education Master Plan](#), which includes many connections to Pre-apprenticeship and Apprenticeship. As that plan is fully released and implementation of

those recommendations rolls out, DAS will keep you informed on the opportunities related to pre-apprenticeship and youth apprenticeship and apprenticeship overall.

Apprentice Complaints: Status of IACA Apprentice Complaints

Year	2024	2023	2022	2021	2020
Investigation/Hearing	0	0	0	0	0
Administrator/Legal Review	0	0	0	0	0
Withdrawn/Dismissed	0	0	0	0	1
Resolved through Hearing	0	0	0	1	0
Determination Issued	0	0	0	0	2
Total Filed	0	0	0	1	3

New Programs:

The DAS has Thirty-one (31) new programs approved during the last quarter. They are:

- The Bay Region Invests in Developing Great Educators (BRIDGE) Committee - Occupation(s): Teacher Aide I
- The Event Vocational Education Network (EVEN) Apprenticeship Program - Occupation(s): Live Event Production - Automation Technician; Live Event Production - Audio Technician; Live Event Production - Scenic and Staging Technician; Live Event Production - Special Effects Technician; Live Event Production - Video Technician; Live Event Production - Lighting Technician
- Procareer Academy - Occupation(s): Full Stack Developer; Nurse Assistant Certified; Data Analyst; Cyber Security Support Technician; Information Systems Technician
- United States Help Desk Academy - Occupation(s): Digital Marketer; Computer User Support Specialist; Cybersecurity Support Technician
- Pleasanton USD Robotics Youth Apprenticeship - Occupation(s): Robotics Technician
- Pleasanton USD Cybersecurity Youth Apprenticeship - Occupation(s): Information Security Engineer
- Raytheon an RTX Business - Occupation(s): Customer Service Tech Support
- Per Scholas - Occupation(s): Cybersecurity Analyst
- Handy Foundation - Occupation(s): Assistant Story Producer; Data Wrangler/ Digital Imaging Technician; Virtual Production Specialist/Program Assistant; Audio Editor / Re-recording Mixer / Sound Mixer; Post Coordinator/Production Finisher; Assistant Editor
- Western Digital Technologies, Inc. - Occupation(s): Semiconductor Manufacturing Operator
- City and County of San Francisco IT Operations Support JAC - Occupation(s): IT Operations Support Administrator
- Santa Cruz County Office of Education Dental Assisting Apprenticeship Program - Occupation(s): Dental Assistants
- Green Yachts Apprenticeship - Occupation(s): Marine Mechanic
- LAUNCH Apprenticeship Network Automotive - Additional Occupation(s): Automotive Master Technician; Heavy and Medium Duty Mechanic Helper

Grant information

DAS will be opening up the 2nd round of the CA Opportunity Youth Apprenticeship (COYA) Grant making \$16 million available through a Solicitation for Proposals (SFP) to be opened up in the first quarter of 2025. The [COYA webpage](#) will be updated with the structure of the funding and also the SFP and proposal instructions.

On January 13, 2025, DAS announced the availability of \$13,000,000 in funds for Round 2 of the ERiCA Grant Program. The Solicitation for Proposals and direction on submitting a proposal is available on the [ERiCA webpage](#). The deadline for proposals is March 12, 2024 and both Round 1 ERiCA grantees and new partners are invite to submit proposals.

Statistics of December 31, 2024 this Committee / California total

The active apprentices numbered **21,618/ 92,593**.

New registrations and reinstatements numbered **2,656/7,477** for the quarter.

Minorities represented **78.5% / 72.2%** of all active apprentices.

Active women apprentices numbered **6,203 /8,695**, which is **28.7% / 09.4%** of all active apprentices.

There are currently **1,278 / 15,257 veterans** active, **2,656 / 7,477**of which registered, and **1,449/ 4,176** completed in 2024.

Program Evaluations October 1, 2024 through December 31, 2024

Since October 1, 2024, DAS opened four (4) program evaluations, (three (3) with corrective action needed and one (1) completed). Four (4) evaluations have been completed. Ten (10) program evaluations are in progress and there are twenty (20) programs with corrective action needed. 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 (January 2025)

Program Name	Status/Action Date
South Valley IT Apprenticeship Program (File #101002) <i>Issued at the January 2025 IACA (CAR)</i>	OPEN/Compliance Pending 10/21/2024
UC Riverside (File # 100973) <i>Issued at the January 2025 IACA (CAR)</i>	OPEN/Compliance Pending 10/28/2024
MyHealthTeam Apprenticeship Program (File # 100925) <i>Issued at the January 2025 IACA (CAR)</i>	OPEN/Compliance Pending 11/8/2024

Evaluations Presented to the IACA (January 2025) (continued)**Program Name****Status/Action Date**

City of Pasadena Water and Power Department Power
Utility Electronic Technician JAC (File # 100901)
Issued at the January 2025 IACA

CLOSED/Completed on 12/10/2024

Prior Evaluations Presented to the IACA**Program Name****Status/Action Date**

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

OPEN/Compliance Pending 7/26/2023

California Barbering and Cosmetology Unilateral
Apprenticeship Committee
(File #10230) Issued at the November 2023 IACA

OPEN/Compliance Pending 7/24/2023

The League XS Apprenticeship Academy of Cosmetology
& Barbering (File # 100256)
Issued at the November 2023 IACA

OPEN/Compliance Pending 7/17/2023

Spaulding Marine Center (SMC), Boatworks 101
(File #100642) Issued at the July 2023 IACA

OPEN/Compliance Pending 6/14/2023

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

OPEN/Compliance Pending 3/30/2022

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

OPEN/Compliance Pending 3/29/2022

Tooling U-SME (File #100049)
Issued at the May 2022 IACA

OPEN/Compliance Pending 3/10/2022

City and County of San Francisco Office of Economic &
Workforce Development (TechSF) (File #100570)
Issued at the May 2022 IACA

OPEN/Compliance Pending 2/17/2022

USF Reddaway, Inc. (File # 100603)
Issued at the May 2022 IACA

OPEN/Compliance Pending 2/17/2022

Beauology Academy Apprenticeship Program
(File #100513) Issued at the October 2021 IACA

OPEN/Compliance Pending 7/26/2021

JDS Creative Academy (JDSCA) Apprenticeship Program (File #5246) <i>Issued at the October 2024 IACA (CAR)</i>	OPEN/Compliance Pending 9/16/2024
United States Veterans Advancing through Learning Opportunities and Resources (US Valor) Apprenticeship Program (File #100650) <i>Issued at the October 2024 IACA (CAR)</i>	OPEN/Compliance Pending 9/17/2024
Launch Apprenticeship Program (File #99764) Issued at May 2022 IACA (CAR)	OPEN/Compliance Pending 3/10/2022
Shirley Ware Education Center (File #100284) Issued at the May 2022 IACA (CAR)	OPEN/Compliance Pending 3/10/2022
El Camino Community College District (File #100639) Issued at the May 2022 IACA (CAR)	OPEN/Compliance Pending 3/28/2022
Foothill College Dental Assistant Apprenticeship Program (File #100531) Issued at the May 2022 IACA	OPEN/Compliance Pending 3/29/2022
Community Health Worker (File #100598) Issued at the 2022 IACA	OPEN/Compliance Pending 4/14/2022
East Los Angeles College Medical Assistant Apprenticeship Program (File #100666) Issued at the July 2023 IACA (CAR)	OPEN/Compliance Pending 5/17/2023
Launch Apprenticeship Network Healthcare (File #100627) Issued at the November 2023 IACA (CAR)	OPEN/Compliance Pending 7/21/2023
Kitchens for Good Hospitality Apprenticeship Program (File # 100659) Issued at the November 2023 IACA (CAR)	OPEN/Compliance Pending 7/17/2023
Launch Apprenticeship Network Information Technologies (File # 100629) <i>Issued at the May 2024 IACA (CAR)</i>	OPEN/Compliance Pending 1/3/2024
CVS Health Pharmacy Technician Registered Apprenticeship Program (File 100760) Issued at the May 2024 IACA (CAR)	OPEN/Compliance Pending 1/23/2024
G&C Collision Training Institute (File #100851) Issued at the May 2024 IACA (CAR)	OPEN/Compliance Pending 1/31/2024
Sutter Health Apprenticeship Program (File # 100696) Issued at the August 2024 IACA (CAR)	OPEN/Compliance Pending 4/9/2024
Creating Coding Careers Apprenticeship Program (File # 100437) Issued at the August 2024 IACA (CAR)	OPEN/Compliance Pending 4/10/2024

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

Inland/Desert Employers Apprenticeship Mechatronics (File # 100709) Issued at the August 2024 IACA (CAR) **OPEN/Compliance Pending 5/17/2024**

City Barbering and Cosmetology Apprenticeship Committee (File #5162) Issued at the July 2019 IACA (CAR) **CANCELLED**

Build the Future – CAES Assembler Apprenticeship (File # 100668) Issued at the August 2024 IACA **CANCELLED**

Completed Evaluations Presented to the IACA

Program Name	Status/Action Date
Veteran Enhanced Apprenticeship Program (File # 100750) Issued at the August 2024 IACA (CAR)	CLOSED/Completed on 10/24/2024
California State Society for Opticians Training Program (File # 100827) Issued at the August 2024 IACA (CAR)	CLOSED/Completed on 11/5/2024
Wham Hair Studio Barber and Cosmetology Apprenticeship Program (File #5169) Issued at the November 2023 IACA (CAR)	CLOSED/Completed on 11/19/2024

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending December 31, 2024

The active apprentices as of numbered 21,618

New registrations and reinstatements numbered 2,656.

Minorities represented 78.5% of all active apprentices.

Active women apprentices as of numbered 6,203 which is 28.7% of all active apprentices.

IACA Active Apprentices

Group	Count Oct-24	% of Total	Count Dec-24	% of Total	Change Oct to Dec	Census Goals
All Minorities	16,995	78.4%	16,738	78.5%	-1.5%	51.6%
Black	2,470	11.4%	2,427	11.4%	-1.7%	6.7%
Asian or Pacific Islander	1,395	6.4%	1,385	6.5%	-0.7%	8.6%
American Indian or Alaskan Native	270	1.2%	273	1.3%	1.1%	0.8%
Filipino	410	1.9%	410	1.9%	0.0%	3.2%
Hispanic	12,450	57.5%	12,243	57.4%	-1.7%	32.4%
White	<u>4,674</u>	<u>21.6%</u>	<u>4,593</u>	<u>21.5%</u>	<u>-1.7%</u>	<u>48.4%</u>
Unknown	307		287			
Total All Groups	21,976		21,618		-1.6%	

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending December 31, 2024

The active apprentices as of December 31, 2024, numbered 92,593.

New registrations and reinstatements numbered 7,477 for the quarter ending December 2024.

Minorities represented 72.2% of all active apprentices as of December 31, 2024.

Active women apprentices as of December 31, 2024, numbered 8,695 which is 09.4% of all active apprentices.

California Total Active Apprentices

	Count Oct-24	% of Total	Count Dec-24	% of Total	Change Oct to Dec	Census Goals
All Minorities	67,531	72.3%	66,347	72.2%	-1.8%	51.6%
Black	6,635	7.1%	6,460	7.0%	-2.6%	6.7%
Asian or Pacific Islander	3,439	3.7%	3,384	3.7%	-1.6%	8.6%
American Indian or Alaskan Native	867	0.9%	872	0.9%	0.6%	0.8%
Filipino	1,120	1.2%	1,110	1.2%	-0.9%	3.2%
Hispanic	55,470	59.4%	54,521	59.4%	-1.7%	32.4%
White	<u>25,827</u>	<u>27.7%</u>	<u>25,485</u>	<u>27.8%</u>	<u>-1.3%</u>	<u>48.4%</u>
Unknown	768		761			
Total All Groups	92,126		92,593		-1.6%	

Asian - Pacific Islander Background Summary

Group	Total Count	Total Percent	IACA Count	IACA Percent
ASIAN INDIAN	301	6.9%	220	13.2%
ASIAN OR PACIFIC ISLANDER	833	19.1%	332	20.0%
BANGLADESHI	7	0.2%	7	0.4%
CAMBODIAN	120	2.7%	64	3.9%
CHINESE	447	10.2%	159	9.6%
FIJIAN	39	0.9%	20	1.2%
FILIPINO	1110	25.4%	410	24.7%
GUAMANIAN	87	1.9%	24	1.4%
HAWAIIAN	197	4.5%	50	3.0%
HMONG	180	4.1%	120	7.2%
INDONESIAN	13	0.3%	8	0.5%
JAPANESE	204	4.7%	47	2.8%
KOREAN	151	3.5%	44	2.6%
LAOTIAN	94	2.2%	27	1.6%
MALAYSIAN	7	0.2%	2	0.1%
PAKISTANI	48	1.1%	31	1.9%
SAMOAN	192	4.4%	50	3.0%
SRI LANKAN	6	0.1%	1	0.1%
TAIWANESE	28	0.6%	5	0.3%
THAI	59	1.4%	21	1.3%
TONGAN	94	2.2%	20	1.2%
VIETNAMESE	151	3.5%	0	0.0%
Total	4,366	100.0%	1,662	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)