

CALIFORNIA APPRENTICESHIP COUNCIL

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ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
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Equal Opportunity in Apprenticeship Committee

Minutes

Wednesday, January 22, 2025

10:00 am.

Chairperson Sheri Learmonth

I. Call to order/Roll Call

Chairperson Learmonth called the meeting to order at 10:00 a.m.

DAS Chief Adele Burnes called the roll.

Present: Sheri Learmonth, Earl Restine, Todd Braverman, Jason Rafter, Jack Buckhorn, Frank Quintero and DAS Chief Adele Burnes, DIR Director Katie Hagen

Absent: Chip Martin

- A quorum was met.

II. Review/approve previous meeting minutes.

A motion and a second was made to approve the minutes from the prior meeting. A roll call vote was taken. The motion carried.

III. Presentation

Kathleen Barber, Regional Coordinator

Kathleen Barber, representing Strategy Workplace, provided an overview of the Erica Grant, which focuses on promoting equal representation in construction and apprenticeship programs. Administered for the state building trades and the California Labor

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Federation, the grant aims to increase opportunities for women, non-binary individuals, and underrepresented populations.

One of the primary challenges discussed was childcare, as non-traditional work hours in the construction industry often discourage women from pursuing careers in the field. Kathleen shared insights from a recent survey conducted with grant recipients, which was presented to the state building trades and CLF earlier in the week. She also highlighted her personal experiences as a retired union IBEW member facing similar challenges.

The Erica Grant currently provides childcare stipends to alleviate childcare barriers, along with outreach, recruitment, and community-building efforts. Under Erica Two, these efforts will be streamlined, with the focus shifting primarily to recruitment and an exciting new subcategory, worksite culture.

Key Statistics:

307 apprentices served

13% women, 87% men

All required childcare support

18 unions represented

Total funds distributed: ~\$1,000,897 (as of December 2024)

Meg Vasey highlights the success of Northern California trades in apprenticeship programs for women.

- emphasizes the importance of targeting childcare grants towards women in construction.
- emphasizes the importance of outreach and recruitment for women in construction, highlighting the need for hands-on introductions and role models.
- calls for a strategic plan with clear outcomes and course corrections to address the gender disparity in construction jobs.
- requests detailed data report on apprenticeship program usage.

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- also discusses challenges in monitoring participant demographics for outreach activities.

Improving gender diversity in construction industry.

Kathleen Barber stated that she predicts improvements in reporting and contributions to database for DAS under Erica 2. DAS awarded \$25 million during the first round of the ERICA grant (PY 2023-2025) to improve access to training and employment opportunities for underserved populations in construction trades throughout the state, by providing supportive resources for childcare along with outreach to and community building among underserved populations. The second round of the ERICA grant (PY 2025-2027) will build upon the successes of its first-round efforts, strengthening its commitment to building a construction workforce that mirrors California's diversity.

Kathleen Barber provided an overview of EricaPay, an application designed to manage the distribution of funds to apprentices. She outlined the reimbursement process, explaining how the platform ensures timely and professional fund allocation. The discussion covered key aspects of the system, including its functionality and the methods used to process reimbursements efficiently.

Gave overview of feedback from apprentices who were granted

IV. Other Items of Interest

Deputy Chief Adele Burnes will be giving an update on the ERICA grants at the CAC meeting scheduled for tomorrow.

Meg Vasey gave a short update on the Women in Construction Advisory Committee. She stated that they have been meeting. That is part of the grant funding that makes up the ERICA Grants. We have been working with the DIR on a strategic plan for the implementation of the women construction advisory priority unit and the work of that advisory council. Documents will be published shortly.

V Additional Comments

Comments from the apprenticeship community were received with a robust dialogue, reflecting widespread interest and engagement in addressing gender diversity challenges.

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Chairperson Learmonth thanked all participants for their contributions and active involvement in the discussion.

DAS Chief Adele Burnes discussed the second round of the ERICA grant. With the successful implementation of the first round of the grant, the DAS will continue its efforts to expand access to apprenticeship opportunities in construction for populations that are underrepresented. It was noted that awareness of the grant is spreading within the committee and broader forums.

DAS Chief Adele Burnes gave a grant overview.
Total Funding: \$13 million

Solicitation for Proposals: Available on the DAS website

Deadline for Proposal Submission: March 12, 2025

Open to both new applicants and Round One recipients

Funding Categories

The second round of the Erica Grant includes three funding categories:

Outreach: \$100,000 – \$500,000

Child Care: \$200,000 – \$1.5 million

Funding remains consistent:

\$5,000 per pre-apprentice

\$10,000 per apprentice (per year)

Eligibility Update:

Parents and legal guardians of children under 13

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Parents of children with disabilities requiring documented care (even over 13)

Worksite Culture (New Category): \$100,000 – \$500,000

Focus: Mentoring, community-building, mental health support, and training for apprentices, journey workers, contractors, and managers

Grant Performance Period
Start Date: June 30, 2025

End Date: June 30, 2027

Round One recipients passing annual review (as of December 31, 2024) are eligible to apply

Proposal Criteria & Evaluation
Applicants must demonstrate a history of supporting women, non-binary individuals, and underrepresented groups in trades

The representation impact will be reviewed closely in evaluations

Key Dates & Next Steps
Webinar for FAQs: February 13, 2025 (2 PM via Zoom)

Intent to Apply Submission Deadline: February 21, 2025 (not mandatory, but encouraged)

Proposal Submission Deadline: March 12, 2025

Questions & Communication
All inquiries must be submitted via email (listed on DAS website)

Responses will be made publicly, ensuring fairness

No individual email responses will be provided

VI. Adjournment

Chairperson Learmonth adjourned the meeting at 11:17 a.m.

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