

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

TO: CALIFORNIA APPRENTICESHIP COUNCIL  
FROM: ADELE BURNES, CHIEF  
DIVISION OF APPRENTICESHIP STANDARDS  
SECOND- QUARTERLY MEETING:

May 7-8, 2025

**Upcoming CAC Meeting dates and sites:**

- Q3 - August 13-14, 2025  
Best Western Plus Island Palms  
2051 Shelter Island Drive San Diego, CA 92106
- Q4- TBD

**ACTIVITIES/INFORMATION**

**New Hires:**

January 6 – Cindy Murphy, Consultant, AWI-Program Management Unit  
January 31 – Alvaro Asencio, Staff Services Analyst, Program Oversight Unit  
March 3 – Ben Palazzolo, Staff Services Manager, Funding Unit

**Promotions:**

January 13 – Jeanne-Marie Duval, Staff Services Manager, Outreach Unit  
March 11 – Adele Burnes, Chief of the Division of Apprenticeship Standards

**Transfers:**

February 24 – Ha Nguyen from AWI- Program Management Unit to Program Planning and Review-Unit

**Separations/Retirements:**

None

## Updates:

It is an honor to formally take on the role of Chief of DAS, and as I step into this new role, I am excited to build upon the great work of the DAS team to expand high quality, equitable apprenticeship across California and all sector of the economy. I am passionate about creating economic mobility through the expansion of apprenticeship and I look forward to partnering with you all to build out this system of apprenticeships together. When we say high quality, one of the important dimensions of that is ensuring that we are responsibly and thoughtfully stewarding apprenticeship with the CAC and under all of the existing Labor Laws and CA Code of Regulations. In addition, I want to partner with you all to think creatively about how we expand the building trades workforce to meet the critical building needs across the state and especially in the LA area with key build out in fire recover and also Olympic and World Cup preparations.

As we develop new apprenticeships, more on the IACA side, wages is also an important aspect of quality apprenticeships, and like my predecessors, I will continue to hold the wages benchmark aligned with [the Employment Training Panel New Hire Wages](#), both when approving new and revised apprenticeship programs and when providing funding through such mechanisms as AIF. A few exceptions to this that I will consider are where there is a collective bargaining agreement in place or where all the first period apprentices are in high school. Finally, whenever possible, we hope to be building a quality system of apprenticeship that is connected to our education system, ideally offering college credits to apprentices, so that they can build that educational portfolio through their apprenticeship, multiplying their options upon apprenticeship completion.

As we grow apprenticeships, I want to keep a strong focus around expanding equitable apprenticeships and 2 key mechanisms for ensuring that we are creating equitable apprenticeships are strategic funding investments and data transparency. One key investment of course is the ERiCA Grant, which is increasing awareness of and access to construction careers for women and non-binary apprentices. In addition, the COYA Grant specifically offers supportive services to pre-apprentices and apprentices in both IACA and Fire Trades programs and we hope to continue that grant program this year and next.

Towards data transparency, I want to share some insights on the 2024 year end data:

- We are on target to serve 500,000 apprentices by 2029, and as of 2024 year end had served 201,728 apprentices
- New Registrations of CAC apprentices stayed relatively steady 2023 to 2024, with a slight 1% reduction
- Overall, 12% of new apprentices in CA in 2024 identified as women and non-binary.
  - New Registrations of women into CAC Apprenticeships went down slightly to 3.77%
  - Fire trades are at 5.34% women and non-binary
  - Building trades specifically is at 3.51%, down from 3.93% in 2023
- Zooming in on the different building trades,

- Boilermakers and Teamsters are at the top in terms of both % representation, 15% and 11.54% respectively, and in terms of a trend of improved representation over time
- Lineman and Sheet Metal HVAC are at the bottom in terms of gender representation registering 0 women in 2024, and with an overall downward trend in representation.

The top priority for DAS in 2025 is clearing out a significant backlog in our Program Planning and Review team which has been inundated over the past year and understaffed. This is significantly impacting both new program registrations and any standards revisions. We are happy to report that team has doubled since January, bringing on new team members. With this increased capacity, we are working our way through the backlog log.

The first quarter was incredibly busy related to funding with the ERICA Grant, COYA Grant and the AIF Funding all opening up new rounds – see the Funding section for those updates. In addition, DAS has hired a new Outreach team, lead by Jeanne-Marie Duval. The objective of this new team is to do more outreach to employers, potential apprentices and their parents, educators, unions, community based organization, workforce development boards and other apprenticeship stakeholders to increase awareness of apprenticeship as a high quality career path and effective method of developing talent.

March was Women's History month and there were a number of events focused on Women in Construction including the Union Women Conference, the First Partner celebrated Equal Pay day with ERICA recipient Cerritos Community College and the Ironworkers, and AGC had a Women in Construction Summit. In addition, reminder that April 30, 2025 was National Apprenticeship Day. The U.S. Department of Labor coordinates [National Apprenticeship Week \(NAW\)](#) in order to promote Registered Apprenticeship. The Department of Labor has moved NAW to the Spring, with a single National Apprenticeship Day this year and a weeklong celebration to resume in 2026 - April 26-May 2, 2026.

### **Field Office Activities:**

Legacy Field Office changes. The Oakland office recently promoted Kim Pham from a Management Service Technician to an Industrial Relations Representative effective May 1<sup>st</sup> she will make a great addition to the Oakland office in her new role.

The consultants continue to work hard servicing our existing JACs, UACs and other program sponsors by attending committee meetings, assist with program revisions, annual self-assessments, evaluation report compliance, apprentice disciplinary issues, public works compliance and any other advice and assistance needed to continue the successful operation of your apprenticeship programs. Staff have been attending program graduations and other community events to support apprenticeship. Numerous committee reassignments continue to take place, and we expect more reassignments to equalize workload and services.

## **Funding Updates**

On January 13, 2025, DAS opened up the Solicitation for Proposals for the 2<sup>nd</sup> round of the Equal Representation in Construction Apprenticeships (ERiCA) Grant making \$13,000,000 available. All proposals were submitted through CORD by the deadline of March 12, 2024. DAS received 67 proposals requesting a total of \$42 million in funding across the 3 categories of the grant. The breakdown of proposals was:

- 32 Recruitment proposals totaling \$15 million,
- 16 Childcare proposals totaling \$18 million
- 19 Worksite Culture proposals totaling \$8.5 million.

The DAS team is currently evaluating the proposals.

DAS opened up the 3<sup>rd</sup> Round of the Apprenticeship Innovation Funding to reimburse program sponsors and LEAs that supported and trained eligible IACA Apprentices in 2024. The applications opened up on February 18, 2025 and the due date was April 17, 2025. Applications are being processed for eligibility, correction if needed and award, all on a rolling basis. As of the recent deadline, DAS had received 82 applications requesting a total of \$32,746,343.49. Confirmation emails have been sent to all applicants, confirming receipt of the application. The DAS Funding team will be reviewing these and communicating with awardees.

DAS opened up the 2<sup>nd</sup> round of the CA Opportunity Youth Apprenticeship (COYA) Grant on February 26, 2025, making \$16 million available through a Solicitation for Proposals (SFP). All proposal were submitted through CORD, a new grant management system that DAS has rolled out in 2025. The deadline for proposals was 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.

The DAS team is currently evaluating the proposals.

## **Apprenticeship Training Fund Check Processing**

During the period **January 1, 2025 through March 31, 2025:**

- **25,975 checks** were reviewed and processed.
- **\$6,748,844.61** was sent for deposit.

**Status of CAC Apprentice Appeals (2025)**

Appeals made to the CAC	3
CAC Appeal Final Decisions	0
CAC Appeals Withdrawn/Dismissed	1

**Apprentice Complaints:****Status of CAC Apprentice Complaints**

Year	2025	2024	2023	2022	2021
Investigation/Hearing	2	7	3	1	0
Administrator/Legal Review	0	0	2	0	0
Withdrawn/Dismissed	3	3	11	7	7
Resolved through Hearing	0	1	3	4	7
Determination Issued	0	3		0	4
2	Total Filed		5	14	19
16	16				

**New Programs: Shiela Zuvich**

None.

**Denied Programs:**

None.

**Statistics of March 31, 2025,** this Council / California total

The active apprentices numbered **69,191 / 90,533**.

New registrations and reinstatements numbered **4,625 / 7,064** for the quarter.

Minorities represented **70.4% / 72.4%** of all active apprentices.

Active women apprentices numbered **2,445/ 8,792** which is **3.5% / 9.71%** of all active apprentices.

There are currently **3,150/ 4,475 active veterans**, **159/ 533** of which registered, and **120/ 198** completed in 2025.

**Program Evaluations January 1, 2025 through March 31, 2025**

Since January 1, 2025, DAS opened one (1) apprenticeship program evaluations, and zero (0) apprenticeship program had been completed. Two (2) program evaluations are in progress and

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 (May 2025)**

#### **Program Name**

#### **Status/Action Date**

Oregon/S.W. Washington/N.W. California Plumbers  
And Steamfitters JATC (File 8902) Issued at the  
May 2025 CAC

**OPEN/**Compliance Pending 2/25/2025

### **Prior Evaluations Presented to the CAC**

#### **Program Name**

#### **Status/Action Date**

East Bay and North Bay counties Roofers/  
Waterproofers JATC (File 2898)  
*Issued at the January 2025 CAC*

**OPEN/**Compliance Pending 10/24/2024

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

**OPEN/**Compliance Pending 9/24/2024

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

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

Riverside, San Bernardino, Mono & Inyo Counties  
Sound Technician Apprenticeship Program  
(File #19924) *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

**Prior Evaluations Presented to the CAC (*Continued*)**

<b>Program Name</b>	<b>Status/Action Date</b>
Southwest Carpenter and Affiliated Trades J.A.T.C. (File #5219) <i>Issued at May 2022 CAC (CAR)</i>	<b>OPEN/</b> Compliance Pending 3/4/2022
San Diego County Cement Masons JAC (File #7257) <i>Issued at July 2021 CAC (CAR)</i>	<b>OPEN/</b> Compliance Pending 1/31/2023

**CHIEF'S STATISTICAL REPORT**

**CAC totals for the quarter ending March 31, 2025**

The active apprentices numbered **69,191**.

New registrations and reinstatements numbered **4,625**.

Minorities represented **70.4%**.

Active women apprentices numbered **2,445** which is **03.5%** of all active apprentices.

There are currently **3,150 active veterans**, **159** of which registered, and **120** completed in 2025.

**CAC Active Apprentices**

Group	Count Jan-25	% of Total	Count Mar-25	% of Total	Change Jan to Mar	Census Goals
All Minorities	49,609	70.4%	48,724	70.4%	-8.1%	51.6%
Black	4,033	5.7%	3,847	5.6%	-5.8%	6.7%
Asian or Pacific Islander	1,999	2.8%	1,987	2.9%	-3.6%	8.6%

American Indian or Alaskan Native	599	0.8%	575	0.8%	-0.5%	0.8%
Filipino	700	1.0%	694	1.0%	-0.9%	3.2%
Hispanic	42,278	60.0%	41,138	59.5%	2.1%	32.4%
White	<u>20,892</u>	<u>29.6%</u>	<u>20,467</u>	<u>29.6%</u>	8.1%	<u>48.4%</u>
Unknown	474		483	0.7%	0.7%	
Total All Groups	<b>70,975</b>		<b>69,191</b>			

### CHIEF'S STATISTICAL REPORT

#### California totals for the quarter ending March 31, 2025

The active apprentices numbered **90,533**.

New registrations and reinstatements numbered **7,064** for the quarter.

Minorities represented **72.4%** of all active apprentices.

Active women apprentices numbered **8,792** which is **9.71%** of all active apprentices.

There are currently **4,475 active veterans**, **533** of which registered, and **198** completed in 2025.

#### California Total Active Apprentices

All Apprenticeship	Count Jan-25	% of Total	Count Mar-25	% of Total	Change Jan to Mar	Census Goals
All Minorities	66,347	71.65%	65,514	72.4%	0.7%	51.6%
Black	6,460	6.98%	6,275	6.9%	0.0%	6.7%
Asian or Pacific Islander	3,384	3.65%	3,339	3.7%	0.0%	8.6%
American Indian or Alaskan Native	372	0.40%	843	0.9%	0.5%	0.8%
Filipino	1,110	1.20%	81	0.1%	-1.1%	3.2%



Hispanic	54,521	58.88%	53,199	58.8%	-0.1%	32.4%
White	<u>25,485</u>	27.52%	25,019	<u>27.6%</u>	0.1%	<u>48.4%</u>
Unknown	761		741	0.8%	0.8%	
Total All Groups	<b>92,593</b>		<b>90,533</b>			

### Asian - Pacific Islander Background Summary

Row Labels	Total Count	Total %	CAC Count	CAC %
AMERICAN INDIAN OR ALASKAN NATIVE	843	15.9%	575	17.6%
ASIAN INDIAN	289	5.5%	80	2.5%
ASIAN OR PACIFIC ISLANDER	835	15.8%	504	15.5%
CAMBODIAN	120	2.3%	58	1.8%
CHINESE	435	8.2%	280	8.6%
FIJIAN	38	0.7%	19	0.6%
FILIPINO	1,117	21.1%	694	21.3%
GUAMANIAN	83	1.6%	61	1.9%
HAWAIIAN	196	3.7%	149	4.6%
HMONG	173	3.3%	59	1.8%
INDONESIAN	10	0.2%	4	0.1%
JAPANESE	204	3.9%	156	4.8%
KOREAN	151	2.9%	104	3.2%
LAOTIAN	91	1.7%	65	2.0%
MALAYSIAN	9	0.2%	7	0.2%
PAKISTANI	54	1.0%	18	0.6%
SAMOAN	188	3.5%	142	4.4%
SRI LANKAN	5	0.1%	4	0.1%
TAIWANESE	25	0.5%	20	0.6%
THAI	58	1.1%	39	1.2%
TONGAN	95	1.8%	73	2.2%
VIETNAMESE	278	5.2%	149	4.6%
<b>Grand Total</b>	<b>5,297</b>	100.0%	<b>3,260</b>	100.0%

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