

**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:

October 9, 2025

Upcoming IACA Meeting dates and sites:

- Q1- February 10th, 2026 at 1pm – DIR/DAS Office in Oakland and also virtual

ACTIVITIES/INFORMATION

New Hires:

July 14 – Betty McMahan, Admin Liaison, Operations
July 31 – Caleb O'Reily, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit
August 11 – David Botelho, CAC and Operations Senior Advisor
August 18 – Robert Bell, Funding Analyst, Funding Team
August 18 – Michele Huitric, Strategic Business Advisor, Apprenticeship and Workforce Innovation Unit
September 2 - Mary Penno, Funding Analyst, Funding Team
September 29 - Andrew Merenda, Strategic Youth Business Advisor, Youth and Pre-Apprenticeship team

Promotions:

August 18 – Douglas Kawa, Branch Chief, Apprenticeship and Workforce Innovation Unit

Transfers:

None

Separations/Retirements:

August 28 - Ronald Aleteanu

Updates:

The 3rd quarter kicked off with the announcement of the awardees of the 2nd round of the CA Opportunity Youth Apprenticeship (COYA) Grant program, announcing \$15.4 million in grants to 29 different programs connecting opportunity youth to apprenticeship pathways. And this was further recognized and celebrated with First Partner Jennifer Siebel Newsom visiting a COYA Grantee, the [Handy Foundation](#), where both the apprentices, the employers and union partners all shared the impact of the apprenticeship program on both apprentices and the industry. In early August the 2nd round of awardees was also announced for the Equal Representation in Construction Apprenticeships (ERiCA) Grant, awarding \$26.2 million in funding to 25 different entities working to improve representation in the building trades. Both cohorts of grantees have finalized all contracts and kicked off activities under the grant.

DAS is very excited to support and participate in the first ever Advancing CA Apprenticeship Summit, and hosting the IACA meeting adjacent to that event. DAS applauds and appreciates the Irvine Foundation for their support of the event and also appreciates all the organizers including the Foundation for CA Community Colleges and LAUNCH for all the hard work in convening and organizing the event.

DAS remains laser focused on streamlining the new program and occupation registration process and continues to make progress with 7 more new programs registered in Q3. The new programs registered span many industries from advanced manufacturing with FM Industries with an Industrial Manufacturing Technician and Electromechanical Technician, to healthcare with both SLO Partners and Butte County Regional Occupational Program with Dental Assistant occupations, and business services with the Risk Management's Career Pathway to Apprenticeship with a Workers Compensation Analyst occupation.

DAS has been making a number of website improvement projects, including creating webpages for each of the [IACA Subcommittees](#) – many of which have gone live in September. We encourage the IACA subcommittees to continue to utilize these pages to share relevant resources and information regarding the apprenticeship community around the subcommittee. In addition, DAS is working on projects to both improve the apprenticeship lookup tool and also an improved apprenticeship standards dashboard to provide better insight into the registration process. Be on the lookout for gathering information about your program, in particular for the apprenticeship lookup tool, which DAS aims to make more user friendly and comprehensive of all registered apprenticeship programs in the state. In July, DAS launched a new building trades apprentice graduate lookup tool as mandated in Senate Bill 1162, which aims to help public works contractors comply with skilled and trained worker requirements.

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	0
Total Filed	0	0	0	0	1

New Programs:

The DAS has seven (7) new programs (or existing programs adding occupations) approved during the last quarter. They are:

- SLO Partners Apprenticeship Committee - Occupation(s): Dental Assistant (Dental Specialist)
- Risk Management's Career Pathway to Apprenticeship - Occupation(s): Worker's Compensation Analyst
- Pasadena City College Apprenticeship Program - Occupation(s): Cook; Pastry Cook; Culinary Manager; Hospitality Manager
- Open Source Agriculture Apprenticeships - Occupation(s): Agriculture Technicians; Regenerative Agricultural Technicians; Environmental Science and Protection Technicians; Precision Agriculture Technicians; Forest and Conservation Technicians

- Musicians At Play - Occupation(s): Session Musician; (Musician) String Section; (Musician) Brass Section; (Musician) Percussion Section; (Musician) Music Preparation; (Musician) Wind Section; (Musician) Composer; (Musician) Conductor; Lyricist; Music Editor; Music Royalty Administration; Audio/Sound Engineer
- BCOE Dental Assistant Apprenticeship Program - Occupation(s): Dental Assistant
- FM Industries, Inc. - Occupation(s): Industrial Manufacturing Technician (Hardware Technician); Electromechanical Technician
- South Bay Workforce Investment Board (SBWIB) - Occupation(s): Bio Medical Quality Technician; Aircraft Interior Design & Upholstery Assembler Installer; Certified Nursing Assistant; Optics Manufacturing Technician; Bio Medical Quality Assurance Specialist 1yr; Bio Medical Quality Assurance Specialist 2 yr; Aerospace Systems Assembler; Aerospace Systems Technician

Funding Information

In October, the Round 3 recipients of the Apprenticeship Innovation Funding will be announced, with a total of \$29,852,345 in funds awarded and distributed in 2025 to reimburse the costs of supporting and training apprentices served in 2024.

- **AIF – Support:**
 - Total Awards: \$27,724,720
 - Number of Awards: 63
 - Number of Apprentices Supported: 10,432
- **AIF – Training:**
 - Total Awards: \$2,127,625
 - Number of Awards: 7
 - Number of Apprentices Trained: 1,429
 - Number of RSI Hours: 211,704

August 1, 2025, DIR and DAS announced \$26 million in **Equal Representation in Construction Apprenticeship (ERiCA) grants** to 25 construction apprenticeship programs. This second round of funding expands efforts to increase women’s participation and support disadvantaged communities in the construction trades. Funding priorities included:

- \$11.8 million for childcare to support pre-apprentices and apprentices.
- \$7.2 million for targeted recruitment to advance gender representation.
- \$7 million for worksite culture improvements, including mentoring, mental health, and anti-harassment training.

This round follows \$25 million awarded in Round 1 and continues the state’s investment in equitable workforce development aligned with Governor Newsom’s apprenticeship expansion goals.

September 2025, DAS officially opened the updated application process for \$20 million in the **California Apprenticeship Council (CAC) Training Funds**. The fund provides dedicated support to construction apprenticeship programs through formula funding grants that address training of construction apprentices and reimburses costs incurred in the previous fiscal year. The launch reflects CAC’s commitment to strengthening California’s skilled workforce pipeline and aligns with statewide workforce development and equity goals.

Both the CA Opportunity Youth Apprenticeship (COYA) Round 2 grantees and the ERiCA Round 2 grantees are all fully contracted and have kicked off grant activities. The Funding team has also been busy in updating the participant reporting system to better integrate with the CA Apprenticeship System (CAS) and the web registration system already used by all apprenticeship and pre-apprenticeship programs. The objective is to both ease the participant reporting process and to ensure eligibility of the participants served.

Statistics of September 30 2025, this Committee / California total

The active apprentices numbered **21,138/ 91,950**

New registrations and reinstatements numbered **2,538/9,154** for the quarter.

Minorities represented **78.6% / 72.9%** of all active apprentices.

Active women apprentices numbered **6,314/8,810**, which is **29.9% / 9.58%** of all active apprentices.

There are currently **1,204/4,414 active veterans**, **192/483** which registered, and **165/ 282** completed in 2025.

Program Evaluations July 1 2025, through September 30, 2025

Since July 1, 2025, DAS opened six (6) program evaluations, and four (4) evaluations have been completed. Four (4) program evaluations are in progress and there are thirty-three (33) programs with corrective action needed (seven (7) opened in 2022, five (5) opened in 2023, four (4) opened in 2024, and seventeen (17) 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 (October 2025)

Program Name	Status/Action Date
Sonoma County Early Childhood Education (SCECE) Apprenticeship (File #101064) <i>Issued at the October 2025 IACA</i> 8/11/2025	OPEN/Compliance Pending
South Valley Hospitality and Culinary Apprenticeship Program (File #101064) <i>Issued at the October 2025 IACA</i> 8/25/2025	OPEN/Compliance Pending
BASF-Orange, CA Apprenticeship Program (File #101084) <i>Issued at the October 2025 IACA</i> 8/27/2025	OPEN/Compliance Pending
Michael Burt's Barbering Apprenticeship Committee (File #5092) <i>Issued at the October 2025 IACA</i> 8/27/2025	OPEN/Compliance Pending

Substance Use and Behavioral Use Disorders
Counselor Apprenticeship Program (File #101057)
Issued at the October 2025 IACA
9/11/2025

OPEN/Compliance Pending

Golden Gate Bus Coach Operator JATC (File #101170)
Issued at the October 2025 IACA
9/15/2025

OPEN/Compliance Pending

Prior Evaluations Presented to the IACA
Program Name

Status/Action Date

Michael Burton MD, A Medical Group, Inc.
(File #100742) *Issued at the May 2025 IACA*
1/21/2025

OPEN/Compliance Pending

California Barbering and Cosmetology Unilateral
Apprenticeship Committee
(File #10230) *Issued at the November 2023 IACA*
7/24/2023

OPEN/Compliance Pending

USF Reddaway, Inc. (File # 100603)
Issued at the May 2022 IACA
2/17/2022

OPEN/Compliance Pending

Beauology Academy Apprenticeship Program
(File #100513) *Issued at the October 2021 IACA*
7/26/2021
(Restarted 8/27/2025)

OPEN/Compliance Pending

Home Drone Pilot Apprenticeship Program
(File #100961) *Issued at the August 2025 IACA (CAR)*
6/17/2021

OPEN/Compliance Pending

Prior Evaluations Presented to the IACA (Continued)
Program Name

Status/Action Date

El Sol Neighborhood Educational Center
Apprenticeship (File #100975) *Issued at the*
August 2025 IACA (CAR)
5/12/2025

OPEN/Compliance Pending

Mt. SAC Healthcare Apprenticeship Program
(File #101048) *Issued at the August 2025 IACA (CAR)*
4/30/2025

OPEN/Compliance Pending

State of California and SEIU Local 1000 Cybersecurity
Apprenticeship Program (File #100749) *Issued at the*
August 2025 IACA (CAR)
4/28/2025

OPEN/Compliance Pending

Automotive Apprenticeship Group (File #101052)
Issued at the May 2025 IACA (CAR)
3/21/2025

OPEN/Compliance Pending

Better Youth, Inc. Apprenticeship Program (File #101011) Issued at the <i>August 2025 IACA</i> (CAR) 3/20/2025	OPEN/ Compliance Pending
Mental Behavioral Health Apprenticeship Program (File #100938) Issued at the <i>May 2025 IACA</i> (CAR) 3/3/2025	OPEN/ Compliance Pending
Simpson Strong Tie Co. Joint Apprenticeship Training Committee (File #100934) <i>Issued at the May 2025 IACA</i> (CAR) 2/25/2025	OPEN/ Compliance Pending
Cedar Fair California Parks Apprenticeship (File #101045) Issued at the <i>May 2025 IACA</i> (CAR) 2/26/2025	OPEN/ Compliance Pending
Shasta College Accounting Clerk Apprenticeship (File #100982) Issued at the <i>May 2025 IACA</i> (CAR) 2/25/2025	OPEN/ Compliance Pending
American Medical Response Paramedic Apprenticeship Program (File #101049) Issued at the <i>May 2025 IACA</i> (CAR) 2/21/2025	OPEN/ Compliance Pending
Revolution National Pest Council Apprenticeship Program (File #100699) Issued at the <i>May 2025 IACA</i> (CAR) 2/19/2025	OPEN/ Compliance Pending
The Bric Foundation Animation Game Design, and VFX Apprenticeship Program (File #100909) <i>Issued at the May 2025 IACA</i> (CAR) 2/5/2025	OPEN/ Compliance Pending
Five Star Barber & Cosmo Unilateral Apprenticeship Committee (File #99786) Issued at the <i>May 2025 IACA</i> (CAR) 2/4/2025	OPEN/ Compliance Pending
Prior Evaluations Presented to the IACA (Continued)	
Program Name	Status/Action Date
Chef Ann Foundation (File #100845) <i>Issued at the May 2025 IACA</i> (CAR) 1/29/2025	OPEN/ Compliance Pending
Franklin Apprenticeships (File #100913) <i>Issued at the May 2025 IACA</i> (CAR) 1/21/2025	OPEN/ Compliance Pending
FourM Education Cosmetology and Barbering Apprenticeship Committee (File #100228)	

Issued at the May 2025 IACA (CAR) 1/14/2025	OPEN/ Compliance Pending
Inland/Desert Employers Apprenticeship Mechatronics File # 100709) Issued at the August 2024 IACA (CAR) 5/17/2024	OPEN/ Compliance Pending
Viticulture and Enology Technician Apprenticeship Program (File # 5211) Issued at the August 2024 IACA (CAR) 4/10/2024	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
The League XS Apprenticeship Academy of Cosmetology & Barbering (File # 100256) <i>Issued at the November 2023 IACA (CAR)</i> 7/17/2023	OPEN/ Compliance Pending
Prior Evaluations Presented to the IACA (Continued)	
Program Name	Status/Action Date
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)	OPEN/ Compliance Pending

3/30/2022

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

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

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 (CAR)

OPEN/Compliance Pending

2/17/2022

Completed Evaluations Presented to the IACA (August 2025)
Program Name

Status/Action Date

SLO Partners Apprenticeship Committee
(File #100903) *Issued at the May 2025 IACA (CAR)*
7/2/2025

CLOSED/Completed on

Openclassrooms, Inc. (File #101016) *Issued at the*
August 2025 IACA
7/3/2025

CLOSED/Completed on

Sutter Health Apprenticeship Program
(File # 100696) Issued at the August 2024 IACA (CAR)
8/20/2025

CLOSED/Completed on

Santa Barbara County Education Office Early
Childhood Educator Apprenticeship (File #101015)
Issued at the August 2025 IACA
9/2/2025

CLOSED/Completed on

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending September 30, 2025

The active apprentices numbered **21,138**

New registrations and reinstatements numbered **2,538** for the quarter.

Minorities represented **78.6%** of all active apprentices.

Active women apprentices numbered **6,314**, which is **29.9%** of all active apprentices.

There are currently **1,204 active veterans**, **192** which registered,
and **165** completed in 2025.

IACA Active Apprentices

Group	Count Jun-25	% of Total	Count Sept-25	% of Total	Change Jul to Sept	Census Goals
All Minorities	16,880	78.7%	16,609	78.6%	-0.1%	51.6%
Black	2,468	11.5%	2,403	11.4%	-0.1%	6.7%
Asian or Pacific Islander	1,350	6.3%	1,364	6.5%	0.2%	8.6%
American Indian or Alaskan Native	259	1.2%	252	1.2%	0.0%	0.8%
Filipino	447	2.1%	442	2.1%	0.0%	3.2%
Hispanic	12,124	56.5%	11,886	56.2%	-0.3%	32.4%
White	4,568	21.3%	4,529	21.4%	0.1%	48.4%
Unknown	232	1.10%	262	1.2%	0.1%	
Total All Groups	21,342		21,138			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending June 30, 2025

The active apprentices numbered **91, 950**

New registrations and reinstatements numbered **9,154** for the quarter.

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

Active women apprentices numbered **8,810**, which is **9.58%** of all active apprentices.

There are currently **4,414 active veterans**, **483** which registered, and **281** completed in 2025.

California Total Active Apprentices

Group	Count Jun-25	% of Total	Count Sept-25	% of Total	Change Jul to Sept	Census Goals
All Minorities	66,583	72.90%	67,066	72.9%	0.0%	51.6%
Black	6,312	6.93%	6,258	6.8%	-0.1%	6.7%

Asian or Pacific Islander	3,290	3.69%	3,356	3.6%	0.0%	8.6%
American Indian or Alaskan Native	841	0.93%	850	0.9%	0.0%	0.8%
Filipino	76	0.08%	1,136	1.2%	1.2%	3.2%
Hispanic	54,227	59.90%	54,606	59.4%	-0.5%	32.4%
White	24,735	27.32%	24,884	27.1%	-0.3%	48.4%
Unknown	774	0.80%	860	0.9%	0.1%	
Total All Groups	90,533		91,950			

Asian - Pacific Islander Background Summary

Ethnicity	Total			
	Total Count	%	IACA Count	IACA %
AMERICAN INDIAN OR ALASKAN NATIVE	850	15.9%	252	12.4%
ASIAN INDIAN	301	5.6%	218	10.7%
ASIAN OR PACIFIC ISLANDER	846	15.8%	311	15.2%
BANGLADESHI	9	0.2%	9	0.4%
CAMBODIAN	122	2.3%	67	3.3%
CHINESE	424	7.9%	152	7.5%
FIJIAN	41	0.8%	18	0.9%
FILIPINO	1,136	21.2%	447	21.9%
GUAMANIAN	78	1.5%	20	1.0%
HAWAIIAN	186	3.5%	20	1.0%
HMONG	166	3.1%	116	5.7%
INDONESIAN	12	0.2%	7	0.3%
JAPANESE	196	3.7%	48	2.4%
KOREAN	169	3.2%	60	2.9%
LAOTIAN	91	1.7%	26	1.3%
MALAYSIAN	8	0.1%	2	0.1%
PAKISTANI	58	1.1%	40	2.0%
SAMOAN	187	3.5%	40	2.0%
SRI LANKAN	5	0.1%	1	0.0%
TAIWANESE	26	0.5%	8	0.4%
THAI	54	1.0%	12	0.6%
TONGAN	88	1.6%	24	1.2%
VIETNAMESE	294	5.5%	142	7.0%
		100.0		100.0
Grand Total	5,347	%	2,040	%

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