

**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
SECOND QUARTERLY MEETING:

April 28, 2026

Upcoming IACA Meeting dates and sites:

- Q3- August 18, 2026 at 1pm – In person at 1515 Clay Street, Room 10 (Second Floor) Oakland, CA, 94612 and via Zoom
- Q4- November 10, 2026 at 1pm - In person TBD and via Zoom

ACTIVITIES/INFORMATION

New Hires:

March 23, 2026 – Caleb van Docto, Deputy Chief, Apprenticeship Expansion

Promotions:

January 30, 2026 – Andrea Harlin, promoted to Deputy Regional Director of Strategic Partnerships, Apprenticeship and Workforce Innovation Unit

March 31, 2026 – Alvaro Asencio promoted to an Analyst II, Evaluation Unit

Transfers:

March 31, 2026 – Andrew Merenda, Strategic Business Advisor, Partnerships, Apprenticeship and Workforce Innovation Unit

Separations/Retirements:

January 31, 2026 – Victor Rodriguez - Retired

Updates:

DAS remains very focused on the registration of new programs and has completed the registration process for 8 programs with a total of 18 new occupations. The new programs span advanced manufacturing with the South Bay WIB Aerospace Systems Assembler, to education with 4 new programs in the space of early care and education and also paraprofessionals working in public schools, to a unique new program with the Circle of Horses therapeutic riding instructor. DAS is steadily evaluating how it can speed up its processes, while maintaining quality and adhering to all aspects of the labor code. To this end, DAS has gathered a set of stakeholders who have both expressed interest in advising DAS on improving the registration process and have a depth of experience in registering programs and we are working with that group to gather input to inform process improvements for DAS. The objective is to reduce the wait time for standards review to 30-60 days by mid 2026.

2026 kicked off with the final meeting of the CA Youth Apprenticeship Committee (CYAC), in which [the final report of CYAC](#), was presented and discussed among the members. The event was followed by a Youth Apprenticeship Summit in which stakeholders and legislators discussed possible next steps in the Youth Apprenticeship work. Among the recommendations discussed were a potential definition of youth apprenticeship, a new program model called a Career Apprenticeship Bridge program, and considering the structures of the education system to better allow for in school youth apprenticeship, while also considering how to create pathways for out of school youth to access employment through supported pre-apprenticeship and apprenticeships. The program model idea of a Career Apprenticeship Bridge (CAB) program would create an initial phase of an apprenticeship that could start as early as age 16 and be flexibility designed to allow a high school to complete the first 300 hours of paid OJT and 144 hours of RSI prior to high school completion, and then create the option for that CAB completer to move forward to complete the whole apprenticeship post high school. The CAB model is only an idea and recommendation from the report at this point, but DAS is inviting programs to pilot this model and provide feedback to inform its formalization.

In January 2026, DAS significantly improved [the program lookup tool](#) which now allows users to search by keyword, filter by county, and explore registered apprenticeships, pre-apprenticeships, and on-the-job training programs. In February, DAS added a gender filter to its [program completions dashboard](#) to allow programs and stakeholder gain better insights on completion rates by gender. DAS is actively collaborating with other workforce and education partners to shift towards using the [Advance CTE Career Cluster data framework](#) as a way of gaining sector/industry insights on programs. This new framework clusters occupations by their functional career area rather than the context of the employment. DAS is aiming to move away from using SIC codes, which is currently how outward facing DAS data is organized. Further career cluster insights and data system updates will be provided in the third quarter.

In March, DAS launched its new [Employer Ambassador Program](#) in order to identify and highlight exemplary apprenticeship employers across CA and across all sectors. The objective of this program is to spotlight employers across all industries that are utilizing apprenticeship to meet their talent needs. If you would like to nominate an employer, please do so through the nomination form by July 1, 2026. Any employer actively participating in a registered apprenticeship program may be nominated by their program sponsor, workforce partners, industry associations, local education agencies, or apprentices. Self-nominations are also welcome with a letter of recommendation from your registered apprenticeship program sponsor confirming your active participation.

Apprentice Complaints: Status of IACA Apprentice Complaints

Year	2026	2025	2024	2023	2022
Investigation/Hearing	0	1	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	0
Determination Issued	0	0	0	0	0
Total Filed	0	1	0	0	0

New Programs:

The DAS has eight (8) new programs (or existing programs adding occupations) approved during the last quarter. They are:

- 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; Aerospace Systems Assembler; Aerospace Systems Technician
- OUHSD R.E.A.D.Y! Apprenticeship Program - Occupation(s): Instructional Aide / Paraprofessional
- Los Angeles Community College District DBA West Los Angeles Community College (WLACC) - Occupation(s): Airframe and Powerplant (A&P) Mechanic, Pharmacy Technician, Registered Nurse Resident
- Early Childhood Education Apprenticeship Program - Occupation(s): Early Childhood Educator
- Family Child Care Educator Apprenticeship Program - Occupation(s): Child Care Development Specialist
- Diablo Valley College - Occupation(s): Manufacturing Automation Technician; Industrial Engineering Technician; Robotics Technician
- The Circle of Horses - Occupation(s): Therapeutic Riding Instructor
- LAUNCH Educator Apprenticeship Program - Occupation(s): Associate Teacher

Funding Information:

DAS launched Round 4 of **Apprenticeship Innovation Funding** in February 2026, making \$22 million available to eligible IACA programs that served apprentices in 2025. The funding reimburses program sponsors and LEAs for training and support provided during the prior calendar year.

Applications opened February 10, 2026, and closed April 17, 2026. Submissions are currently under initial review for processing and eligibility.

The **CA Opportunity Youth in Apprenticeship (COYA)** Round 1 and Round 2 grants are in process. Round 1 planning grant performance periods end in June 2026, and implementation grant performance periods end in December 2026.

DAS released COYA Round 3 Continuation funding to utilize remaining youth apprenticeship funds. This opportunity was limited to existing COYA grantees that met defined performance thresholds. Eligible grantees were COYA Round 1 and 2 grantees that had either served at least 40 percent of contracted participants by September 30, 2025, reporting period, or complete program readiness requirements by registering their program or submitting final draft standards to the DAS Program Planning and Review team by December 5, 2025. These requirements established the pool of eligible applicants.

The submission period closed on February 2, 2026. Awards will be announced in Q2.

The **Equal Representation in Construction Apprenticeship (ERiCA)** Round 2 grants are in the third quarter of their two-year performance period. COYA Round 2 and ERiCA Round 2 grants are actively implementing program activities.

DAS continues to strengthen participant reporting across all grant programs. The focus is on improving data quality, confirming participant eligibility, and aligning reporting with DAS apprenticeship registration systems.

This is the first year that applications for **CAC Training Funds** reimbursement applications were submitted and processed entirely online through the California Outreach Rapid Deployment (CORD) platform. Applications opened in September and closed on November 14, 2025. DAS received 160 applications requesting \$19.05 million in reimbursement funding. Award announcements are expected in the second quarter of 2026.

Statistics of March 31,2026 this Committee / California total

The active apprentices numbered **19,804/ 88,662**

New registrations and reinstatements numbered **2,459/7,980** for the quarter.

Minorities represented **79.0% / 72.4%** of all active apprentices.

Active women apprentices numbered **6,176/8,683** which is **31.19% / 9.79%** of all active apprentices.

There are currently **980/4,210 active veterans**, **196/466** which registered, and **47/ 157** completed in 2026.

Program Evaluations January 1, 2026, through March 31, 2026

Since January 1, 2026, DAS opened four (4) program evaluations, and five (5) evaluations have been completed. Nine (9) program evaluations are in progress and there are thirty-one (31) programs with corrective action needed (one (1) opened in 2019, five (5) opened in 2022, four (4) opened in 2023, five (5) opened in 2024, and sixteen (16) 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 (April 2026)

Program Name	Status/Action Date
Apprentice Now (File #100574) <i>Issued at the April 2026 IACA</i>	OPEN/Compliance Pending 2/4/2026
Applied Materials Inc. (File #101135) <i>Issued at the April 2026 IACA</i>	OPEN/Compliance Pending 2/24/2026
Hospitality Training Academy (HTA) JATC (File #100054) <i>Issued at the April 2026 IACA</i>	OPEN/Compliance Pending 2/27/2026

DGS, SEIU Local 1000, and Bakersfield College
Custodian to Office Administration Joint Apprenticeship
Committee (File #101196) *Issued at the April 2026 IACA*

OPEN/Compliance Pending 3/16/2026

Prior Evaluations Presented to the IACA
Program Name

Status/Action Date

Sacramento Regional Transit Apprenticeship Program
(File # 5215) *Issued at the February 2026 IACA*

OPEN/Compliance Pending 10/13/2025

Key Code Education (File # 101120) *Issued at the
February 2026 IACA*

OPEN/Compliance Pending 12/3/2025

NPower Inc. (File # 101069)
Issued at the February 2026 IACA

OPEN/Compliance Pending 12/4/2025

Infinera Apprenticeship Program (File # 101139)
Issued at the February 2026 IACA

OPEN/Compliance Pending 12/15/2025

Hornet Drone Pilot Apprenticeship Program
(File #100961) *Issued at the August 2025 IACA*

OPEN/Compliance Pending 6/17/2025

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

OPEN/Compliance Pending 1/21/2025

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

OPEN/Compliance Pending 5/20/2024

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

OPEN/Compliance Pending 7/24/2023

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

OPEN/Compliance Pending 7/26/2021

FourM Education Cosmetology and Barbering
Apprenticeship Committee (File #100228)
Issued at the May 2025 IACA (CAR)

OPEN/Compliance Pending 1/14/2025

Five Star Barber & Cosmo Unilateral Apprenticeship
Committee (File #99786) *Issued at the May 2025 IACA (CAR)*

OPEN/Compliance Pending 2/4/2025

American Medical Response Paramedic Apprenticeship
Program (File #101049) *Issued at the
May 2025 IACA (CAR)*

OPEN/Compliance Pending 2/21/2025

Mental Behavioral Health Apprenticeship Program (File #100938) <i>Issued at the May 2025 IACA (CAR)</i>	OPEN/Compliance Pending 3/3/2025
Better Youth, Inc. Apprenticeship Program (File #101011) <i>Issued at the August 2025 IACA (CAR)</i>	OPEN/Compliance Pending 3/20/2025
Foothill College Early Childhood Education Apprenticeship Program (File #100950) <i>Issued at the May 2025 IACA (CAR)</i>	OPEN/Compliance Pending 3/26/2025
Mt. SAC Healthcare Apprenticeship Program (File #101048) <i>Issued at the August 2025 IACA (CAR)</i>	OPEN/Compliance Pending 4/30/2025
El Sol Neighborhood Educational Center Apprenticeship (File #100975) <i>Issued at the August 2025 IACA (CAR)</i>	OPEN/Compliance Pending 5/12/2025
Sonoma County Early Childhood Education (SCECE) Apprenticeship (File #101064) <i>Issued at the October 2025 IACA (CAR)</i>	OPEN/Compliance Pending 8/11/2025
Michael Burt's Barbering Apprenticeship Committee (File #5092) <i>Issued at the October 2025 IACA (CAR)</i>	OPEN/Compliance Pending 8/27/2025
Substance Use and Behavioral Use Disorders Counselor Apprenticeship Program (File #101057) <i>Issued at the October 2025 IACA (CAR)</i>	OPEN/Compliance Pending 9/11/2025
Golden Gate Bus Coach Operator JATC (File #101170) <i>Issued at the October 2025 IACA (CAR)</i>	OPEN/Compliance Pending 9/15/2025
Columbia College Apprenticeship Initiative (File #5235) (CAR)	OPEN/Compliance Pending 9/22/2025
Enablence USA Components, Inc. (File # 101157) <i>Issued at the February 2026 IACA (CAR)</i>	OPEN/Compliance Pending 10/8/2025
Strategic Information Resources Inc. (File # 101126) <i>Issued at the February 2026 IACA (CAR)</i>	OPEN/Compliance Pending 12/3/2025
BuildWithin (File # 101070) <i>Issued at the February 2026 IACA (CAR)</i>	OPEN/Compliance Pending 12/9/2025
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
CCHCS, SEIU Local 1000, and RCC LVN-to-RN Apprenticeship Program JAC (File #100583) (CAR)	OPEN/Compliance Pending 2/29/2024
Viticulture and Enology Technician Apprenticeship Program (File # 5211) <i>Issued at the August 2024 IACA</i> (CAR)	OPEN/Compliance Pending 4/10/2024
Inland/Desert Employers Apprenticeship Mechatronics File # 100709) <i>Issued at the August 2024 IACA</i> (CAR)	OPEN/Compliance Pending 5/17/2024
East Los Angeles College Medical Assistant Apprenticeship Program (File #100666) <i>Issued at the July 2023 IACA</i> (CAR)	OPEN/Compliance Pending 5/17/2023
El Camino Community College District (File #100639) <i>Issued at the July 2023 IACA</i> (CAR)	OPEN/Compliance Pending 5/17/2023
The League XS Apprenticeship Academy of Cosmetology & Barbering (File # 100256) <i>Issued at the November 2023 IACA</i> (CAR)	OPEN/Compliance Pending 7/17/2023
TNN Beauty, Barber, Cosmetology, Permanent Makeup Apprenticeship of California and Training Center (File #5164) Issued at the November 2023 IACA (CAR)	OPEN/Compliance Pending 7/26/2023
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
Tooling U-SME (File #100049) <i>Issued at the May 2022 IACA</i> (CAR)	OPEN/Compliance Pending 3/10/2022
Foothill College Dental Assistant Apprenticeship Program (File #100531) <i>Issued at the May 2022 IACA</i> (CAR)	OPEN/Compliance Pending 3/29/2022
Los Angeles Community College District DBA West Los Angeles Community College (WLACC) (File #100644) <i>Issued at the May 2022 IACA</i> (CAR)	OPEN/Compliance Pending 3/30/2022
Community Health Worker (File #100598) <i>Issued at the 2022 IACA</i> (CAR)	OPEN/Compliance Pending 4/14/2022
City Barbering and Cosmetology Apprenticeship Committee (File #5162) <i>Issued at the 2019 IACA</i> (CAR)	OPEN/Compliance Pending 6/5/2019

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

Status/Action Date

Chef Ann Foundation (File #100845)
Issued at the May 2025 IACA (CAR)

CLOSED/Completed on 1/7/2026

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

CLOSED/Completed on 1/7/2026

Cedar Fair California Parks Apprenticeship
(File #101045) *Issued at the May 2025 IACA (CAR)*
South Valley Hospitality and Culinary Apprenticeship
Program (File #101065)
Issued at the October 2025 IACA (CAR)

CLOSED/Completed on 1/22/2026

CLOSED/Completed on 2/6/2026

BASF-Orange, CA Apprenticeship Program
(File #101084) *Issued at the October 2025 IACA (CAR)*

CLOSED/Completed on 2/9/2026

CHIEF'S STATISTICAL REPORT TO THE COMMITTEE

Committee totals for the quarter ending March 31, 2026

The active apprentices numbered **19,804**

New registrations and reinstatements numbered **2,459** for the quarter.

Minorities represented **79.0%** of all active apprentices.

Active women apprentices numbered **6,176** which is **31.19%** of all active apprentices.

There are currently **980 active veterans**, **196** which registered, and **47** completed in 2026.

IACA Active Apprentices

Group	Count Dec-25	% of Total	Count Mar-26	% of Total	Change Dec - 25 to Mar - 26	Census Goals
All Minorities	16,079	78.9%	15,637	79.0%	0.1%	51.6%
Black	2,389	11.7%	2336	11.8%	0.1%	6.7%
Asian or Pacific Islander	1,292	6.3%	1237	6.2%	0.0%	8.6%
American Indian or Alaskan Native	238	1.2%	233	1.2%	0.0%	0.8%
Filipino	432	2.1%	412	2.1%	0.0%	3.2%
Hispanic	11,458	56.2%	11,100	56.0%	-0.2%	32.4%
White	4,297	21.1%	4,167	21.0%	-0.1%	48.4%
Unknown	270	1.3%	319	1.6%	0.3%	
Total All Groups	20,376		19,804			

CHIEF'S STATISTICAL REPORT

California totals for the quarter ending March 31, 2026

The active apprentices numbered **88,662**

New registrations and reinstatements numbered **5,725** for the quarter.

Minorities represented **72.7%** of all active apprentices.

Active women apprentices numbered **8,593**, which is **9.50%** of all active apprentices.

There are currently **4,187 active veterans**, **270** which registered, and **318** completed in 2026.

California Total Active Apprentices

Group	Count Dec-25	% of Total	Count Mar-26	% of Total	Change Dec 25 to Mar 26	Census Goals
All Minorities	65,714	72.7%	64,225	72.4%	-0.3%	51.6%
Black	6,156	6.8%	6,002	6.8%	0.0%	6.7%
Asian or Pacific Islander	3,320	3.7%	3,276	3.7%	0.0%	8.6%
American Indian or Alaskan Native	823	0.9%	801	0.9%	0.0%	0.8%
Filipino	1,136	1.3%	1,136	1.3%	0.0%	3.2%
Hispanic	53,408	59.1%	52,075	58.7%	-0.4%	32.4%
White	24,713	27.3%	24,437	27.6%	0.3%	48.4%
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Unknown	75		961	1.1%	0.1%	
Total All Groups	90,427		88,662			

Asian - Pacific Islander Background Summary

Ethnicity	Total Count	Total %	IACA Count	IACA %
AMERICAN INDIAN OR ALASKAN NATIVE	801	15.4%	233	12.4%
ASIAN INDIAN	258	5.0%	180	9.6%
ASIAN OR PACIFIC ISLANDER	891	17.2%	328	17.4%
BANGLADESHI	11	0.2%	11	0.6%
CAMBODIAN	105	2.0%	54	2.9%
CHINESE	391	7.5%	122	6.5%
FIJIAN	40	0.8%	18	1.0%
FILIPINO	1110	21.4%	412	21.9%
GUAMANIAN	79	1.5%	21	1.1%
HAWAIIAN	185	3.6%	49	2.6%
HMONG	151	2.9%	104	5.5%
INDONESIAN	15	0.3%	11	0.6%
JAPANESE	201	3.9%	48	2.6%
KOREAN	163	3.1%	50	2.7%
LAOTIAN	86	1.7%	16	0.9%
MALAYSIAN	8	0.2%	1	0.1%
PAKISTANI	51	1.0%	34	1.8%
SAMOAN	190	3.7%	28	1.5%
SIR LANKAN	5	0.1%	0	0.0%
TAIWANESE	23	0.4%	7	0.4%
THAI	56	1.1%	11	0.6%
TONGAN	82	1.6%	14	0.7%
VIETNAMESE	289	5.6%	130	6.9%
Grand Total	5,191	100%	1,882	100%

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