

Interagency Advisory Committee on Apprenticeship Education Sector Subcommittee Charter

IACA Background:

The Interagency Advisory Committee on Apprenticeship (IACA) was established in the Shelley-Maloney Apprentice Labor Standards Act with the passage of Senate Bill 235 (2018). The committee holds open quarterly meetings to provide advice and guidance to the Administrator of Apprenticeship and Chief of the Division of Apprenticeship Standards on apprenticeship programs, standards, and agreements that are not within the jurisdiction of the California Apprenticeship Council.

Of the committee's 12 members, six are appointed by the Secretary of Labor and Workforce Development for four-year terms: two represent management, two represent labor, and two represent the public. The remaining six are ex officio members representing the Secretary of Labor and Workforce Development, the Executive Director of the California Workforce Development Board, the Director of the Department of Industrial Relations, the Executive Director of the Employment Training Panel, the Superintendent of public instruction and the Chancellor of the California State University college system. The chief of the Division of Apprenticeship Standards serves as secretary to the Committee, and DAS provides staff services.

Subcommittee Background:

The Education Subcommittee is a standing subcommittee of the Interagency Advisory Committee on Apprenticeship (IACA), established pursuant to Section 3071.5 of the California Labor Code. It operates in an advisory capacity to the Chief of the Division of Apprenticeship Standards (DAS) and the IACA, providing advice and guidance on apprenticeship and related training pathways across all educator preparation apprenticeship programs with the aim of supporting coordination and long-term sustainability.

This subcommittee aims to bring together and build alignment among interest holders from education, workforce, employers and labor.

Subcommittee Purpose:

The purpose of the Education Subcommittee is to clarify and support the expansion of debt-free educator apprenticeship pathways to ensure equity and access to meaningful employment as educators in California.

The Subcommittee will identify systems misalignment and key barriers, and develop models, guidance, and recommendations to inform and support educator preparation apprenticeship programs.

Its work will focus on practical outputs that support access, collaboration, and long-term sustainability.

Subcommittee Scope:

Work is focused on apprenticeship, pre-apprenticeship, informed by related preparation pathways within the education sector.

The Subcommittee will prioritize educator-focused pathways across ECE and TK–12 systems, inclusive of adjacent educator roles where needed for system coherence. Emphasis is placed on system alignment, funding and infrastructure clarity, and the development of practical tools and guidance.

Subcommittee Membership and Leadership:

The Subcommittee shall include members representing education, labor, workforce, and related stakeholders, with balanced representation across ECE and TK–16 systems.

The Subcommittee shall be chaired by a Chair appointed consistent with IACA procedures.

The Chair will establish priorities in consultation with Subcommittee members, develop agendas in coordination with DAS staff, and ensure progress toward defined deliverables.

Members are expected to attend, prepare, and contribute to the work of the Subcommittee, including completing agreed-upon tasks and providing field-informed perspectives. Members may serve as leads or participate in small working groups to advance specific areas of work.

Subcommittee Core Responsibilities:

The Subcommittee will carry out a defined set of responsibilities to support its purpose:

- Assess conditions that support the development and sustainability of education apprenticeships
- Identify barriers where they exist and develop strategies to address them
- Collect and organize data on participation, access, and outcomes
- Identify and elevate effective practices from existing programs
- Develop models, frameworks, and guidance to support expansion
- Clarify funding approaches and identify strategies for sustainability
- Support alignment across education, workforce, and labor systems
- Develop recommendations for DAS, IACA, and other state partners
- Support ongoing engagement through communities of practice or similar structures

Work will remain grounded in field experience and practical application.

Subcommittee Meetings and Operations:

The Subcommittee will meet at least quarterly in alignment with the IACA meeting schedule and may meet more frequently as needed. A quorum shall consist of a majority of Subcommittee members.

Any member of the Education Subcommittee of the Interagency Advisory Committee on Apprenticeship can be removed from office if they have three consecutive unexcused absences from full meetings of the Education Subcommittee.

At the call of the chair, the Subcommittee will also meet as necessary and appropriate (in person or by videoconference) to accomplish the Subcommittee's goals.

Subcommittee members are expected to regularly attend IACA quarterly meeting sessions including the IACA General Session and other Subcommittee meetings.

Meetings will be structured with clear agendas, defined objectives, and follow-up actions. Between meetings, members may work in smaller groups to advance specific deliverables.

All meetings will be conducted in accordance with the Bagley-Keene Open Meeting Act and decisions will be made in accordance with Robert's Rules of Order.

Subcommittee Deliverables and Reporting:

The Subcommittee will develop priorities for subcommittee work products and deliverables that may include but are not limited to guidance, tools, frameworks, analyses, and recommendations to inform IACA deliberations and DAS decision-making.

Subcommittee Charter Adoption & Amendments:

This Charter shall be adopted by a majority vote of the Subcommittee members present.

The Charter may be reviewed annually, or as needed, to remain aligned with the Subcommittee's work and emerging needs. Amendments shall be approved by a majority vote.