

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

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

January 23, 2025

**Upcoming CAC Meeting dates and sites:**

**2025**

Q2- May 7-8, 2025

Hilton Los Angeles North/Glendale  
100 W Glenoaks Blvd, Glendale, CA 91202

Q3 -August 13-14, 2025

Best Western Plus Island Palms  
2051 Shelter Island Drive San Diego, CA 92106

**ACTIVITIES/INFORMATION**

**New Hires:**

- Damion Rodriguez, Apprenticeship Consultant, Legacy Programs, Los Angeles, 10/21/24
- Cindy Murphy, Apprenticeship Consultant, Apprenticeship and Workforce Innovation – South, 01/06/2025

**Promotions**

- Stephanie Buasan – Associate Government Program Analyst, Admin – 11/18/24
- Laura Thompson – Staff Service Manager I- Apprenticeship and Workforce Innovation - North –11/20/2024

- Lillian Reaves- Apprenticeship Consultant, Legacy Programs, San Deigo, 12/13/2024
- Lissette Cruz - Apprenticeship Consultant, Permanent status 01/01/2025

#### Separations/Retirements:

- Curtis Notsinneh separated from DAS 11/15/2024
- Vickie Slack- deceased 12/14/24
- Cindy Tang retired 12/30/2024
- Glen Forman retired 12/30/2024

#### Updates:

In the 4<sup>th</sup> quarter, DAS continued with hiring progress, bringing on 2 new team members and promoting 4 team members, however there were also some significant departures. Curtis Notsinneh resigned from his role shortly after the last CAC meeting. Very tragically, Vickie Slack with the Youth Apprenticeship team passed away suddenly on December 14 and the DAS team has been shocked and saddened by this loss. Finally, there was a significant shift at DAS with the retirement of Glen Forman, who has served DAS and the CAC for many years and has been a wealth of institutional knowledge. The DAS team is regrouping and moving forward from all these changes, and looking to continue to build the DAS team, including the leadership team.

In November, DAS joined the apprenticeship community nationally in celebrating the 10<sup>th</sup> Annual National Apprenticeship (NAW) week. The week kicked off with a [Proclamation](#) from Governor Newsom, joining “employers, workers, educators and other partners in uplifting apprenticeships as a vital -career pathway that is key to the prosperity and vitality of our state.” During the week, there were a variety of events up and down the state, which many DAS team members attended and spoke at, celebrating the tremendous impact of apprenticeship both on the lives of apprentices and the needs of our employers to build a thriving economy. Adele Burnes, Acting Chief, spoke at the Bay Area Construction Workforce Conference in Oakland and celebrated not only the successes of CTWI’s ERiCA Grant performance, but also shared the framework of the next round of the [ERiCA grant](#). Finally, the NAW wrapped with the announcement of the Round 2 recipients of the [Apprenticeship Innovation Funding](#). Note that DOL is shifting NAW to the spring and while it aims to have a full National Apprenticeship Week in 2026, in 2025 there will only be a National Apprenticeship Day on April 30, 2025.

Over the past year and half, DAS has been working with stakeholders across Labor, Workforce and Education on the Career Education Master Plan, and in December Governor Newsom released the outline of the [Career Education Master Plan](#), which includes many connections to Pre-apprenticeship and Apprenticeship. As that plan is fully released and implementation of those recommendations rolls out, DAS will keep you informed on the opportunities related to pre-apprenticeship and youth apprenticeship and apprenticeship overall.

On January 13, 2025, DAS announced the availability of \$13,000,000 in funds for Round 2 of the ERiCA Grant Program. The Solicitation for Proposals and direction on submitting a proposal is available on the [ERiCA webpage](#). The deadline for proposals is March 12, 2024 and both Round 1 ERiCA grantees and new partners are invite to submit proposals. Round 2 of the grant includes the same 2 categories of funding of Outreach and Childcare, and in this round a 3<sup>rd</sup> category of Worksite Culture has been added. The focus of this new category is both on mentoring, community building and mental health supports for apprentices, along with training for both apprentices and also journey workers, contractors and managers on a worksite to improve the culture of the worksite. The grant performance period is expected to be June 30, 2025 - June 30, 2027. 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.

### **Field Office Activities – Richard Robles**

With the New Year upon us there has been a few minor Legacy Field Office changes. The first is the Los Angeles office which has added a new consultant, Damion Rodriguez. After a few months of job shadowing other staff and reading various training materials we will begin the process of assigning programs to him in the LA area. Also, in Southern California out of our San Diego Office we have Lillian Reaves being promoted from Industrial Relations Representative to an Apprenticeship Consultant. Moving North to the Oakland office we have had some assignment changes we have added Eric Franchimon to the ERiCA grant team and having him assist with the validation of ERiCA grant participants. And last but not least, our Sacramento office staff there continues to work hard servicing their programs. As always field office staff continues to provide assistance with our existing JACs, UACs, and other program sponsors to update standards, attend committee meetings, and assist with various matters that may arise within your apprenticeship programs. Staff have been attending program graduations and other community events to support apprenticeship. And as expected we continue to make staff reassignments in all field office to equalize workload and services to your programs.

### **Apprenticeship Training Fund Check Processing**

During the period **October 1, 2024, through December 31, 2024:**

- **27,067 checks** were reviewed and processed.
- **\$7,406,871.37** was sent for deposit.

### **Status of CAC Apprentice Appeals (2024)**

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

### **Apprentice Complaints:**

#### **Status of CAC Apprentice Complaints**

| <b>Year</b>                        | <b>2024</b> | <b>2023</b> | <b>2022</b> | <b>2021</b> | <b>2020</b> |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|
| <b>Investigation/Hearing</b>       | 7           | 3           | 1           | 0           |             |
| <b>0Administrator/Legal Review</b> | 0           | 2           | 0           | 0           | 0           |
| <b>Withdrawn/Dismissed</b>         | 3           | 11          | 7           | 7           | 15          |
| <b>Resolved through Hearing</b>    | 1           | 3           | 4           | 7           | 5           |
| <b>Determination Issued</b>        | 3           | 0           | 4           | 2           | 2           |
| <b>Total Filed</b>                 | <b>14</b>   | <b>19</b>   | <b>16</b>   | <b>17</b>   | <b>23</b>   |

### **New Programs: Shiela Zuvich**

None.

### **Denied Programs:**

None.

### **ERiCA Grant**

On January 13, 2025, DAS announced the availability of \$13,000,000 in funds for Round 2 of the ERiCA Grant Program. The Solicitation for Proposals and direction on submitting a proposal is available on the [ERiCA webpage](#). The deadline for proposals is March 12, 2024 and both Round 1 ERiCA grantees and new partners are invite to submit proposals. The grant performance period is expected to be June 30, 2025 - June 30, 2027.

Almost all of the Round 1 ERiCA grantees have met their progress and reporting requirements and are eligible to apply for Round 2 funding. Assessments of participant reports are being conducted continuously; all findings are positive and show the grantees' progress toward program goals. DAS is pleased with the amount of communication the grantees provide and readily support the grantees in reaching their goals.

### **Statistics of December 31 2024, this Council / California total**

The active apprentices numbered **70,975 / 92,593**.

New registrations and reinstatements numbered **4,821 / 7,477** for the quarter.

Minorities represented **70.4% / 72.2%** of all active apprentices.

Active women apprentices numbered **2,492 / 8,695**, which is **03.5% / 09.4%** of all active apprentices.

There are currently **13,975 / 15, 257 active veterans, 4,821 / 7,477** of which registered, and **2,727/ 4,176** completed in 2024.

#### **Program Evaluations October 1, 2024 through December 31, 2024**

Since October 1, 2024, DAS opened one (1) apprenticeship program evaluations, and one (1) apprenticeship program had been completed. One (1) program evaluation is 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 (January 2025)**

| <b>Program Name</b>                                                                                                 | <b>Status/Action Date</b>                  |
|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| East Bay and North Bay counties Roofers/<br>Waterproofers JATC (File 2898)<br><i>Issued at the January 2025 CAC</i> | <b>OPEN/</b> Compliance Pending 10/24/2024 |

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

| <b>Program Name</b>                                                                                                            | <b>Status/Action Date</b>                 |
|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| West Bay Counties Roofers and Waterproofers JATC<br>(File #109) <i>Issued at the October 2024 CAC</i>                          | <b>OPEN/</b> Compliance Pending 9/24/2024 |
| Orange County Electrical JAC (File #5129)<br><i>Issued at the January 2021 CAC (CAR)</i>                                       | <b>OPEN/</b> Compliance Pending 4/18/2021 |
| Southern California Acoustical Installer JATC<br>(File #19719) <i>Issued at July 2021 CAC (CAR)</i>                            | <b>OPEN/</b> Compliance Pending 5/5/2021  |
| Southern California Plasterer JATC (File #5090)<br><i>Issued at July 2021 CAC (CAR)</i>                                        | <b>OPEN/</b> Compliance Pending 5/5/2021  |
| San Bernardino, Mono & Inyo Counties Electrical<br>J.A.T.C. (File #375) <i>Issued at October 2021 CAC (CAR)</i>                | <b>OPEN/</b> Compliance Pending 7/26/2021 |
| Southwest Carpenter and Affiliated Trades J.A.T.C.<br>(Floor Worker) (File #14150) <i>Issued at October<br/>2021 CAC (CAR)</i> | <b>OPEN/</b> 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

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

| <b>Program Name</b>                                                                                                                                   | <b>Status/Action Date</b>                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Los Angeles Electrical and J.A. & E. T. C.<br>(File #5089) <i>Issued at May 2022 CAC (CAR)</i>                                                        | <b>OPEN/</b> Compliance Pending 2/3/2022  |
| Southwest Carpenter and Affiliated Trades J.A.T.C.<br>(Modular Furnishing Installer) (File #5137)<br><i>Issued at May 2022 CAC (CAR)</i>              | <b>OPEN/</b> Compliance Pending 2/17/2022 |
| Southwest Carpenter and Affiliated Trades J.A.T.C.<br>(File #5219) <i>Issued at May 2022 CAC (CAR)</i>                                                | <b>OPEN/</b> Compliance Pending 3/4/2022  |
| San Diego County Cement Masons JAC<br>(File #7257) <i>Issued at July 2021 CAC (CAR)</i>                                                               | <b>OPEN/</b> Compliance Pending 1/31/2023 |
| Traffic Control Automotive Marine & Specialty Painters<br>Finishing Trades Institute Local 1176 (File #5115)<br><i>Issued at the October 2024 CAC</i> | <b>CLOSED/</b> Completed on 12/16/2024    |
| Joint Apprenticeship Committee for Operating<br>Engineers for the 46 Northern Counties in CA<br>(File #9431) <i>Issued at April 2021 CAC</i>          | <b>CANCELLED</b>                          |

**CHIEF'S STATISTICAL REPORT**

**CAC totals for the quarter ending December 31, 2024**

The active apprentices numbered **70, 975**.

New registrations and reinstatements numbered **4,821**.

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

Active women apprentices numbered **2,492** which is **3.5%** of all active apprentices.

### CAC Active Apprentices

| Group                         | Count<br>Oct-24 | % of<br>Total | Count<br>Dec-24 | % of<br>Total | Change<br>Oct to<br>Dec | Census<br>Goals |
|-------------------------------|-----------------|---------------|-----------------|---------------|-------------------------|-----------------|
| All Minorities                | 50,538          | 70.5%         | 49,609          | 70.4%         | -1.8%                   | 51.6%           |
| Black                         | 4,165           | 5.8%          | 4,033           | 5.7%          | -3.2%                   | 6.7%            |
| Asian or<br>Pacific Islander  | 2,044           | 2.9%          | 1,999           | 2.8%          | -2.2%                   | 8.6%            |
| American Indian<br>or Alaskan |                 |               |                 |               |                         |                 |
| Native                        | 599             | 0.8%          | 599             | 0.8%          | 0.0%                    | 0.8%            |
| Filipino                      | 710             | 1.0%          | 700             | 1.0%          | -1.4%                   | 3.2%            |
| Hispanic                      | 43,020          | 60.0%         | 42,278          | 60.0%         | -1.7%                   | 32.4%           |
| White                         | <u>21,151</u>   | <u>29.5%</u>  | <u>20,892</u>   | <u>29.6%</u>  | <u>-1.2%</u>            | <u>48.4%</u>    |
| Unknown                       | 461             |               | 474             |               |                         |                 |
| Total All Groups              | 72,150          |               | 70,975          |               | -1.6%                   |                 |

### CHIEF'S STATISTICAL REPORT

#### California totals for the quarter ending December 31, 2024

The active apprentices as of December 31, 2024, numbered **92,593**.

New registrations and reinstatements numbered **7,477** for the quarter ending December 2024.

Minorities represented **72.2%** of all active apprentices as of December 31, 2024.

Active women apprentices as of December 31, 2024, numbered **8,695** which is **09.4%** of all active apprentices.

#### California Total Active Apprentices

|                                            | Count<br>Oct-24 | % of<br>Total | Count<br>Dec-24 | % of<br>Total | Change<br>Oct to<br>Dec | Census<br>Goals |
|--------------------------------------------|-----------------|---------------|-----------------|---------------|-------------------------|-----------------|
| All Minorities                             | 67,531          | 72.3%         | 66,347          | 72.2%         | -1.8%                   | 51.6%           |
| Black                                      | 6,635           | 7.1%          | 6,460           | 7.0%          | -2.6%                   | 6.7%            |
| Asian or<br>Pacific Islander               | 3,439           | 3.7%          | 3,384           | 3.7%          | -1.6%                   | 8.6%            |
| American<br>Indian<br>or Alaskan<br>Native | 867             | 0.9%          | 872             | 0.9%          | 0.6%                    | 0.8%            |
| Filipino                                   | 1,120           | 1.2%          | 1,110           | 1.2%          | -0.9%                   | 3.2%            |
| Hispanic                                   | 55,470          | 59.4%         | 54,521          | 59.4%         | -1.7%                   | 32.4%           |
| White                                      | <u>25,827</u>   | <u>27.7%</u>  | <u>25,485</u>   | <u>27.8%</u>  | <u>-1.3%</u>            | <u>48.4%</u>    |
| Unknown                                    | 768             |               | 761             |               |                         |                 |
| Total All<br>Groups                        | 94,126          |               | 92,593          |               | -1.6%                   |                 |

## Asian - Pacific Islander Background Summary

| Group                       | Total        |               | CAC          |               |
|-----------------------------|--------------|---------------|--------------|---------------|
|                             | Count        | Percent       | Count        | Percent       |
| ASIAN INDIAN                | 301          | 6.9%          | 81           | 3.0%          |
| ASIAN OR PACIFIC ISLANDER * | 833          | 19.1%         | 501          | 18.5%         |
| BANGLADESHI                 | 7            | 0.2%          |              | 0.0%          |
| CAMBODIAN                   | 120          | 2.7%          | 56           | 2.1%          |
| CHINESE                     | 447          | 10.2%         | 288          | 10.7%         |
| FIJIAN                      | 39           | 0.9%          | 19           | 0.7%          |
| FILIPINO                    | 1110         | 25.4%         | 700          | 25.9%         |
| GUAMANIAN                   | 85           | 1.9%          | 61           | 2.3%          |
| HAWAIIAN                    | 197          | 4.5%          | 147          | 5.4%          |
| HMONG                       | 180          | 4.1%          | 60           | 2.2%          |
| INDONESIAN                  | 13           | 0.3%          | 5            | 0.2%          |
| JAPANESE                    | 204          | 4.7%          | 157          | 5.8%          |
| KOREAN                      | 151          | 3.5%          | 107          | 4.0%          |
| LAOTIAN                     | 94           | 2.2%          | 67           | 2.5%          |
| MALAYSIAN                   | 7            | 0.2%          | 5            | 0.2%          |
| PAKISTANI                   | 48           | 1.1%          | 17           | 0.6%          |
| SAMOAN                      | 192          | 4.4%          | 142          | 5.3%          |
| SRI LANKAN                  | 6            | 0.1%          | 5            | 0.2%          |
| TAIWANESE                   | 28           | 0.6%          | 23           | 0.9%          |
| THAI                        | 59           | 1.4%          | 38           | 1.4%          |
| TONGAN                      | 94           | 2.2%          | 74           | 2.7%          |
| VIETNAMESE                  | 151          | 3.5%          | 151          | 5.6%          |
| <b>Total</b>                | <b>4,366</b> | <b>100.0%</b> | <b>2,704</b> | <b>100.0%</b> |
|                             |              | 100.0%        |              | 100.0%        |

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