

## Apprenticeship

**Mission:** Apprenticeship programs provide Californians the opportunity to earn while they are trained for a wide variety of occupations, particularly in the skilled trades. Apprenticeship programs also give employers access to workers trained in conformance with standards they have helped establish, and provide labor unions both a voice and often a key role in the training.

**Funding:** Apprenticeship programs offer both on-the-job and classroom training (called Related and Supplemental Instruction or RSI). Funding for on-the-job training and some RSI is provided by “program sponsors” (see below). The state budget also annually appropriates funding for RSI (\$ 7.1 million for the CCCs and \$15.8 million for CDE in 2011-12). Funds are distributed to adult schools, regional occupational centers and programs (ROCP)s, and community colleges (CCCs) through an apportionment system based on the actual number of hours in RSI coursework provided by an institution. Institutions are capped in the number of hours of instruction they can claim for reimbursement.

### **Administration, Governance, and Service**

**Delivery System:** At the state level, the California Apprenticeship Council adopts and issues regulations to implement the Shelley-Maloney Apprenticeship labor Standards Act. The Division of Apprenticeship Standards (DAS) in the Department of Industrial Relations (DIR) is the administrator of apprenticeship programs. Its consultants work with employers and employee organizations to establish and oversee apprenticeship programs. The California Department of Education (CDE) and the California Community Colleges Chancellor’s Office (CCCCO) share responsibility for overseeing RSI programs. At the local level, adult schools, ROCPs, and CCCs provide the RSI training, upon agreement with program sponsors and state approval of the program.

**Population Served:** California leads the nation with 60,060 registered apprentices in over 586 programs in over 800 apprenticeable occupations. Women represent 6.6 percent, and minorities represent 67.3 percent of all registered apprenticeship programs. Apprenticeship programs graduate an average of 7,580 apprentices per year in a variety of

occupations in high-wage sectors of the economy. Non-construction occupations make up approximately 22,000 of California's 60,000 apprentices. These occupations include firefighters, safety officers, automotive workers, and heavy mechanical workers.

**Services:** Program sponsors are the heart of apprenticeship training. They can be a joint apprenticeship committee, a unilateral labor or management committee, an individual employer, or an employer association. Sponsors initiate the program, help develop the apprenticeship program standards, work to ensure these standards are incorporated both into the on-the-job and classroom components of the training, identify skilled workers to serve as instructors, and more. Upon successful completion of work-based and supplemental classroom instruction, apprentices receive a "Certification of Completion" from the State of California.

**Accountability:** The Division of Apprenticeship Standards is required to conduct random audits of apprenticeship programs every five years to ensure that the program is complying with standards, all on-the-job training is performed by journeymen, all required RSI is provided, all work processes required by the standards have been covered, and graduates have completed all program requirements. An annual report to the Legislature is also required. This report must include information about (a) the numbers and demographics of all apprentices and successful completers; (b) remedial actions taken by the division to assist programs that have difficulty meeting affirmative action goals and attaining successful program completions; and (c) the number of program applications, approvals, denials, and reasons for denials.