

# APPRENTICESHIP

DIVISION OF APPRENTICESHIP STANDARDS

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California Division of  
Apprenticeship Standards

## **AGENDA:**

1. Welcome & Introductions
2. DAS Overview
3. Apprenticeship Overview
4. Steps to Get Started

# Mission and Vision Statements

## **Mission Statement**

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen our economy.

## **Vision Statement**

Create 21st Century solutions that establish innovative apprenticeship programs to provide the State's industries with the workers they need to compete and prosper, while delivering excellent training experiences and high-paying career opportunities for California's workers.

# 5 Point Action Plan

- Expand nontraditional apprenticeships
  - Strengthen Interagency Advisory Committee on Apprenticeship (IACA)
  - Increase DAS communication and capacity
- Support regional and sectoral apprenticeship intermediaries
- Support youth apprenticeship for in-school and out-of-school youth
- Expand state and local public sector apprenticeships
- Grow and expand access to traditional construction apprenticeships

# The Apprenticeship Landscape



## Information Technology

- **IBM**
  - Mainframe Administrator
  - Application Developer
  - Software Engineer
- **Amazon**
  - Mechatronic and Robotics
  - Software Penetration Specialist
- **SONY**
  - Electric Engineering Technologist
- **ICURO**
  - Artificial Intelligence
- **SLO Partners**
  - Network Security Administrator
- **Robert Half International**
  - IT/Cybersecurity
  - Accounting
- **Loma Linda University Health**
  - IT/Cybersecurity Roles
- **Lockheed Martin Corporation**
  - Computer Programmer
  - Cyber Security Support Technician
  - Circuit Design Engineer
- **LAUNCH Apprenticeship Network**



## Healthcare

- **Kaiser**
  - Surgical Technician
  - Sterile Processing Technician
  - Hospital Coder
  - Medical Assistant
  - IT/Cybersecurity Roles
- **Dignity Health**
  - Clinical Lab Scientist
  - Medical Coder
  - Medical Assistant
  - Surgical Technician
  - Emergency Medical Technician
- **Sutter Health**
  - Health Facility Technician
- **CCHCS LVN to RN**
- **Nurse Specialty Apprenticeship Program**
  - RN- Ambulatory/Perioperative Care
- **Dental Assisting**
- **Optician Apprenticeship Program**
  - Target, Lenscrafters, Nat'l Vision
- **CVS Health**
  - Pharmacy Technician



## Public Sector

- **State of California**
  - Cybersecurity
  - Information Technology Associate
  - LVN to RN
  - Financial Services
  - Youth / Disabled
  - Staff Services Analyst
  - Accounting and Taxation
- **City and County of San Francisco**
  - IT/Cybersecurity Roles
- **San Joaquin County**
  - Information Technology
  - Legal Assistant
  - Paralegal
- **Sacramento County**
  - Behavioral Health Specialist
- **Los Angeles County**
  - Various Occupations
- **Riverside County**
  - IT/Cybersecurity Occupations



## Advanced Manufacturing

- **Tesla**
  - Tool & Die Specialist
- **E. & J. Gallo Winery**
  - Maintenance Mechanic
  - Winery Technician
  - Industrial Manufacturing Tech
  - Advanced Material Handler



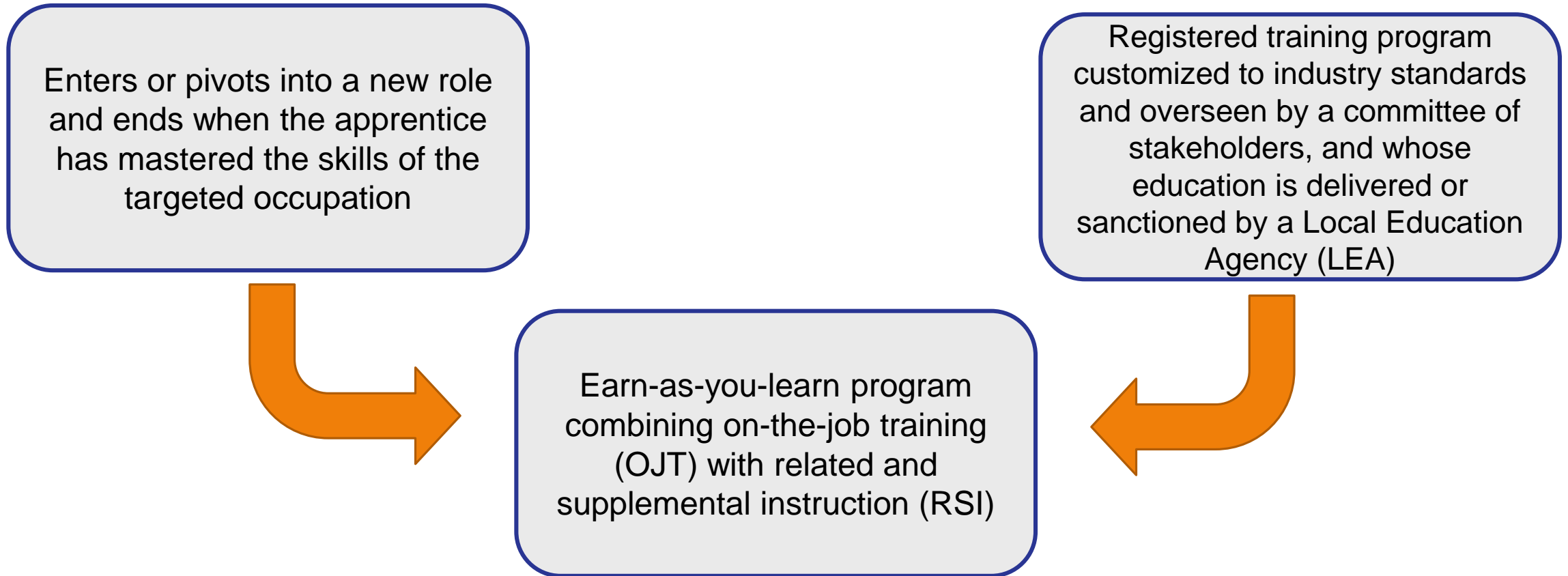
## Financial Services

- **Financial Planner Apprenticeship Program**
  - Principle Financial
  - AXA
  - Northwestern Mutual

# APPRENTICESHIP OVERVIEW

# What is Apprenticeship?

An apprenticeship is an “earn and learn” model that combines classroom instruction with paid, on-the-job training.



California registered apprenticeship program guideline of 144 hours of classroom-based learning and 2000 hours of on-the-job training.

# What is an Apprentice?

An apprentice is a person who is **at least 16 years old**, has met the participating employer's selection requirements, is engaged in learning a designated occupation, and has entered into a written agreement under the provisions of the approved standards.

Apprenticeships are an "earn and learn" program, whereby students earn a wage while employed and complete the required related & supplemental instruction coursework.



**Registered Apprentices in  
CA: 91,248**  
**Registered Trainees: 1,237**  
**Registered Pre-Apprentices:  
209**



# Types of Registered Apprenticeship

## Time-based program

Measures progress based on the number of hours an apprentice has spent in on-the-job training (OJT) and related and supplemental instruction (RSI).

Recommended 2000 hrs OJT and 144 hrs RSI.

## Competency Based Program

Measures progress based on the apprentice's demonstrated ability to perform the duties associated with the occupation.

The program cannot be less than six months.

## Hybrid Program

Includes both time-based and competency-based requirements.

# Apprenticeship Stakeholders

## Employer(s)

- Identifies targeted occupation(s)
- Collaborates to develop work processes
- Employs and pays the apprentice
- Delivers OJT and mentoring

## Intermediary/ Program Sponsor

- Regularly convenes to design and oversee program
- Creates standards for DAS approval
- Recruits and selects apprentices
- Provides reports to DAS regarding OJT hours and apprentice progress

## Government DAS & DOL

- Advises for program development and approves standards
- Provides funding opportunities for apprenticeship
- Tracks apprenticeship hours (OJT and RSI)

## Local Education Agency (LEA)

- Partners to design/oversee curriculum
- Provides education
- Acts as fiscal agent for grant funds
- Reports RSI hours to DAS/CCCCO

## Apprentice

- Performs on-the-job training (OJT)
- Completes education (RSI)
- Earns while learning
- Receives portable certificate upon graduation

# Apprenticeship vs Internship

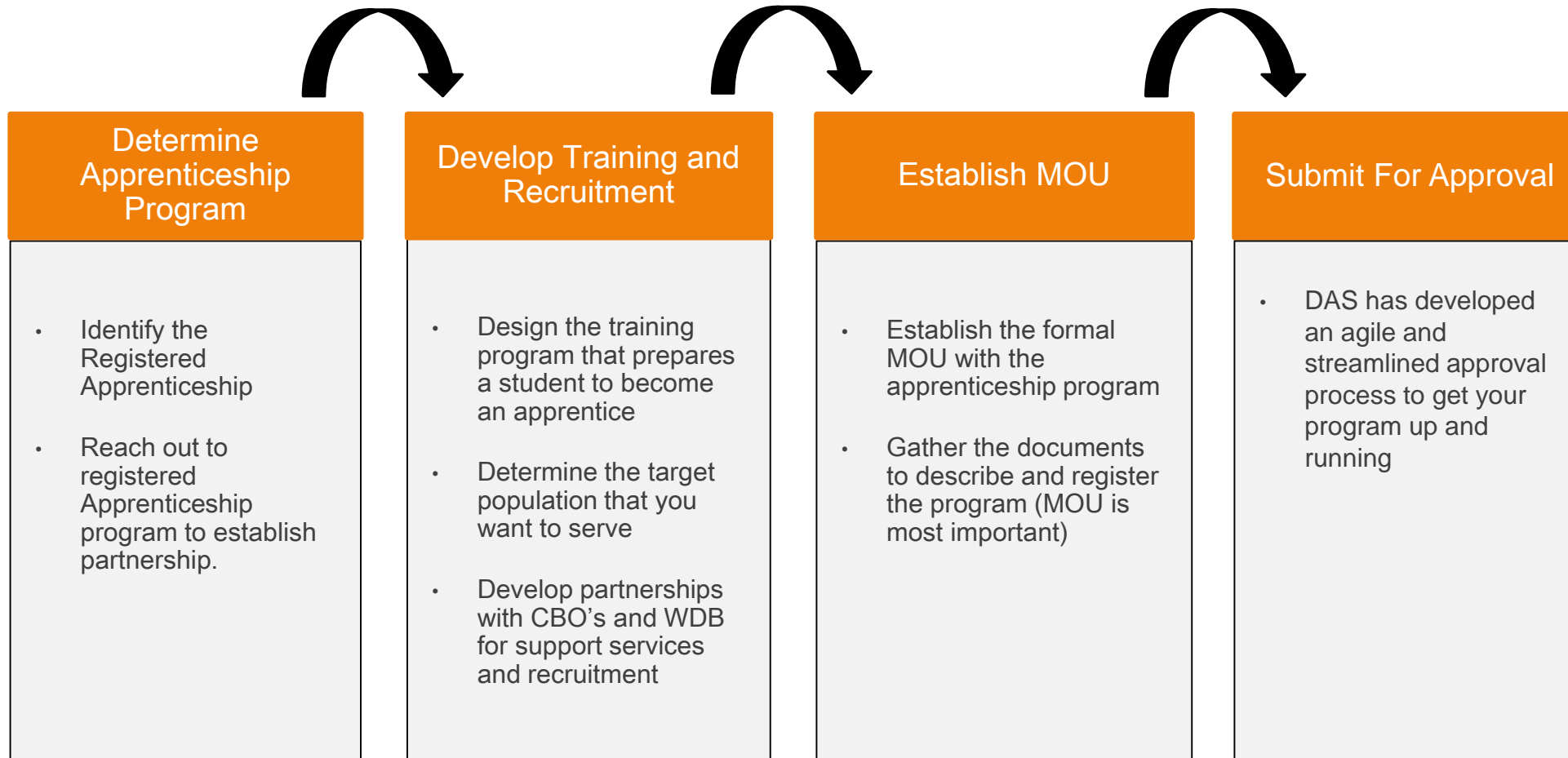
	Apprenticeship	Typical Internship
<b>Purpose</b>	Cultivate a skilled talent pipeline	Expose young people to an industry
<b>Term</b>	6 months - 6 years Average 3 Years (including training)	Average 12 weeks
<b>Compensation</b>	Paid with gradual pay increases	Paid or unpaid
<b>External Oversight</b>	State and/or federal labor agencies, Educational institutions	Educational institution or none
<b>Resulting Credential on Completion</b>	National, portable certificate of occupational competence	Usually none
<b>College Credit</b>	Yes, with dual enrollment or articulation agreements with community college	Usually none, sometimes work experience
<b>State of CA &amp; Department of Labor Funding</b>	Available to Registered Apprenticeship	Usually none

# Apprenticeship vs Pre-Apprenticeship

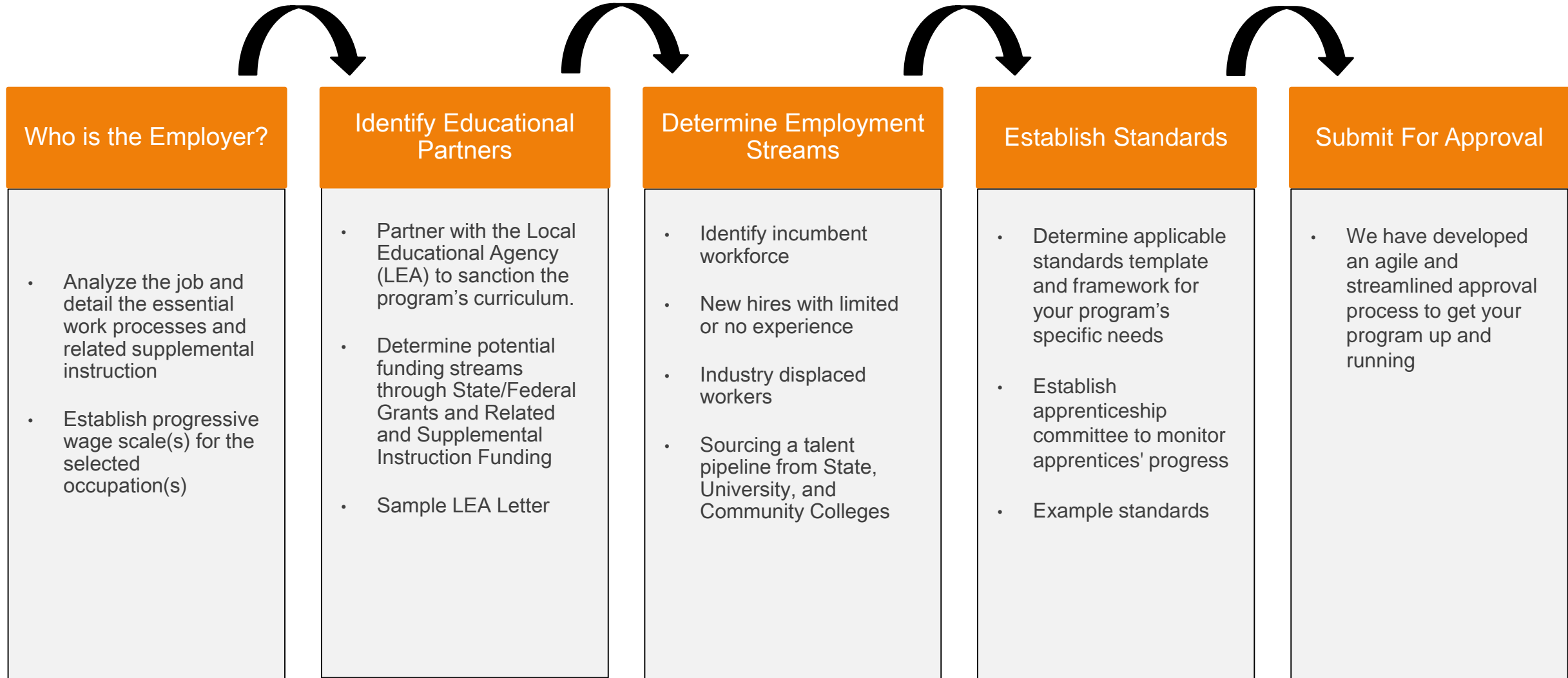
	Apprenticeship	Pre-Apprenticeship
<b>Purpose</b>	Cultivate a skilled talent pipeline	Preparation for Apprenticeship
<b>Term</b>	6 months - 6 years Average 3 Years (including training)	2 weeks - 16 weeks
<b>Compensation</b>	Paid with gradual pay increases	Unpaid (maybe a stipend)
<b>Learning</b>	On the Job Training (OJT) and Related and Supplemental Instruction (RSI)	Classroom only
<b>Training</b>	Minimum of 144 hrs, part time learning	Flexible, can be part time or full time learning
<b>Employment Status</b>	Full time employment	No on the job training required, maybe a few worksite visits
<b>Requirement to be Registered</b>	Apprenticeship Standards, Employer support, LEA Partnership	MOU with Apprenticeship Program
<b>Register with...</b>	CA Division of Apprenticeship Standards US Department of Labor	CA Division of Apprenticeship Standards

# STEPS TO GET STARTED

# 4 Steps to Launch a Pre-Apprenticeship



# 5 Steps To Start An Apprenticeship



# QUESTIONS