



Division of
Apprenticeship Standards

DAS

Apprenticeship and Workforce
Innovation Unit

Registered Apprenticeship CALIFORNIA



Kelly Mackey

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Division of Apprenticeship Standards

Apprenticeship and Workforce Innovation

Kelly Mackey is the State Director of Strategic Partnerships for the DAS, Apprenticeship and Workforce Innovation Unit. Kelly leads the statewide effort to identify registered apprenticeship opportunities across multiple sectors including; information technology, healthcare, business services, and the public sector. Ms. Mackey has been recognized for her work in establishing many of California's new marquee registered apprenticeship programs.



Laura Thompson

Strategic Business Consultant

*DAS, Apprenticeship and Workforce
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Division of Apprenticeship Standards

Apprenticeship and Workforce Innovation

Laura Thompson is a Strategic Business Consultant for the DAS in the Apprenticeship and Workforce Innovation Unit. Laura assists and develops apprenticeship programs across non-traditional sectors but mainly in the civil service and public sector space.

About Us

The California DAS's **Workforce Innovation Unit (AWI)** consults with employers to develop a skilled workforce through the time-tested **registered apprenticeship** model

"...let's encourage businesses to become creators, not just consumers of talent by establishing an audacious goal of 500,000 earn-and-learn apprenticeships by 2029"

-Governor Gavin Newsom

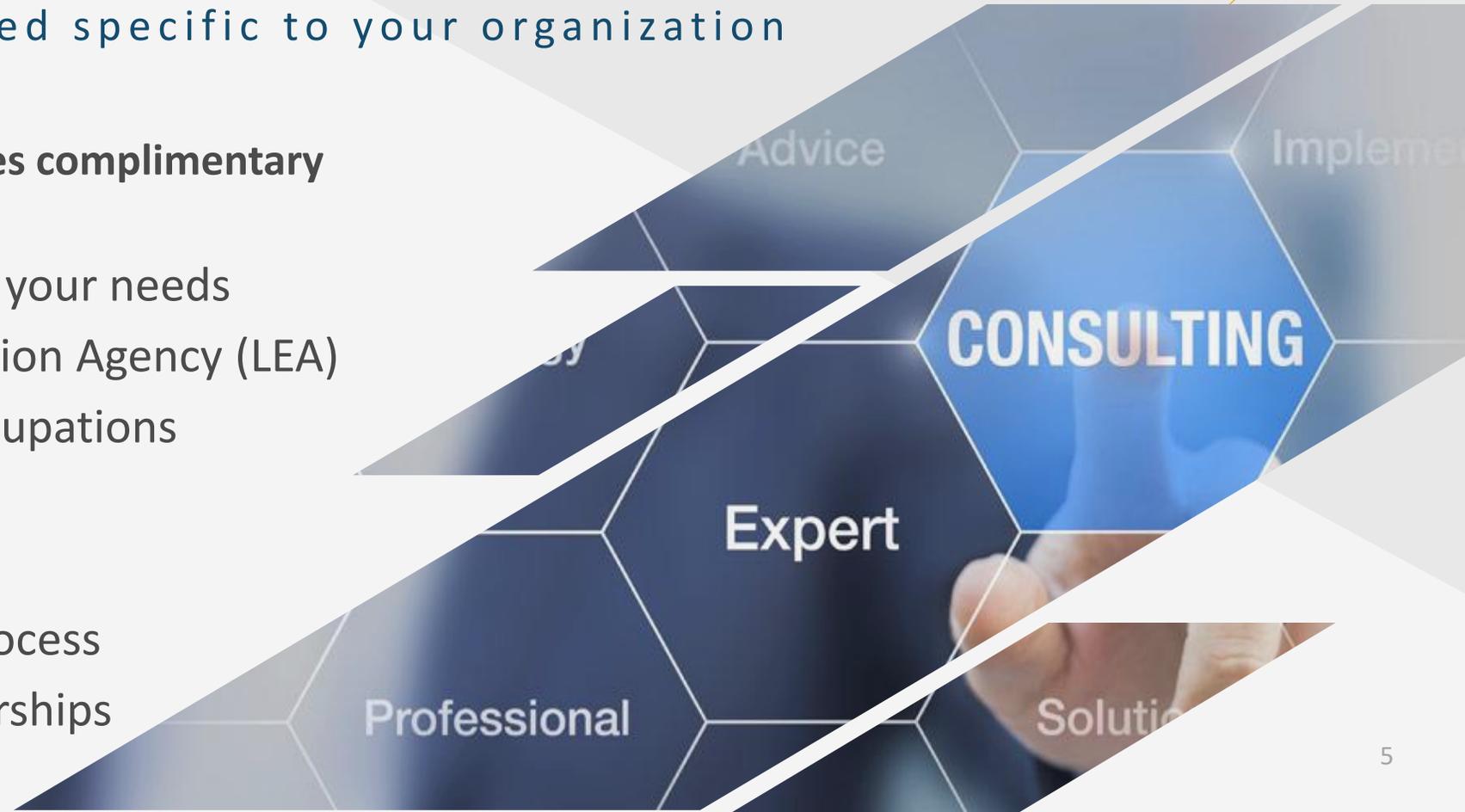


Partnering With Us

We ask questions and listen with the goal of building robust programs designed specific to your organization

The assigned Consultant provides complimentary services to help you:

- Build a program to address your needs
- Partner with a Local Education Agency (LEA)
- Identify apprenticeable occupations
- Discover a talent pool
- Access funding sources
- Streamline the approval process
- Facilitate additional partnerships



California: The Apprenticeship Powerhouse

- **87,959** Registered Apprentices
- **377** Registered Pre-apprentices
- **36,000** Participating Employers
- **1,245** Training Programs Statewide
- **300** Active Educational Institutions
- **8,000** State Apprentices Graduate Annually



Industry Registered Apprenticeship Partnerships



Dignity Health

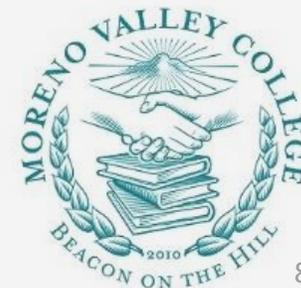
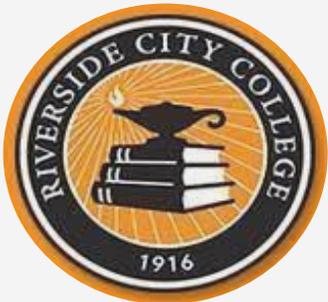


E&J Gallo Winery

LOCKHEED MARTIN



Academic Registered Apprenticeship Partnerships



Barriers to Employment in the Public Sector

Yesterday's hiring solutions are no longer efficient for creating and retaining a diverse, 21st century workforce

RIGID HIRING AND PROMOTIONAL STRUCTURES	HIGH VACANCY RATES AND SHORTAGE OF SKILLED TALENT	SUCCESSION PLANNING DIFFICULT IN A CHANGING CLIMATE	LITTLE RECRUITING ACCESS TO UNDERSERVED COMMUNITIES
VIES WITH PRIVATE SECTOR FOR TALENT	OCCUPATIONS DIFFER FROM CURRENT & RELEVANT JOB TITLES	OUTSOURCING IS CURRENTLY NECESSARY FOR SPECIAL-SKILLED WORK	LITTLE FAMILIARITY WITH THE REGISTERED APPRENTICESHIP MODEL

Registered Apprenticeship vs Internship

	Registered Apprenticeships	Typical Internships
Purpose	Cultivate a skilled talent pipeline	Expose young people to an industry
Length	1 or more years (including paid training)	Average 12 weeks
Compensation	Paid with gradual pay increases	Paid or unpaid
Supportive Partnerships	State and/or federal labor agencies, Educational institutions	Educational institution or none
Resulting Credential on Completion	National, State, CCC portable certificate of occupational competence	Usually none
College Credit	Yes, with dual enrollment or articulation agreements with community college	Usually none, sometimes Work Experience
Funding Opportunities	Funding opportunities to support programs	Usually none

The Registered Apprenticeship Model

Registered apprenticeship is an “earn and learn” model that combines education with paid on-the-job training

- **An Employer**
 - At least one employer to provide on-the-job training
- **Partner with a Local Education Agency (LEA)**
 - At least one LEA to either provide or sanction the educational curriculum
- **The Apprentice**
 - You only need one apprentice to “earn and learn”
- **Registration Agency (DAS and DOL)**
 - Help construct standards and registration with CA and the Department of Labor simultaneously

Key Stakeholders



■ Registration Agency ■ Employer ■ LEA ■ Apprentice/s

Optional Components

The following entities provide a variety of services that may be helpful to your program, but not necessary

ENTITIES	Wrap Around Services	Funding	Talent Sourcing
INTERMEDIARY		---	
EMPLOYMENT TRAINING PANEL (ETP)	---		---
COMMUNITY BASED ORGANIZATION (CBO)		---	
FEDERAL GRANTS/PHILANTHROPIC ORGANIZATIONS	---		---
LOCAL WORKFORCE INVESTMENT BOARD			
COMMUNITY COLLEGE CHANCELLOR'S OFFICE (CCCCO)	---		

Lets Talk About Pre-Apprenticeship

- Pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into Registered Apprenticeship Programs
- Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend
- Pre-Apprenticeship requires a relationship (MOU/Linkage Agreement) with at least one registered apprenticeship program
- The registered apprenticeship program advises on how best to prepare pre-apprentices for entry into the apprenticeship program, although entry is not guaranteed
- Specific certifications may be included in the program such as Windows 7, CompTIA A+, Network +, and Security +

CCHCS and SEIU Local 1000 LVN to RN Apprenticeship Programs

“Nursing is an industry predominately made up of women, and programs like this actually assist them to move forward in their careers.”



“One of the goals of this program is to offer more opportunities for underserved Communities.”

First Program of Its Type in the Nation!

Participating State Department

- California Correctional Health Care Services

Local Educational Agency Partners

- Sacramento City College
- Riverside City College
- San Joaquin Delta College

Occupation

- Registered Nurse

Funding

California Apprenticeship Initiative (CAI) Grant

LAUNCH Early Childhood Educator Apprenticeship Program



Multi-Employer Apprenticeship Partnership Program

Participating Employer Partners

Riverside City College Child Development Center & Learning LAB
Family Service Association (FSA)
The Carolyn E. Wylie Center for Children, Youth and Families

Local Educational Agency Partner

Riverside City College

Term of Apprenticeship

24 – 30 months/ Competency Based, 594-864 RSI hours

Occupations

Master Teacher
School Site Supervisor
Teacher

Examples of Related and Supplemental Instruction

Information Security Analyst

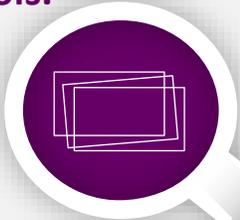
- **Firewalls : 52Hrs**
 - Features of firewall
 - Network security vulnerabilities
 - Solutions for different business models
- **Ethical Hacking and Network Defense: 87Hrs**
 - Ethical hacking and network overview
 - Hacking methods
 - Microsoft and Linux systems vulnerabilities
 - Hacking web servers and wireless networks
 - Protecting networks with security devices
- **Info Security Professional Practices :33Hrs**
 - Security and risk management
 - Asset security
 - Security of engineering and software development
 - Identity, communications, and network security
 - Security assessment



Examples of Competencies

Information Security Analyst

Assist in developing security policies and protocols; assist in enforcing company compliances with network security policies and protocols.



Configure tools and technologies to detect, mitigate and prevent potential threats.



Assess and mitigate system network, business continuity and related security risks and vulnerabilities.



Install, configure, test, operate, maintain and manage networks and their firewalls including hardware and software that permits sharing and transmission of information.

Install, configure, troubleshoot and maintain server configurations to ensure their confidentiality, integrity and availability; manage accounts, firewalls, configuration, patch and vulnerability management; address access control, security configuration, and administration requirements.



Provide security technical support to users or customers.

Responds to cyber intrusions and attacks and provides defensive strategies.



Review network utilization data to identify unusual patterns, suspicious activities or signs of potential threats.

Benefits To Employers

Employers who utilize registered apprenticeships produce high skilled workers, receive a strong return on investment, significantly increase operational productivity, and become eligible for funding opportunities

- Instills loyalty, trust, and confidence
- Inherits a more qualified skilled workforce
- Builds diversity of thought and experience
- Federal/State grants and budget allocations
- Increases efficiency and performance
- Reduces turnover rates
- Customizable training
- Proven return on investment



Benefits To Academic Partners

- Providing opportunities to the student populations to move into career pathways tied to an academic degree
- Demonstrating commitment to the community
- Stronger and enhanced linkages with industry partners
- Potential funding opportunities linked to grants and other philanthropic investments
- Leveraging resources provided by the State of California, including an assigned Strategic Business Advisor and amplifying the program through creative communication/visibility strategies



EDUCATION

Benefits To Apprentices

- Alignment with Degree Track
- Bridge a Link Between Industry and Academia
- Opportunity to Earn While You Learn
- Regular Pay Increases
- Lifelong Skills
- Competitive Wages
- Certifies an Individual is at Full Performance Level of the Occupation
- State/Nationally-Recognized Credential

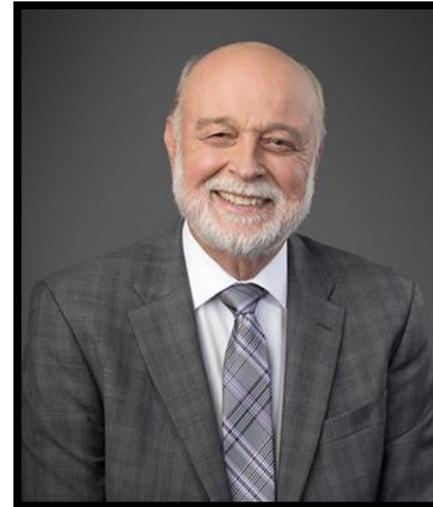


Thoughts about Registered Apprenticeship



"Amid the pandemic, industry leaders nationwide are rethinking their approach towards education, skills training and hiring. Apprenticeships have become an increasingly critical element in the country's skills portfolio because they can rapidly provide more people with access to new career opportunities, all while continuing to earn a paycheck."

Kelli Jordan, Director at IBM



"For a number of years Loma Linda has run pipeline programs for high school and college graduates to expose them to the health professions. We are well aware of the value of apprenticeships and local training, and we are delighted to participate in the Inland Empire Cybersecurity Apprenticeship Consortium."

Dr. Richard Hart, President of Loma Linda University Health



"We are looking forward to this apprenticeship program advancing our efforts to put more people into the mainframe jobs pipeline...this will offer those new to the workforce, as well as mid-career workers, an opportunity to acquire skills for in-demand public technology jobs."

Amy Tong, former CA State CIO and Department of Technology Director



"There is absolutely no reason that every company, in every geography, and every industry vertical should not be leveraging the win, win, win power of apprenticeship. We're passionate about the work we've done — and continue to do — to ensure equitable access to growth and development."

David Casey, Senior VP of Workforce Strategies & Chief Diversity Officer at CVS Health

Excellent Return on Investment





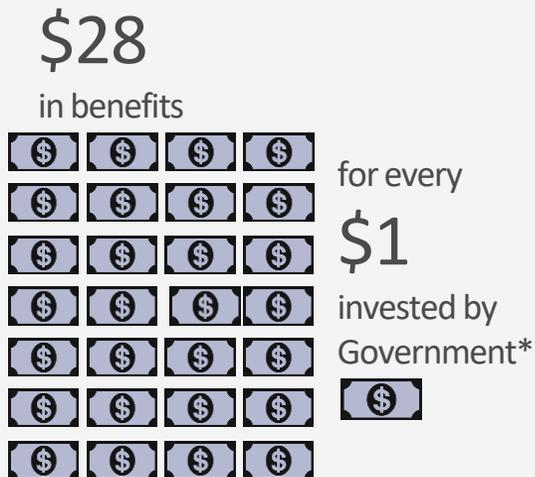
ROI : “Employer’s Return On Investment is \$1.47 For Every \$1 They Invest In Apprenticeship Training”

*Source: [DOL.GOV/APPRENTICESHIP](https://www.dol.gov/apprenticeship)

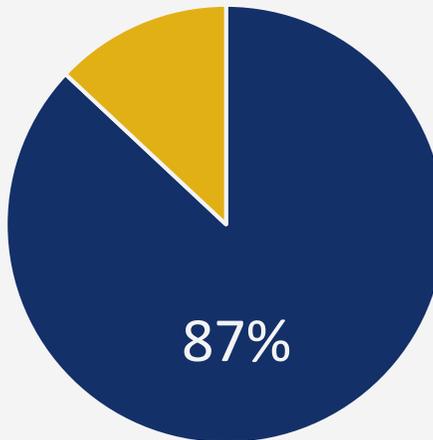
Return on Investment (ROI)

Registered Apprenticeship Advantage Employer Directed, Flexible System that Delivers Results

Impressive Public Benefits



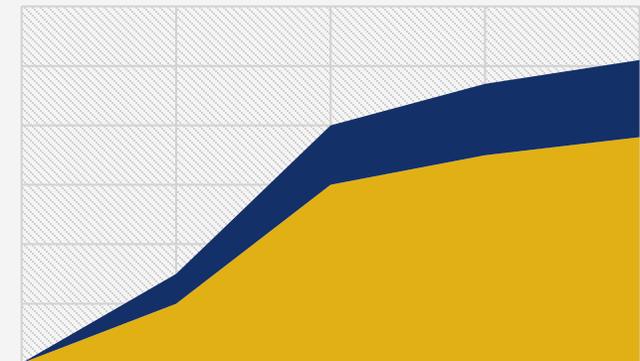
Strong Outcomes



Percent of apprentices are employed after completing their certification training

Lasting Impact

Apprentices earn \$300k more than their peers over a lifetime



*Source: Mathematica Policy Research , “An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States”

Potential Funding Opportunities

We understand funding might be an important resource for your organization and can provide information about the following opportunities

- DAS State Apprenticeship Expansion, Equity, and Innovation (SAEEI) Grant
- California Apprenticeship Initiative (CAI) Grants
- Employment Training Panel (ETP)
- Related and Supplemental Instruction (RSI)
- Full Time Equivalent Students (FTES) – Apportionment
- Workforce Innovation and Opportunities Act (WIOA)
- High Road Training Partnerships (H RTP)
- Federal Grants/Philanthropic Organizations
- Apprenticeship Innovation Fund (AIF)



A man and a woman in a blue shirt are looking at a computer monitor in an office setting. The woman is pointing at the screen. The background is a blurred office environment with other computer monitors.

Solution

Registered apprenticeship
will meet industry's
requirement for new
skilled workers

District Offices

SACRAMENTO (DO)

1750 HOWE AVE., SUITE 350
SACRAMENTO, CA 95825
(916) 928-6800

SAN FRANCISCO (DO)

455 GOLDEN GATE AVENUE, 9TH FLOOR
SAN FRANCISCO, CA 94102
(415) 703-1128

SAN JOSE (DO)

100 PASEO DE SAN ANTONIO, ROOM 125
SAN JOSE, CA 95113
(408) 277-1273

FRESNO (DO)

2550 MARIPOSA MALL, ROOM 3080
FRESNO, CA 93721
(559) 445-5431

LOS ANGELES (DO)

320 WEST 4TH STREET, ROOM 950
LOS ANGELES, CA 90013
(213) 576-7750

INLAND EMPIRE (DO)

464 W 4TH STREET
SAN BERNARDINO, CA 92401
(510) 882-0373

SAN DIEGO (DO)

7575 METROPOLITAN DRIVE, SUITE 209
SAN DIEGO, CA 92108
(619) 767-2045

HEADQUARTERS

1515 CLAY STREET, SUITE 1902
OAKLAND, CA 94612
(415) 703-4920





Thank You

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