

# California's Apprenticeship Funding Overview



# Growing Apprenticeship in CA

2016  
Investment in CA  
Apprenticeship Initiative  
Grants

2019  
“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

2018  
Creation of Interagency  
Advisory Committee on  
Apprenticeship (IACA)  
and Competency  
Based Programs

2022  
Creation of  
Apprenticeship  
Innovation Funding and  
Youth Apprenticeship

# Advancing Apprenticeship in CA

## A Five-Point Action Plan



Support Regional and Sectoral Apprenticeship Intermediaries



Expand New and Innovative Apprenticeships



Grow and Expand Access to Traditional Construction Apprenticeships

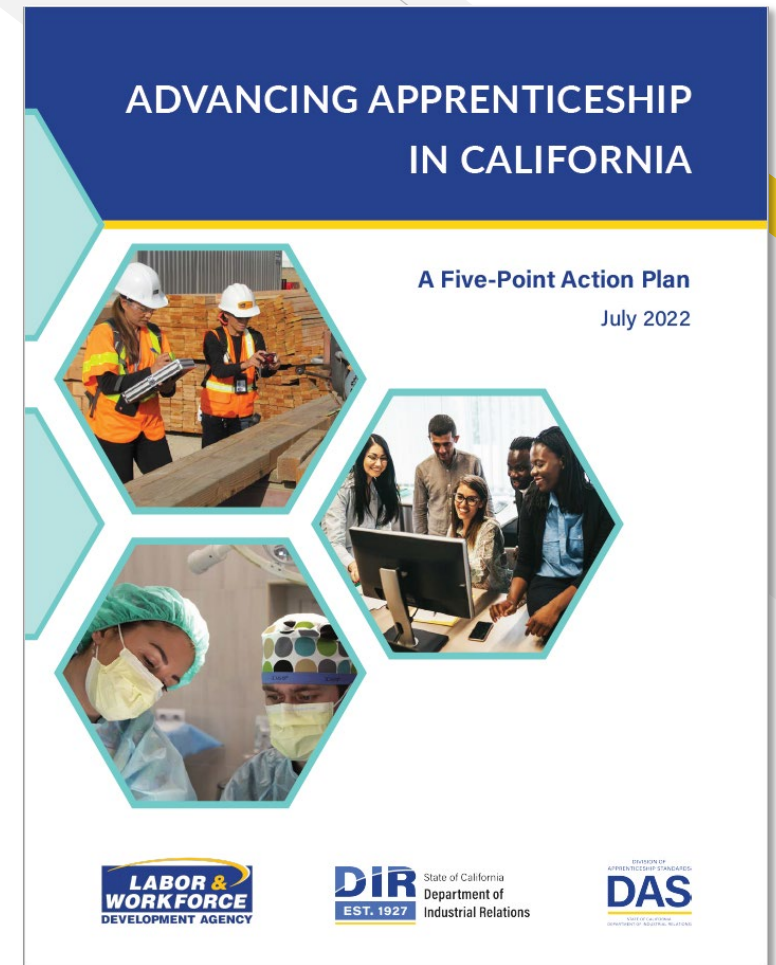


Support Youth Apprenticeship for In-School and Out-of-School Youth



Expand State and Local Public Sector Apprenticeships

<https://www.dir.ca.gov/DAS/e-News/2022/Action-Plan-in-Place-for-Reaching-California-Apprenticeship-Goals.html>



# Apprenticeship Stakeholders

## Employers

- Employ the apprentice and provide on the job training

## Educators:

- Educate the apprentice with work relevant training and skills

## Government:

- Oversee the program for quality and credentialing

## Apprentices:

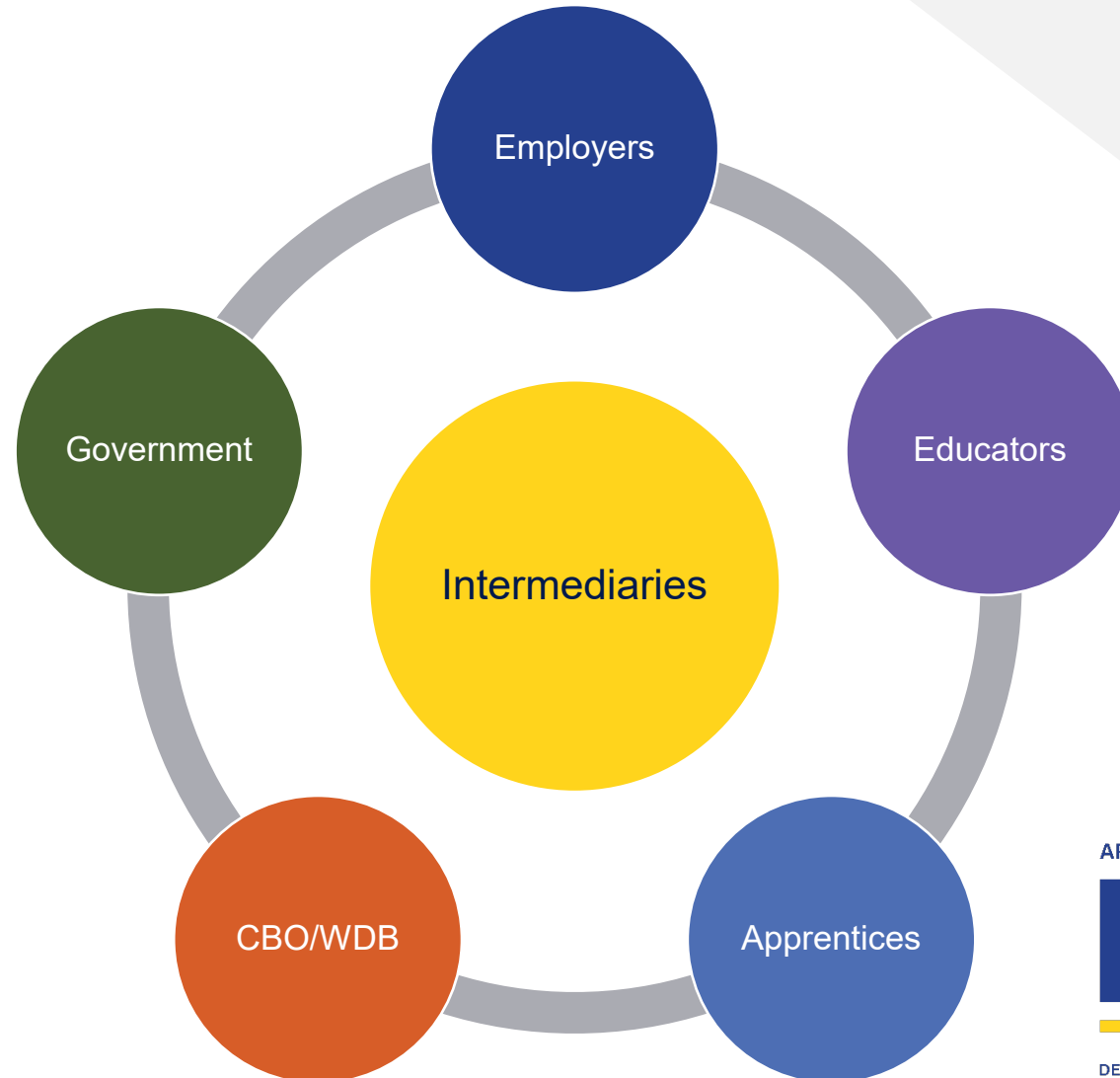
- Earn and learn

## Community Based Organizations and Workforce Development Boards:

- Provide supportive services and sourcing apprentices

## Intermediaries:

- Convene all the stakeholders to launch, run and scale apprenticeship programs



# Apprenticeship Intermediaries

Cultivating an ecosystem of Regional and Sectoral Apprenticeship Intermediaries

## What they do:

- Aggregate the needs of multiple employers
- Bring employers and educators to the table to design the program
- Register the program with DAS/DOL
- Recruit, place and support apprentices through their journey
- Run and scale the program

## Who can be an intermediary

- Unions
- Workforce Development Boards
- Educational Institutions
- Regional Consortia
- Non-Profits
- Industry Associations
- Staffing Agencies

# Apprenticeship Committees

## The California Apprenticeship Council (CAC)

- Oversee traditional apprenticeships in the building and fire trades

## Interagency Advisory Committee on Apprenticeship (IACA)

- Advises on new and innovative (sometimes referred to as “non-traditional”) apprenticeship
- Includes sectors such as healthcare, technology, education, advanced manufacturing and any sector that is not the building and fire trades.

# Apprenticeship Funding Headline

## Good News

- There is A LOT of Apprenticeship and Workforce Funding at both State and Federal Level

## Less Good News

- It can be a bit tricky to navigate and decide where to focus your energy

Goal: Help you navigate and give you many threads to pull that are most relevant to you

# Navigating Apprenticeship Funding

Focus on  
Apprenticeship

What the  
funding covers

Sustainability  
of funding



# Navigating Apprenticeship Funding

## Apprenticeship Specific Funding

- Funding sources that are specifically for apprenticeships or preapprenticeships

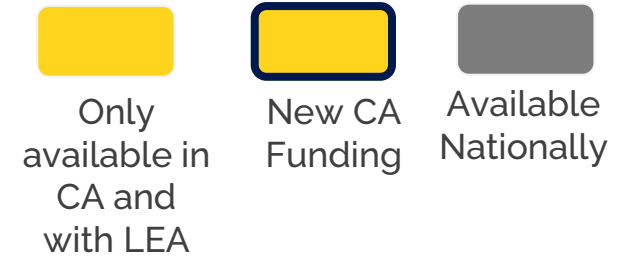
## Apprenticeship Adjacent Funding

- Funding sources that can and commonly are used for apprenticeships or preapprenticeships but are not specific to apprenticeships or preapprenticeships

## Apprenticeship Possible Funding

- Workforce development, sector or population specific funding that could be used for apprenticeships or preapprenticeships but are not specifically for apprenticeships or preapprenticeships

# Apprenticeship Specific Funding



Apprenticeship Innovation Funding – Support (AIF-S)

Apprenticeship Innovation Funding – Training (AIF-T)

CA Youth Apprenticeship Grant (CYAG)

Equal Representation in Construction Apprenticeships (ERiCA)

CA Apprenticeship Council Training Funds (CAC-TF)



California Community Colleges  
Chancellor's Office

California Apprenticeship Initiative (CAI)

Related and Supplemental Instruction Funding (RSI)



Employment Training Panel – Apprenticeship (ETP-A)



US Department of Labor Grants (DOL)

Women in Apprenticeship and Nontraditional Occupations (WANTO)

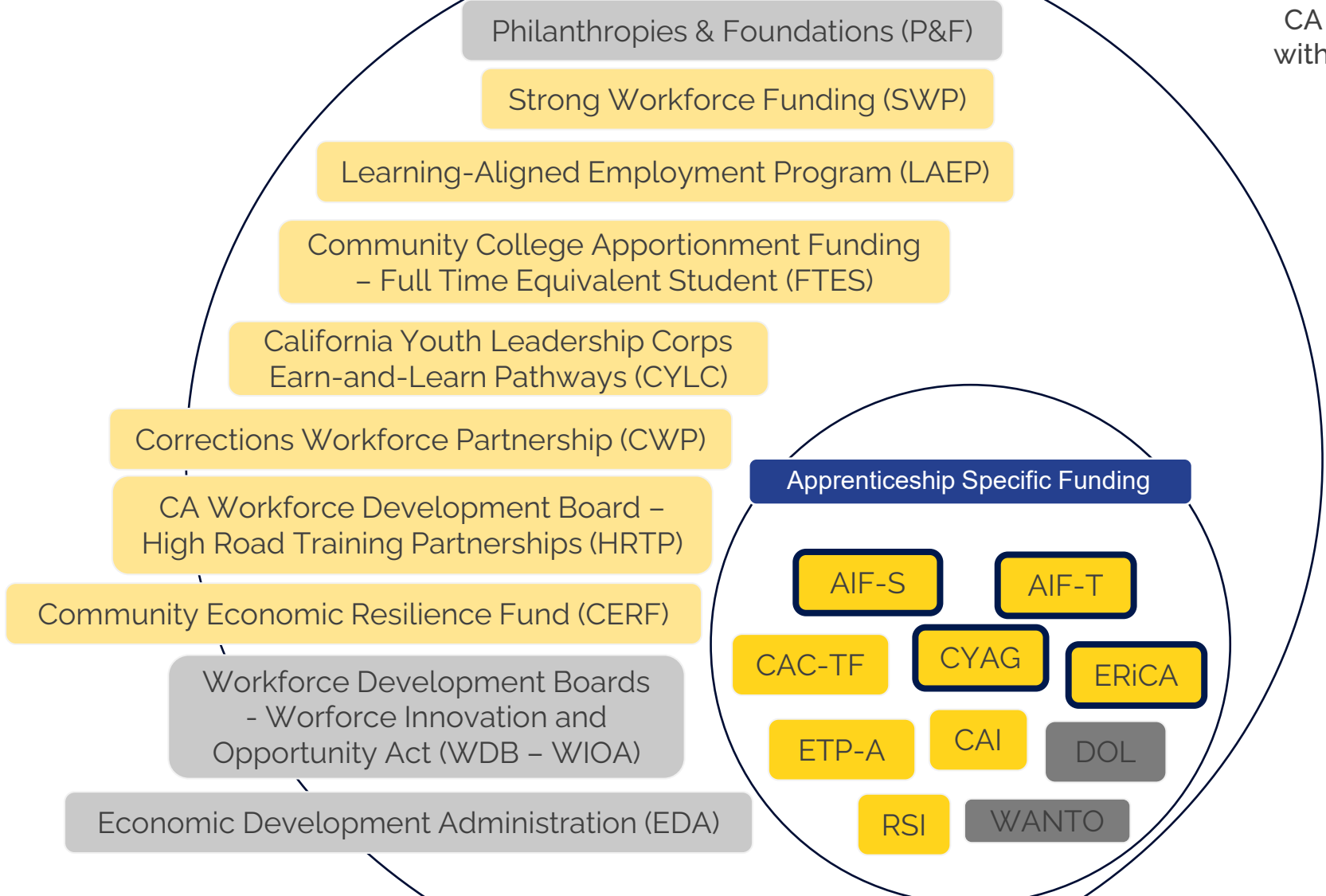
# Apprenticeship Adjacent Funding



Only available in CA and with LEA



Available Nationally



# Apprenticeship Possible Funding

## Agriculture

US Department of Food and Agriculture

## Climate

Congestion Mitigation and Air Quality Improvement Program (DOT)

Low Carbon Economy Program

## Transit

National Highway Performance Program (DOT)

Highway Safety Improvement Program (DOT)

## Building & Infrastructure

YouthBuild - DOL

## Healthcare

Longterm Care Career Pathways

Behavioral Health - HCAI

Community Health Workers Training

Healthcare Vocational Education for English Language Learners - EDD

Nursing Expansion Grant Program - DOL

## Population Specific

CalFresh Employment & Training

CalWORKs

Adult Education Program

Regional K-16 Education Collaboratives

Workforce Opportunity for Rural Communities (WORC) Initiative

## Technology

CA Advanced Supply Chain Analysis and Diversification Effort (CASCADE)

Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act

## Apprenticeship Adjacent Funding

## Apprenticeship Specific Funding

LAEP

FTES

CYLC

SWP

EDA

AIF-S

AIF-T

CAC-TF

CYAG

ERiCA

ETP-A

CAI

DOL

RSI

WANTO

P&F

CWP

CERF

H RTP

WDB - WIOA



# What the Funding Covers

Launching new programs

# Launching new programs

## Organizations

**Employer(s)**

## Pay for

Apprentices Wages,  
Benefits and  
Mentorship

## Possible Funding Sources

**Employer(s)**

~100%

Learning-Aligned Employment Program (LAEP)

US Department of Labor Grants (DOL)

Philanthropies & Foundations (P&F)

Apprenticeship Innovation Funding – Support (AIF-S)

CA Youth Apprenticeship Grant (CYAG)

California Apprenticeship Initiative (CAI)

Strong Workforce Funding (SWP)

Related and Supplemental Instruction Funding (RSI)

Apprenticeship Innovation Funding – Training (AIF-T)

Community College Apportionment Funding – Full Time  
Equivalent Student (FTES)

Employment Training Panel – Apprenticeship (ETP-A)

100%

Classroom  
training (RSI) and  
Reporting

**Training Partner**

**Intermediary**

Overhead of running  
program staffing for:  
reporting, recruiting  
apprentices, convening  
employers, etc

# Launching new programs with Community College

## Organizations

**Employer(s)**

## Pay for

Apprentices Wages,  
Benefits and  
Mentorship

~100%

**Employer(s)**

~50-100%

Learning-Aligned Employment Program (LAEP)

## Possible Funding Sources

US Department of Labor Grants (DOL)

California Apprenticeship Initiative (CAI)

Strong Workforce Funding (SWP)

Apprenticeship Innovation Funding – Support (AIF-S)

**Intermediary**

Overhead of running  
program staffing for:  
reporting, recruiting  
apprentices, convening  
employers, etc

**Training Partner**

Classroom  
training (RSI) and  
Reporting

100%

Apprenticeship Innovation Funding – Training (AIF-T)

Community College Apportionment Funding – Full Time  
Equivalent Student (FTES)



# Sustainability of Funding



# Sustainability of Funding

## Possible Funding Sources

### Employer(s)

Community College Apportionment Funding – Full Time Equivalent Student (FTES)

Related and Supplemental Instruction Funding (RSI)

Employment Training Panel – Apprenticeship (ETP-A)

Learning-Aligned Employment Program (LAEP)

Apprenticeship Innovation Funding – Support (AIF-S)

Apprenticeship Innovation Funding – Training (AIF-T)

Strong Workforce Funding (SWP)

Philanthropies & Foundations (P&F)

CA Youth Apprenticeship Grant (CYAG)

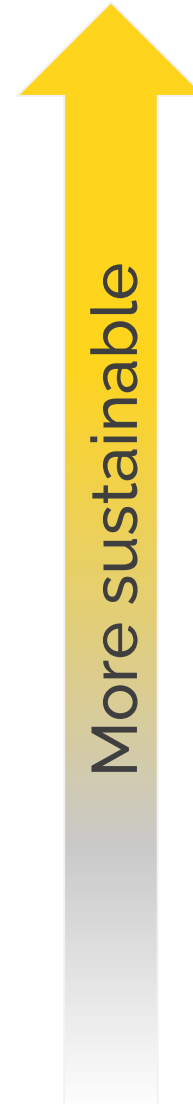
California Apprenticeship Initiative (CAI)

US Department of Labor Grants (DOL)

Sustainable and ongoing funding source

Grant cycles to tap into but can be ongoing funding source

Large one time funds, but not sustainable



Operational financing

Startup Costs

# Launching new programs with Community College

## Organizations

**Employer(s)**

## Pay for

Apprentices Wages,  
Benefits and  
Mentorship

## Startup

**Employer(s)**

LAEP

## Sustain

**AIF-S**

SWP

DOL

CAI

**Intermediary**

Overhead of running  
program staffing for:  
reporting, recruiting  
apprentices, convening  
employers, etc

**Training Partner**

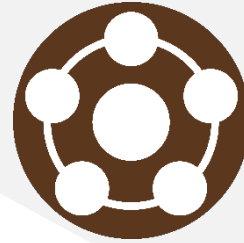
Classroom  
training (RSI) and  
Reporting

**AIF-T**

FTES

# Apprenticeship Innovation Funding

- The newly created Apprenticeship Innovation Funding (AIF) will support industry-led, sector and/or regionally based, multiple employer IACA apprenticeship programs.
- **\$175M in General Fund** to be spent down over 3 years
  - FY 2022-2023 - \$55M



# Apprenticeship Innovation Funding



## Goal 1: Apprenticeship Innovation Funding - Support (AIF-S)

- The AIF-S will cover the cost of running an apprenticeship program, aggregating employer demands, and recruiting, supporting and placing apprentices.

## Goal 2: Apprenticeship Innovation Funding - Training (AIF-T)

- The AIF-T will allow for new training programs to develop in a more agile manner and will specifically be used for training costs for IACA Apprentices.

DIVISION OF  
APPRENTICESHIP STANDARDS

**DAS**

STATE OF CALIFORNIA  
DEPARTMENT OF INDUSTRIAL RELATIONS

# Apprenticeship Innovation Funding



- The funding for this was allocated by the California Legislature and signed into law by Governor Gavin Newsom through AB-179 Budget Act of 2022 and further articulated in SB-191 Employment.
- This fund is accessible only to IACA programs that have registered their apprentices with the DAS.
- Funds available to the fledgling apprenticeship programs that have already launched but continue to struggle for sustainability and scaling.
- Applicants for the funding must be registering apprenticeship pathways in which the starting apprentice compensation package meets the New Hire Standard ETP wage standard, inclusive of health benefits.
- Detailed guidelines posted on DAS Website and open for Public Comment through Nov 30, 2022

# AIF - Support

## Overview

- **Intent:** The primary intent of these funds is to be utilized for the ongoing organization of an apprenticeship program.
- **Mechanics:** The funds will be distributed:
- **\$3500 per active apprentice** per year, prorated to the month, along with **\$1000 per apprentice completion** bonus.
- Annually based on the apprentices who are actively registered with the DAS

## Eligible Applicants

Any entity that is the Registered Sponsor for an Apprenticeship Program, which may include:

- Local Workforce Development Boards
- Organized Labor (Unions)
- Public Educational Institution: Community College, K12, Adult Education, County Office of Education, California State Universities, Universities of California, Regional Occupational Programs
- Non-Profits
- Industry Association
- Private for-profit



# AIF - Training

## Overview

- **Intent:** The primary intent of these funds is to be supplemental funding for the training of apprentices and would function alongside existing RSI funding. AIF-T is specifically for training IACA apprentices, while RSI funding is more for CAC apprentices.
- **Mechanics:** The funds will be distributed:
  - \$8.82 per training hour or matched to the same as the RSI per training hour amount.
  - Annually based on the apprentice training hours

## Eligible Applicants

The local education agency (LEA) that is associated with the training of the apprentices for a program. A local education agency can be any branch of the CA public education system including:

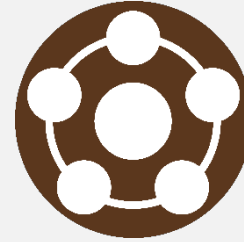
- K-12 school
- County Office of Education
- Regional Occupational Program
- Community College
- California State University
- University of California
- Adult Education



## Process to Apply

Applications open once per year, considering active apprentices in previous year

- January – March – Applications Open
- April – May – Eligibility evaluations
- May – August – Payments Issued







# Equal Representation in Construction Apprenticeship

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Solicitation for  
Proposals is open

# Women in Construction Priority Program



CA has invested in improving representation in the construction trades

## 2021-2022 Budget Year

- **\$15M in funding\*** was allocated to DIR to:
  - Establish a Women in Construction Priority Initiative
  - Coordinate and help ensure collaboration across the department's divisions, and maximize state and federal funding to support women and nonbinary individuals in the construction industry\*

## 2022-2023 Budget Year

- **\$15 Million in additional funding\*** and ongoing to fund this work:
  - Women in Construction Priority Program
  - Establishment of an advisory committee by July 2023



[https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220SB191](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB191)  
[https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220SB129](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB129)

\*The programmatic funding will be focused on creating opportunities for women and non-binary individuals but will be made available to all

# Equal Representation in Construction Apprenticeships

## Solicitation for Proposals

- \$25 Million total funding
- Program Years 2023-2025
- 2 Focus Areas:
  - Supportive Resources for Childcare for Apprenticeship and PreApprenticeship Programs
  - Outreach and Community Building
- Deadline Jan 12<sup>th</sup>, 2023





## Supportive Resources for Childcare

Intended to support with childcare for participants in DAS registered apprenticeship and pre-apprenticeship programs. Total amount calculated based on # of participants intending to serve:

- Pre-apprenticeship: **\$5,000** per eligible participant.
- Apprenticeship: **\$10,000** per eligible participant served per year

Eligible participants are those apprentices or preapprentices that are parents to children under the age of 18.





# Outreach and Community Building

Bolster outreach and community building to better support women, non-binary, and underserved populations interested in a career in the building/construction industry.

Activities could include:

- Recruiting and training mentors
- Providing technical assistance to apprenticeship programs that are working to achieve better representation
- Creating new marketing strategies
- Crafting regional networking
- Initiating intentional cohorting to create a supportive community;
- Targeting outreach and networking with contractors and employers
- Coordinating with public officials at Cal-OSHA and the Labor Commissioner's Office on trainings on workplace health, safety, wage and hour rights



# Eligible Applicants

## Entities

Organizations that support equal representation in the construction workforce, including:

- Non-profits
- Community-based Organizations
- Local Education Agencies
- Workforce Boards
- Unions
- State Registered construction apprenticeship and pre-apprenticeship program sponsors

## Background

Applicants must have the following background and experience:

- Operated at least two pre-apprentice or apprentice cohorts focusing on equity and inclusion of underserved populations over the past four years;
- or
- Marketed, recruited or advocated for women in state registered construction pre-apprenticeship and apprenticeship programs.



# Proposal Limits

- Supportive Resources for Childcare
  - Max proposal amount:  
**\$3,000,000**
- Outreach and Community Building
  - Max proposal amount:  
**\$2,000,000**
- If applying to both categories, max combined proposal is **\$4,000,000**





# Use of Funds

## Supportive Resources for Childcare

- Childcare stipend directly to apprentices or preapprentices
- All costs associated with an onsite day care such as facilities, staffing, childcare supplies, food, utilities, toys, books
- Childcare coordinator
- Daycare reimbursement
- In home childcare costs

## Outreach and Community Building

Staffing costs and project management for activities including:

- Technical assistance to apprenticeship programs that are working to achieve better representation.
- Supporting cohorting of apprentices or preapprentices
- Tools and other demonstration equipment
- Coaching of apprentices and preapprentices
- Running events and trainings
- Mentor stipends
- Outreach costs





# ERiCA SFP Timeline

Dates	Events/Deadlines
October 11, 2022	SFP Release
November 10, 2022	Last date to email questions to DIR/DAS
December 6, 2022	Informational teleconference
December 12, 2022	Last date for DIR/DAS to respond to questions
December 15, 2022	Notice of Intent due
January 12, 2023	Proposals Due
Jan 17 – Feb 24, 2023	Proposal Review and Evaluation
Feb 24, 2023	Estimated Award Announcement
April 1, 2023	Estimated Project start date
April 1, 2023 – June 30, 2025	Estimated Performance Period

# Youth Apprenticeship in 2022-2023 budget



## Priority

- Youth apprenticeship shall be a key priority for DAS with a goal of creating a framework and increasing the number of youth apprentices

## Committee

- DAS will convene a committee to develop recommendations on definitions, structure of work, and use of funds

## Funding

- \$65 Million over 3 years to fund Youth Apprenticeship and PreApprenticeship programs with a focus on Opportunity Youth

# New Investments in Apprenticeship

Made in recent 2022 budget cycle

- \$175M to create Apprenticeship Innovation Funding
- \$65M invested in Youth Apprenticeship



## Related and Supplemental Instruction Funding

- RSI Funding has been increased to align with the for-credit community college rate as opposed to the noncredit rate.
- **\$8.82/training hour**
  - Was previously \$6.77/training hour



# Increased Investment in Apprenticeship

Budget Years 2021-2025

Funding	2021-2022	2022-2023	2023-2024	2024-2025	4 Yr Total
CA Apprenticeship Initiative (CAI)	\$30M	\$30M	\$30M	\$30M	
Related and Supplemental Instruction (RSI)	\$67.6M (\$6.77/hr)	\$88.1M (\$8.82/hr)	~\$88M	~\$88M	
Employment Training Panel (ETP) Appr	\$25.2M	\$23.2M	TBD	TBD	
Apprenticeship Innovation Funding (AIF)		\$55M	\$60M	\$60M	\$175M
Youth Apprenticeship (YA)		\$20M	\$20M	\$25M	\$65M
Women in Construction Priority Program - ERiCA	\$15M	\$15M	\$15M	\$15M	\$60M
Total	\$137.8M	\$231.3M			

# Student Aid Commission

## Learning-Aligned Employment Program (LAEP)

### WHAT IS LAEP?

LAEP provides funds to participating public postsecondary educational institutions to offer eligible students opportunities to earn money to help pay their educational costs while gaining career-related experience in their fields of study at:

- Research centers and institutions operated by public postsecondary educational institutions providing direct opportunities to participate in research
- Public schools
- Nonsectarian, nonpolitical organizations that are capable of providing full-time employment or connection to another employer able to provide full-time employment after graduation

### WHICH STUDENTS ARE ELIGIBLE?

Eligible students are from an underrepresented background and meet all the following criteria:

- At least half-time enrollment at a participating public postsecondary educational institution
- California resident classification
- Satisfactory academic progress in a program leading to a degree or certificate
- Demonstrated financial need
- Eligibility to work in the U.S.

Priority will be given to eligible students who are first-generation college students, current/former foster youth, and students who are homeless or at risk of being homeless. Further priority will be given to eligible students majoring in STEM disciplines.

- Access through CCC, CSU, UC
- Can cover wages:
  - 100% for Research
  - 90% for public schools
  - 50% for non-profit and for profit
- Total pool of \$500M in funding to be used by 2031

# Thank you!

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Please email questions to  
[DASAWI@dir.ca.gov](mailto:DASAWI@dir.ca.gov)

