# 1. Apprenticeship Pathway

* DAS logo
* California Division of Apprenticeship Standards

# 2. Pathways into a Career

* 4-year college
* Community college (2 years)
* Get a job

# 3. Pathways into a Career

* 4-year college
* Community college (2 years)
* Apprenticeship (6 months – 5 years)
* Get a job
* Learn by doing
* Need to earn quickly
* Want to explore work first

# 4. What is an Apprenticeship?

# 5. Apprenticeship Pathway into a Career

* Earn
  + Working 30-40hrs/week
  + Earning a full wage
  + Typically has same benefits as regular employee
  + On the job mentorship and learning
  + Learn by doing
  + Structured wage increases
* Learn
  + FREE college courses
  + Taking classes which specifically upskill you for your job
  + 8-10 hours of classes and studying per week
  + Earning college credit to build towards a certificate or degree
* 40-50 hours per week of working and learning, earning money and getting free education

# 6. Apprenticeship vs Internship

| **Overview** | **Registered Apprenticeships** | **Typical Internships** |
| --- | --- | --- |
| **Purpose** | Cultivate a skilled talent pipeline | Expose young people to an industry |
| **Term** | 6 months - 6 years (including training) | 6-20 weeks |
| **External Oversight** | Registration under state and/or federal labor agencies | Educational institution or none |
| **Resulting Credential on Completion** | National, portable certificate of occupational competence | Usually none |
| **Compensation** | 50-90% of regular employees | Stipend or unpaid |
| **Benefits Provided** | Health, dental, vision, 401K, life insurance from Employer Partner | Usually none |
| **College Credit** | Yes, if RSI is affiliated with community college | Usually none, sometimes OJT or Work Experience |

# 7. What is a PreApprenticeship?

PreApprenticeship > Apprenticeship

Formal training program preparing a person to enter into a Registered

Apprenticeship program.

* Formal training only
* Typically 1-6 months long
* Typically unpaid, sometimes a stipend
* Sometimes there is an on the job/practical component

# 8. Pre-Apprenticeship Examples

* College of Marin
  + North Bay Trades Introduction Program (TIP)
  + Summer Course to introduce folks to the construction trades
  + [Link to more info](https://www.marinbuilders.com/news/details/north-bay-tip-trades-introduction-program-summer-program-orientation)
* City College of San Francisco
  + Automotive PreApprenitceship Program
  + 18-week program at 40hrs/week in classroom and worksite training
  + Provides skills in basic auto and bus maintenance and detailing, working with tools and safety practices, as well as expectations of working in auto and bus maintenance yards.
  + Linked to Apprenticeship programs at SF MTA and Golden Gate Transit Authority
  + [Link to more info](https://www.ccsf.edu/ccsf-academics/career-education/automotive-pre-apprenticeship)

# 9. How to find an apprenticeship program

# 10. CA Statewide Apprenticeship Lookup

[Division of Apprenticeship Standards Website](https://www.dir.ca.gov/databases/das/aigstart.asp)

# 11. US Apprenticeship Lookup

[Apprenticeship.gov website](https://www.apprenticeship.gov/apprenticeship-job-finder)

# 12. Union Building Trades Apprenticeships

[Cal Apprenticeships Website](http://www.calapprenticeship.org/)

# 13. Bay Area Apprenticeships

[Bay Area Community College Apprenticeship website](http://www.bayareaapprenticeships.com/)

# 14. Inland Empire – LAUNCH

[Launch Website](https://launchapprenticeship.org/apprentice-application/)

# 15. Tech Apprenticeships

[Apprenticeship.io](https://www.apprenticeship.io/)

# 16. Tech Apprenticeships

[Multiverse Website](https://www.multiverse.io/en-US)

# 17. Tech Apprenticeships

[Bitwise Website](https://bitwiseindustries.com/services/workforce-training/apprenticeships/)

# 18. Apprenticeship and DOR

# 19. Interagency Advisory Committee on Apprenticeship (IACA)

* Members
  + Rebecca Bettencourt, E & J Gallo Winery
  + James Araby, UFCW Local 5
  + Rebecca Hanson, SEIU UHW-West & Joint Employer Education Fund
  + Lisa Countryman-Quiroz, Jewish Vocational Services
  + Charles Henkles, Launch Apprenticeship Network
  + Natalie Palugyai, Secretary of Labor
  + Tim Rainy, Executive Director of the CA Workforce Development Board
  + Katie Hagen, Director of Department of Industrial Relations
  + Reg Javier, Executive Director of the Employment Training Panel
  + Tony Thurmond, Superintendent of Public Instruction
  + Eloy Ortiz Oakley, Chancellor of the CA Community Colleges
  + Aaron Carruthers, Executive Director for the State Council on Developmental Disabilities
  + Joe Xavier, Director of Department of Rehabilitation
* Committees
  + Equal Employment Opportunity Subcommittee
  + Pre-Apprentice Subcommittee
  + People with Disabilities Subcommittee
  + Civil Service Subcommittee
  + Healthcare Subcommittee
  + Information Technology Subcommittee

# 20. Apprenticeship Expansion Strategy

“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

* Expanding nontraditional apprenticeships
* Supporting Regional and sectoral apprenticeship intermediaries
* Supporting youth apprenticeship for in-school and out-of-school youth
* Expand state and local public sector apprenticeships
* Growing and expanding access to traditional construction apprenticeships

# 21. Questions?