Apprenticeship Program

Research Department
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Apprenticeship Defined

- What is apprenticeship exactly?

- How does our contract fit in?

Apprenticeship is …

An industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain:

1) paid work experience;

2) classroom instruction; and

3) a portable, nationally-recognized credential.

- On the job training (minimum of 2,000 OJT hours)
- Related and Supplemental Instruction (minimum of 144 hours)
- Earn and learn: apprentices must be paid (interns may or may not be paid)
- Federal/State approved standards for completion
- Federal/State credential
- Union Involvement – Joint Apprenticeship Committee

Apprenticeship Language in Our Contract

Article 13 – Career Development

13.3 – Joint Apprenticeship Committee (Excludes Units 17 and 21)

13.4.1 – Information Technology Apprenticeship Agency Linkage Agreement (Unit 1)

Article 5 – General Provisions

5.20.1 – Information Technology Joint Apprenticeship Committee

13.3 – Joint Apprenticeship Committee (Excl. Units 17 and 21) - Key Points

- Sets forth the "*policy of the State employer and Union to support the establishment of apprenticeship programs in bargaining units where such programs are deemed appropriate.*"

- Provides for JAC structure and *equal representation.*

- State agrees to explore expanding apprenticeships; Parties can request to meet and confer.

- State agrees to *continue* existing apprenticeship programs.

13.4.1 – Information Technology Apprenticeship Agency Linkage Agreement (Unit 1): Key Points

- Establishes the IT JAC following the Unit 1 IT reclass.
- Purpose is to create system of IT apprenticeships.

5.20.1 Information Technology Joint Apprenticeship Committee Key Points

- Replaces the Joint Labor Management IT Training Committee.
- Purpose is to "provide training programs for IT classifications."
- JAC will research sources for IT training; make recommendations to the state

Local 1000 Apprenticeship Programs and Successes

- Local 1000's Apprenticeship Overview
- LVN to RN Apprenticeships
- IT and Financial Services Apprenticeships
- Funding Successes

Local 1000 Apprenticeship Programs Overview

- ✓ 7 innovative/non-traditional apprenticeship programs
- ✓ 157 apprentices registered
- ✓ 15 plus cohorts
- ✓ 50 – 500 applications per cohort
- ✓ 6 local education agencies
- ✓ 8 grant applications funded

* Virtual Cohort 4 Graduation/Cohort 5 Signing Ceremony – December 2020

Three LVN to RN Apprenticeships with CCHCS

- 1st LVN to RN civil service apprenticeship in the nation - 2016
- Innovative, non-traditional programs
- Offered through three colleges:
  - San Joaquin Delta College
  - Sacramento City College
  - Riverside City College
- 64 apprentices registered
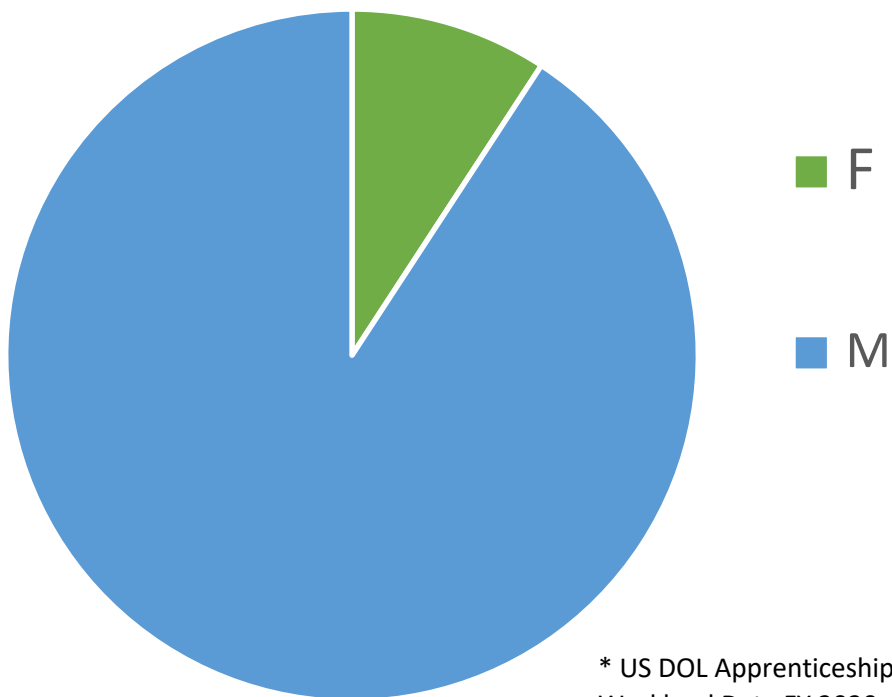- Salary increase: 72%!
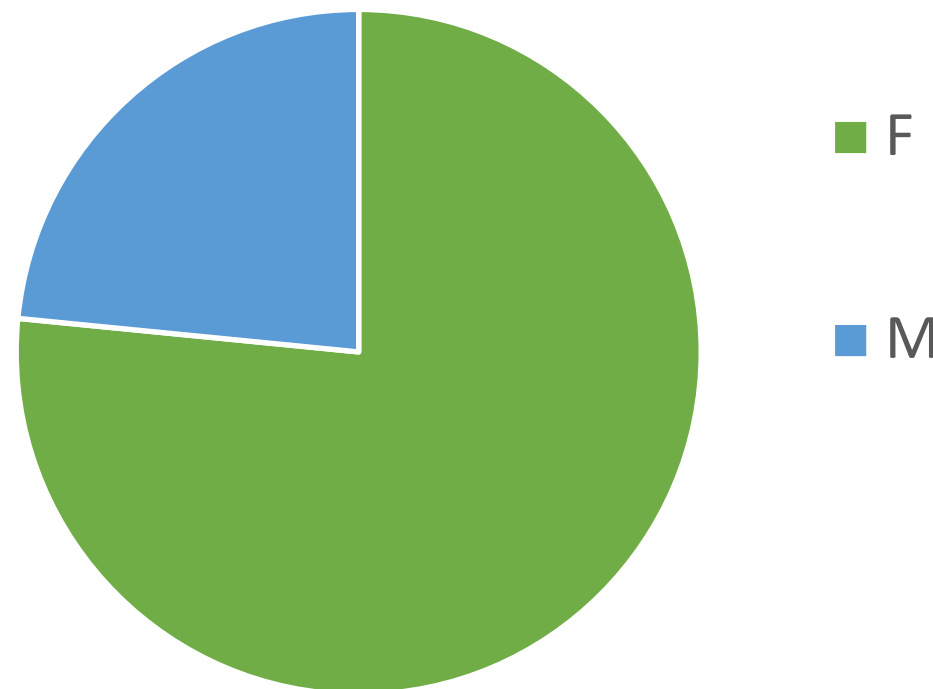
LVN to RN Apprenticeships and Addressing Equity

All Apprenticeships
9% Female; 91% Male

L1000 LVN to RN Apprenticeship
77% Female; 23% Male

GENDER REPRESENTATION – ALL APPRENTICESHIP PROGRAMS

GENDER REPRESENTATION – LVN TO RN APPRENTICES

F
M

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* US DOL Apprenticeship Federal
Workload Data FY 2020

Information Technology Apprenticeship (2017)

- Mission College and Sacramento City College Partners
- Networking and Help Desk Occupations
- Up to 2 years in a T&D as an IT Associate
- 24+ units of IT coursework
- CompTIA Certification
- 43 apprentices registered
- More than a dozen department have participated

zSystems Mainframe Apprenticeship (2020)

- American River College Online Coursework
- IBM Curriculum – Public/Private Partnership
- Occupations:
  - Mainframe Administrator
  - Software Engineer
  - Application Development Specialist
- Up to 2 year T&D as an IT Associate
- Cohort 1 Graduates in March 2022
- Cohort 2 Launches in March 2022

"By placing skills – not credentials – at the center of training and education initiatives aimed at addressing the tech industry's skills gap, we can continue preparing more students and working professionals for new collar jobs that don't necessarily require a Bachelor's degree or a previous career in technology."

- **Kelli Jordan**, Director of Career and Skills at IBM

Cybersecurity Apprenticeship (2021)

- American River College
- Launched Cohort 1 in August 2021
- 500+ applications

- Up to two year T&D as an IT Specialist I
- Culminates with a CISSP Certification

Responsive to Industry Demand:

Estimated Employment and Projected Growth: Information Security Analysts					
Geographic Area	Estimated Employment	Projected Employment	Numeric Change	Percent Change	Job Openings
California (2018-2028)	5,500	7,300	1,800	32.7%	63,300

Total US Cybersecurity Workforce: 1,053,468

Total US Cybersecurity Job Openings: 597,767

EDD/LMID

Oct 2020 to Sept 2021 – Cyberseek.org

Financial Services Apprenticeship

Cohort 1 Launched January 2020

Cohort 2 Launched August 2021

Participating Departments: EDD, CDTFA, DOJ, DGS, CHP, DOR, CDPR

Targeted Classifications:

- Accountant Trainee

- Auditor

- Tax Examiner, Collector and Revenue Agent

LOCAL 1000
SEIU

Funding Successes

- Local 1000 applied for/partnered on 8 grant applications since 2016
- Both DOL/State of California funding sources
- 8 of 8 grant applications (100%) have been funded….
- 8 – 0 record!

Looking Forward

- Pre-Apprenticeships
- Apprenticeship Growth for Local 1000

Pre-Apprenticeship Opportunities
(pending grant awards)

LVN to RN Preapprenticeship:

- Supporting all three LVN to RN apprenticeships.
- Focus on completion of Anatomy/Physiology, Chemistry, Microbiology and Nursing School entrance exams.

State of California Civil Service Preapprenticeship:

- Supporting Cybersecurity, Financial Services, and zSystems Mainframe apprenticeships.
- Meets preapprentices where they are – provides exposure to each occupations along with development of soft skills and technical competencies.

Each program aims to serve 100 preapprentices.

Apprenticeship Growth: What's Next?

Time is Ripe for Apprenticeship Development:

- *Statewide* interest and grant opportunities
- *Federal* interest and grant opportunities
- Explosive growth based on need in non-traditional apprenticeship sectors (i.e. healthcare, IT, sciences, data analytics)

Areas of Growth and Occupations of Interest:

- Statewide Expansion of Existing Apprenticeships
- Medical Assistant or Registered Dental Assistant (in consideration)
- Data Analytics
- Management Analysts
- Do you know of in-demand, hard to fill occupations???

Questions?

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