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Apprenticeship Pathways Demonstration Project

Regional Meeting on Apprenticeship Program Creation & Expansion

Palomar College

March 21, 2025

Wifi: Palomar Guest, Complete Sign In Prompt

Presented by:

Chancellor's Office, Rancho Santiago Community College District, Santiago Canyon College, Foundation for California Community Colleges, LAUNCH, Mapping Articulated Pathways (MAP), and Division of Apprenticeship Standards



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Welcome

Dean Gary Adams



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Message from Palomar College

Dr. Tina Recalde

Roadmap to Curriculum

Craig Rutan





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Apprenticeship Standards

What is a registered apprentice?

- An “apprentice” is a person at least 16 years of age who has entered into a written agreement with the employer or program sponsor to engage in learning a specific occupation.
- A registered apprentice is part of approved (by the Division of Apprenticeship Standards) apprenticeship program.



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Types of Registered Apprenticeship

Time-based Program

- Measure progress based on the number of hours an apprentice has spent in on-the-job training and related supplemental instruction
- 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
- Program cannot be less than 6 months

Hybrid Program

- Includes both time-based and competency-based requirements



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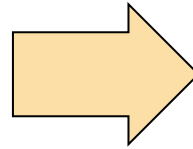


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Pre-Apprenticeship vs. Apprenticeship

Pre-Apprenticeship

- Preparation for an Apprenticeship Program
 - Shorter term length approx. 2mos-9mos
 - Unpaid normally
- Does not require employment commitment
 - Classroom instruction
 - No on the job training required
- Must connect to a Registered Apprenticeship



Apprenticeship

- Cultivate a skilled talent pipeline
- Longer term length approx. 6mos-6yrs
- Pay with wage progression required
- Does require employment commitment
- Related Supplemental Instruction + On-the-job training



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Apprenticeship Program Standards

- Aspects of an apprenticeship program must be submitted, reviewed, and approved by the Division of Apprenticeship Standards to have a fully approved apprenticeship program.
- The standards for an apprenticeship program include:
 - Details of the instruction and the on-the-job training completed by apprentices (how many hours are required to acquire necessary skills)
 - An educational partner to provide the required classroom instruction
 - Criteria for selecting apprentices (apprenticeship programs are not open access)
 - Wages paid to apprentices and wage increases tied to skills improvement
 - How apprentices advance to the next level in their program
 - Program completion requirements



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Employer Engagement

- Getting employer onboard: Employers will inevitably need to rethink their talent recruitment and staff development strategies. A way to do this is through apprenticeship programs, which enable employers to play a more active role in shaping the talent they need while also building a culture of ongoing learning and innovation.
- Benefits for employers: Apprenticeships can increase productivity and job quality. An apprenticeship *system*, rather than a one-off program, offers employers the ability to host apprentices while not having to bear the full costs of starting and maintaining the program themselves.



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Employer Engagement (2)

- Benefits for apprentices: Apprenticeships can provide a smooth transition from school to work, and they can enable practitioners to gain a license to practice in a regulated occupation.
- Collaboration: Successful apprenticeships are based on high levels of trust and close collaboration and communication between the college, employer, and the apprentice.



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Program Sponsor

Sponsor: Means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.

Responsibilities:

- Registered Apprenticeship Partners Information Data System (RAPIDS)
- The sponsor must advise the Registration Agency within 45 days of the execution of each new apprenticeship agreement.



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Course Development

Minimum Standards

- A community college must provide a minimum of 144 hours of classroom instruction as part of an apprenticeship program. As with other instruction at CCCs, courses are developed for these hours of instruction.
- The additional hours of on-the-job training (2000 hours) are usually done on site and do not require the development of courses.



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Apprenticeship Instruction

- Most of the apprenticeship instruction is on the job training and not instruction on the college campus
- The minimum qualifications for instructors in apprenticeship programs are outlined in [§53413](#) of the California Code of Regulations
- Will your college designate instructors of record that are working for the employer or will they hire them as faculty members of the college?
- If the instructors will not be college faculty, make sure you work with the faculty bargaining unit to explain the differences because those instructors would not be contractually required to attend department meetings, complete college PD activities, complete SLO assessments and program review, review and revise existing courses, or be members of the faculty association.



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Development of Apprenticeship Curriculum

- Colleges can develop courses for the on-the-job training components of an apprenticeship program and issue college credit.
- Coordination with the employer is vital to determine how to break up the training that students receive and package them in courses. Since the apprenticeship program standards outlines how students progress from one level to the next, colleges should use that as a guide sequence courses by terms/years.



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Lecture or Lab

- Lecture courses in the California Community Colleges are 16-18 hours of in class instruction and 36 hours of outside of class work for each unit (semester).
- Courses can also be a combination of lecture, lab, or lab with homework hours, but using lecture or lab with homework hours requires outlining the outside of class work to be completed.
- On-the-job training does not typically require outside of class work and would be considered a laboratory course. For laboratory courses, 1 unit requires 48-54 hours of instruction (semester) and no outside work.
- The instructor must meet the minimum qualifications for apprenticeship outlined in [§53413](#) of the California Code of Regulations



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Coding of Apprenticeship Courses

- Courses that are designed for apprentices should have a CB 09 code (SAM Code) of A.
- Colleges can use non-SAM code A courses as part of their apprenticeship program, but the enrollment limitations would not apply.
- Remember that apprentices typically do not pay student fees for apprenticeship courses



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Degree and Certificate Development

Certificates

- Colleges are encouraged to create certificate programs (separate from the program completion certificate apprentices receive from DAS) for apprentices.
- Depending on the length of the program (some programs are 5+ years), colleges should consider making multiple certificates that mark the progress from one level to the next in an apprenticeship program.
- The minimum requirements for credit certificates are outlined in Title 5, [§55070](#)
- If the certificate has more than 16 semester units, it **must** be submitted to the Chancellor's Office for approval.
- If the certificate is 8-15.5 semester units, the college **can** submit it for approval but is not required.



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Certificate of Achievement vs Local Certificate

- A Certificate of Achievement is any certificate program that has been approved by the Chancellor's Office.
- Completion of Certificate's of Achievement count towards the performance metrics in the Student Centered Funding Formula (SCFF)
- Complete apprenticeship program will normally be more than 16 semester units, so a Certificate of Completion would be the only option
- Colleges can choose whether they create multiple stacking certificates that lead to the full certificate, but the students only get certificate credit in SCFF once per year and only for Certificates of Achievement



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Associate of Science Degrees

- Colleges can develop Associate of Science degrees for their apprenticeship programs.
- The degree must include 60 semester units, a minimum of 18 semester units in the major (likely the same courses as the Certificate of Achievement for the complete program), and a minimum of 21 semester units of general education.
- The requirements for associate degrees are outlined in [§55061](#) of Title 5
- Associate degree completion also counts for the SCFF, but only the highest point total for degrees and certificates is used for each student



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Baccalaureate Degrees

- Many areas for non-traditional apprenticeship could also lead to baccalaureate degrees
- If the degree would be at a university, you should work with your articulation officer to establish course to course articulation for apprenticeship courses
- If you are creating a community college baccalaureate degree, make sure that your current associate degree and the associate degree for the apprenticeship program align so both groups of students would be ready to begin the third year of the program.



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Course and Program Approval



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Educating the Curriculum Committee

- Most curriculum committee members are faculty in traditional transfer disciplines. Having discussions about what apprenticeship is, the basics of apprenticeship curriculum, and how apprenticeship differs from traditional transfer and CTE programs will make gaining approval easier
- Trained curriculum committees will ask a lot of questions and the more you can do to help them understand how apprenticeship differs from the other courses they review, the easier it will be to develop additional apprenticeship curriculum later.



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Approval Steps

- All courses, certificates (local or Certificates of Achievement), and Associate Degrees must be approved by your local curriculum committee.
- Someone, preferably a faculty member, will need to build the curriculum in the local curriculum management system (CurriQnet, eLumen, CourseLeaf, etc)
- If you are building a new program, submitting the courses, certificates, and degree at the same time is the best option.
- If there are questions related to coding, contact your campus Curriculum Specialist, the Curriculum Chair, or the Chancellor's Office
- Find out if your college wants you to go to the regional consortium before coming to the Curriculum Committee. Some colleges ask for this.



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Regional Consortium

- Apprenticeship is not held to the regional boundaries covered by the consortia and apprenticeship programs have not been required to be reviewed by your regional consortium in the past.
- Recent information from colleges indicates that the submission of apprenticeship programs in the [Chancellor's Office Curriculum Inventory \(COCI\)](#) has required colleges to upload minutes from the regional consortium.
- The regional consortia do not have the authority to deny apprenticeship programs. Only the Division of Apprenticeship Standards can deny a new or revised apprenticeship program.



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Local Governing Board

- All curriculum must be approved by the local Board of Trustees.
- Many colleges only bring new and revised curriculum to the board once a semester.
- CTE/Apprenticeship Deans should work with the college CIO to bring curriculum to the board more frequently. Colleges cannot submit new programs in COCI without board approval.



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COCI Submission and Approval

- All apprenticeship courses, certificates, and degrees will be built in COCI by staff in the Office of Instruction at your campus.
- Colleges will need to upload LMI data and the approval of DAS with their new program (Consortia minutes may also be required)
- All new programs will be reviewed by a specialist at the Chancellor's Office, so approval could take weeks to months
- Colleges cannot publish any course, Certificates of Achievement, or Associate Degrees in the college catalog without CCCCO approval
 - Local skills certificates do not require CCCCO approval but can only include CCCCO approved courses that are degree applicable.



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College Infrastructure Considerations

Dean Elizabeth Arteaga



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Registered Apprenticeship 1.0 CALIFORNIA



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What happens here matters.

California: The Apprenticeship Powerhouse

- **92,795** Registered Apprentices
- **1,550** Registered Pre-apprentices
- **36,000** Participating Employers
- **1,295** Training Programs Statewide
- **300** Active Educational Institutions
- **8,000** State Apprentices Graduate Annually



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What happens here matters

Components of an Apprenticeship



Earn a salary with paid holidays



Highly regarded by employers



Increased future earning potential - apprentices can earn up to 270% more over their lifetime than university graduates



85% of apprentices remain in employment after their apprenticeship



Direct exposure to industry professionals



Gain job-specific skills

What Is Registered Apprenticeship

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

- **A Program Sponsor/Employer**
 - At least one employer to provide on-the-job training
 - *Multiple-employers provide options for students (Non-Traditional Apprenticeships)*
 - *Non-paid instructor's vs paid instructors*
- **Partner with a Local Education Agency (LEA)**
 - At least one LEA to either provide or sanction the educational curriculum
 - Certificate of Achievement & Associates Degrees
 - *What it takes to be a good partner?*
- **The Apprentice**
 - You only need one apprentice to “earn and learn”
 - *Requires time and flexibility (Registration, CCCApply)*
- **Registration Agency (DAS and DOL)**
 - Help construct standards and registration with CA and the Department of Labor simultaneously





Registered Apprenticeship Partnerships



Apprenticeship Stakeholders

Employers

- Employ the apprentice and provide on the job training, and pays the apprentice (*GPA Requirement*)

Local Education Agency/Educators:

- Educate the apprentice with work relevant training and skills, design and oversee curriculum. Fiscal agent & reports RSI hours, Orientations, Apprenticeship counseling/mentorship & Ed Plans

Government (DAS & DOL):

- Oversee the program for quality and credentialing

Apprentices:

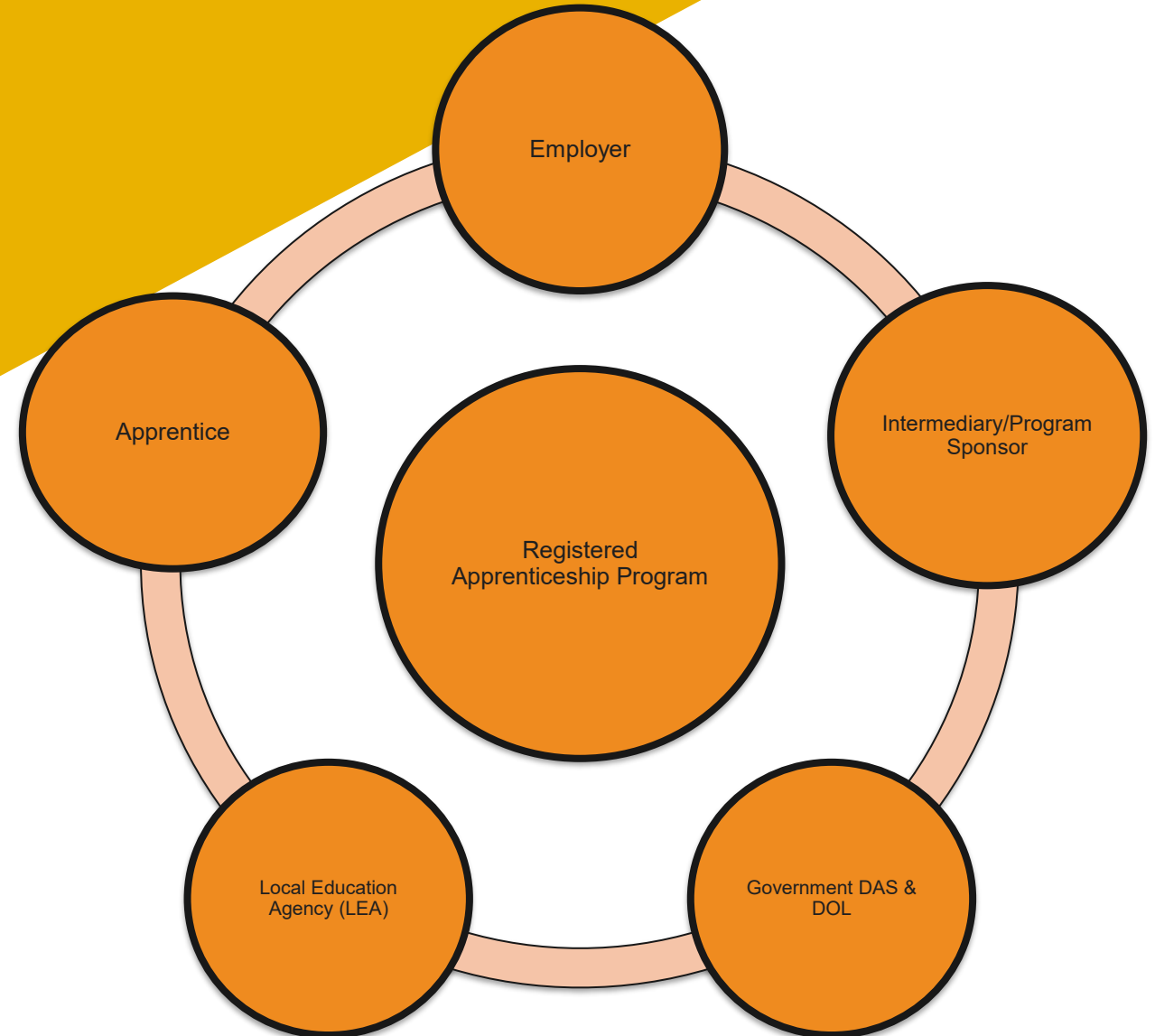
- Earns while learning

Community Based Organizations and Workforce Development Boards:

- Provide supportive services and sourcing apprentices

Intermediaries/Program Sponsor:

- Convene all the stakeholders to launch, run and scale apprenticeship programs, creates standards for DAS approval.



Optional Components



The following entities provide a variety of services that may also be helpful to your program

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)	---	✓	✓

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

Does your College have the Capacity for Apprenticeship Programs?

- Staffing (Dean, Director, Coordinator, Admin Support)
 - Managing program, recruit employers, report and track RSI hours, working with students to apply to CCCApply, nurture relationship with employer and students, conduct orientations, host classes on campus, hire instructors
- Faculty champion
 - Responsible for curriculum, program review, revising and updating
- Apprenticeship Counselor/Mentor
 - Meet with apprentices and provide guidance, mentorship, educational plan, new student orientation
- Recruit and host advisory committees
- Funding and leveraging resources

Funding Strategies

- Apprenticeship Innovation Funding (AIF)
- California Apprenticeship Initiative (CAI) Grants
- DAS State Apprenticeship Expansion, Equity, and Innovation (SAEEI) Grant
- Department of Labor
- Employment Training Panel (ETP)
- Equal Representation in Construction Apprenticeship (ERiCA)
- Federal Grants/Philanthropic Organizations
- Full Time Equivalent Students (FTES) – Apportionment
- Related and Supplemental Instruction (RSI)
- Strong Workforce Program
- Workforce Innovation and Opportunities Act (WIOA)
- Youth Apprenticeship





Benefits of Apprenticeship

For Employers

- Produces high-skilled workers
- Increases efficiency and performance
- Reduces turnover rates
- Builds diversity of thought and experience
- Strong return on investment
- Federal/state grants

For Apprentices

- Opportunity to earn while you learn
- Regular pay increases
- Competitive wages
- State/Nationally-recognized credential
- Mentorship on the job
- Link between industry and academia





Elizabeth Arteaga, MBA

Dean, Apprenticeship Programs

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Break

5 Minute Break

Credit for Prior Learning

Dr. Sam Lee and Dr. Crystal Nasio

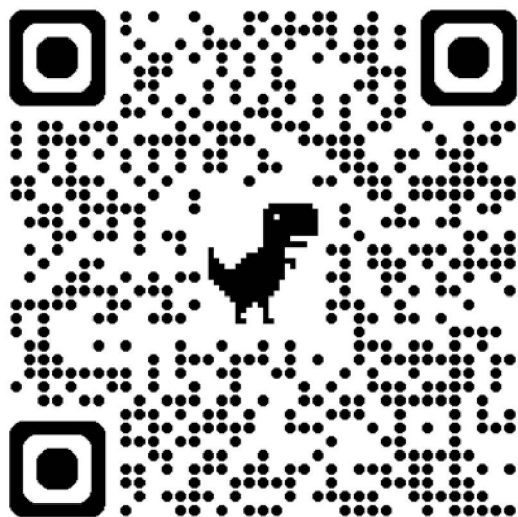




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Credit for Prior Learning for Apprenticeships

Dr. Crystal Nasio, MAP Initiative Senior Advisor



[https://padlet.com/map96/
apdp-regional-training-on-
cpl-oa95bzu6o4m2uy84](https://padlet.com/map96/apdp-regional-training-on-cpl-oa95bzu6o4m2uy84)



Firefighter John Negrete

Certification: Firefighter I & II with 20+ years

CPL: 29 Units at Moreno Valley College for AS Fire Technology – Completing June 2025

Next: Public Safety Management (PSMA) Bachelor Degree at Miramar College

Impact: John never thought an associate degree was possible and now he's on his way to a bachelor's with a pay bump.

John's Transcript

COLL	IGETC	CSU Level	Course Number	Course Title	Grade	Notatn	GPA Units Attempted	Units Completed	Grade Points	G.P.A.

----- (/ - /) -----										
MOV			FIT-S3	Basic Fire Fighter Academy	A	PL-IND	21.50	21.50	86.00	
MOV			FIT-S3A	Phy Cond-Basic Fire Acdmy Stud	A	PL-IND	1.50	1.50	6.00	
MOV			FIT-4	Constr for Fire Protect	P	PL-IND	(3.00)	3.00	0.00	
SEMESTER TOTAL							23.00	26.00	92.00	4.0000
CUMULATIVE TOTALS							23.00	26.00	92.00	4.0000

College Isn't For Me!

Flipping CPL Petitions to CPL Outreach to Cal-JAC Apprentices

- Possible CPL = 32 Units
- Remaining for Associate = 28 Units
- Next Step: Bachelor's Public Safety Management at Miramar College

Only 1 Year for AS
3 Years for BS

MORENO
VALLEY
COLLEGE

MAP
MAYNARD
PETERSON

Are you currently a **FIREFIGHTER?**

Your career serving the public requires dedication to intense academy preparation and on-the-job training (years of experience). You may be eligible to earn up to 32 units **toward** your degree in Fire Technology-Firefighter Academy (MAS669) **with completion of General Education courses**. RCCD residency must be met.

Possible Units Earned

Credit Recommendation	MVC Course	CSU Transferable	Units
Fire Protection Organization	FIT-1	Yes	3
Building Construction for Fire Protection	FIT-4	Yes	3
Fire Behavior and Combustion	FIT-2	Yes	3
Basic Fire Fighter Academy	FIT-S3	No	21.5
Introduction to Fire Academy and Physical Conditioning	FIT-S3A	No	1.5

RCCD General Education (GE)

Needed for Associate Degree

- Area 1: English Composition, Oral Communication and Critical Thinking | 7-8 units
- Area 2: Mathematical Concepts and Quantitative Reasoning | 3-4 units
- Area 3: Arts and Humanities | 3-5 units
- Area 4: Social and Behavioral Sciences | 3 units
- Area 5: Natural Sciences | 3-5 units
- Area 6: Ethnic Studies | 3 units
- Area 7: Lifelong Learning and Self Development | MET



For More Information

bit.ly/mvc-credit-prior

MVCEvaluations@mvc.edu

SUBMIT
DOCUMENTATION



The Riverside Community College District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies or practices: District Compliance Officer, 1801 Main Street, Riverside, CA 92501, or (951) 222-8039.



I Know What You're Thinking...

- It won't transfer to CSU, UC, CalGETC
- We will lose enrollments
- We have too many initiatives already!!!
- Just another educational fad
- We can't handle yet another tech platform!
- It's not on anyone's job description

It's the Right Thing to do:)

Why CPL?

- Title 38, Title 5, CCC Vision 2030
 - Endorsed by ASCCC
 - Equitable access, completion, attainment
 - SCFF Metrics: +Enrollments (FTES), +Pell-eligible, +Completions...and 17.5 more units:)
 - Saves \$ and Makes \$ (Economic Impact)
 - Validates Skills to Outcomes for Career Passport, etc.
- I have 6.8M more reasons...**

Our Time is Now

The Mapping Articulated Pathways (MAP) Initiative provides technical assistance, technology infrastructure, and policy and procedural guidance to expand equitable access to college completion and career attainment through credit for prior learning.

MAP CPL Dashboard: <https://cpl-landing-pages-eight.vercel.app/chancellor>

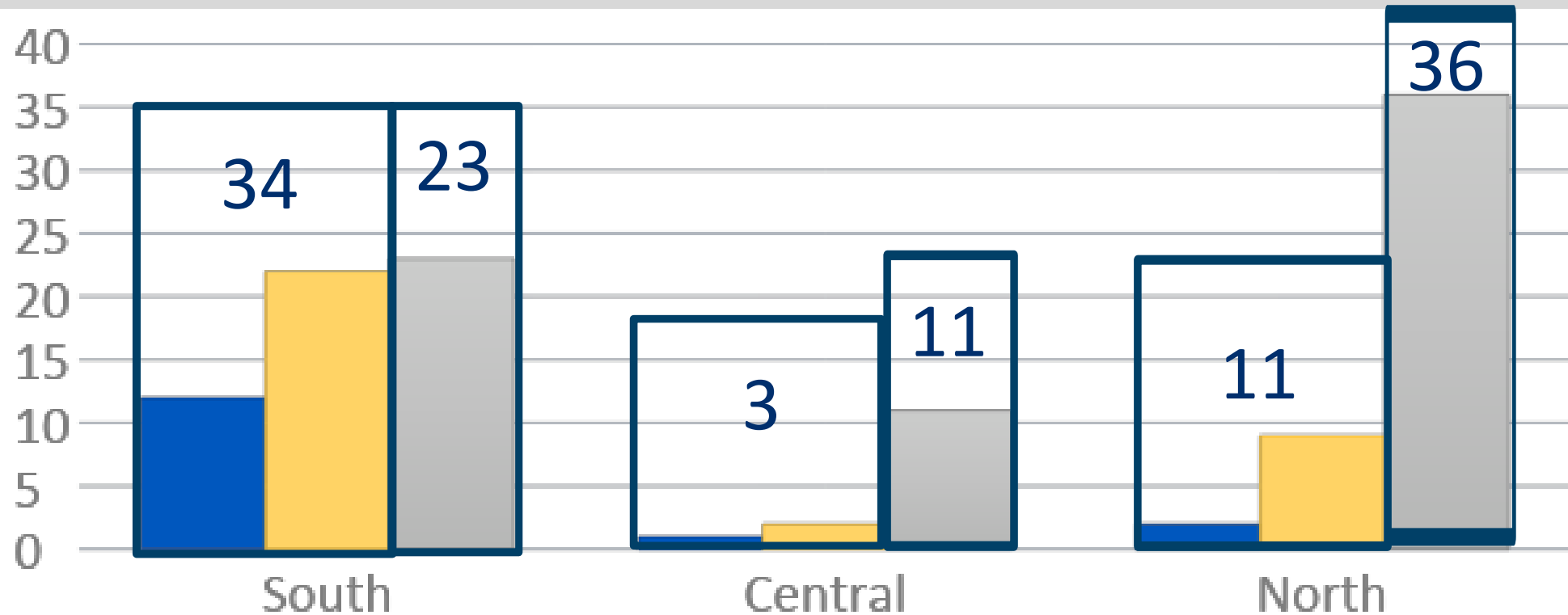
MAP Website: <https://map.rccd.edu/>

To Date: 15,800+ Awarded CPL

- 7,000+ veterans
- 8,800+ working learners and apprentices
- 63,300+ units awarded
- \$43M+ potential savings & preserved benefits
- \$264M+ 20-year economic impact

College Implementation Status

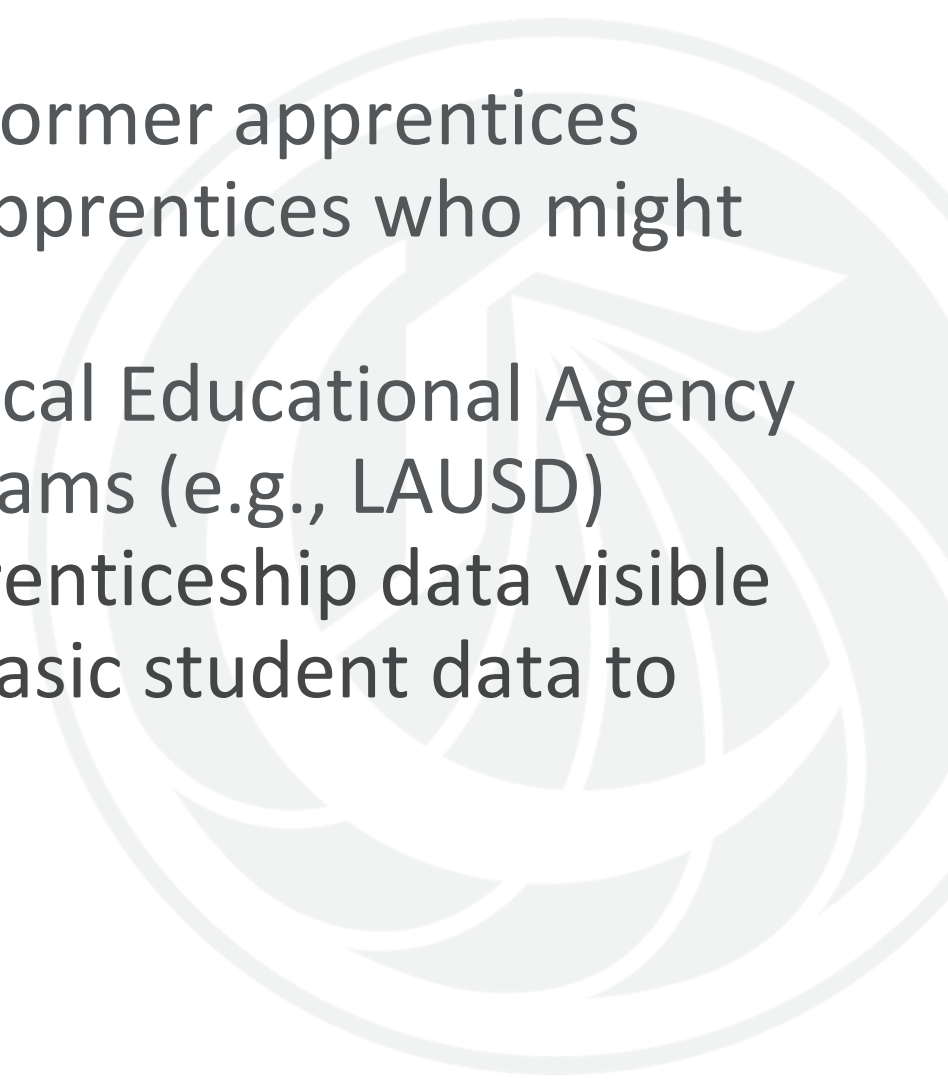
48 Colleges Developing or Leading – 70 Emerging



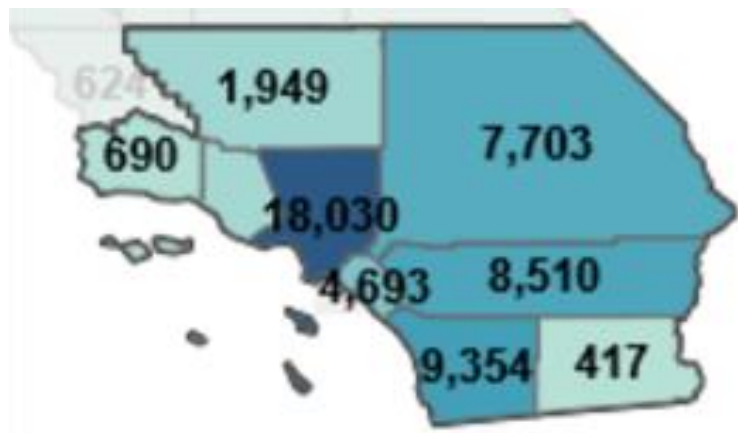
	South	Central	North
Leading	12	1	2
Developing	22	2	9
Emerging	23	11	36

Apprenticeship Sprint Objectives

1. Create CPL opportunities for licensed former apprentices
2. Create CPL opportunities for current apprentices who might be eligible for advanced placement
3. Outreach to apprentices enrolled in Local Educational Agency (LEA) noncredit or not-for-credit programs (e.g., LAUSD)
4. Display impact by making current apprenticeship data visible throughout the system by uploading basic student data to MAP



CPL for Licensed Former Apprentices



Industry Breakdown			
		CEMENT MASONS	973
CARPENTRY	7,981	ROOFERS	897
CALIFORNIA FIREFIGHTER	7,168	EATING AND DRINKING PLACES	895
ELECTRICAL - ELECTRONIC	4,474	PAINTING - DECORATION	865
DRYWALL / LATHER	4,317	ENGINEER	830
LABORERS	3,513	SOUND / COMMUNICATION	704
PERSONAL SERVICES	3,442	JUSTICE, PUBLIC ORDER AND SAFETY	636
PLUMBING	2,803	ELEVATOR	629
IRON - STEEL WORKERS	1,511	PLUMBING HVAC	574
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY AND TRANSPO..	1,306	MISCELLANEOUS MANUFACTURING INDUSTRIES	567
SHEET METAL	1,093	CHILDCARE AND EDUCATIONAL SERVICES	513
CONSTRUCTION PREAPPRENTICE	987	HEALTH SERVICES	501

CPL for Which Programs?

Same Trade...OR...Associate's in:

- Construction Management (e.g., Santiago Canyon, Rio Hondo)
- Construction, Maintenance & Utilities (e.g., LATTC)
- Engineering and Construction Technology (e.g., Mt SAC)
- See [Padlet link](#) Excel tab: *COCI Constr Proj Mgmt AS*

Success Factors:

- Evening/weekend/online classes
- Strong job demand with accelerated advancement
- Significant salary potential w/10-20% journey-level salary bump
- CSU Transfer Pathways

Same Trade: Construction

<https://padlet.com/map96/apdp-regional-training-on-cpl-0a95bzu6o4m2uy84>

- Compare courses taken by a Construction apprentice to your local degree in Construction Technology
- MAP course for course credit
- Consider portfolio for General Education
- See ***SCC Apprentice Courses tab*** on the [**Padlet link**](https://padlet.com/map96/apdp-regional-training-on-cpl-0a95bzu6o4m2uy84) for courses to MAP to your local courses
 - Filter for ***Framing*** and compare to
 - Los Angeles Trade Technical College [**Carpentry**](#) Associate's degree

LA Trade Tech

Construction: Framing

ACA004C	Print Reading
ACA021A	Orientation
ACA021B	Safety and Health Certifications
ACA021C	Basic Wall Framing
ACA021E	Tool/Equipment Applications
ACA022A	Commercial Floor Framing
ACA022B	Basic Stairs
ACA022D	Exterior Finish Details
ACA023B	Basic Roof Framing
ACA023C	Advanced Roof Framing
ACA024A	Basic Commercial Framing
ACA024B	Advanced Commercial Framing
ACA024C	Panelized Roofing
ACA024D	Transit Level/Laser
ACA025C	Advanced Stairs
ACA025D	Advanced Print Reading
ACA026B	Wall Forming
ACA028C	Intermediate Commercial Framing
ACA072A	Basic Metal Framing

Carpentry

Associate in Science
48.0 Units

30-34 Units?

■ Major Course ■ General Education Course ■ Elective Course ■ Milestone | ⚙ Offers Microcredential

1st Term
2022

CRPNTRY 105

3.0 Units

Calculations and Measurement For
Woodworking Students I

CRPNTRY 114

4.0 Units

Hand and Power Tool Application

CRPNTRY 115

3.0 Units

Basic Blueprint Reading and Core
Construction Skills

12.0 UNITS

2nd Term
2023

CRPNTRY 123

6.0 Units

Basic House Construction

CRPNTRY 124

3.0 Units

Blueprint Reading and Estimating I

CRPNTRY 130

3.0 Units

Calculations and Measurement For
Woodworking Students II

12.0 UNITS

3rd Term
2023

CRPNTRY 132

3.0 Units

Applied Blueprint Reading

CRPNTRY 133

3.0 Units

Advanced Residential Estimating

CRPNTRY 134

4.0 Units

Advanced Residential Construction

12.0 UNITS

4th Term
2024

CRPNTRY 144

4.0 Units

Residential Exterior Finish

CRPNTRY 145

5.0 Units

Residential Interior Finish

Electives

3.0 Units

Choose a course

12.0 UNITS

LATTC Construction, Maintenance & Utilities

Construction: Framing		Carpentry Construction Technologies		30-34 Units?	
ACA004C	Print Reading	Associate in Science			
ACA021A	Orientation	48.0 Units			
ACA021B	Safety and Health Certifications	■ Major Course ■ General Education Course ■ Elective Course ■ Milestone ⦿ Offers Microcredential			
ACA021C	Basic Wall Framing	1st Term 2022	12.0 UNITS		
ACA021E	Tool/Equipment Applications		CRPNTRY 105 3.0 Units Calculations and Measurement For Woodworking Students I		
ACA022A	Commercial Floor Framing		CRPNTRY 111A 3.0 Units Construction IA		
ACA022B	Basic Stairs		CRPNTRY 111B 2.0 Units Construction IB		
ACA022D	Exterior Finish Details		CRPNTRY 111C 2.0 Units Construction IC		
ACA023B	Basic Roof Framing	2nd Term 2023	12.0 UNITS		
ACA023C	Advanced Roof Framing		CRPNTRY 130 3.0 Units Calculations and Measurement For Woodworking Students II		
ACA024A	Basic Commercial Framing		CRPNTRY 148 3.0 Units Computer Assisted Estimating I		
ACA024B	Advanced Commercial Framing		CRPNTRY 241 3.0 Units Blueprint Reading and Estimating		
ACA024C	Panelized Roofing		CRPNTRY 243 3.0 Units Building Estimating I		
ACA024D	Transit Level/Laser	3rd Term 2023	12.0 UNITS		
ACA025C	Advanced Stairs		ECONMT 100 2.0 Units (O.S.H.A) Safety Standards: Construction & Industry		
ACA025D	Advanced Print Reading		CRPNTRY 149 3.0 Units Computer Assisted Estimating II		
ACA026B	Wall Forming		CRPNTRY 240 4.0 Units Building Construction Specialties		
ACA028C	Intermediate Commercial Framing		CRPNTRY 251 3.0 Units Building Codes I: International Residential Code (IRC)		
ACA072A	Basic Metal Framing	4th Term 2024	12.0 UNITS		
			CRPNTRY 247 3.0 Units Building Estimating II		
			CRPNTRY 252 3.0 Units Building Codes II: International Residential Code (IRC)		
			Major Electives 6.0 Units Choose a course		

Norco Construction Management

California Certified Journey-Level Electricians are eligible for possible 10 units toward 60-unit AS

ELE400	Introduction to the Electrical Trades and Construction Safety
ELE401	Intro to Electrical Theory, Basic Math & National Electric Code
ELE402	Advanced DC Circuit Concepts, Introduction to 3-Phase AC Circuits, Test Equipment, and National Electric Code Applications
ELE403	AC Circuit Concepts, Applied Electronics, and National Electric Code Applications
ELE404	Digital Logic Circuits, Conductor Characteristics, Applications, and National Electric Code (NEC)
ELE405	Electrician Blueprint Reading with Code Applications for National Electrical Code (NEC)
ELE406	Grounding Systems, Advanced Blueprints and Specifications, Motor Design and Installation, and National Electric Code
ELE407	Motor Control Principles, Generators and Power Supplies, with National Electric Code (NEC)
ELE408	Transformer Theory, Leadership, Management, and Test Equipment
ELE409	Electrician Specialty Systems
ELE499	Electrician Apprenticeship Work Experience

Program Requirements

Required Courses

Units: 18.00

CON-62	CPL Print Reading for Construction	3.00
CON-73	Project Planning for Site Construction	3.00
CON-74	Construction Estimating	3.00
CON-80	Construction Scheduling	3.00
ENE-27	Technical Communications	3.00
MAG-51	Elements of Supervision	3.00

Electives (6-7 units)

Units: 6.00-7.00

CON-63A	International Building Code	3.00
CON-64	Office Procedures and Field Inspection	3.00
CON-66	CPL National Electrical Code	3.00
ELE-77	CPL Electrical Theory for Electricians	3.00
ELE-408	CPL Transformer Theory, Leadership, Management, and Test Equipment	3.50
ELE-409	CPL Electrician Specialty Systems	3.50
ELE-424	CPL Introduction to Digital Electronics and Signaling Devices	3.50
ELE-425	CPL Management/Alarms/Codes/Circuits	3.50

Total: 24.00-25.00

Rio Hondo Construction Management

<https://pathways.riohondo.edu/wp-content/uploads/2023/08/Construction-Management-AS-24-25.pdf>

Construction: Framing

ACA004C	Print Reading
ACA021A	Orientation
ACA021B	Safety and Health Certifications
ACA021C	Basic Wall Framing
ACA021E	Tool/Equipment Applications
ACA022A	Commercial Floor Framing
ACA022B	Basic Stairs
ACA022D	Exterior Finish Details
ACA023B	Basic Roof Framing
ACA023C	Advanced Roof Framing
ACA024A	Basic Commercial Framing
ACA024B	Advanced Commercial Framing
ACA024C	Panelized Roofing
ACA024D	Transit Level/Laser
ACA025C	Advanced Stairs
ACA025D	Advanced Print Reading
ACA026B	Wall Forming
ACA028C	Intermediate Commercial Framing
ACA072A	Basic Metal Framing

CPL
CPL
CPL

Required Courses		Units
ACCT 101/H	Financial Accounting	4
Or		
ACCT 101H	*Financial Accounting Honors	
ARCH 110	Construction Document Reading and Estimating	3
ARCH 125	*Residential Architecture: Design & Construction	4
ARCH 225	*Commercial Architecture: Design and Construction	4
BUSL 110	Legal Environment of Business	3
CIV 140	Civil Engineering Fundamentals	4
CIV 142	Introduction to Land Surveying and GPS	4
CIV 210	Concrete Technology and Testing	2
ENGT 100	Introduction to Engineering	2
Or		
ENGR 100	Introduction to Engineering	
ENGR 235	*Engineering Mechanics: Statics	3
MATH 130	*Statistics	4
or		
MATH 130H	*Statistics Honors	
Total major units needed for Associate of Science		37


Same Trade: Electricity

California Certified Journey-Level Electricians are eligible for up to **35 units (1+ Year of credit)** toward a 60-unit AS Degree



Electrician Apprenticeship


35 unit certificate • 60 unit degree



A five-year apprenticeship program, consisting of full time, on-the-job employment plus related classroom instruction. Completers of this program may qualify for certificate, Associate of Science Degree, and/or a Journey person trade certificate. Students who wish to obtain an Associate in Arts Degree may do so by fulfilling the general graduation requirements in addition to the completion of the apprenticeship courses. Applicants for Riverside/San Bernardino/Mono/Inyo counties should be directed to the Riverside and San Bernardino Joint Electrical Apprenticeship Training. Committees, 1855 Business Center Drive, San Bernardino, CA 92408. Telephone: (909) 890-1703.

Required Courses (to earn certificate)

Course	Title	Units
ELE-400 CPL	Introduction to the Electrical Trades and Construction Safety	3.50
ELE-401 CPL	Introduction to Electrical Theory, Basic Math Concepts, and the National Electric Code	3.50
ELE-402 CPL	Advanced DC Circuit Concepts, Introduction to 3-Phase AC Circuits, Test Equipment, and National Electric Code Applications	3.50
ELE-403 CPL	AC Circuit Concepts, Applied Electronics, and National Electric Code Applications	3.50
ELE-404 CPL	Digital Logic Circuits, Conductor Characteristics, Applications, and National Electric Code (NEC)	3.50
ELE-405 CPL	Electrician Blueprint Reading with Code Applications for National Electrical Code (NEC)	3.50
ELE-406 CPL	Grounding Systems, Advanced Blueprints and Specifications, Motor Design and Installation, and National Electric Code	3.50
ELE-407 CPL	Motor Control Principles, Generators and Power Supplies, with National Electric Code (NEC)	3.50
ELE-408 CPL	Transformer Theory, Leadership, Management, and Test Equipment	3.50
ELE-409 CPL	Electrician Specialty Systems	3.50



Credit for Prior Learning (CPL)

Earn up to 35 in recognition of your journey-level electrician certification. Units may be applied to both the certificate and AS degree. Candidates are screened upon admission to the program.

For more information regarding program, course sequencing or scheduling, contact the Norco College Counseling Department at 951 • 372 • 7101 or visit www.norcollege.edu/counseling

Cal_JAC Paramedic Apprentices

- Possible CPL = 38.5 Units

Are you currently a **PARAMEDIC?**

Your career serving the public requires dedication to intense academy preparation and on-the-job training. You may be eligible to earn up to 38.5 units **toward** your associate degree in Paramedic (MAS585) with completion of General Education courses. RCCD residency must be met.

Possible Units Earned

Credit Recommendation	MVC Course	CSU Transferrable	Units
Patient Assessment and Airway Management	EMS-60	Yes	4
Introduction to Medical Pathophysiology	EMS-61	Yes	3
Emergency Pharmacology	EMS-62	Yes	4
Cardiology	EMS-63	Yes	4
Trauma Management	EMS-70	Yes	2.5
Clinical Medical Specialty I	EMS-71	Yes	1.5
Medical Emergencies	EMS-80	Yes	4
Special Populations	EMS-81	Yes	3
Special Topics	EMS-82	Yes	2.5
Clinical Medical Specialty II	EMS-83	Yes	1.5
Paramedic Field Internship	EMS-91	Yes	8.5

RCCD General Education (GE)

Needed for Associate Degree

- Area 1: English Composition, Oral Communication and Critical Thinking | 7-8 units
- Area 2: Mathematical Concepts and Quantitative Reasoning | 3-4 units
- Area 3: Arts and Humanities | 3-5 units
- Area 4: Social and Behavioral Sciences | 3 units
- Area 5: Natural Sciences | 3-5 units
- Area 6: Ethnic Studies | 3 units
- Area 7: Lifelong Learning and Self Development | MET

For More Information

bit.ly/mvc-credit-prior

MVCEvaluations@mvc.edu

SUBMIT
DOCUMENTATION



GE
APPROVED
COURSES



Statewide Recommendations and Rio Hondo Automotive

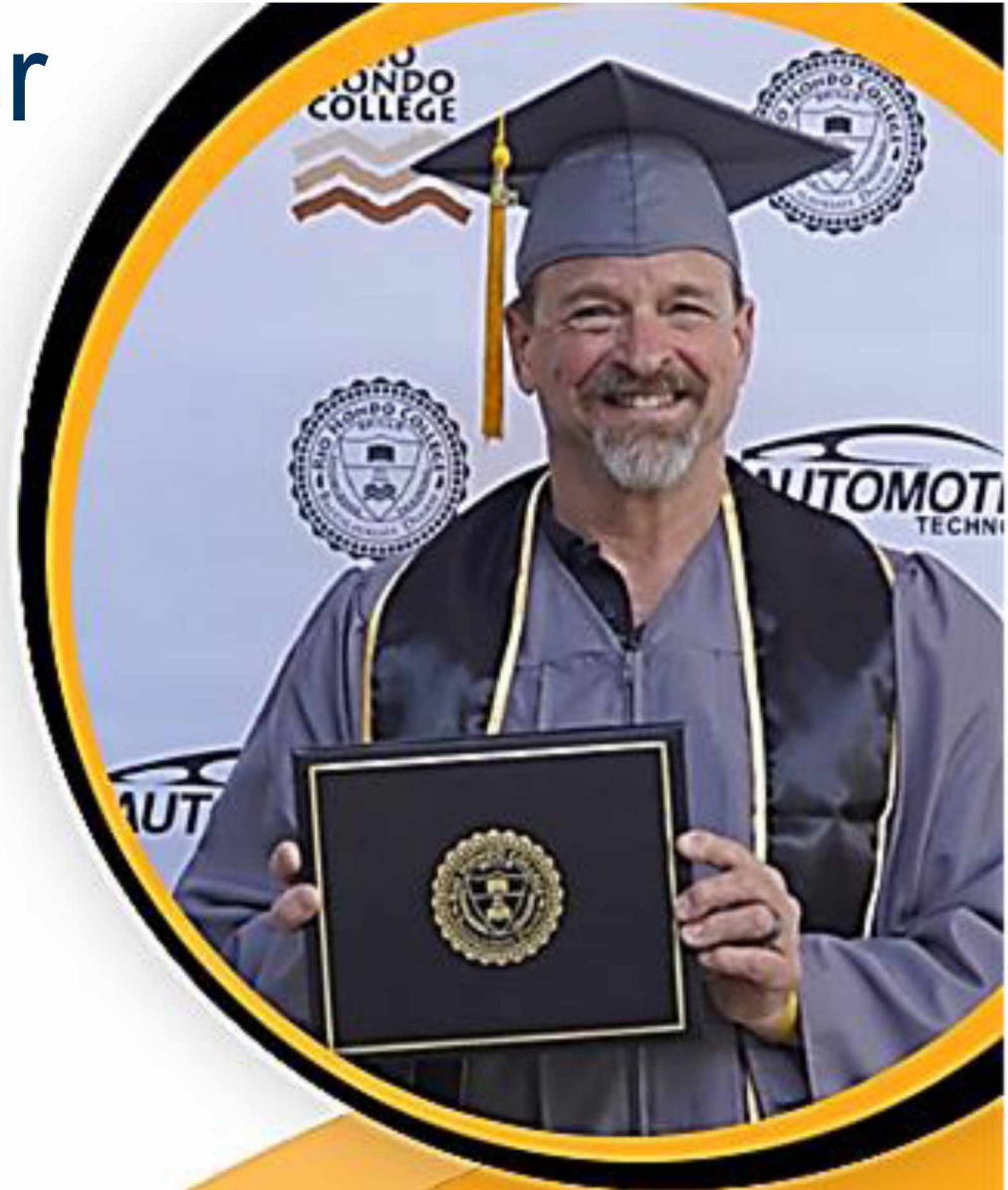
MAP Statewide Credit Recommendations	Units
A1 Engine and Related Systems	4
A6 Basic Electricity & Electrical Systems Fundamentals	4
A8 Engine Performance	4
L1 Advanced Engine Performance	4
A7 Climate Control Systems	4
A3 Manual Drive Train and Axles	4
A2 Automatic Transmissions/ Axles	4
A5 Automotive Brake Systems	4
A4 Suspension, Steering and Handling	4
Total	36

Course	Course Name	Units	ASE
AUTO 107	Introduction to Automotive Light Service	3	NA
AUTO 140	Body and Chassis Electrical Systems	4	A6
AUTO 150	Engine Electrical Systems	4	
AUTO 160	Upper End Engine Rebuilding and Machining	4	A1
AUTO 200	Suspension, Steering & Alignment Service	4	A4
AUTO 210	Automotive Brake Systems	4	A5
AUTO 220	Manual Drive Trains and Axles	4	A3
AUTO 230	Automatic Transmission/Transaxle	4	A2
AUTO 240	Heating and Air Conditioning	4	A7
Total Units Required for Associate of Science		35	28

Rio Hondo Automotive From Tech to Teacher

Eric Olson, a skilled heavy equipment technician, transitioned to teaching part-time in the Heavy Equipment Technology/Automotive program at Rio Hondo College later becoming a full-time automotive instructor.

Through Credit for Prior Learning (CPL), he earned 27 lower division automotive units, accelerating his completion of the Bachelor of Science in Automotive Technology at Rio Hondo College, significantly boosting his career and income as a full-time faculty member.



Apprenticeable Trades

- Acoustical Installer
- Activity Director
- Air Balance & Testing Technician
- Air Cond Refriger Mechanic Electrician Construction
- Air Conditioning Mechanic Industrial
- Arson & Bomb Investigator Federal
- Asbestos Worker
- Auto Body Builder
- Auto Mechanic
- Automobile Tester
- Automobile Maintenance Mechanic
- Automotive Parts Clerk
- Baker
- Barber
- Biomedical Equipment Technician
- Body Repairer Bus
- Boilerhouse Mechanic
- Boilermaker Field Construction Repair
- Bookbinder
- Bookkeeper
- Brazing Machine Setter
- Bricklayer
- Broiler Cook
- Building Insulating Carpenter
- Building Maintenance Engineer
- Cable Splicer
- Carpenter
- Carpenter Maintenance
- Carpet Layer
- Carpet Linoleum Soft Tile Lay
- Casework Specialist CYA
- CDC Parole Agent
- Cement Mason
- Chemistry Radiation Prot Technician
- Child Development Associate
- Civil Maintenance Worker
- Cleaner Pointer Caulker
- Compositor
- Computer Peripheral Operator Prog
- Computer Programmer
- Construction Craft Laborer
- Construction Equipment Mechanic
- Construction Equipment Operator
- Correctional Counselor
- Correctional Monitor
- Correctional Officer
- Cosmetologist
- Crane Operator
- Culinarian
- CYA Parole Agent
- Decking Siding & Metal Bldg Specialist
- Dental Technician
- Deputy Sheriff
- Die Caster
- Diesel Mechanic
- Drafter Architectural
- Drafter Assistant
- Drafter Engineering
- Dredge Operator
- Dry Cleaner All Around
- Drywall/Lather
- Electric Distribution Checker
- Electric Meter Repairer
- Electric Tool Repairer
- Electric Trolley Maintenance Mechanic
- Electrical Technician
- Electrician Locomotive
- Electrician Maintenance
- Electrician Power House
- Electromechanical Technician
- Electronic Prod Line Maint Mechanic
- Electronic Technician Computer
- Electronics Technician
- Embalmer
- Employment Rehabilitation Counselor
- Employment/Vocational Counselor
- Engraver Pantograph
- Equipment Mechanic
- Fire Apparatus Engineer
- Fire Department Training Officer
- Fire Engineer
- Fire Fighter
- Fire Fighter II
- Fire Inspector
- Fire Marshall
- Fire Medic
- Fire Officer
- Fire Prevention Officer
- Firebrick Refractory Tile Repairer
- Firefighter Paramedic
- Fireproofing Plasterer
- Fitter
- Floor Layer Hardwood
- Gas Engine Mechanic
- Gas Governor Repairer
- Gas Plant Repairer
- General Construction Welder
- Glazier Construction
- Group Worker
- Hazardous Material Technician
- Hazardous Waste Material Technician
- Heat Treater
- Heavy Duty Repairman
- Hydroelectric Machinery Mechanic
- Industrial Sheet Metal Worker
- Inspector Tooling Aircraft
- Instrument Repairer
- Insulating Carpenter
- Iron Worker Reinforcing
- Iron Worker Structural
- Jig & Fixture
- Landscape & Irrigation Fitter
- Landscape Gardener
- Lather
- Lawn Sprinkler Irrigation Installer
- Line Erector
- Line Maintainer
- Lineman Elect Locomotive
- Linoleum Soft Tile Layer
- Litho Artist
- Litho Photographer
- Litho Plate Maker
- Litho Press Feeder
- Litho Press Operator
- Litho Stripper
- Litho Stripper Platemaker
- Lithograph Combination Skills
- Lithographer Scanner Operator
- Locksmith
- LVN Geriatric Specialist
- Machine Repairer Maintenance
- Machinist Electronic Mill & Lathe
- Machinist General
- Maintainer Waterworks
- Maintenance Machinist
- Maintenance Mechanic
- Maintenance Repairer Factory
- Marble Finisher
- Marble Mason/Setter
- Meat Cutter Retail

Apprenticeable Trades

- Mechanical Engineering Technician
- Medical Assistant
- Metal Fabricator Precision
- Metal Polisher & Buffer
- Metalforming Prg Tool Die Maker
- Meter Mechanic
- Mfg Development Technician
- Mill & Cabinet Maker
- Millwright
- Mobile Vertical/Horizontal Drilling
- Model Maker
- Model Maker Aircraft
- Mold Maker
- Mold Maker Glass
- Molder and Coremaker
- Neon Sign Electrician
- Neon Sign Servicer
- Numerical Control Machine Operator
- Office Machines Mechanic
- Optical Technician
- Surfacers
- Painter
- Painter Auto
- Painter Brush
- Painter Decorator & Paperhanger
- Painter Maintenance
- Paralegal Assistant
- Paramedic
- Pastry Cook
- Patrol Officer
- Patternmaker Wood
- PBX Installer
- Photoengraver
- Pile Driver Operator
- Pipefitter
- Plant Equipment Operator
- Plant Operator
- Plasterer
- Plastics Extrusion Technician
- Plate Printer
- Platen Press Operator
- Plumber
- Plumber Maintenance
- Plumber Residential
- Police Officer I
- Power House Operator
- Hydro Electric
- Power-Reactor Operator
- Precision Maintenance Mechanic
- Precision Spring Maker
- Punch Press
- Printer 2
- Programmer Technical
- Psychiatric Technician
- Public Safety Officer
- Pump Plant Elec
- Substation Operator
- Quality Control Technician
- Radiation Monitor
- Radio/Television Repairer
- Refrigeration & Air Cond Mechanic
- Residence Counselor
- Alcohol
- Rigger Any Industry
- Roofer
- Roofer Wood Shingle
- Rotary Press Operator
- Sanitary Health Technician
- Sausage Maker
- Scaffold and Shoring Erector
- Senior Nuclear Control Operator
- Sheet Metal Worker
- Sheet Metal Worker ENGYMCTECH
- Shoe Repairer
- Sign and Pictorial Painter
- Sound Technician
- Sprinkler Fitter
- State Park Ranger
- State Park Ranger Life Guard
- Stationary Engineer
- Steam Fitter
- Steel Fabricator
- Surveyor Assistant
- Instrument
- Taper
- Template Maker
- Terrazzo Finisher
- Terrazzo Worker
- Testing Regulating Technician
- Tile Finisher
- Tile Machine Set Up Operator
- Tile Setter
- Tool Cutter Grinder
- Tool Maker
- Tool Maker Machinist
- Tractor Mechanic
- Traffic Officer
- Transportation System Electrician
- Treatment Plant Mechanic
- Tree Trimmer
- Trolley Service Mechanic
- Wayside
- Truck Mechanic
- Tune Up Mechanic
- Underground Construction
- Upholsterer Auto
- Upholsterer Furniture
- Upholsterer Repairer
- Utility Electrician Sub Station
- Utility Pipeline Installer
- Vocational Nurse
- Water Systems Servicer
- WEB Press Operator
- Welder Combination
- Wildland Fire Fighter
- Wire Electrical Discharge Machinist
- Youth Counselor

Top 10 Opportunities

Apprenticeship Program	Certifications/Licenses/Experience for College Credit	Agencies/Unions Involved	Total CA	North CA	SF Bay Area	Central Valley	South CA	San Diego Area
Electrician	Journeyman Electrician Certification, OSHA certifications	International Brotherhood of Electrical Workers (IBEW)	10000	1000	2500	1500	4000	1000
Plumber	Journeyman Plumber License, OSHA certifications	United Association of Plumbers and Pipefitters	7500	750	1875	1125	3000	750
Carpenter	Journeyman Carpenter Certification, OSHA certifications	United Brotherhood of Carpenters and Joiners of America	8000	800	2000	1200	3200	800
Automotive Technician	ASE Certifications	International Association of Machinists and Aerospace Workers	5000	500	1250	750	2000	500
Machinist	NIMS Certifications	International Association of Machinists and Aerospace Workers	3000	300	750	450	1200	300
Firefighter	EMT Certification, Firefighter I/II Certification	California Department of Forestry and Fire Protection (CAL FIRE)	2500	375	500	375	1000	250
Operating Engineer	Heavy Equipment Operator Certification	International Union of Operating Engineers	4500	450	1125	675	1800	450
HVAC Technician	EPA Section 608 Certification, NATE Certification	United Association of Plumbers and Pipefitters	4000	400	1000	600	1600	400
Ironworker	Welding Certifications, OSHA certifications	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers	3500	350	875	525	1400	350
Dental Assistant	Registered Dental Assistant (RDA) License	California Dental Association	2000	200	500	300	800	200

CPL Dashboard

<https://map.rccd.edu>

AllMilitaryWorking Adult

Filter Colleges...

Export to Excel

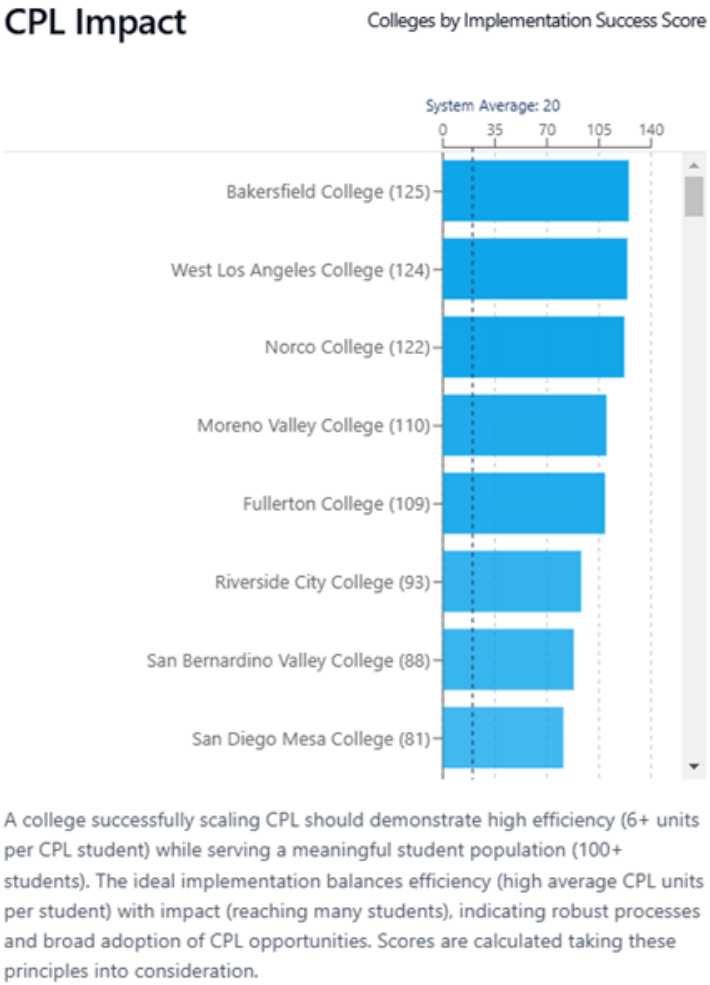
Savings & PoF\$43,081,837

20-Year Impact\$263,124,522

Combined\$306,206,359

Students16,221

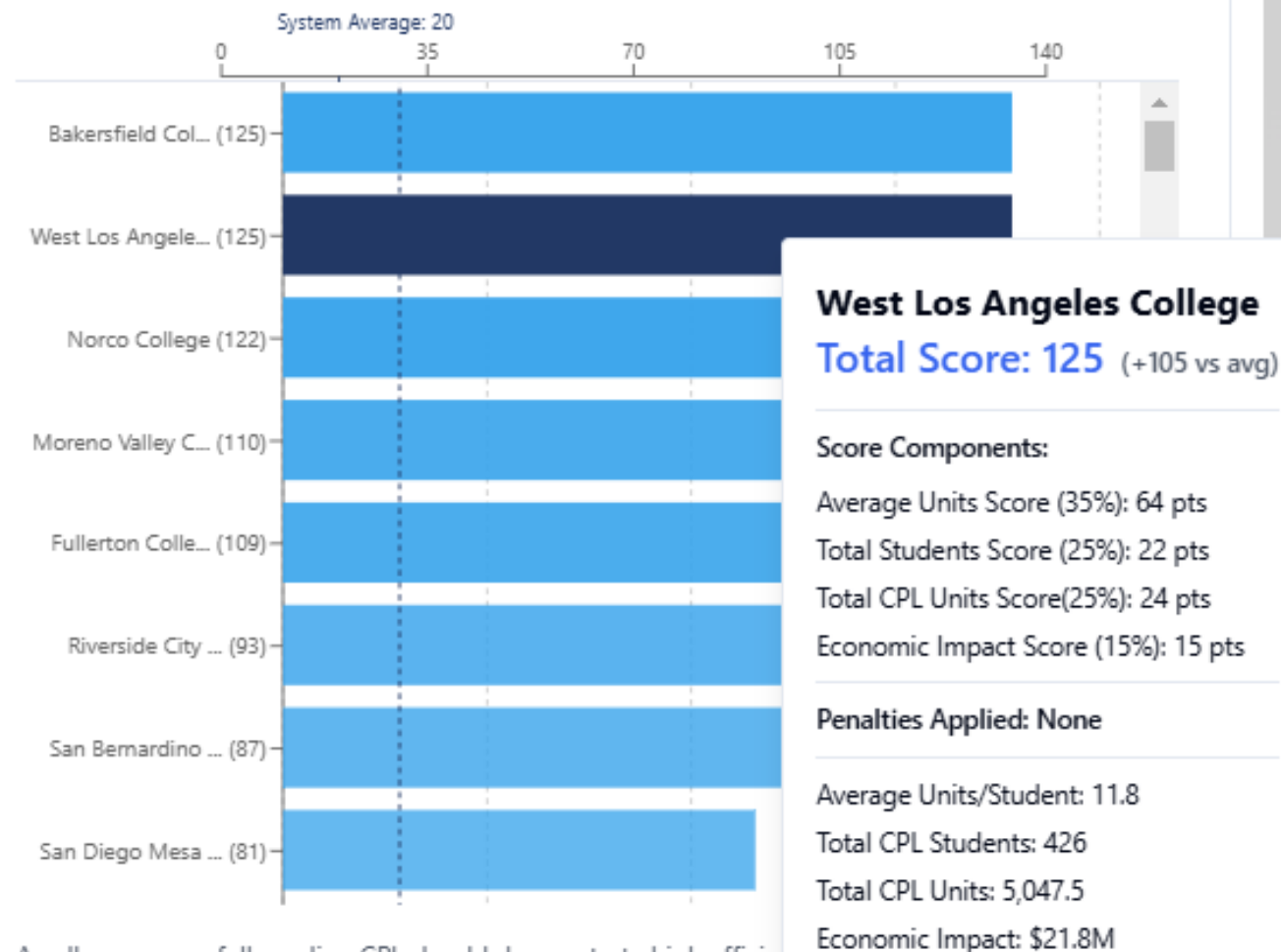
College	Savings & PoF	20-Year Impact	Combined	Students	Eligible CPL *	Avg
ALL COLLEGES	\$43,081,837	\$263,124,522	\$306,206,359	16,221	63,048	3.9
San Diego Mesa College	\$4,531,818	\$35,361,720	\$39,893,538	3,250	9,210	2.8
San Diego City College	\$4,230,056	\$33,161,305	\$37,391,360	3,637	8,648	2.4
Bakersfield College	\$4,288,518	\$22,169,250	\$26,457,768	406	4,927	12.1
Palomar College	\$4,276,109	\$22,110,333	\$26,386,442	1,578	4,914	3.1
San Diego Miramar College	\$2,745,996	\$21,346,107	\$24,092,103	1,583	5,553	3.5
Moreno Valley College	\$3,704,580	\$20,075,664	\$23,780,244	609	4,566	7.5
West Los Angeles College	\$2,388,619	\$18,681,234	\$21,069,853	398	4,869	12.2
Norco College	\$2,977,326	\$17,366,828	\$20,344,154	434	4,083	9.4
Riverside City College	\$1,957,755	\$10,120,500	\$12,078,255	320	2,249	7.0
Fullerton College	\$1,723,590	\$8,910,000	\$10,633,590	165	1,980	12.0



Impact & Effectiveness

CPL Impact

Colleges by Implementation Success Score



A college successfully scaling CPL should demonstrate high efficiency while serving a meaningful student population (100+ students). The ideal implementation balances efficiency (high average CPL units per student) with impact (reaching many students), indicating robust processes and broad adoption of CPL opportunities. Scores are calculated taking these principles into consideration.

Celebrate Progress

College	↑↓	Savings & PoF	↑↓	20-Year Impact	↑↓	Combined	↑↓	Students	↑↓	Eligible CPL *	↑↓	Avg	↑↓
ALL COLLEGES		\$43,254,947		\$264,262,771		\$307,517,719		15,788		63,329		4.0	
San Diego Mesa College		\$4,531,818		\$35,361,720		\$39,893,538		3,253		9,210		2.8	
San Diego City College		\$4,235,003		\$33,190,805		\$37,425,808		3,640		8,655		2.4	
Bakersfield College		\$4,373,392		\$22,608,000		\$26,981,392		417		5,024		12.0	
San Diego Miramar College		\$2,745,996		\$21,346,107		\$24,092,103		1,585		5,553		3.5	
Moreno Valley College		\$3,754,198		\$20,332,164		\$24,086,362		614		4,623		7.5	
West Los Angeles College		\$2,477,577		\$19,370,067		\$21,847,643		426		5,048		11.8	
Palomar College		\$3,310,724		\$17,119,833		\$20,430,558		1,241		3,805		3.1	
Norco College		\$2,981,678		\$17,389,328		\$20,371,007		437		4,088		9.4	
Riverside City College		\$1,957,755		\$10,120,500		\$12,078,255		321		2,249		7.0	

Monitor Populations

AllMilitaryWorking Adult

Filter Colleges...

Export to Excel

Savings & PoF\$43,081,837\$

20-Year Impact\$263,124,522

Combined\$306,206,359

Students16,221

AllMilitaryWorking Adult

Filter Colleges...

Export to Excel

Savings & PoF\$27,994,845\$

20-Year Impact\$144,717,750

Combined\$172,712,595

Students7,439

AllMilitaryWorking Adult

Filter Colleges...

Export to Excel

Savings & PoF\$15,086,992\$

20-Year Impact\$118,406,772

Combined\$133,493,764

Students8,783

SOON: Toggles for Apprentice, Justice-Involved, Noncredit, etc.

Join a Faculty Workgroup

<https://map.rccd.edu/get-involved/>

Upcoming Disciplines

- Business
- Kinesiology and Health
- Corrections
- Welding
- Carpentry and Building Trades
- Allied Health
- World Languages

To join a Workgroup or to suggest a new Discipline, contact Terence Nelson or Sigrid Williams, at terence.nelson@rccd.edu or swilliams@norcocollege.edu

Get Involved

- [Connect on LinkedIn](#)
- MAP Office Hours Wednesdays 12pm-1pm [Join Zoom](#)
- MAP Office Hours Fridays 9am-10am [Join Zoom](#)
- CPL Counselor Workgroup: 2/7, 2/21, 3/7, 3/21, 4/4, 4/18; 9am-10am [Join Zoom](#)
- Statewide CPL Workgroup: 2/13, 2/27, 3/13, 3/27, 4/10, 4/24; 12pm-1pm [Join Zoom](#)
- Discipline Faculty Workgroups: reach out to [Terence Nelson](#) or [Dr. Sigrid Williams](#)

Next Regional CPL Training

MAP Regional CPL Training – Sacramento
(Holiday Inn Sacramento Downtown-Arena)
April 8th, 2025 (Tuesday)



<https://californiacommunitycolleges.cvent.com/event/24CPLSacramento/summary>





California
Community
Colleges



MAPPING ARTICULATED PATHWAYS

With Credit for Prior Learning for Working Adults, Apprentices, and Veterans

THANK YOU!

Lessons from Intermediaries

Charles Henkels



California
Community
Colleges



GROW
APPRENTICESHIP
CALIFORNIA
POWERED BY
FOUNDATION for CALIFORNIA COMMUNITY COLLEGES



Santiago
Canyon
College



RANCHO SANTIAGO
Community College District



LESSONS FROM INTERMEDIARIES

WHY FRAMEWORKS MATTER
AND SYSTEMS-DEVELOPMENT
IS THE PATHWAY FORWARD
FOR COMMUNITY COLLEGES

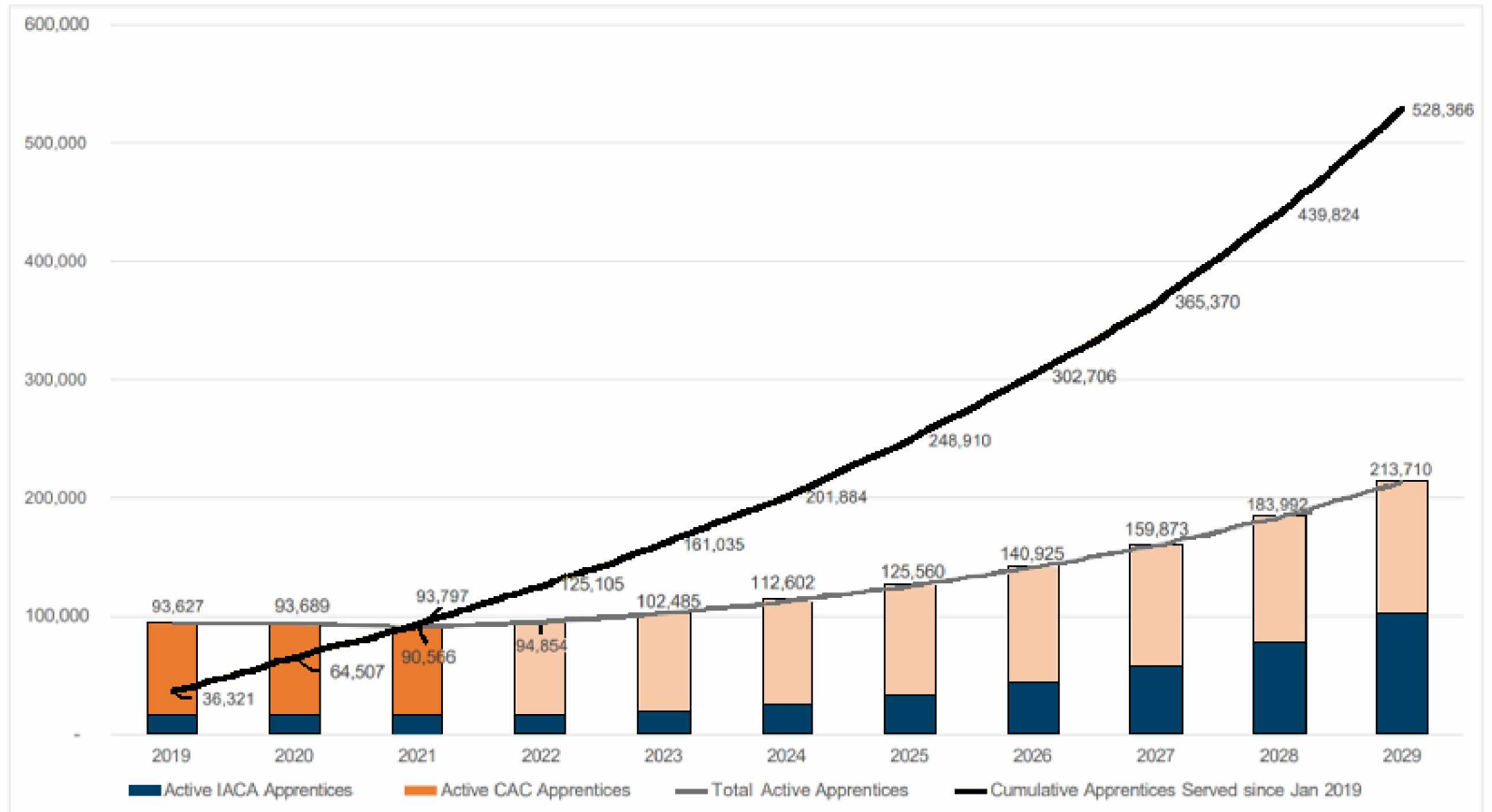
Regional Hubs & Apprenticeship Institutes

A Systems-Development Model for Achieving Scale in College-Based Apprenticeships

*“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.”*

California Governor Gavin Newsom,
2018

Chart 1: Historical and Projected Apprentices in California







Programs

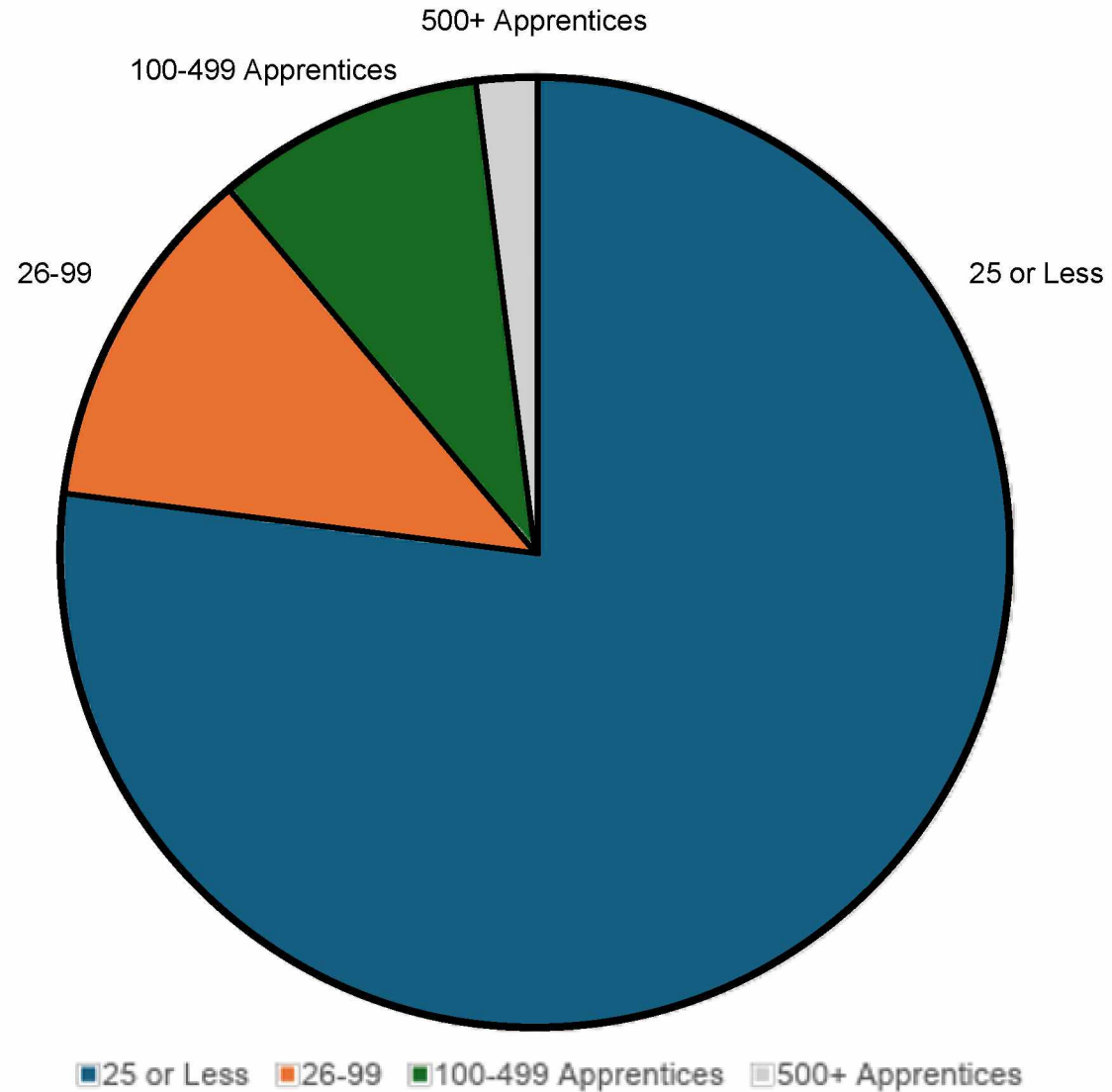
- Individual, time-bound training plans
- Have a fixed curriculum with a clear start and end date
- Designed to train apprentices for specific job roles
- May vary in quality and structure between different providers

Systems

- A broader, **interconnected framework** supporting **multiple programs**
- Provides **long-term workforce development** and career pathways
- Ensures consistency, quality, and **adaptability across industries**
- Supports **lifelong learning and skill development** beyond a single program
- Measures success by overall workforce readiness, retention, and **economic impact**



Active State Registered Apprenticeship Programs



Of approximately 2050 active programs in California, two-thirds have fewer than 10 active apprentices...

...Half of the programs have 3, or fewer, apprentices.



Systems Framework

Apprenticeship
Institutes

Local/Regional
Apprenticeship
Committees

Leveraged
Statewide
Network

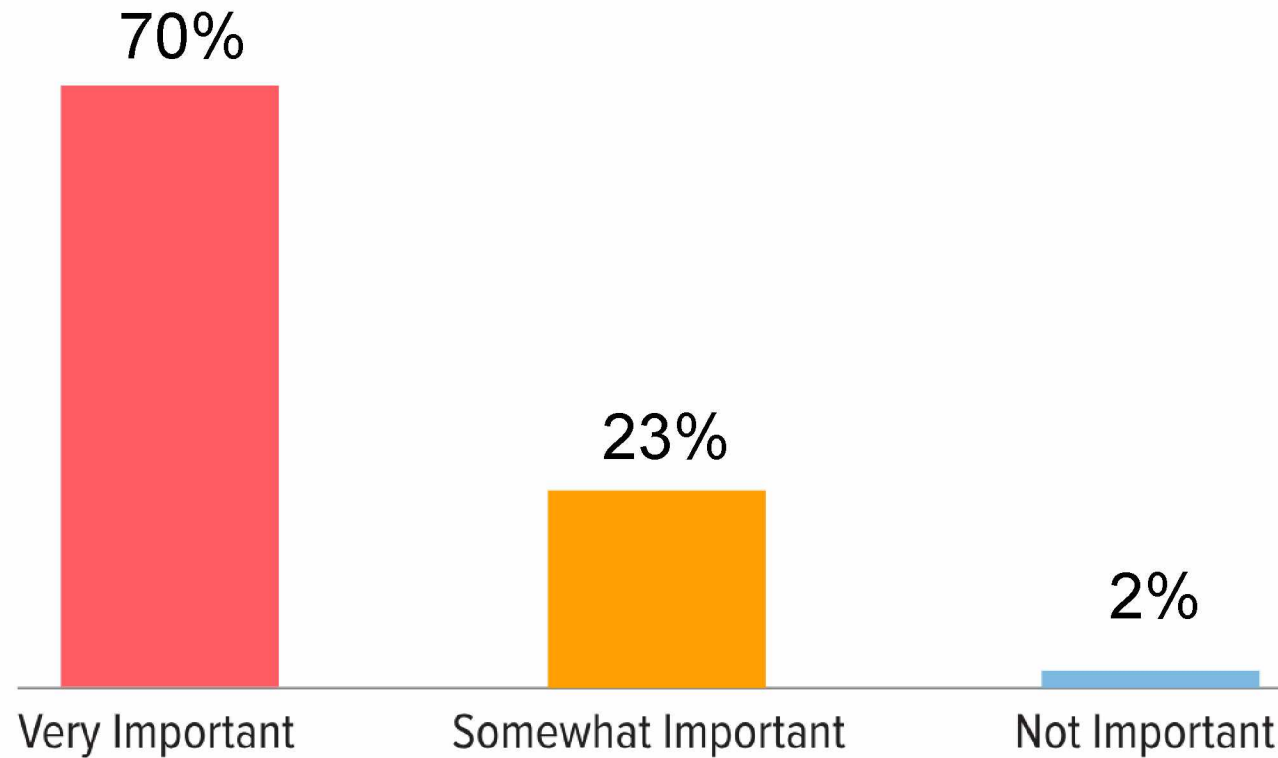
Apprenticeship Institutes

The Best Kept Secret?



A poll sponsored by the nonprofit Educational Credit Management Corporation reports that half (51%) of today's high schoolers are considering a college degree—a drop of more than ten percentage points from before the pandemic. More than 6 in 10 (65%) say learning after high school should be done on the job through internships or apprenticeships.

Apprenticeships and other vocationally-oriented coursework at community colleges*



**How important do you feel it is for community colleges and other institutions to offer more vocationally-oriented apprenticeship programs and coursework that may not lead to a college degree, but prepare students for specific jobs?*

Data source: EdSource / Berkeley IGS Poll, 2017 Graphic by Yuxuan Xie.

EdSource

The Charles Koch Foundation and several partners recently commissioned a study with Hattaway Communications. It found that **75 percent of Americans consider apprenticeships appealing, but only 29 percent think apprenticeships are accessible.**

The Washington Post, "The Life-Changing Training Programs Too Few People Know About," September 6, 2024.



Key Access Challenges Identified

Accessible (Equitable Access)

- Unable to identify or locate local, active apprenticeship programs
- Not enough apprenticeship slots/programs to meet the student need

Usable (Simple & Intuitive)

- Vague and varied enrollment processes
- Vague and varied program eligibility requirements

Inclusive (Proactive Integration)

- Eligibility Requirements (RTW dos, EFL Expectation, WEx Requirements, etc.)
- RAPs, Employers, and other stakeholders lack understanding of how to effectively work with individuals experiencing barriers to employment.
- The workforce of some apprenticeable industries are dominated by white males.



Can Your College be an Apprenticeship Institute?





Community colleges can provide a unique bridge for students and workers by being a point of access to apprenticeship education and services.

Community colleges offer a broad range of curriculum that can serve entry-level to advanced apprentices in non-linear career paths.

In partnership with K-12, community colleges can provide young students an opportunity to build professional experience, while earning a salary, and not sacrifice education attainment needed to mid-career advancement.

Community colleges can partner with businesses and provide a visible talent-development system for the region's economic development interests.

Local/Regional Apprenticeship Committees

One-to-One

Single Employer Sponsor

Local Education Agency

One-to-Many

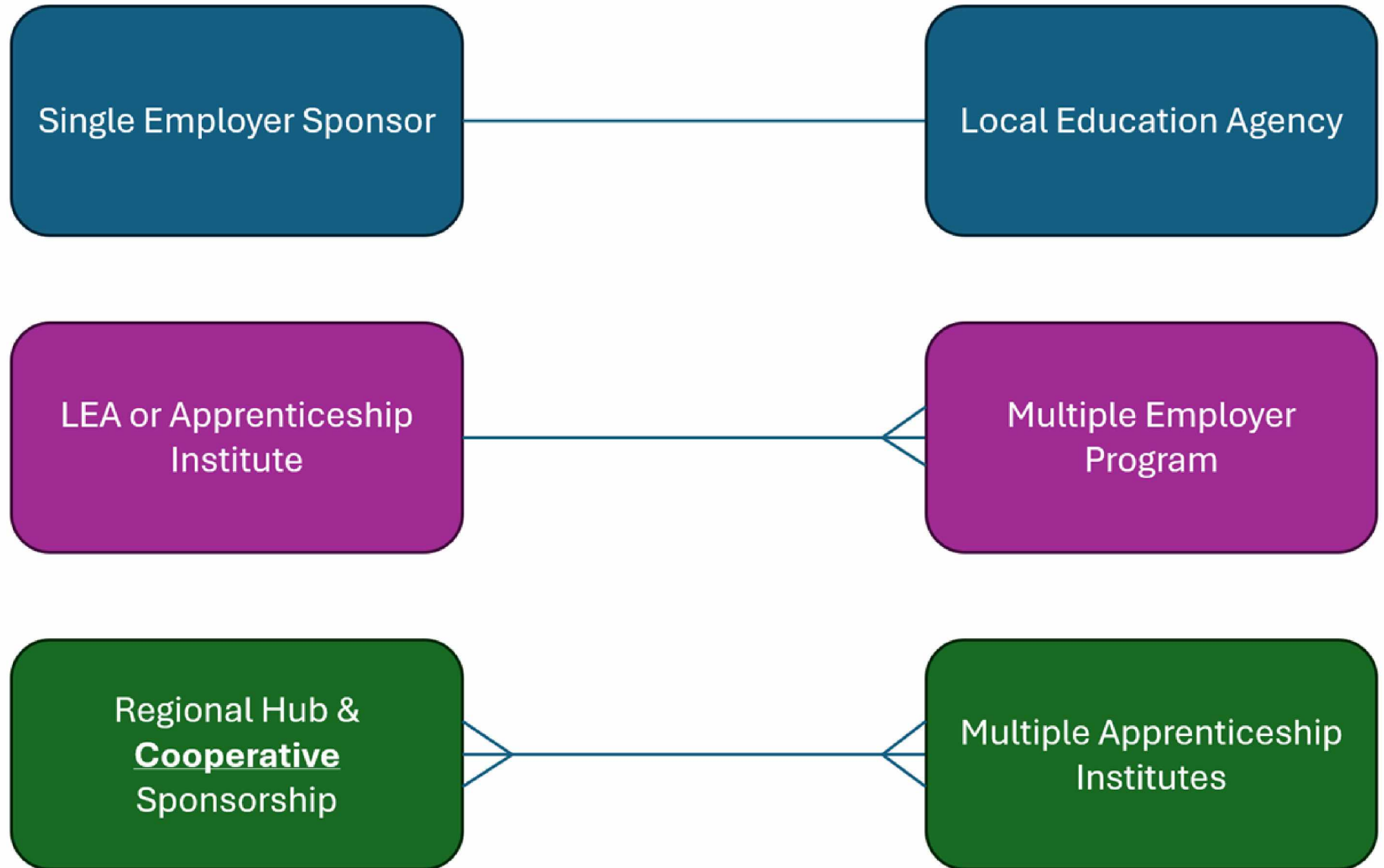
LEA or Apprenticeship
Institute

Multiple Employer
Program

Many-to-Many

Regional Hub &
Cooperative
Sponsorship

Multiple Apprenticeship
Institutes



Why Does Many-to-Many Matter?

- **Flexibility and Scalability:**

- Multiple employers, industries, and educational institutions can connect with numerous apprentices simultaneously, allowing for growth and adaptation as needs evolve.

- **Diverse Opportunities for Apprentices:**

- Apprentices are not limited to a single employer or program; they can access training from various organizations, enhancing their skills across different sectors.

- **Resource Sharing:**

- Employers and educators can share resources, curricula, and best practices, reducing redundancy and improving quality across the system.

- **Enhanced Collaboration:**

- Encourages partnerships between multiple stakeholders (employers, educators, policymakers), fostering innovation and continuous improvement in training programs.

- **Better Talent Matching:**

- A larger pool of apprentices can be matched with the most suitable employers and roles, improving job placement rates and satisfaction for both parties.

- **Resilience and Redundancy:**

- If one program or employer faces challenges, apprentices can transition to other opportunities within the system, ensuring continuity of training and employment.

- **Standardization with Customization:**

- While maintaining overarching standards, the system allows customization to meet specific industry needs, ensuring relevance and high-quality training.

- **Lifelong Learning and Mobility:**

- Apprentices can continue to develop their skills across different organizations and industries throughout their careers, enhancing workforce adaptability.

- **Economies of Scale:**

- Sharing costs across multiple stakeholders can make training more affordable and accessible, benefiting all participants in the system.

Sponsorship Models Matter

SINGLE EMPLOYER PROGRAMS

- Capacity and access is determined by employer and likely not eligible for significant expansion (some exceptions).

INTERMEDIARY PROGRAM SPONSORS

- Depending on intermediary:
 - Program may be more or less connected to community colleges.
 - Possibly open to expansion through more employer and education partners.
 - Possibly closed/open to new education partners.

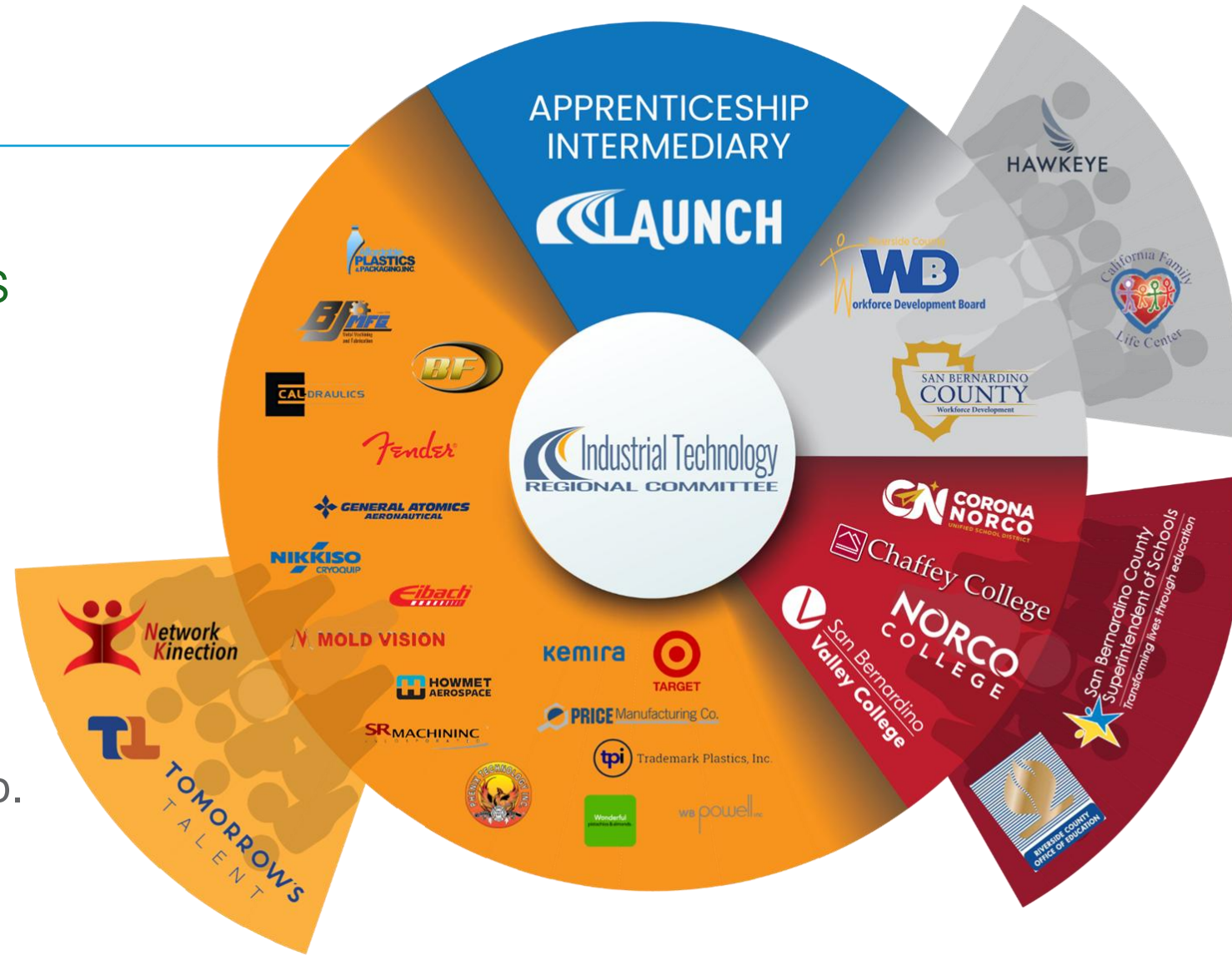
TRADITIONAL JOINT LABOR-MANAGEMENT

- Technical assistance may be needed for colleges learning to navigate apprenticeship related supplemental instruction.
- Generally large, but fixed, capacity as apprentice opportunities limited to specific organizations.

Regional Hubs

AN ADMINISTRATIVE STRUCTURE FOR APPRENTICESHIP INSTITUTES

- Employers agree to a set of regional apprenticeship standards.
- Education institutions provide baseline services to apprentice students in cooperation with the program sponsor and employers.
- K-12s and CBOs provide pre-apprenticeship programs in cooperation and linkage with the hub.
- Employer engagement specialists and organizations link regional employers with the programs.



Determine Where Hubs Are Needed

Sector	Sponsors	Occupations	Active Apprentices	Annual Job Openings
Adv. Manufacturing	12	43	295	6,566
Adv. Transportation & Logistics	6	20	186	18,784
Business, Entrepreneurship & GT	3	3	0	44,367
Energy Construction & Utilities	10	13	192	13,022
Health	15	37	145	90,105
ICT/Digital Media	14	19	424	12,946
Life Sciences & Biotechnology	4	4	35	367
Retail, Hospitality & Tourism	3	6	70	18,650

Breaking Down the Industry Partnership Agreement

LAUNCH, Foundation CCC and DOL

Background: LAUNCH's role with the Foundation CCC and how we are funded to support apprenticeships in the K-14 education system. Setting the stage for the agreement between all parties.

Basis of Agreement: LAUNCH offers an opportunity to partner employers with education systems to grow talent. Ensuring on-the-job training is complemented with technical education through the LEAs.

Employers who sign this agreement agree to train their employees who are apprentices.

Apprenticeship Industry Committees: LAUNCH is guided by the industry committee of partners who employ apprentices. Each partner has one vote. All committee attendees who are not partners are there for updates and in an advisory capacity.

Industry Partner Responsibilities: Employ apprentices and provide feedback. Apprentices as full paid employees and will receive a wage increase as an employee who is upskilling would. The employers agree to share this information with LAUNCH and the LEAs in the form of evaluations. LAUNCH and LEAs will use the evaluation information to guide individualized support as needed. **This agreement does not affect at-will employment**

Apprenticeship Responsibilities: LAUNCH and LEA program staff will provide a specific roadmap for the apprentice before registration and the apprentice signs an agreement to follow their program requirements; attending classes, progressing in their on-the-job learning and agreeing that their employer and program staff can share information about their apprenticeship.

Apprenticeship Standards: Occupation specific standards will be followed as intended, meaning the education and on-the-job training align with expectations. These standards can be changed with due process and proper notification. The employer can request a copy of the specific standards. Apprentices will receive training that aligns with the occupation and under proper supervision with the employer. The employer will communicate about the apprentice selection process and ensure that it meets legal requirements. The agreement will remain in effect until it is canceled by any party.

Apprenticeship Standards Modifications: Industry partner agrees to that standards can be updated or modified. LAUNCH agrees to keep employers in the loop on changes.

DAS 752: State apprenticeship agreement form. Employer will complete based on their specific occupation/committee needs.

Termination: This agreement can be terminated for any reason or no reason through a written notice. No penalty for termination.

Notices: Notices should be directed to Charles Henkels through the Foundation CCC offices

General Provisions: Legalese that is standard to most agreements and reiterates the above and adds specific details to the terminology

2/6/2025

WWW.LAUNCHAPPRENTICESHIP.ORG

99



5. Background

LAUNCH is a locally sponsored program of the Foundation for California Community Colleges ("Foundation CCC"), which is the national NISAC of the California Community College Chancellor's Office that has received funding through state and federal grants, primarily allocated Strong Workforce Program grant funding, and allocations, grants for the purpose of managing and growing apprenticeship programs that leverage robust partnerships with high schools, community colleges, universities and workforce agency partners.

This Industry Partner Agreement ("Agreement") is made between **INDUSTRY PARTNER**, a private entity ("Industry Partner") and Foundation CCC on behalf of LAUNCH Apprenticeship Network ("LAUNCH") and will be deemed to be effective as of the date this Agreement is fully executed by all signatories. LAUNCH is an approved Workforce Apprenticeship System, which is defined by the Department of Labor as an organization that can help broker local, regional, and national workforce solutions, by connecting employers and community partners to determine workforce needs, and creating or brokering customized services and novel funding to grow the demand for new apprenticeship programs.

LAUNCH provides (1) a structure for registered apprenticeship programs newly created through K-14 and university partners and (2) a structured agreement for businesses offering paid registered apprenticeships that seek to partner with multiple education partners within the SPONSOR's network. The parties hereto agree to be the following:

2. Basis of Agreement

The LAUNCH Apprenticeship Network establishes an innovative way for individuals to approach education and career, and for companies to develop talent. Apprentices complete a structured program that includes on-the-job training and technical education. Participants that complete LAUNCH Apprenticeship programs receive certificates of completion from the Division of Apprenticeship Standards and Department of Labor, and may also receive college credit, certificates and degrees based on components of their program. Industry Partners signatory to this Agreement agree to use and support programs, which may include associate workers active new hires, in cooperation with LAUNCH.

3. Apprenticeship Industry Committees

The development of LAUNCH Apprenticeship Programs are led by Regional Apprenticeship Industry Committees, which are composed by industry sectors. The role of the Committee is to provide industry leadership in the apprenticeship system, by supporting the development of the program and the committed education partners, regarding the creation, implementation, and sustainability of apprenticeship programs.

The Committee membership is composed of companies with a signed LAUNCH Apprenticeship Agreement to Train Apprentices. Representatives of member companies may attend meetings and participate in discussions and decision-making. Each meeting company is entitled to one vote per meeting. Committee decisions are made by a majority of the members present and voting.

Program staff and affiliated education partners serve as advisors. Program staff will provide the Committee with reports on all apprentices, which includes progress and advancement, cancellations, and completion. In addition, changes to Apprenticeship Program Standards and organizations for program improvement and expansion are subject to the Committee's review.

4. Industry Partner Responsibilities

Industry Partners fulfill the primary requirements of registered apprenticeship (1) Provide paid on-the-job training to apprentice and (2) provide evaluative feedback on apprentice program through approved professional competencies.

Wages of apprentices during On-the-Job Learning: Apprentices shall be paid at, or above, an increasing schedule of wages based on a percentage or a dollar amount of the Industry Partner's current professional worker wage rates.

While actively training apprentices, employers agree to provide non-confidential salary and benefits data to help program staff acquire information on the effectiveness of the program in increasing enrollments and wages of participants.

Evaluative Feedback of Apprentices Progress: Industry Partners agree to provide evaluations of apprentice progress through identified professional and occupational competencies. At a minimum, apprentices should receive evaluations from supervisors or trainers. Evaluations provided twice per year. LAUNCH will provide Industry Partners with digital and/or printed formats for completing the evaluations and Industry Partners will return them to the apprentice program staff. LAUNCH will provide the individual work of Industry Partners regarding to complete the evaluation process based on whether the suggested process complies with approved apprenticeship requirements and does not place undue requirements on program staff.

Nothing in this Agreement shall impact the at-will employment of apprentices with Industry Partners.

Foundation for California Community Colleges

programs receive certificates of completion from the Division of Apprenticeship Standards and Department of Labor, and may also receive college credit, certificates and degrees based on components of their program. Industry Partners signatory to this Agreement agree to use and support programs, which may include associate workers active new hires, in cooperation with LAUNCH.

5. Apprentice Responsibilities

Apprentices are responsible for completing the identified on-the-job training and related education components of their apprenticeship. Program staff will provide apprentices with a program outline at the time of registration. To pay the apprentice agreement, apprentices must progress and meet required Industry Partners to share information regarding on-the-job training and related education program. If apprentices discontinue the related education on-the-job training components, program staff will cancel the apprentice agreement and send notice to the program staff.

Apprentices are responsible for all documents and processes related to their status as a registered apprentice, which may include completing state and federal apprentice agreements, complying with program rules and regulations, workplace evaluations, related education content, and completion of any forms or processes related to changes to the original apprentice agreement or program outline. Apprentices must communicate any changes of their employment status to program staff.

6. Apprenticeship Standards

The Industry Partner hereby subscribes to the provisions of the Apprenticeship Standards formulated and requested by LAUNCH and agrees to carry out the intent and purpose of said Apprenticeship Standards and associated Agreements and to use the rules and documents of LAUNCH established under these Apprenticeship Standards. The Industry Partner may request a copy of the Apprenticeship Standards, and request confirmation to work apprentices under the provisions of these Standards. On the job, the apprentice is hereby assumed of qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline and/or the outline of tasks, which are modified and reviewed by the Committee. The Industry Partner further agrees to follow the selection procedures for the approved Standards or develop alternative selection procedures in the Industry Partner Agreement that are consistent with the requirements set forth in 29 CFR § 30.30(b). This Industry Partner Agreement will remain in effect until it is canceled voluntarily or revoked by LAUNCH, Industry Partner, or the Office of Apprenticeship.

7. Apprenticeship Standards Modifications

The Industry Partner agrees to comply with Apprenticeship Standards which may be updated or modified from time to time. Such modifications shall take effect upon notice by LAUNCH to the Industry Partner. The Apprenticeship Standards shall include but are not limited to:

- The current LAUNCH requirements outlined in this Agreement, and
- Apprenticeship Standards set forth by the Department of Labor or Division of Apprenticeship Standards.

8. DAS-752

Industry Partner is responsible for filling out the attached form, California Division of Apprenticeship Standards form "DAS-752 Employee Agreement" attached and incorporated herein as Exhibit A. The DAS-752 identifies the specific Industry Committee(s) selected Industry Partner.

9. Termination

9.1. Terminating the Committee: Either party shall have the right to terminate this Agreement for any reason or no reason, without penalty, at any time by providing the other party with written notice of termination at least thirty (30) calendar days in advance.

9.2. Termination for Cause: Either party shall have the right to terminate this Agreement, without penalty, within a reasonable time period should the other party be found to be in material breach of this Agreement and fails to cure such breach within thirty (30) days after written notice of the same is sent to the other party or within any other time period agreed upon or varying by the parties.

9.4. Procedures at Termination: Either party must create or reduce work immediately upon receiving the notice of termination or as required by the written notice and take all steps possible to mitigate losses.

10. Notices

All notices and other communications required or permitted to be given under this Agreement, including but not limited to any notice of termination, shall be given to the following individuals:

FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES:

LAUNCH REPRESENTATIVE PROGRAM MANAGER (All Programmatic Issues):

Charles Henkels
Executive Director, LAUNCH Apprenticeship Network
Foundation for California Community Colleges
1101 O Street, Suite 600
Sacramento, CA 95811
charles.henkels@foundationccc.org

CONTRACTS (Contract Issues Only), including but not limited to Contract Notices:

Contracts Department
Foundation for California Community Colleges
1101 O Street, Suite 600
Sacramento, CA 95811
contracts@foundationccc.org

INDUSTRY PARTNER

REPRESENTATIVE PROGRAM MANAGER (All Programmatic Issues):

11. General Provisions

11.1. Customs and Interpretation: Paragraph headings in this Agreement are used solely for organization, and shall be wholly disregarded in the construction of the Agreement. Paragraph headings shall not be deemed to define, limit or extend the scope or intent of the paragraphs to which they apply.

11.2. Assignment and Delegation: This Agreement may not be assigned or otherwise transferred by either party without the prior written consent of the other party; however, either party will have the right to

assign its rights and obligations under this Agreement in connection with a merger, acquisition, or sale of assets of substantially all its assets. Any assignment not in accordance with this paragraph is void.

11.3. Entire Agreement: This Agreement constitutes the entire, complete, final and exclusive Agreement between the parties with respect to the subject matter hereof and supersedes and replaces all prior and contemporaneous communications between the parties regarding such subject matter. Any terms and conditions, which are additional to or different from the terms and conditions of this Agreement are hereby deemed rejected by LAUNCH and shall not be of any effect or in any way binding upon LAUNCH.

11.4. Modification of Agreement: This Agreement may be modified only by a written agreement dated after the date of this Agreement and signed by authorized representatives of each party. The parties agree that this requirement for written modifications cannot be waived and that any attempted waiver shall be void.

11.5. Law to Govern Venue: This Agreement is made under and will be governed by and construed in accordance with the laws of the State of California. Any litigation resulting from a dispute or claim arising under or relating to this Agreement shall be resolved in a state or federal court in Sacramento, California. The parties specifically submit to the personal jurisdiction and subject matter jurisdiction of the state and federal courts located in Sacramento, California.

11.6. Execution of this Agreement: The Parties agree that this Agreement may be executed in counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same instrument, and that a photocopy or facsimile may serve as an original. If this Agreement is executed in counterparts, no signature herein shall be bound until both the parties have fully executed a counterpart of this Agreement.

11.7. Authority to Bind: The parties each represent and warrant that the signatories herein are authorized to sign this Agreement on behalf of themselves or the party on whose behalf they execute this Agreement.

11.8. Severability: If any part of the Agreement is found invalid or unenforceable, that part will be amended to achieve, as nearly as possible, the same economic effect as the original provision and the remainder of the Agreement will remain in full force and effect.

11.9. Relationship of the Parties: Both parties are independent parties and this Agreement will not establish any relationship of partnership, joint venture, employment, or agency or otherwise. Neither party will have the power to bind the other or incur obligations on the other's behalf without the other's prior written consent, except as otherwise expressly provided in this Agreement.

THE PARTIES HERETO EXECUTE THIS AGREEMENT with their signature below:

INDUSTRY PARTNER	FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES/LAUNCH
By:	By:
Print Name:	Print Name: Charles Henkels
Title:	Title: Executive Director, LAUNCH
Date:	Date:
INDUSTRY PARTNER - second signature, if required	
By:	
Print Name:	
Title:	
Date:	

What are the Employers Role in Partnership

Required Roles: Communicate with Apprenticeship Staff



Evaluations

How is the Apprentice doing?



Training

Building on the skills introduced for the pathway



Pay

The standard starting wage for their role and raises as they build new skills

Extra Credit Role: Additional layer to partnership



Committee Attendance

Voting on Actions and serving as an officer



Hiring Apprentices

Sending jobs to Apprenticeship Staff



Events

Attending Apprenticeship related events

LAUNCH Partners with You to Find Partners

Partnerships can start from anywhere. Here are a few next steps depending on how initial contact is made



Outreach
Cold Calling



Faculty Connection
Warm Handoff



Apprentice who is
Working
Warm Handoff



Industry Referral
Hot Handoff

How Does an Employer Benefit from Apprenticeship?

Apprenticeship can be the solution for a lot of company's pain points. It is not always a quick solution, but let's break some down





LOCAL EDUCATION AGENCY AGREEMENT

between

FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES

On behalf of

LAUNCH Apprenticeship Network

and

LOCAL EDUCATION AGENCY NAME

Agreement No. 00000000

1. Background

This Agreement is made between LOCAL EDUCATION AGENCY NAME, California community college district and political subdivision of the state of California, hereinafter referred to as the “EDUCATION PROVIDER”, and the Foundation for California Community Colleges, which is the auxiliary 501(c)(3) of the California Community College Chancellor’s Office, hereinafter referred to as the “FoundationCCC”. The LAUNCH Apprenticeship Network shall be referred to as SPONSOR. The SPONSOR is a registered Workforce Intermediary Apprenticeship Sponsor, which is defined by the Department of Labor as an organization that can help broker local, regional, and national workforce solutions, by convening employers and community partners to determine workforce trends, and assisting in blending customized services and seed funding to grow the demand for new apprenticeship programs.

The SPONSOR is a fiscally sponsored program of FoundationCCC that has received funding through state and federal grants, regionally allocated Strong Workforce Program project funding, and philanthropic grants for the purposes of managing and growing apprenticeship programs that leverage

AGREEMENT TO PARTICIPATE FOR COLLEGES

Workforce Intermediary Program
Sponsorship Agreement
&
FoundationCCC

3. Program Governance

The SPONSOR will develop and maintain registration of apprenticeship program standards with the California Division of Apprenticeship Standards and – where applicable – the Department of Labor’s Office of Apprenticeship. Apprenticeship Programs operate under the oversight of Apprenticeship Committees, which are composed of organizations offering paid on-the-job learning opportunities in the designated professional pathways in alignment with the apprenticeship program standards – hereby referred to as INDUSTRY COMMITTEE MEMBERS – and the signatory EDUCATION PROVIDER(S) training apprentices in cooperation. The SPONSOR will facilitate Apprenticeship Committee meetings between the signatory EDUCATION PROVIDER(S) and the INDUSTRY COMMITTEE MEMBERS. Revisions to the Apprenticeship Programs will be reviewed by the Apprenticeship Committee after input from the SPONSOR, signatory EDUCATION PROVIDER(S), and INDUSTRY COMMITTEE MEMBERS. Apprenticeship Committees shall consist of at least three members appointed by the signatory EDUCATION PROVIDER(S) and at least three members representing INDUSTRY COMMITTEE MEMBERS. EDUCATION PROVIDERS must complete Appendix A attached to this agreement to indicate chosen representatives for each committee.

PROGRAM GOVERNANCE

Industry Committees
&
Membership

4. Program Coordination

The EDUCATION PROVIDER shall provide the SPONSOR with the procedures for coordinating individual apprentices through enrollment, class registration, monitoring/documentation of on-the-job learning, and program completion at the EDUCATION PROVIDER's institution and/or organization. The completion of designated coursework and on-the-job learning objectives shall hereinafter be referred to as "APPRENTICESHIP PATHWAY." The SPONSOR shall provide the EDUCATION PROVIDER with technical assistance and shall make program resources available and accessible. The SPONSOR shall also make available use of the virtual work-based learning application (Workhands, Inc.) for the EDUCATION PROVIDER to track and document on-the-job learning of apprentices.

PROGRAM COORDINATION

American Apprenticeship
Institutions
Larger Role for Colleges

5. Providing Related Instruction

Applicable apprentices registered in the SPONSOR's apprenticeship program must complete a minimum of 144 hours of related instruction per year of apprenticeship by enrolling in coursework at the EDUCATION PROVIDER's institution(s) or training overseen in cooperation with the EDUCATION PROVIDER. The EDUCATION PROVIDER will designate courses, certificates, and/or degree pathways applicable to apprentice able occupations within the SPONSOR's programs. If not already a student, applicable apprentices registered in those occupations will complete all necessary enrollment procedures according to the EDUCATION PROVIDER's institution.

RELATED INSTRUCTION FOR APPRENTICES

Meaningful Pathways for
Apprentices that Integrate with Life
and Career Goals

6. Designating, Offering, and Discontinuing Related Education Courses & Pathways

The EDUCATION PROVIDER is responsible for the development of curriculum for instruction, and the administration and supervision of related education for apprentices and the selection and the training of teachers. In cooperation with the SPONSOR, designated courses, certificates, and/or degree pathways offered by the EDUCATION PROVIDER will be incorporated into the Apprenticeship Program

Foundation for California Community Colleges

Agreement No. 00000000

Standards. The SPONSOR will submit updated Program Standards to the Division of Apprenticeship Standards and will notify the EDUCATION PROVIDER when the designated APPRENTICESHIP PATHWAY is approved for registered apprentices. The EDUCATION PROVIDER will notify the SPONSOR of any substantial changes in the curriculum, including the discontinuance of any applicable course(s) and/or program(s). In compliance with Section 76350 of the Education Code, the EDUCATION PROVIDER must establish internal procedures to ensure apprentices attending a course(s) and/or trainings as part of their APPRENTICESHIP PATHWAY receive no charges or fees. The EDUCATION PROVIDER is not responsible for waiving charges and/or fees for apprentices registering in courses outside of the designated APPRENTICESHIP PATHWAY.

CHANGES, REVISIONS, AND ADDING NEW PROGRAMS

Adaptive Programming and
Coordination Between Sponsor and
LEA

7. Local Education Agencies & Funding for Related Education

The SPONSOR is not a fiscal agent and shall not provide compensation to the EDUCATION PROVIDER for the related instruction of registered apprentices. However, this MOU does not preclude complementary agreements where such provisions may apply between participating fiscal agents. Pursuant to Section 79149.1 and guidance from the Department of Industrial Relations, community college EDUCATION PROVIDERS may receive either Related Supplemental Instruction (RSI), Apprenticeship Innovation Funding-Training (AIF-T) or Apportionment (FTES) for providing related instruction to registered apprentices, and other State funding designated for LEAs related to Apprenticeship programs. K-12 District EDUCATION PROVIDERS may receive RSI or AIF-T funding when providing related instruction to registered apprentices in cases where that district is not reporting that same instruction towards the district's average daily attendance (ADA) funding. California State Universities EDUCATION PROVIDERS may receive AIF-T funding when providing related instruction to registered apprentices in alignment with guidance from the Department of Industrial Relations. All EDUCATION PROVIDERS are responsible for determining if they meet the criteria for any chosen attendance accounting method and reimbursement from state agencies. As funded, the SPONSOR shall provide technical assistance to the EDUCATION PROVIDER regarding these funding methods and other alternatives. If necessary and applicable, pursuant to Labor Code 3074, the EDUCATION PROVIDER may contract with a Local Education Agency and/or serve this function on its behalf while making provision for the education and related instruction of registered apprentices. The EDUCATION PROVIDER is responsible for maintaining applicable attendance records.

FUNDING FOR RELATED INSTRUCTION

RSI, FTES, AIF-T
And...



Leveraged Statewide Network

LAUNCH Statewide Hub





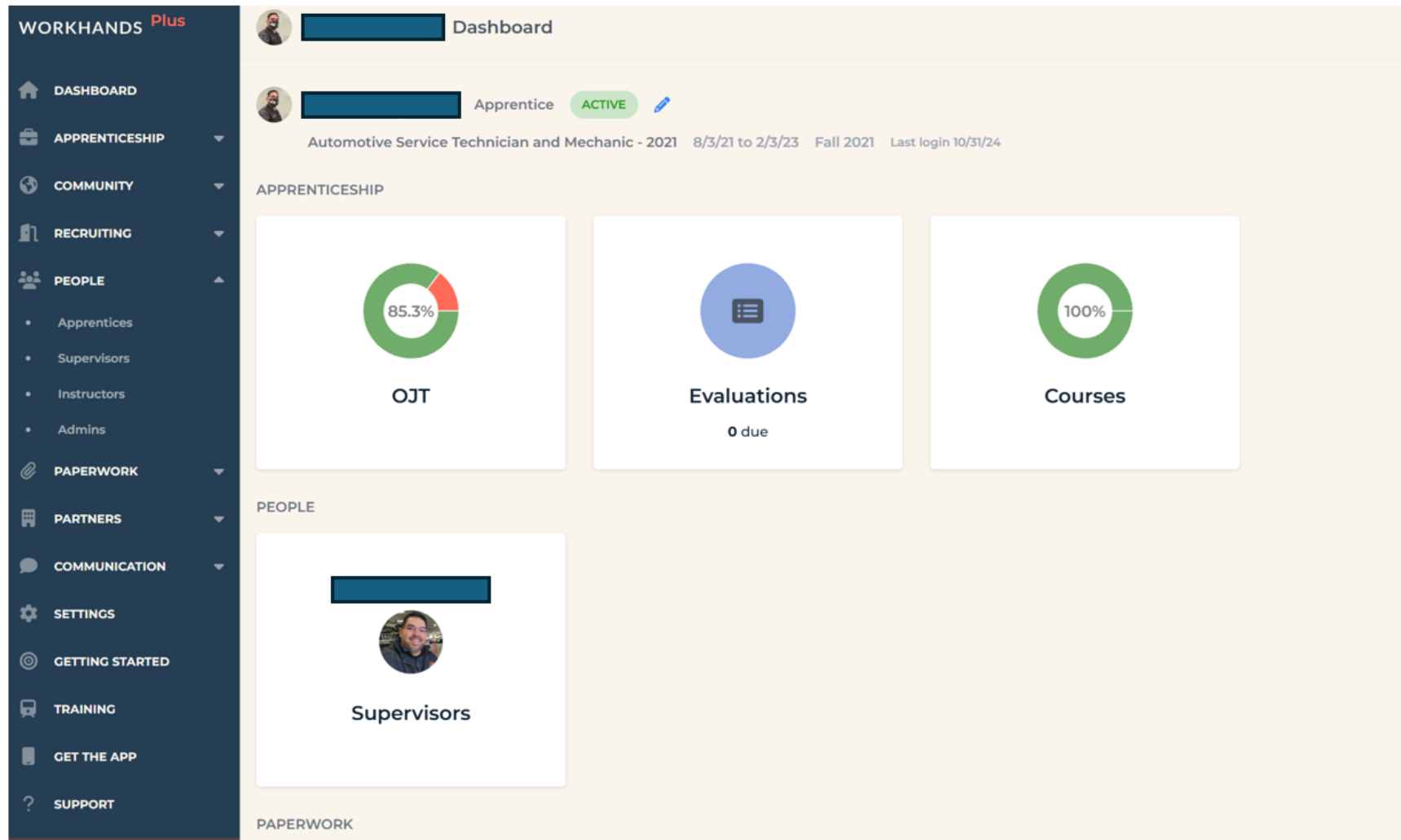
Statewide Standards

In 2024, LAUNCH collaborated with DAS to establish a model for program standards that enables new colleges and industry partners to “sign-on” to standards. This model:

- Removes timeline to register new programs
- Streamlines implementation
- Connects local programs to statewide network and facilitates:
 - Enhanced data
 - Portability across regions
 - Standardization of definitions and qualifications within different occupations

Program Standards
Registration

Shared Resources Across Economies of Scale



Individual College Portals Established for:

- Database of Employer Partners and Supervisors
- Apprentices
- Courses and completions
- Apprentice Documentation Storage

Shared Resources Across Economies of Scale

D. O.	FILE NUMBER
	100627

Official Use
STATUS
COMPLETED

State of California -- Department of Industrial Relations --DIVISION OF APPRENTICESHIP STANDARDS

APPRENTICE AGREEMENT

APPRENTICE LAST NAME,	FIRST NAME	MIDDLE	SOCIAL SECURITY NUMBER
			-**-*
APPRENTICE ADDRESS (NUMBER AND STREET / CITY, STATE & ZIP)		BIRTHDATE (mm/dd/yyyy)	VETERAN
Yucaipa			No
CA, 92399		GENDER	
		Male	
OCCUPATION	O*Net Code	CURRENT WAGE	
Licensed Vocational Nurse		\$28	
TERM OF APPRENTICESHIP		STRAIGHT TIME	
Hours Within: 3000	Months: 18	Hours per day: 8	Hours per week: 40

This agreement is between the above named apprentice employed by the below named employer, and

LAUNCH Apprenticeship Network Healthcare
PROGRAM SPONSOR

AGREEMENT: The undersigned parties mutually agree that they will use their best endeavors to secure employment and training for the apprentice. The apprentice agrees to perform satisfactorily all work and learning assignments. The provisions of the Apprenticeship Standards for the above occupation adopted by the program sponsor and approved by the Chief of the Division of Apprenticeship Standards, are hereby made a part of this agreement. An official copy of the standards is on file in the headquarters of the Division of Apprenticeship Standards. This apprentice agreement will continue in effect until the training is completed or otherwise terminated in accordance with the standards.

The apprentice commences participation under these standards on the date of execution of this agreement by the Apprentice. The signatory apprentice is credited with having 0 months toward completion of the term of apprenticeship. The apprentice is expected to complete training on or about 08/16/2023, upon satisfactory completion of the total remaining hours of on-the-job training and hours and/or units of related and supplemental instruction.

APPRENTICE: I, the undersigned apprentice, understand and agree that there is a valid and reasonable necessity that those academic records accumulated throughout related and supplemental instruction during my period of apprenticeship be made available to the apprenticeship committee. Further, I agree to release to the apprenticeship committee any other academic records which I feel may enhance my status as an apprentice.

I, the undersigned apprentice, hereby request that the Administrator of Apprenticeship terminate any other apprenticeship agreements in which I am currently registered.

Executed this on Date 02/16/2022 by _____
SIGNATURE OF APPRENTICE

AGREED TO BY THE EMPLOYER

SIGNATURE OF PARENT OR GUARDIAN (IF APPRENTICE IS 16 OR 17)

AGREED TO AND APPROVED BY, FOR THE COMMITTEE

SIGNATURE OF EMPLOYER OR ITS REPRESENTATIVE TITLE

NAME OF EMPLOYER

SIGNATURE -- SECRETARY / CHAIR / COORDINATOR DATE

As a Program Administrator LAUNCH Processes:

- State and federal apprenticeship forms
- Audits from Department of Industrial Relations and Department of Labor
- Completions, cancellations, and status updates to apprentice agreements

GOALS, APPROACH AND STRATEGY IMPLEMENTATION

VISION 2030 GOALS

- **Equity in Success:** Ensure the academic and career success of all Californians who are current and prospective California community college students.
- **Equity in Access:** Broaden the opportunities for all Californians to participate in higher education by starting or continuing their higher education at a California community college.
- **Equity in Support:** Partner with other systems, agencies, institutions and community-based organizations to provide students the academic, financial and social supports necessary to thrive by taking education opportunities and the accompanying support to Californians.



Approach

- **People** — Active partnership with people in the field to guide practice and provide data, technical assistance and needed supports.
- **Systems** — Systems Development to remove barriers at scale.
- **Policy** — Identify and advance policy reform across state, federal, Title 5 and local district policies to unlock potential.

EQUITABLE WORKFORCE AND ECONOMIC DEVELOPMENT

The approach is regional, to better serve the diverse needs of communities and employers throughout the state and delivers flexible workforce training and education that result in high-skill/high-wage employment as well as short-term opportunities for stepwise advancement of Californians. The Chancellor's Office will work in partnership with colleges to specifically advance innovative demonstration projects in the area of apprenticeships, strategies to **bring college to low-income workers, develop systems that support flexible course taking patterns** and funding to support colleges to develop the infrastructure for credit for prior learning.



People & Systems

Our apprenticeship program offers students access to a robust network of high-quality local employers who are eager to invest in their success. The program's strong reputation has fostered lasting partnerships with these employers, providing students with personalized case management tailored to their unique career goals and individual needs.

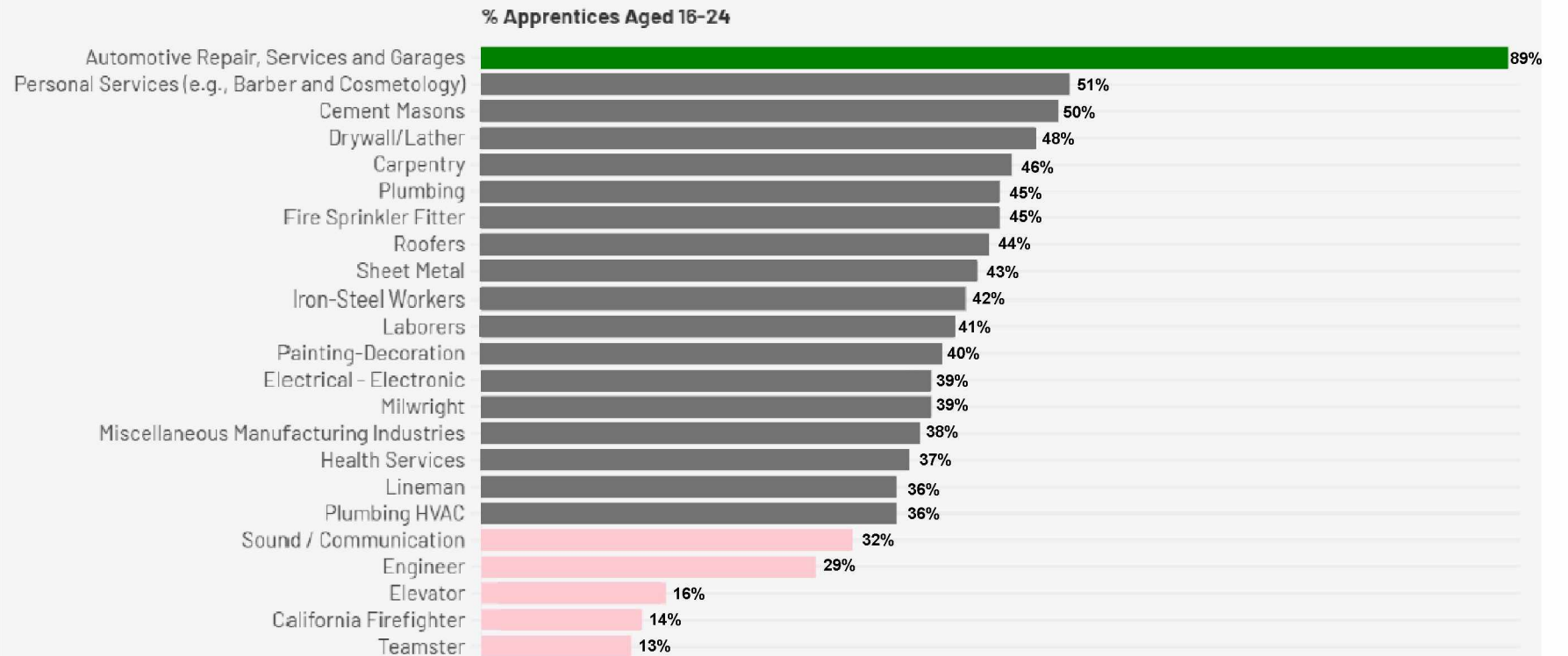
To ensure this opportunity thrives, I have implemented a structure that cultivates exceptional work ethic and industry passion, attracting dedicated students serious about pursuing high-paying automotive careers. Our apprenticeship program delivers opportunities for stable, well-paying careers that are typically only accessible through costly for-profit programs, empowering students to thrive rather than just survive.

Angelina Alcantar, Automotive Associate Faculty, Riverside City College

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=
Access

Share of Apprentices Aged 16-24 by Program in the Inland Empire

Programs with 100+ Active Apprentices as of September 2024



Source: COE Analysis of California Division of Apprenticeship Standards Apprenticeship Dashboard Data



ANY QUESTIONS?

Charles Henkels
Executive Director
charles@launchapprenticeship.org





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Lunch

- Signature Sandwiches
 - Vegetarian and Gluten free options available
- Chips
- Dessert



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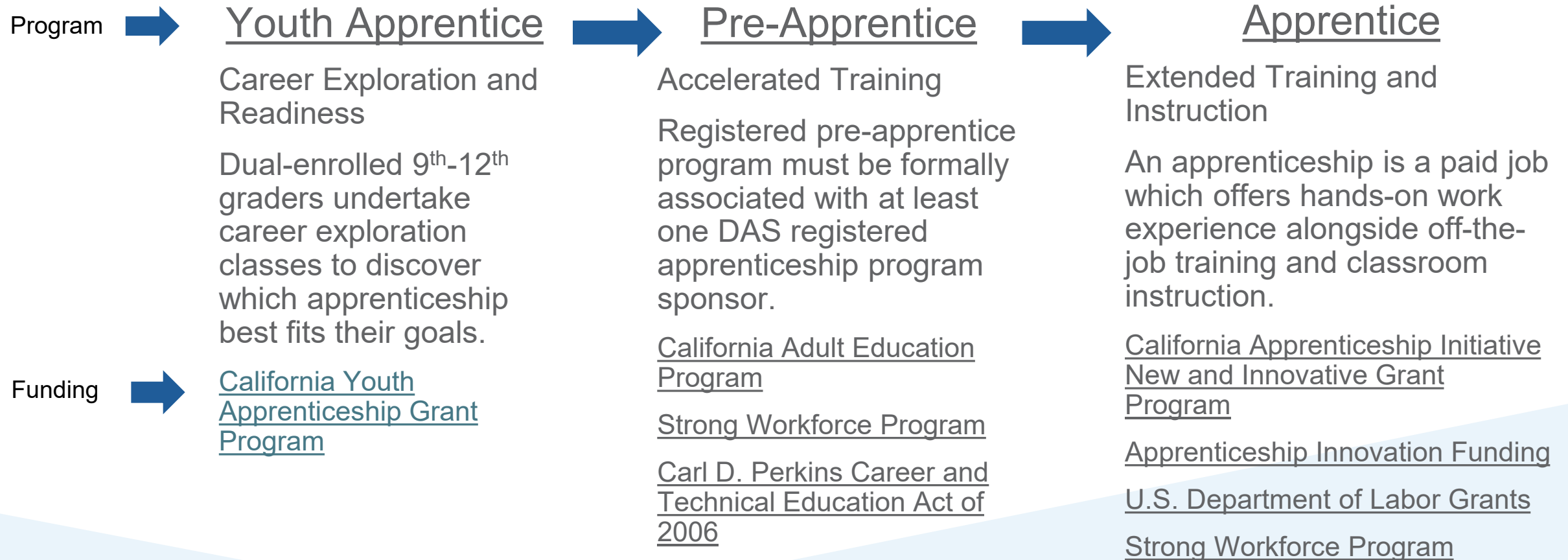
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Funding and Support

Dean Gary Adams and Dr. Sabrina Aguilar

Apprenticeship Pathway and Funding Opportunities



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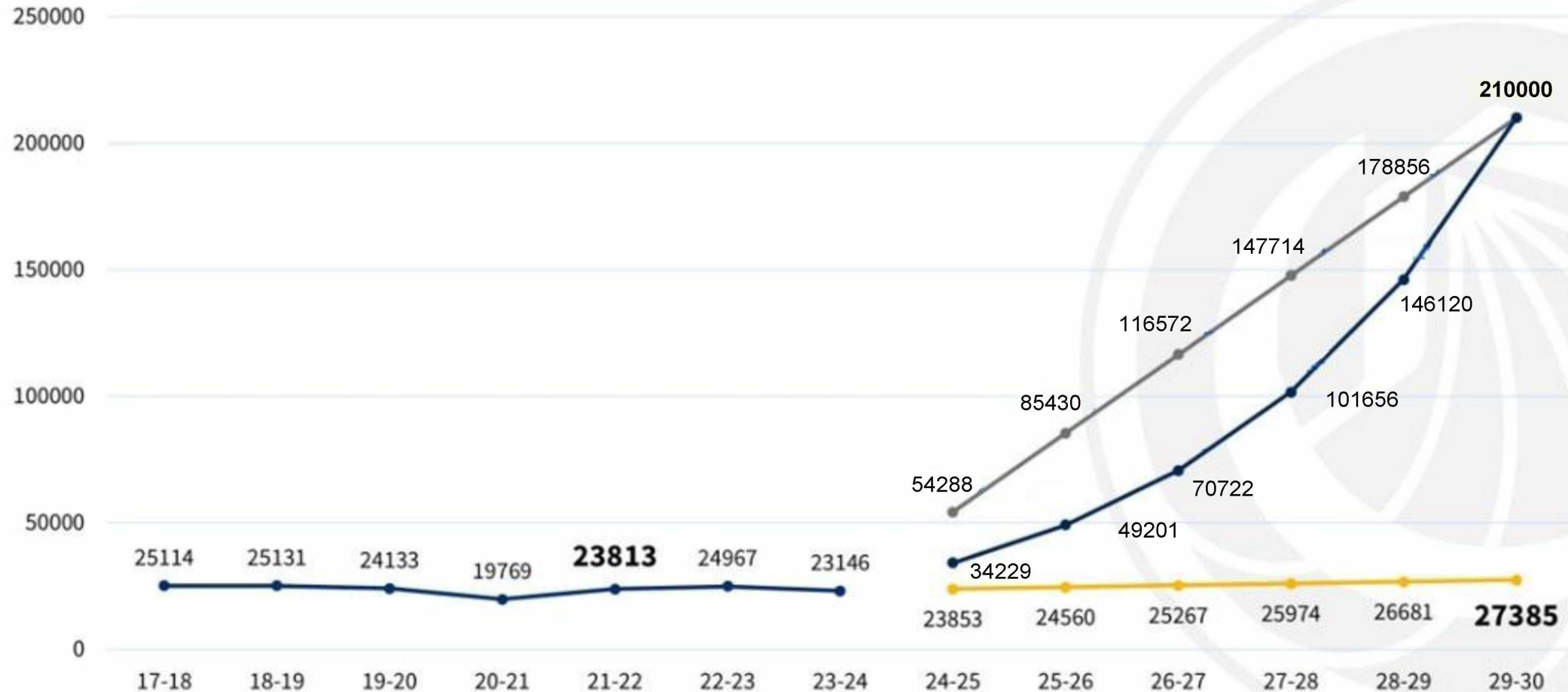


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Apprenticeship



Apprenticeship



Noncredit to Credit Apprenticeship Pathway – Certificates and Degrees

- Pathway is from pre-apprenticeship in enhanced noncredit programs earning a certificate to credit programs offering certificates and associate degrees to earning baccalaureate degree in career technical education or applied learning.
- Apprentices earn a State Apprenticeship Certificate upon completing the Apprenticeship Program.
- If the college offers a degree in the program, students may work towards that degree while in the program.



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California Apprenticeship Initiative (CAI) Grant Funding

CAI: A grant program designed to support the development of apprenticeships and pre-apprenticeships in new and innovative sectors

Target Sectors: Advanced Manufacturing, Advanced Transportation, Agriculture, Water & Environmental Technologies, Energy, Construction & Utilities, Global Trade & Logistics, Education, Healthcare, Information & Communication Technologies/Digital Media, Life Sciences/Biotech, Retail/Hospitality/Tourism, etc.

Purpose: Support the creation of new apprenticeships and pre-apprenticeship training programs

Eligible Entities: California Community Colleges and Districts, K-12 Local Education Agencies, Regional Occupation Centers & Programs, and County Offices of Education



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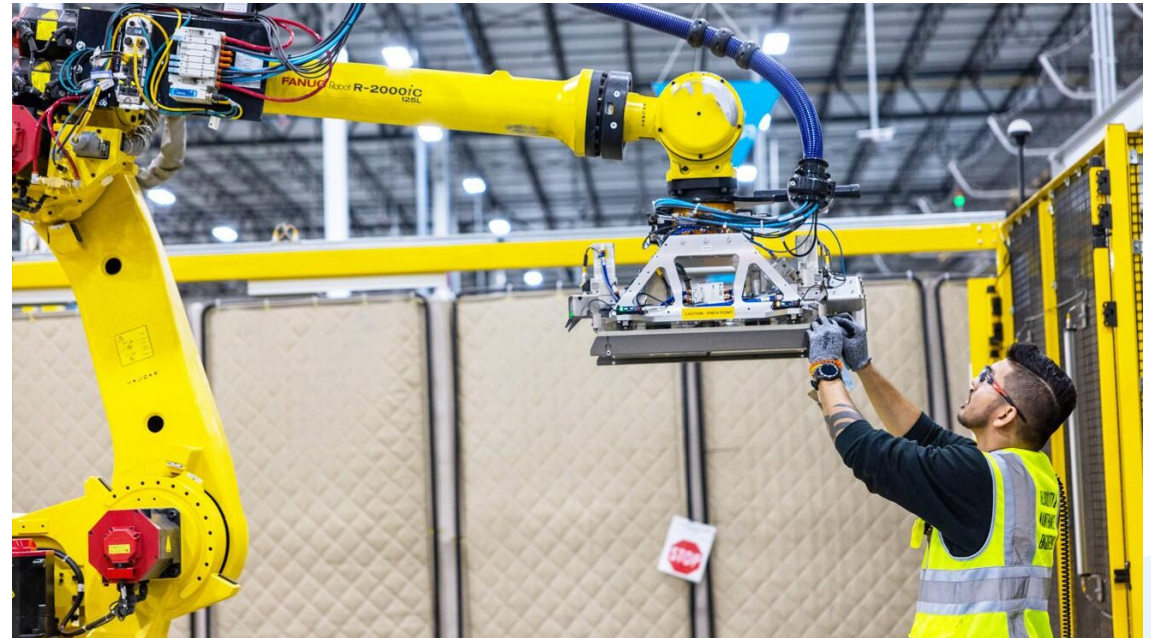


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CAI Grant Types

1. Planning
 - i. Up to \$120,000
 - ii. 1 year
2. Apprenticeship/Pre-Apprenticeship Implementation
 - i. Up to \$1,500,000
 - ii. 3 years
3. Expansion
 - i. Up to \$1,000,000
 - ii. 2 years



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Background Information



California Apprenticeship Initiative

Overview

As part of the California Community Colleges ongoing efforts to meet the state's need for an educated and skilled workforce and the Governor's goal of serving 500,000 earn-and-learn apprenticeships by 2029, the Chancellor's Office is pleased to announce the availability of Proposition 98 funds for the California Apprenticeship Initiative (CAI) New & Innovative Pre-Apprenticeship and Apprenticeship Grant Programs (N&I). Apprenticeship is the model of the future as a mechanism to eliminate the barrier between education, training, and employment to create a seamless pathway. While the goal is to serve 500,000 apprentices, California has currently served roughly 100,000, and the state has a need to create innovative ways to scale the growth of registered apprenticeships. The CAI N&I seeks to create new and innovative apprenticeship opportunities in priority and emerging industry sectors or areas in which apprenticeship training is not fully established or does not exist. Read more about the [Vision 2030 Roadmap](#).



Previous Allocations

- Fiscal Year 2023-2024
 - \$37 million
 - 79 applications funded
- Fiscal Year 2024-2025
 - \$19 million
 - 37 applications funded
- Fiscal Year 2025-2026
 - \$90 million requested
 - Release TBD



Allowable Expenditures

- Indirect or Administrative Expenditures (Not to Exceed 4% of Total Direct Costs)
- Program Materials and Supplies
- Publication and Printing Costs
- In-State Travel
- Staff Support
- To View the Full List of Expenses Which are Both Allowed and Not Allowed, Please Visit <https://www.cccco.edu/-/media/CCCCO-Website/docs/general/allowable-exped-cai-doc-a11y.pdf?la=en&hash=111A6529B63BAA30C89471B7FF362D7D5316676B> or Scan the QR Code Below



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RSI Funding

- The Related and Supplemental Instruction (RSI) Funding Program provides funding that supports apprenticeship programs which are registered with the California Division of Apprenticeship Standards (DAS). The funding may be used to pay for the costs of RSI, a mandatory piece of apprenticeship programs. RSI may not be used to support pre-apprenticeship programs.
- The RSI Hourly Reimbursement program utilizes [Proposition 98](#) funding to reimburse apprenticeship programs for the hours of RSI they provide to apprentices.

RSI Rates by Year

Each year, the Budget Act determines the RSI rate. The table below lists rates by year followed by associated legislation for each year the RSI rate was established.

YEAR	RATE	LEGISLATION
2020-21	\$6.44	AB-89 Budget Act of 2020.(2019-2020)
2021-22	\$6.77	AB-128 Budget Act of 2021.(2021-2022)
2022-23	\$8.82	Budget Act of 2022.
2023-24	\$9.98	SB-101 Budget Act of 2023.(2023-2024)
2024-25	\$10.05	AB-107 Budget Act of 2024.(2023-2024)



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Overall Funding Process

1. The Department of Finance (DOF) determines the amount of funding the RSI program will receive—the allotment—and an hourly rate for reimbursement. DOF divides the allotment between CCDs and K-12 LEAs, but the reimbursement rate is the same for each.
2. The CO assigns each CCD and K-12 LEAs that have requested RSI funding hours based on Schedule 2 and 3 allotments.
3. In NOVA, CCDs and K-12 LEAs report the projected and actual hours of RSI that they provided throughout the year.



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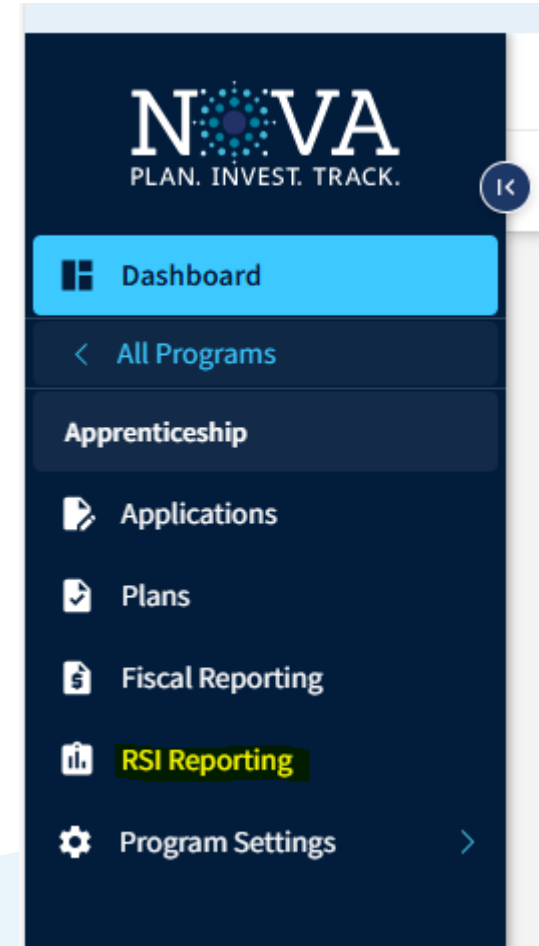
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RSI Reporting Deadlines

Report	Period	Due Date
Projection	October 1	Following Fiscal Year
P1	July 1 to December 31	January 15
P2	July 1 to April 30	May 15
ReCalc	July 1 to June 30	November 1



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Apprenticeship Support

- Virtual Office Hours
 - 2nd and 4th Tuesday of the month from 2:00PM-3:00PM
 - <https://cccco.zoom.us/j/83752577222?pwd=W2DLzPISbAxWfQGan7vPgWZ1SsJQ0x.1>
- apprenticeship@cccco.edu
- Stay informed! Join the WEDD email list at https://LISTSERV.CCCNEXT.NET/scripts/wa-CCCNEXT.exe?SUBED1=WEDD_ALL

Stay Connected!



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Apprenticeship Level-Set and the Role of DAS

Adele Burnes



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DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

Apprenticeship

INFO SESSIONS

About Us

The California Division of Apprenticeship Standards assists employers and organizations interested in developing a skilled workforce through the **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



California: The Apprenticeship Powerhouse

- 91,701 Registered Apprentices
- 17,000 State Apprentices Graduate Annually
- 4,320 Registered Pre-apprentices
- 36,000 Participating Employers
- 1,295 Training Programs Statewide
- 300 Active Educational Institutions

[Apprenticeship Data](#)



State and Federal Apprenticeship Offices



California Division of Apprenticeship Standards (DAS)

- Registers and oversees apprenticeship programs in California
- Advised by committees
- Administers funding programs such as Apprenticeship Innovation Funding (AIF) and California Opportunity Youth Apprenticeship (COYA) Grant.



U.S. Department of Labor Office of Apprenticeship (DOL)

- Registers and oversees apprenticeship programs that are federally registered and in states without a recognized a State Apprenticeship Agency
- Administers federal grants (ABA Grant and more)

Two separate entities who share a common goal: to enhance apprenticeship opportunities and support employer partners!

Non-Traditional Apprenticeship Sectors



**Information
Technology**



Healthcare



**Public
Services**



Transportation



Education



**Arts Media &
Entertainment**



**Business
Services**



**Advanced
Manufacturing**



Agriculture



Youth & more

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

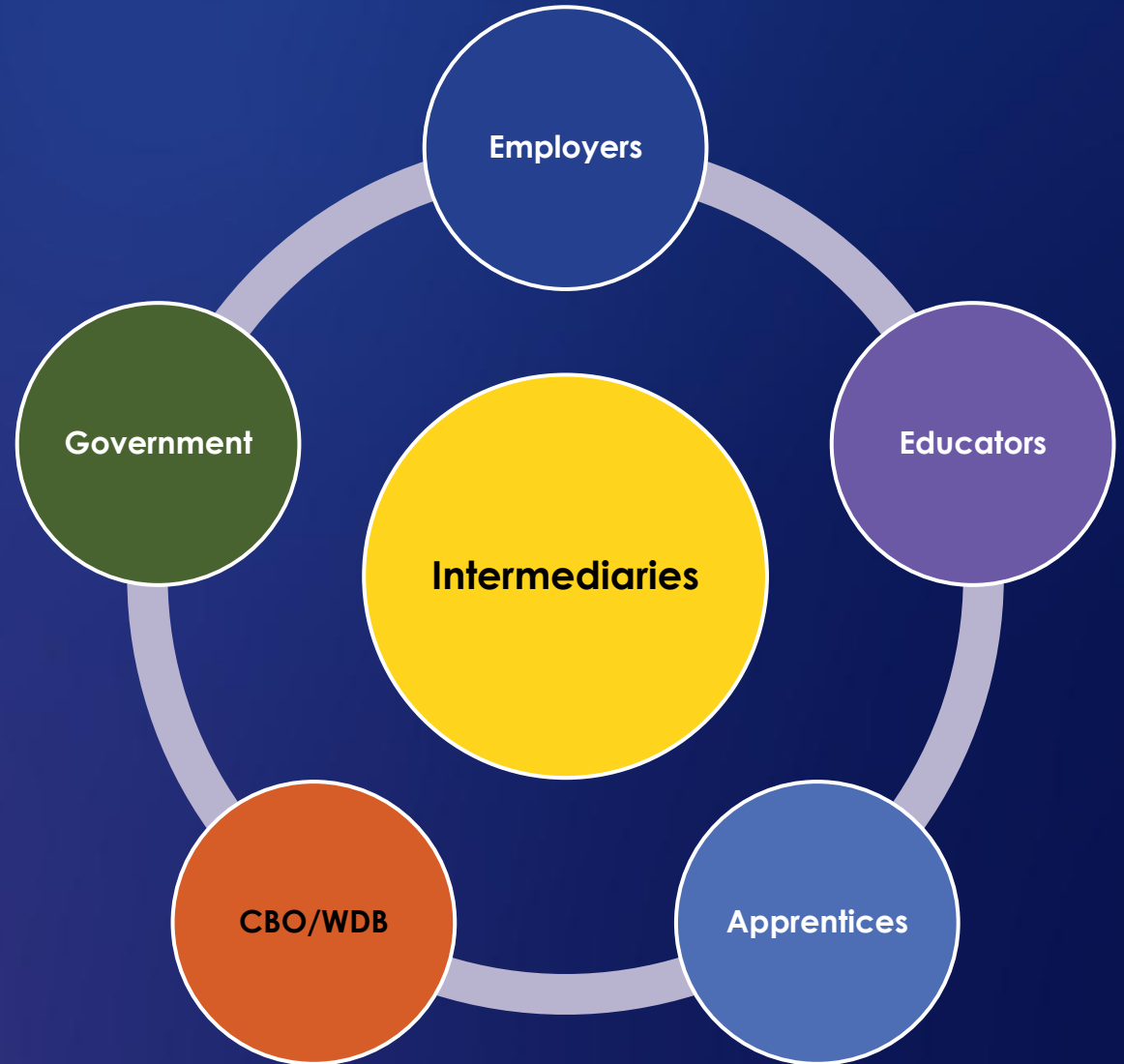
- Earn and learn

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



What is Registered Apprenticeship?

A structured education and training program that takes place in the workplace and includes:

Apprenticeable Occupation(s)

Select the occupations (O*NET) that best suit your company and prospective apprentices

On the Job Training (OJT)

- Defined work processes and competencies (if necessary)
- Mentorship throughout the course of the program

Related and Supplemental Instruction (RSI)

- 144 hours of Classroom-based RSI
- Equivalent of 3 lecture courses in a college context

Paid employee with progressive wage

- Apprentice is a fully paid employee
- Progressive wage scale with at least one step increase in wages
- Ideally with benefits

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).
Typically 2000 hrs OJT and 144 hrs RSI

Competency Program

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

Hybrid Program

Includes both time-based and competency-based requirements.

Road Map to Starting Your Apprenticeship Program



Potential Funding Resources

Visit the [DAS Funding Resources page](#) for more detail

- **CA Division of Apprenticeship Standards (DAS)**
 - ❖ Apprenticeship Innovation Funding (AIF)
 - ❖ California Opportunity Youth Apprenticeship (COYA) Grant
 - ❖ Equal Representation in Construction Apprenticeships (ERiCA) Grant
- **CA Community College Chancellor's Office**
 - ❖ California Apprenticeship Initiative (CAI) Grants
 - ❖ Related and Supplemental Instruction (RSI)
 - ❖ Strong Workforce Program (SWP)
 - ❖ Apportionment – Full-Time Equivalent Students (FTES)
- **CA Workforce Development Board – High Road Training Partnerships (H RTP)**
- **Employment Training Panel (ETP)**
- **Workforce Innovation and Opportunities Act (WIOA)**
- **Local Workforce Development Boards (LWDB)**
- **Federal/U.S. Department of Labor**



SCAN ME



CA Opportunity Youth Apprenticeship (COYA) Grant

- The overall objective of the COYA Grant program is to develop and test innovative practices to increase the participation of opportunity youth in pre-apprenticeship and apprenticeship programs, and to demonstrate the impact of apprenticeship on employment and earnings outcomes for opportunity youth.

- **2nd round of COYA Grant:**

- ❖ Opened in February 2025 - **Deadline is April 10**
- ❖ \$16M in available funding

- Funding Structure:

- ❖ Apprenticeship Planning Grants
 - Up to \$500,000, 1-2 Year Grant Period
- ❖ Pre-Apprenticeship Implementation Grants
 - \$500,000 - \$2,000,000, 2 Year Grant Period
- ❖ Apprenticeship Implementation Grants
 - \$500,000 - \$2,000,000, 2 Year Grant Period



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.
- **\$3500 per active apprentice** per year, prorated to the month, along with **\$1000 per apprentice completion** bonus.

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.
- **\$10.05 per training hour**

AIF - Timeline to Apply

Applications for reimbursement open once per year. For apprentices served in 2024, the timeline to apply is:

- February 18, 2025 – Applications for Reimbursement Open
 - ❖ February 27, 2025 at 10am - AIF Information Session
 - ❖ March 25, 2025 at 11am - AIF Office Hours
 - ❖ April 14, 2025 at 1pm - AIF Office Hours
- April 17, 2025 at 12pm PST – Deadline for Applications
- March – June – Eligibility Evaluation
- May – September – Estimated Payment Window



Partnering With Us

We ask questions and listen to your needs before providing guidance and resources to fit your goals

The assigned Consultant provides complimentary services to help you:

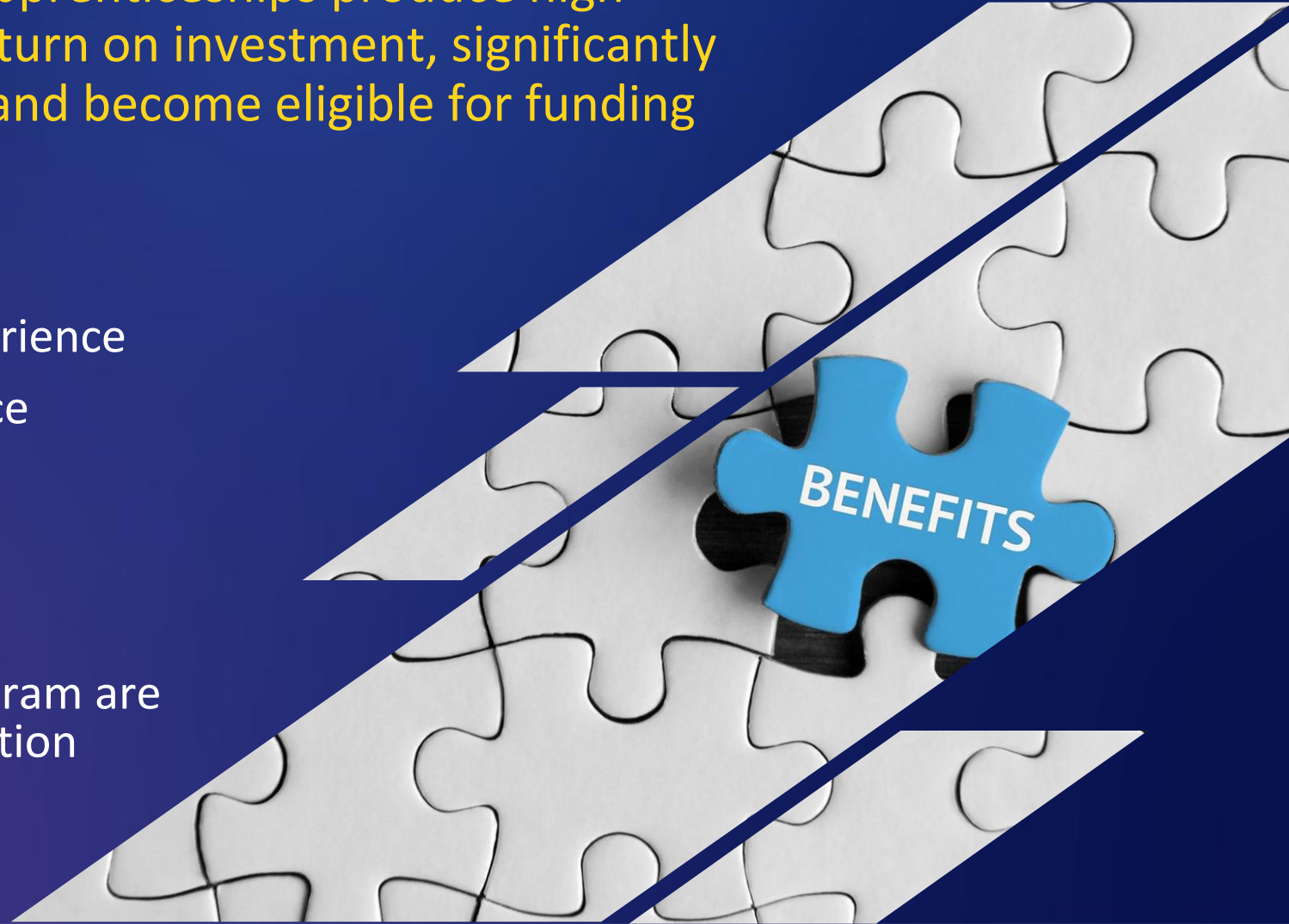
- Build a program to address your needs
- Partner with a Local Education Agency (LEA)
- Identify apprenticeable occupations
- Discover a talent pool
- Access funding sources
- Streamline the approval process
- Facilitate additional partnerships



Benefits To You

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
- ❖ Builds diversity of thought and experience
- ❖ Increases efficiency and performance
- ❖ Reduces turnover rates
- ❖ Customizable training
- ❖ Proven return on investment
- ❖ Apprentices who complete the program are state-certified and receive a completion certificate



Adele Burnes
Chief
Division of Apprenticeship
Standards

Thank You!

Any Questions? Please Reach Out!



Scan Here to Find Your DAS
Industry Sector Lead



Apprenticeship
INFO SESSIONS

Next Steps

Michelle Vaughn-Lopez



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Next Steps

- Take our survey
- Advancing Apprenticeship 2.0 Pre-Conference Session at CCCAOE on April 8th, 1-3pm
- Apprenticeship Funding Breakout Session as part of CCCAOE Conference
- Resource Toolkit



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Toolkit

- Apprenticeship 101 Resources
- Information on Accessing Funding Opportunities
- Templates and examples for internal processes
- RSI vs. FTES Guidance
- CPL Resources
- Marketing Resource
- Training Modules

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**Apprenticeship Pathways
Demonstration Project**
Apprenticeship Toolkit - Phase Two

This is the second part of a toolkit designed for California Community College participants in the Apprenticeship Pathways Demonstration Project as they seek to convert existing apprenticeship programs into for-credit pathways. This includes providing credit for apprenticeship classroom instruction, on-the-job training, and prior learning experiences - creating new opportunities for students to access college credit in pursuit of their degree and career goals. Resources from the California Community Colleges Chancellor's Office, Santiago Canyon College, Grow Apprenticeship California, a program of the Foundation for California Community Colleges, and project partners have been compiled to support colleges in these efforts.



**College Apprenticeship Program Templates**

These resources provided by Santiago Canyon College and Rancho Santiago Community College District are intended to support internal processes and alleviate barriers to administrative components of developing a Registered Apprenticeship Program. These examples are provided for reference, so important considerations for using them are:

- California Community College districts often have their own processes, so be sure to check with your college or district to ensure use of the correct forms and procedures.
- Local Education Agency agreements can and should be specific to the programs they are referencing.
- Before beginning a Division of Apprenticeship Standards (DAS) application, be sure to connect with a DAS consultant. Consultants are organized by sector for new and innovative programs and by region, for building, construction, and fire programs. Please note: Application requirements may differ based on your consultant. To find the right contact for your apprenticeship program, visit: https://www.dir.ca.gov/das/das_contactUS.html.
- Timelines for apprenticeship program development vary by program type. The example provided is for a non-traditional apprenticeship program. Processes and timelines for key milestones may vary in each college, district, and region depending on existing buy-in, partnerships, and apprenticeship infrastructures.

Templates and Examples

- [Apprenticeship Approval Process Timeline](#)
- [DAS IACA Employer Agreement](#)
- [ISA Agreement](#)
- [LEA Letter Template](#)
- [LEA Letter Example](#)
- [List of Committee Members](#)
- [Purchase Agreement](#)

Closing

Chancellor Martinez



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Thank you!



APDP Support Team

Apprenticeship Questions? Email apprenticeship@cccco.edu

Questions about Upcoming Events? Email Kaley Martin at kmartin@foundationccc.org



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