



California Community Colleges

SYSTEM WEBINAR SUMMARY: Exploring Apprenticeships (April 2025)

This [webinar](#) focused on apprenticeship and its role as a pathway to career success for many students. Guest presenters included Lucia Teixeira, Director of Apprenticeship Programs at Chabot Las Positas Community College District, and a group of apprentices participating in the district's programs.

What is the Significance of Apprenticeship?

- An [apprenticeship](#) program combines classroom instruction with paid, on-the-job training, allowing students to earn while they learn.
- Apprenticeship is driven by industry, providing high-quality career pathways that are developed and in demand by California employers. Registered Apprenticeship Programs (RAP) are approved and validated by the US Department of Labor and the California Division of Apprenticeship Standards.
- The California Community Colleges (CCC) support both traditional apprenticeship in the building trades and nontraditional apprenticeship in areas like healthcare, manufacturing, and information technology.
- Apprenticeship contributes to workforce development, helping to expand and diversify the state's economy, and supports social and economic mobility for individuals, especially those from underrepresented and low-income populations.

What are CCC Goals for Scaling Apprenticeships in 2025?

- There are about 24,000 students enrolled in apprenticeship courses across 116 CCCs, and 4,000 to 5,000 students reach journey-level status each year.
- To meet the Governor's ambitious apprenticeship target of 500,000 by 2029, CCCs must increase the number reaching journey level status by tenfold or more.
- Our proposed goal is to achieve a 15% increase in apprenticeship participation in each of the next three years, in recognition of the CCC's importance in producing apprenticeships and the alignment of the state's goal with our Vision 2030 priorities.
- We are particularly focused on creating for-credit apprenticeship pathways that align with and support credential and degree attainment for our students.
- Through the [California Apprenticeship Initiative](#) (CAI), funding is available for colleges to plan, implement, and expand apprenticeships. The Chancellor's Office is particularly interested in investing in supporting employer outreach to develop non-traditional apprenticeship programs.

- There are several upcoming training opportunities on apprenticeship for colleges at the [California Community College Association for Occupational Education Spring Conference](#).

How are Colleges Working to Expand Apprenticeships?

- Chabot-Las Positas CCD is focusing on expanding [apprenticeship opportunities](#), and identifies four key areas that drive their success:
 - *Partnerships* – The district and its colleges have developed partnerships with a number of area employers, such as AC Transit, Ascension Health Pathways, and CA State Society for Opticians. The district focuses on long-term career opportunities for its students in the local skilled workforce.
 - *Diverse Programs* – These partnerships include 13 traditional (trade) programs and 9 non-traditional programs in high-growth industries like [health](#), [education](#), [transportation](#), and [advanced manufacturing](#).
 - *Degree Pathways* – The programs align with the colleges’ degree pathways, including certificate credits that apply to associate degrees and one program that is a transfer pathway.
 - *Connection to Pre-Apprenticeship* – Two pre-apprenticeship programs are in development, as early exposure is important for introducing students to apprenticeship opportunities.
- Apprentices participating in the district’s programs shared a number of positive experiences:
 - One described how the AC Transit Heavy Duty Coach program has helped him to identify a promising career pathway that he is enthusiastic about, after having little direction when he graduated from high school.
 - An older, low-income, single mother of two had been working in retail and learned about the Alameda County Health Coach apprenticeship program. She appreciates the hands-on training and the connections she has made among health care employers in her community.
 - Another single mother in the same health coach program appreciated the opportunity to be paid while learning when she was returning to the workforce after time away caring for her disabled children.
 - A participant in the optician program, who had previously attended community college but dropped out, said the apprenticeship program is approachable and has opened doors to a career pathway, turning him from “a regular worker to a skilled worker.”
 - When asked for one word or phrase to describe their experience with apprenticeship, the students indicated their programs had been “transformative,” “motivational,” “fun,” and “a blessing.”