



2022

CALIFORNIA REGIONAL APPRENTICESHIP STRATEGY SESSIONS



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INTRODUCTION & BACKGROUND

The USDOL Registered Apprenticeship (RA) Technical Assistance (TA) Center of Excellence on System Alignment and Strategic Partnerships (CoE) was established in July 2021 to accelerate national scaling of apprenticeship by building and sustaining partnerships that support system alignment with the nation's workforce and education systems. Through the grant Safal Partners, a nationally recognized apprenticeship technical assistance leader, industry intermediary, and program sponsor, will lead work with select national and state grant partners, to:

- Increase understanding about RA in the workforce system, leading to doubled workforce system participation in RA programs (RAPs).
- Provide workforce system training that supports an integrated service delivery approach and development of resources to increase leveraging of WIOA and other federal funding across workforce programs for apprenticeship.
- Increase employer, education and training providers, intermediaries, and workforce systems partnership building and connectivity through development and dissemination of national TA materials, web-based training, and “deep dive” assistance to key stakeholders in a minimum of five (5) states.
- Collect feedback and promising practices from RA practitioners and stakeholders in the field to inform new federal and state-level policy recommendations focused on RAP acceleration and workforce/education alignment.

Safal selected California as one of the five initial states in which to do focused work with leaders across workforce, industry, education, and labor to both (a) identify and accelerate opportunities to build apprenticeship partnerships, system alignment, and increased RA programming, and (b) curate examples of what is working well in the state to produce and disseminate national technical assistance using field-informed models. Safal engaged California Workforce Association (CWA) as the lead partner on the CoE grant in California.

Together, Safal Partners, CWA and leadership from the state apprenticeship agency (Division of Apprenticeship Standards - DAS) and the USDOL Office of Apprenticeship (OA) in the state - first determined the need to form a Leadership Team of representative organizations to guide the Center's work in the state. The team is comprised of 26 members representing industry, workforce, education, government, and labor; it has representation from both the state and local level within each sector.

REGIONAL SESSION PLANNING & OBJECTIVES



The leadership team began work in Spring 2022 to plan a series of regional sessions for the purpose of accelerating apprenticeship-focused collaboration across networks of workforce, education, industry and government stakeholders. Safal walked the leadership team through the concept of using a Strategic Doing™ process to facilitate the meetings. This process is designed to build partnerships and advance work across open and loosely connected networks, which recognizes the inherent challenges to effective partnership formation across today's disparate apprenticeship system stakeholders.

After determining initial meeting guidelines and ensuring that work would focus on build on – not duplicate – extensive work already successfully undertaken by OA, DAS, and state leaders across workforce, education, industry and labor to accelerate RA adoption, the leadership team established an initial framing question to guide meeting participants to the ultimate desired goal:

“Imagine if California’s Registered Apprenticeship system (i.e. industry, workforce, education) expanded and modernized to provide career-long relationships that keep all Californians at the cutting edge of tech, skills, knowledge, and abilities. What would that look like?”

MEETING FORMAT AND AGENDA

Safal, CWA, national CoE partners, and the CoE California leadership team partners invited their key stakeholders and constituencies from education (K-12, post-secondary, and adult education), workforce (state and local workforce development boards), industry, labor, and community-based organizations (CBOs).

Session attendees registered online either as a team or individually; all registrants were then aligned with their LWDB area for the purposes of seating at the meeting. Each meeting opened with Safal Partners staff providing an overview of the CoE and USDOL OA's goal for both the Center and overall acceleration and modernization of apprenticeship nationwide.

A DAS representative then provided a recap of work done in the state to advance apprenticeship over the past decade and key highlights from the recently released “Five Point Action Plan” developed by the Labor & Workforce Development Agency, the Department of Industrial Relations and DAS to guide the process of meeting Governor Gavin Newsom’s ambitious goal to expand California’s apprenticeship system to serve 500,000 apprentices by 2029.

Lastly, staff from the Foundation for California Community Colleges provided an overview of the Foundation’s apprenticeship-focused work since 2015 including the California Apprenticeship Initiative (CAI), Grow Apprenticeship California (GAC) initiative and ongoing TA and resource development to expand the Foundation’s community of practice and high-quality, diverse apprenticeship programming.

Session participants were then introduced to the process through which they would work in their respective groups. After a brief reminder of ground rules for work (i.e. focusing solely on Registered Apprenticeship, building on and leveraging work already successfully undertaken at the state and local level to advance RA, etc.) and table discussion best practices, each group then had participants begin by a process of asset mapping followed by a series of four guided questions.

STAGE ONE: ASSET MAPPING

Asset mapping is the process by which participants identified what assets their organization...

- has access to, and
- is willing to share to help the group meet their collective goals.

Teams were asked to list all of the assets that met the above criteria in four distinct categories:



No. 01 – Physical Assets

Physical assets could include meeting space, training sites, digital assets, physical equipment, tools, materials, etc.



No. 02 – Skill Assets

Skill assets could include any relevant competencies around partnership formation or apprenticeship implementation - i.e. apprenticeship SME, curriculum development, wraparound/supportive service provision, business engagement processes and practices, etc.



No. 03 – Social Assets

Social assets could include relationships such as professional networks, formal partnerships (i.e. through contracts, MOUs, articulation agreements, etc.), organizational memberships, etc.



No. 04 – Capital Assets

Capital assets could include current financial resources dedicated and/or directly aligned to apprenticeship efforts (i.e. budgets for staff, materials, programming) or potential funding that could be applied to apprenticeship initiatives (i.e. grants, WIOA or non-WIOA program funding, federal or state resources, etc.)

STAGE TWO: GUIDED QUESTIONS

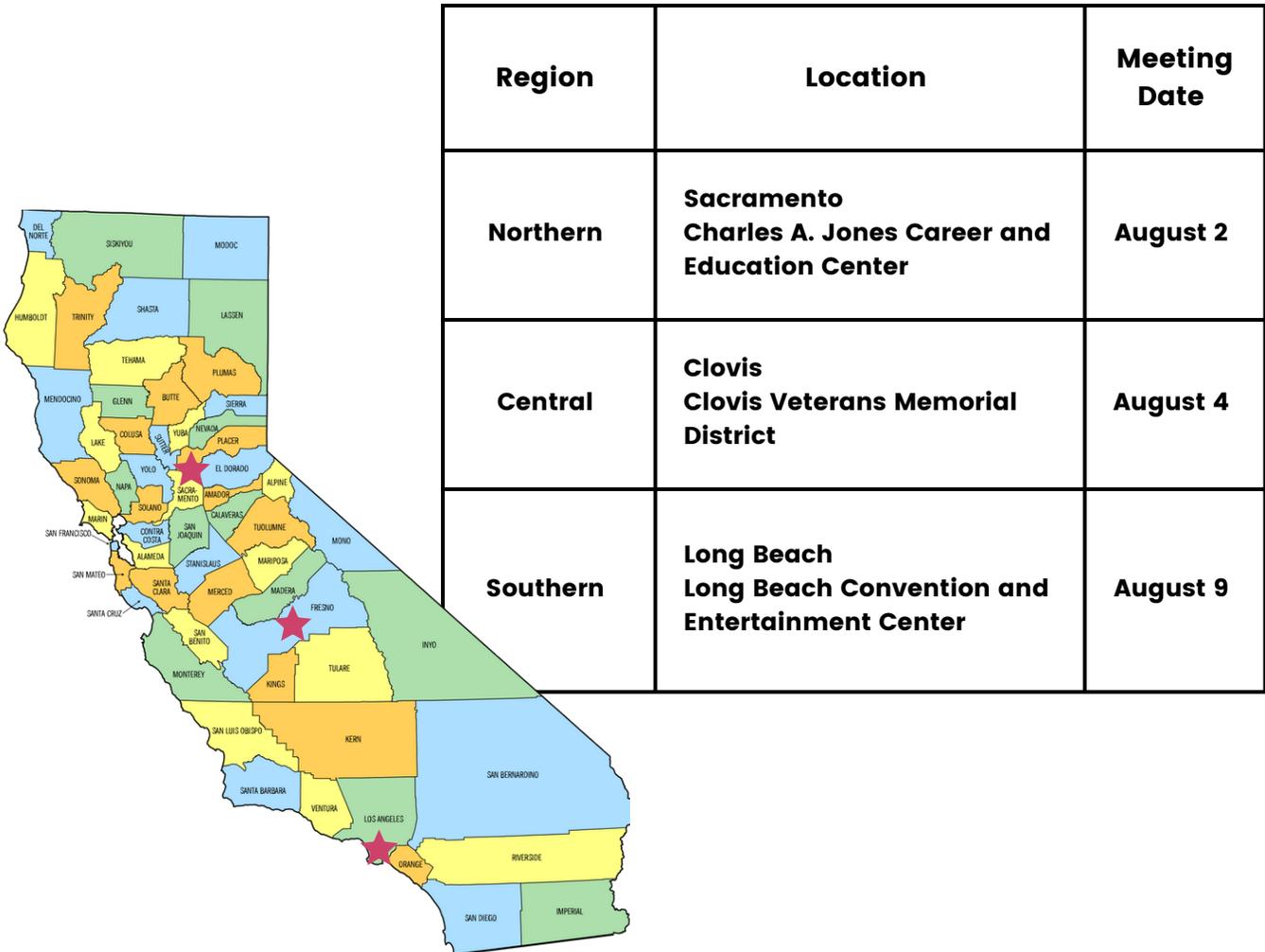
After completing the Asset Identification process, each group worked through a series of four guided questions focused on opportunities and actions toward answering the initial framing question.

Question	Description	Output
What Could We Do?	Recognizing the group's collective assets, participants then brainstormed opportunities they could pursue toward answering the framing question.	<ul style="list-style-type: none">• A list of potential opportunities
What Should We Do?	The group then evaluated each potential opportunity using a matrix judging difficulty of effort vs. potential payoff to rate each opportunity.	<ul style="list-style-type: none">• A ranked list of opportunities developed in stage one
What Will We Do?	The group selected the opportunity that best utilizes assets and sits at an acceptable balance point of effort vs. payoff, defined what measurable success would look like for that opportunity, and listed a series of key action steps toward achieving that opportunity.	<ul style="list-style-type: none">• An agreed-upon top priority• Series of action items
When Will We Reconvene?	The group determined when and how they would complete their stated action steps and check in to ensure progress against their selected opportunity	<ul style="list-style-type: none">• Dates for each action item and assignments (if applicable)

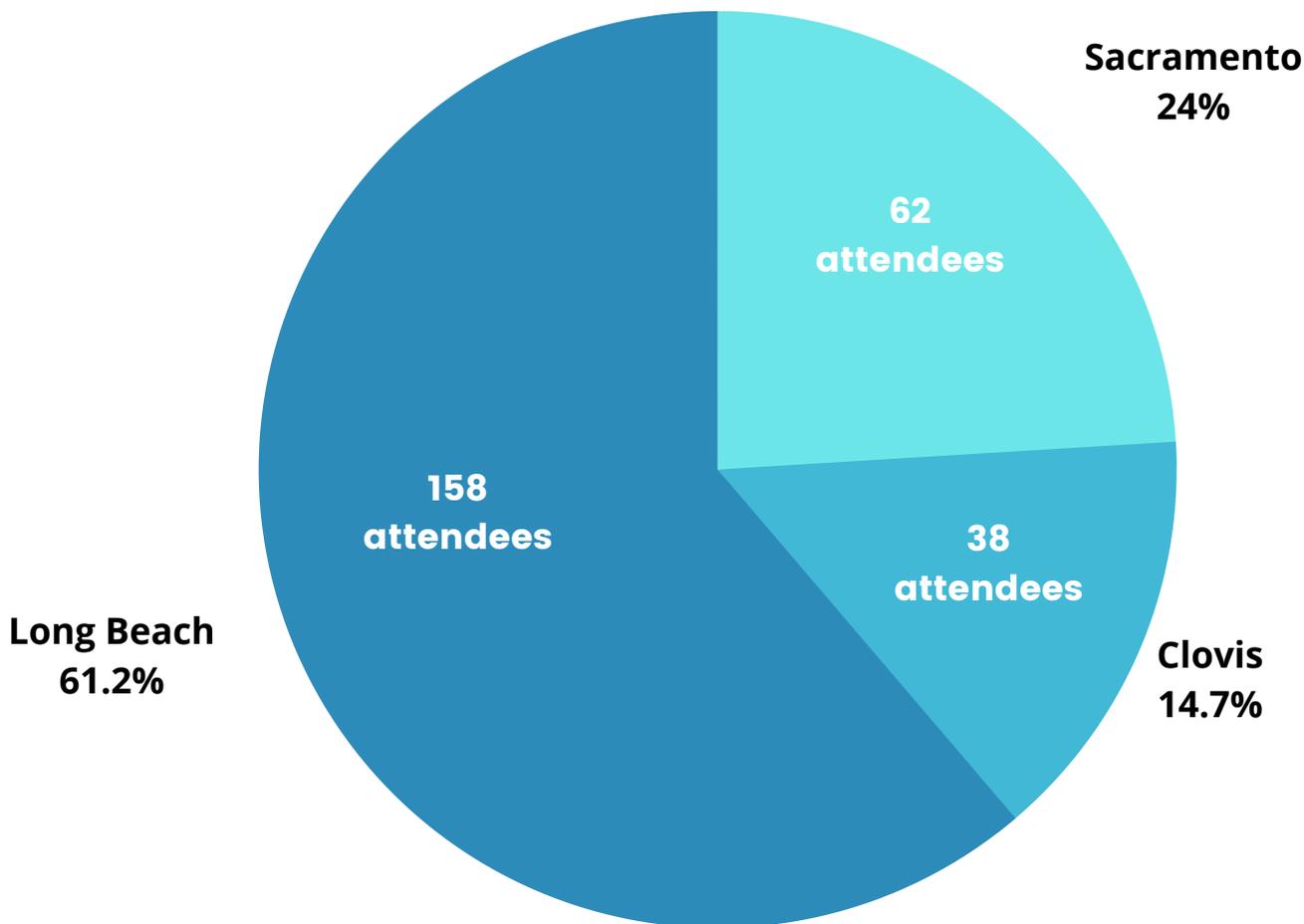
The anticipated results are group-driven, customized action plans engaging a diverse set of stakeholders to move toward more effective partnership building and system alignment. The overall goal of the sessions was to create local action plans that are driven by the stakeholders, versus being driven by a state or federal action, to move RA forward for their area. This methodology allows people and organizations currently engaged in RA across widely varying levels - i.e. from no engagement at all to long-term RAP sponsor - to build and further effective partnerships toward RA acceleration and modernization.

SESSION SITES & PARTICIPANTS

The CoE Regional Sessions took place over a 10-day period at three strategic locations across the state. Each session ran from 8:00am - 12:00pm.



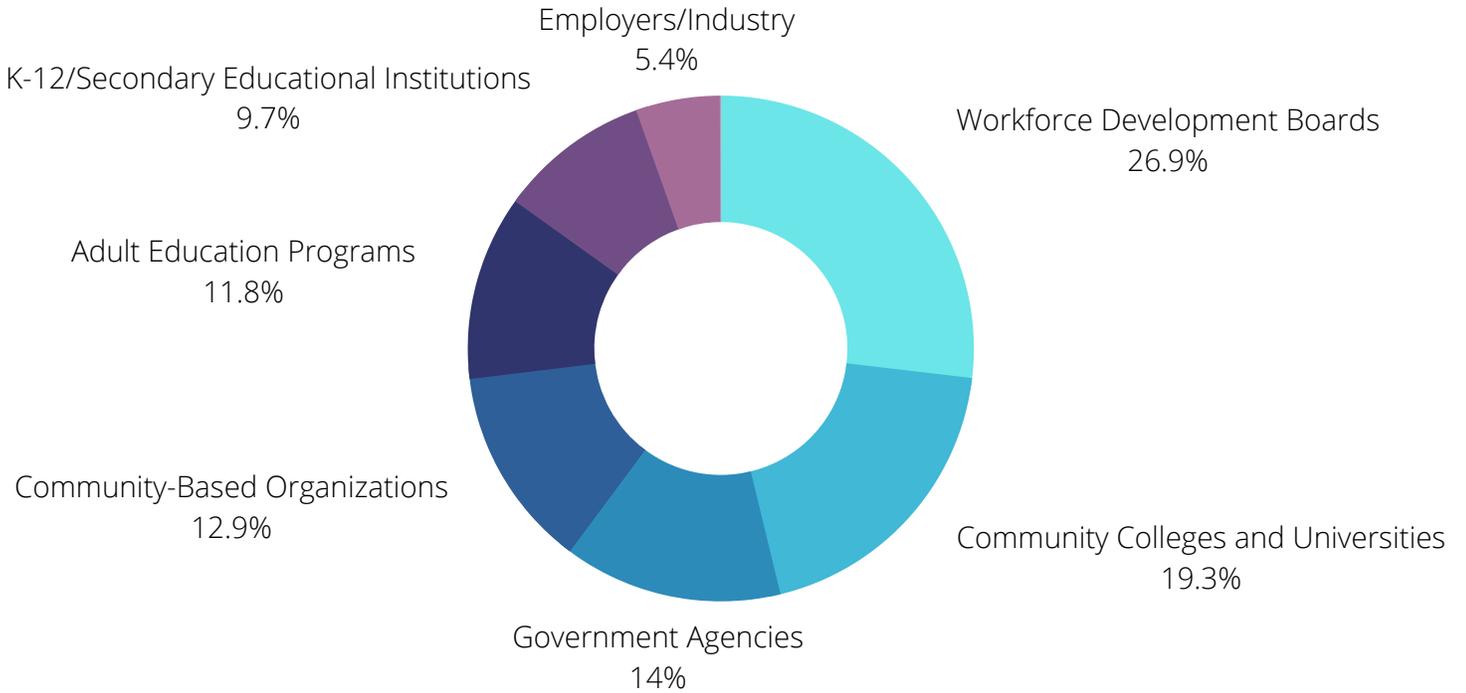
A total of 258 participants actively participated in the three sessions:



Each table represented on average 5-7 individuals representing a mix of workforce, industry, education, labor and government. Participants represented a strong cross-section of organizational types that play varying roles in Registered Apprenticeship.



Session Attendee Breakdown by Organizational Type



41%

of organizations represented were educational institutions - spanning secondary, post-secondary and adult education

OVERVIEW OF MEETING OUTPUTS

Upon conclusion of each three-hour collaborative session, every team shared what specific, practical goal they had committed to working toward and what next steps each team member/organization would take toward that goal within the next 60-90 days.

As predicted, the groups presented a highly diverse collection of intended outcomes that:

- recognize and incorporate local assets identified by the meeting participants
- are within each group's ability to influence/pursue
- are aligned with the CoE's mission of accelerating strategic partnership formation to increase RA adoption and improve system alignment

The Safal team aggregated stated outcomes by session participants into six major categories:



SACRAMENTO SESSION (8/2)

Alameda Participants

- David Dias (Alameda County WDB)
- Sarah Holtzclaw (Chabot-Las Positas)
- Isabel Reichert (Ohlone College)
- Beth Cutter (Castro Valley Unified School District)
- Sara Walke (Vineyard Alternative School & Livermore Adult Ed)
- Carmelo San Mames (Alameda County WDB)
- Kelly Johnson (Lawrence Berkeley National Laboratory)
- Javier Contreras (Alameda County WDB)

Assets

The assets available to this group are mostly in the social connections area; however, they also have physical assets for meeting locations and educational entities for the skills assets.

What Could We Do?

Ranged from advocating for a related instruction (RI) system for pre-apprenticeships similar to Registered Apprenticeships to educating the K-12 system (teachers, parents, teachers about RA).

What Should We Do?

Ranked #1 – Educating employers about apprenticeships, from pre-apprenticeship to youth apprenticeship to Registered Apprenticeship sponsorship. With this opportunity they will be able to:

- Increase the number of employers engaged in RA
- Identify challenges for employers
- Provide SMEs for employers along with a community of practice
- Share best practices
- Convene employers to accelerate adoption

What Will We Do?

The team agreed to take the following action steps:

1. Establish a board Apprenticeship Working Committee by Nov 2022
2. Set up industry groups of employers by Feb 2023 (includes getting buy in from employers to attend and creation of materials to present to them)
3. Employer presentations begin in Mar 2023 with employer groups and industry associations

SACRAMENTO SESSION (CONTINUED)

Contra Costa Participants

- Dan Middleton (Catalight Foundation)
- Suzanne Murphy (Martinez Adult Education)
- Noramah Burch (Contra Costa WDB)

Assets

The assets available to this group are spread across all four areas, with special note to obtaining capital assets. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from making people aware of the Registered Apprenticeship opportunities (especially in manufacturing) to developing sustainable funding for RA work.

What Should We Do?

Ranked #2 but selected by the group to focus on – Develop a strategy around apprenticeship work.

With this opportunity they will be able to:

- Determine clear common goals
- Consider equity items within the plan
- Set up accountability with each stakeholder

What Will We Do?

The team agreed to take the following action steps:

1. Determine stakeholders by Aug 12
2. Organize meetings, develop agenda, set goals for meeting by mid-September
3. Hold meeting end of September to mid-October



SACRAMENTO SESSION (CONTINUED)

Humboldt Participants

- Andrew Rix (Cal Poly)
- Connie Stewart (Cal Poly)
- Kate Shea (Cal Poly)
- Scott Adair (Economic Development Humboldt County)
- Peggy Murphy (Economic Development Humboldt County)

Assets

The assets available to this group are spread across all four areas and include leveraging funds from large employers for the RA work.

What Could We Do?

Ranged from conducting a workforce gap analysis to improving the rate of college bound high school students via Registered Apprenticeship.

What Should We Do?

Ranked #1 – Create a RA program for the diversified health care industry cluster in Humboldt County. With this opportunity they will be able to:

- Engage students in earn and learn activities which promote college courses too
- Fill the labor needs of the health care industry
- Increase partnership with health care groups and providers

What Will We Do?

The team agreed to take the following action steps:

1. Conversation with the North Coast Health Leadership Team to engage in RA work at Aug 29 meeting
2. K-16 collaborative to hire a director by Sept 30
3. Host an LMI data meeting to gather data for RA occupation selections
4. Pre-Apprentice meeting with DOL/DAS by Sept 30
5. Create a learning cohort of Community Health Workers from pre-apprentice programs by Aug 15
6. Read and share a report from San Diego on Behavioral Health Workforce by Sept 1

SACRAMENTO SESSION (CONTINUED)

Nortec Participants

- Carrian Foster (The Smart Workforce Center – AJC)
- Sarabeth Angel-Townser (Shasta College)
- Molly Stimpel (Shasta College)

Assets

The assets available to this group are mostly in the physical assets area; however, they also have quite a few initiatives under the social assets area. This gives them easy access to space for meetings and other initiatives to tag into on Registered Apprenticeship work.

What Could We Do?

Ranged from starting a High School apprenticeship to expanding Grow Manufacturing and Grow Tech.

What Should We Do?

Ranked #1 – Get vocational education back into schools as a precursor to apprenticeships. With this opportunity they will be able to:

- Have students identify careers at an early stage
- Have counselors in High Schools who are steeped in various careers
- Students able to demonstrate some skills relative to careers they identify

What Will We Do?

The team agreed to take the following action steps:

1. Convene K-12, community colleges, industry, workforce, etc. for initial meeting by Sept 30
2. Get industry support to participate in a career expo by Sept 30
3. Get 21st Century Skills or Clark County Fellows examples by Sept 30
4. Identify employers willing to apprentice by Oct 30



SACRAMENTO SESSION (CONTINUED)

North Bay Participants

- Sita Williams (Workforce Alliance of the North Bay)
- Carnell Pinkney (RACS)
- Ronald Gensler (Bay Area Community Services)

Assets

The assets available to this group are mostly in the social assets. This will give them the linking and leveraging of resources needed to expand RA.

What Could We Do?

Ranged from determining what apprenticeships would be most beneficial to the Marin community to understanding how to register an apprenticeship.

What Should We Do?

Ranked #1 – Establish an office/admin Registered Apprenticeship. With this opportunity they will be able to:

- Fill in-demand occupation need
- Establish deeper partnerships with industry representatives
- Take people with barriers and move them into apprenticeships

What Will We Do?

The team agreed to take the following action steps:

1. Contact education partners to determine interest, classes, instructors by Oct 1
2. Contact and identify employers by Nov 15
3. Establish partner roles (includes agenda, meeting time) by Oct 15
4. Establish need for training program through using LMI by Sept 15



SACRAMENTO SESSION (CONTINUED)

NOVA and Solano Participants

- Angela Taylor (San Mateo Adult and Career Education)
- Kira Mann (San Mateo Adult and Career Education)
- Marion Aiken (Solano WDB)
- Eric Rood (DIR-DAS)

Assets

The assets available to this group are spread across all four areas. It should be noted that Eric Rood participated at this table and opened up several areas for connecting with capital and social assets.

What Could We Do?

Ranged from creating stakeholder communication portals to leveraging assets to 'reignite' a relationship at NOVA Works.

What Should We Do?

Ranked #1 - Align and evaluate CTE programs to the RA model. With this opportunity they will be able to:

- Build trust and a collaborative effort that leverages resources
- Have clear objectives with a pathway for students
- Maximize funding opportunities

What Will We Do?

The team agreed to take the following action steps:

1. Identify student interests with a survey by Jan 2023
2. Conduct a labor market analysis and review current CTE programs by Jan 2023
3. Understand fully the RA model and funding for CTE by Jan 2023

SACRAMENTO SESSION (CONTINUED)

Sacramento Works/Valley Vision Participants

- Alex Read (Sacramento State CCE)
- Angel Garcia (CHHS-OYCR)
- Yzabelle Dela Cruz (Valley Vision – Sacramento Works)
- Roland Rebuyon (Sacramento City Unified HS District)
- Michella McIntosh (Sacramento COE)
- Neda Anasseri (SCOE)
- Patricia Oliva (SCOE)
- Jerry Xiong (DOR)

Assets

The assets available to this group are spread across all four areas.

What Could We Do?

Ranged from developing networks of strong local partnerships to creating public sector apprenticeship pathways.

What Should We Do?

Ranked #1 – Develop Sacramento area apprenticeship consortia. With this opportunity they will be able to:

- Clarify roles and responsibilities
- Provide guidance, align programming
- Create a network to share and leverage resources – eliminating duplication

What Will We Do?

The team agreed to take the following action steps:

1. Approach SETA leadership about a sub-committee working on apprenticeship
2. Connect with Eric, Doug and Bob for assistance with SETA work
3. Create a leadership prospect list
4. Identify existing resources through a landscape review



SACRAMENTO SESSION (CONTINUED)

San Joaquin/Sonoma Participants

- Shanell Brumfield (Foundation of Community Colleges)
- Debbie Shannon (Vanderlans & Sons)
- Pam Knapp (San Joaquin County Office of Education)
- John Lutzow (San Joaquin County Worknet)
- Belinda Petate-Cher (San Joaquin WDB)
- Patricia Virgen (San Joaquin WDB)
- Jerry Xiong (DOR)
- Chris Waltrous (VA San Francisco)

Assets

The assets available to this group are spread across all four areas, with special note to obtaining capital assets. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Opportunities not recorded

What Should We Do?

Ranked #1- Convene multiple employer/stakeholder groups to advance Registered Apprenticeship.

With this opportunity they will be able to:

- Engage employers in RA activities
- Engage stakeholders in RA activities

What Will We Do?

The team agreed to take the following action steps:

1. Prepare for employer and stakeholder convening by determining agenda and speakers (also cover workers comp issues, costs to businesses, dispel myths of RA)
2. Determine what jobs employer groups are trying to fill
3. Host lunch and learn sessions Nov 14 – 19 (during National Apprenticeship Week)

SACRAMENTO SESSION (CONTINUED)

Capitol Region Participants

- Angela Olweny, (Valley Vision)
- Dean Peckham (Sun Valley Mfg. Assoc)
- Renee John (Valley Vision)
- Lauren Mechals (SETA)
- Julie Davis-Jaffe (SETA)
- Kian Featherstone (Oak Grove Unified)
- Danny Marquez (Marquez Consulting)
- Todd Frazee (Charles A Jones Education Center)

Assets

The assets for this group crossed all four areas and included quite an extensive list.

What Could We Do?

Ranged from improving awareness of current apprenticeship opportunities for all audiences, an inventory of existing and lacking programs, adjusting the basic skills entry requirements to programs for broader inclusion of populations.

What Should We Do?

Ranked #1 – Improve Awareness of RA opportunities for students/jobseekers, parents, system partners and employers. With this opportunity they will be able to:

- Increase RA enrollment and diversity
- Increase employer participation in RA programs
- Increase wages for workers

What Will We Do?

The team agreed to take the following action steps:

1. Complete an inventory of current RA programs by Oct 31
2. Develop a dissemination plan of the info for the K-12 system by Dec 31
3. Develop a dissemination plan of the info for Community Colleges, AJC staff, CBOs, LWDBs and stakeholders by June 30
4. Capital Region WDB will add this information to their website – designed by Dec 31 and finalized by June 30

SACRAMENTO SESSION (CONTINUED)

State-Level Participants - DOR, DAS, OA Reps

Assets

The assets available to this group are spread across all four areas and give them an opportunity to combine agency assets to move Registered Apprenticeship forward.

What Could We Do?

Ranged from introducing each partner to contacts from various areas to DOR training DOL/DAS on ADA documents.

What Should We Do?

Ranked #1 - Connecting DAS disability sector lead with DOR and collaborating between all three departments to work on apprenticeship opportunities. With this opportunity they will be able to:

- Build trust between state departments
- Establish a conduit of information from each department around apprenticeships
- Connect social assets for networking to expand connections

What Will We Do?

The team agreed to take the following action steps:

1. DAS will reach out to DOR to establish connection by Aug 24
2. Introduce DAS disability sector rep to DOR and DOL by Aug 24
3. Trung Le (Business Services person) to work with Ranai Brown (Disability sector rep) by Sept 6th.



CLOVIS SESSION (AUGUST 4)

Fresno Participants

- Phyllis Stogbauer (Fresno WDB)
- Ana Escareno (Fresno WDB)
- John Lorange (Back 2 Work)
- Rayann Cruz (Back 2 Work)
- John Gonzalez (Back 2 Work)
- Alex Hussain-Leon (Bitwise Industries)

Assets

The assets available to this group are spread across all four areas, with special note to obtaining DAS capital assets. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from engaging individual stakeholder (i.e. education, CBOs) to connecting with industry specific employers.

What Should We Do?

Ranked #1 - Develop an outreach plan to employers for RA. With this opportunity they will be able to:

- Determine interested employers
- Develop capacity with staff along with marketing materials
- Schedule regular ongoing meetings

What Will We Do?

The team agreed to take the following action steps:

1. Hold kick off meeting and identify employers
2. Develop outreach plan
3. Develop marketing materials and answer questions for the marketing team
4. Decide logistics of first meeting
5. Schedule regular ongoing meetings
6. Ask Linda Mount (DAS) if there are any other local RA programs in their area. This was done at the meeting.

CLOVIS SESSION (CONTINUED)

Kern/Inyo/Mono Participants

- Sabrina Aguilar (Bakersfield College)
- Shayn Anderson (DOR)
- Christopher Blood (FIELD)
- Peggy Langels (Kern Inyo Mono WDB)
- Liliana Rivera (Kern Inyo Mono WDB)
- Jeremy Shumaker (Employers' Training Resource)

Assets

The assets available to this group are evenly distributed across the four areas. Of special note is access to a Community Resource Navigator.

What Could We Do?

Ranged from having an employer recruitment to show advantage of RA programs to combining work and education with childcare and mentoring through a pre-apprenticeship system.

What Should We Do?

Ranked #1 - Creating an all-inclusive program that includes paid work experience, education, childcare, mentoring and language learning. With this opportunity they will be able to:

- Reach out to more diverse populations with RA programs

What Will We Do?

The team agreed to take the following action steps:

1. Connect with ESL and childcare by Sept 1
2. Discuss the curriculum needed by Sept 1
3. Determine how to fund the training by reaching out to ETR
4. Discuss with others and the team the ESL program via ETR assistance
5. Market the program
6. ETR case managers ready to serve as mentors
7. Potential clients receive assistive technology from DOR



CLOVIS SESSION (CONTINUED)

King County Participants

- Laura Magana (Kings County Job Training Office)
- Ignacio Perez (Kings County Job Training Office)
- Gary Potter (Central Regional Consortium)
- Amy Baker (West Hills College Lenmore)

Assets

The assets available to this group are spread across all four areas, with special note to obtaining DAS capital assets. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from a community-wide job fair around RA to a step-by-step guide for employers.

What Should We Do?

Ranked #1 – Tag onto an already planned community-wide job fair to engage employers in RA.

With this opportunity they will be able to:

- Network with interested employers
- Engage at least 15 employers with RA activities
- Conduct follow up to ensure engagement of employers

What Will We Do?

The team agreed to take the following action steps:

1. Provide job fair info to everyone in the group by August 8
2. Prepare materials to help engage employers by Sept 1
3. Develop step-by-step guide for employers by Aug 19
4. Attend job fair on Sept 8
5. Follow up with employers by Sept 15

CLOVIS SESSION (CONTINUED)

Madera Participants

- Kristin McKenna (Madera Unified School District)
- Joe Giles (Operating Engineers)
- Maiknue Vang (Madera County WDB)

Assets

The assets available to this group are spread across all four areas, with more in the skills assets area to give support to the educational aspects needed for RA.

What Could We Do?

Ranged from expanding conversations with other health care providers to having DAS come and talk about the role of an intermediary with the workforce board.

What Should We Do?

Ranked #1 – Build workforce development board capacity for RA. With this opportunity they will be able to:

- Ensure staff understand RA and the steps to building a program
- Engage more businesses with RA because staff is able to lead discussions on RA items

What Will We Do?

The team agreed to take the following action steps:

1. Reach out to DAS to schedule training by Sept 15
2. Identify staff to attend training and create a guide by TBD
3. Determine the costs for a stakeholders apprenticeship meeting to understand if it is feasible to host

CLOVIS SESSION (CONTINUED)

Tulare County Participants

- Blanca Bonilla (Tulare WDB)
- John Gonzalez (Tulare WDB)
- John Werner (Sequoia Adult Education Consortium)
- Jeffery Hudson-Covolo (Sierra View Medical Center)
- Clayton Ipsen (True North Physician Agency)
- McKenna Salazar (Tulare County Office of Education)
- Harl Buckridge (William Maguy School of Education)

Assets

The assets available to this group are distributed evenly across the four areas. Of special note is an already established collaborative that they can tap into for RA work.

What Could We Do?

Ranged from leveraging current pathways work to connecting with local businesses to train current staff about pathways and apprenticeships.

What Should We Do?

Ranked #1 – Implement upskill programs for current workers. With this opportunity they will be able to:

- Strengthen partnerships through the already established Collaborative
- Increase coordination among the partners
- Meet workforce needs through implementation and participation in the program

What Will We Do?

The team agreed to take the following action steps:

1. Curate current list of RA programs by Aug 31
2. Connect JTO with education creation framework by Sept 30
3. Check point meeting Oct 14
4. Develop inventory of current apprentices by Nov 21
5. Determine what industry partners are attending events where RA can be discussed by Dec 31st.

CLOVIS SESSION (CONTINUED)

State-Level Participants - DOR, DOL OA, CalTerra

Assets

The assets available to this group are spread across all four areas, with special note to working with Tribal assets. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from working with ETP for funding to convening a group (CCCCO, ETP, DAS) to discuss funding and employer contracts.

What Should We Do?

Ranked #1 – Two areas tied for first: ETM Informational Session and Introduction to DOL. However, it should be noted that the group is also moving forward on other areas simultaneously. With this opportunity they will be able to:

- Build DOL Standards for a tribal environmental apprenticeship focused on anthropologist/ archeologist apprenticeship
- Have a nationwide Tribal Apprenticeship program
- Obtain more funding for this program nationally

What Will We Do?

The team agreed to take the following action steps:

1. Introduce DOL Rep to Denise Doyle (CalTerra) by Aug 15
2. Introduce CalTerra board to DOL Rep for next steps by Dec 1
3. Ongoing advisement on grant activities from Shayn (DOR)
4. Connecting and attending ETP Informational Seminar re: funding, etc. on Aug 16

LONG BEACH SESSION (AUGUST 10)

Anaheim Participants

- Jay Seidel (Fullerton College)
- Jon Caffery (Saddleback College)
- Cathleen Greiner (Futuro Health)
- Hasan Asrar (Coastline ROP)
- Martha Payan-Hernandez (Fullerton College)
- Marco Lucero (Anaheim WDB)

Assets

The assets available to this group are spread across all areas fairly evenly and include funding possibilities via industry.

What Could We Do?

Ranged from identifying industry partners to broadening dual enrollment with K-12 system into RA programs.

What Should We Do?

Ranked #1 – Identify convener and host stakeholder meetings. With this opportunity they will be able to:

- Have a community-wide collaborative effort with aligned priorities
- Define roles for partners and stakeholders and determine sustainability of RA projects

What Will We Do?

The team agreed to take the following action steps:

1. Host a small convening (executive committees) by Sept 2nd
2. Host large stakeholder convening by Oct 14

LONG BEACH SESSION (CONTINUED)

Imperial Participants

- Carlos Lopez (Imperial WDB)
- Camilo Garcia (Imperial WDB)
- Jeffrey Burquist (Imperial WDB)
- Paula Akompong (San Bernardino WDB)

Assets

Information not provided by participants, so it is unclear which of our asset areas they have covered.

What Could We Do?

Ranged from having local meetings among partners to establishing a plan to engage CBOs for Diversity, Equity and Inclusion work.

What Should We Do?

Ranked #1 – Identifying partnerships within the region to work on RA together. With this opportunity they will be able to:

- Build common vision/goals among partners for RA
- Increase awareness of others' assets that could be leveraged
- Increase accountability of the partners to work on RA

What Will We Do?

The team agreed to take the following action steps:

1. Hold brainstorming session for who to invite by Oct 15
2. Reach out to partners to invite to a meeting by Oct 31
3. Host meeting of stakeholders, partners, WDB by Dec 31
4. Receive TA on Apprenticeship Frameworks and examples – ongoing item that all will engage in.

LONG BEACH SESSION (CONTINUED)

Los Angeles County Participants

- Maritza Dubie-Urbe (LA County WDB)
- Mary Hewitt (Kollab Youth)
- Paul Roberts (Kollab Youth)
- Rosie Sandoval-Gonzalez (Hacienda La Puente Adult Education)
- Bruce Noble (Rio Hondo)
- Shelly Laddusaw (Mt. SAC)
- Tony Manriquez (LAUSD Apprenticeship)
- Anna Gray (LAUSD Apprenticeship)
- Oscar Meier (LAUSD Apprenticeship)
- Greta Setian (LA County WDB)
- Kelly LoBianco LA County Department of Economic Opportunity)
- Jorge Marquez (Robert Half)

Assets

The assets available to this group were extensive and spread across all four sectors. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from measuring impact/ROI for apprentices and businesses to linking local models to more global policy.

What Should We Do?

Ranked #1 – Aligning apprentices and curricula to industry needs. With this opportunity they will be able to:

- Obtain employer buy-in
- Create pathways to shrink the skills gap
- Create the value proposition for the employer
- Have sustainability of the project linked to the success of the program
- Have an RA that creates the funnel for instructors

What Will We Do?

The team agreed to take the following action steps by October 15:

1. Identify local employer needs
2. Identify local funding needs
3. Identify local social needs
4. Identify local demographic/representation needs

LONG BEACH SESSION (CONTINUED)

Orange County Participants

- Jodie Williams (BPSOS Center for Community Advancement)
- Linda Ju-Ong (Golden West College)
- Stephanie Feger (Coast Community College)
- Ginger Neel (Coast Community College)
- Virginia Espana (Tri-Community Adult Ed, Loving Valley Unified)
- Ryan Maddox (Tri-Community Adult Ed, Loving Valley Unified)

Assets

The assets available to this group are evenly distributed across the four areas. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from meeting with CBOs and employers to setting up community health worker RAPs.

What Should We Do?

Ranked #1 – Conduct a data survey and analysis to begin RA program. With this opportunity they will be able to:

- Have data to backup the occupation they work on for a RA program
- Identify pathways into the RA program
- Set up an RA program

What Will We Do?

The team agreed to take the following action steps:

1. Meeting on Aug 25 to determine the data sources and survey components
2. Regroup to review survey responses – date TBD



LONG BEACH SESSION (CONTINUED)

Santa Ana Participants

- Ivan Melchor (UC Riverside University Extension)
- Davil Jackson (UC Riverside University Extension)
- Peter Blanco (DOR)
- Annette Kelly-Whittle (Orange County RPU)
- Teri Hollingsworth (Hospital Association of S CA)
- Kenia Cueto (EduWorkforce)

Assets

The assets available to this group included access to hospitals through the hospital association, which will give this group direct employer information in an area they are wanting to pursue.

What Could We Do?

Ranged from strengthening regional partnerships with unified language and messaging to improving how they leverage resources across workforce boards, institutions and organizations.

What Should We Do?

Ranked #1 – Partner with labor market research in a broader manner than just LMI data. With this opportunity they will be able to:

- Identify data points, gaps and equity needs
- Develop priorities for RA to focus the investment of dollars, development of partnerships and to better braid funds
- Make more informed decisions on RA areas and measure the progress

What Will We Do?

The team agreed to take the following action steps:

1. Identify every data source on workforce needs, LMI, etc. by September 30
2. Regroup to review data sources and analyze data to determine RA next steps by December 30
3. Regroup to move next steps of RA forward by Jan 15

LONG BEACH SESSION (CONTINUED)

San Bernardino Participants

- Kimberly Castillo (Butte County Office of Education)
- Ben Kushner (ICF)
- Elisa Cruz (Inland Career Education Center)
- Curtis Compton (San Bernardino WDB)
- Natalie Weaver (Chaffey College)
- Elisa Nieblas (LAUNCH)
- Mariam Johnson (San Bernardino WDB)
- Fabian Garcia (San Bernardino WDB)
- John Carranza (Inland Career Education Center)
- Paula Akompong (San Bernardino WDB)
- Andi Cannon (San Bernardino WDB)
- Kimberly Watson (Rialto Unified School District)
- Adele McClain (Apple Valley Adult Ed)
- Jesus Galdamez (Inland Career Education Center)

Assets

The assets available to this group are spread across all areas fairly evenly and include accessing the LAUNCH Apprenticeship Network which will help engage more entities in their work.

What Could We Do?

Ranged from developing an electronic referral system to building pathways/timelines for different RA's that will engage ALL Californians.

What Should We Do?

Ranked #1 – Formalize/recognize LAUNCH as the non-traditional RA intermediary in the Inland Empire. With this opportunity they will be able to:

- Have greater collaboration between the organizations in South Bay County, including increased access to RA opportunities
- Have frontline staff trained on what apprenticeship is and the benefits
- Understand the roles for each party regarding RA activities

What Will We Do?

The team agreed to take the following action steps:

1. Give a presentation to adult schools about LAUNCH and apprenticeship by Oct 29
2. Give a presentation to SB County Business Services reps by Sept 19
3. Establish an MOU between SB County WDB and LAUNCH by Dec 31
4. Connect to businesses about RA beginning Oct 1 and ongoing
5. Establish a referral process to LAUNCH with interested employers by January

LONG BEACH SESSION (CONTINUED)

San Diego Participants

- Angel Stancer (San Diego WDB)
- Jennifer Prado (Education to Career Network)
- Suzanne Sebring (San Diego Imperial Regional Consortium)
- Kevin McMackin (San Diego Imperial Regional Consortium)
- Nichol Roe (Point Loma College)
- Tracy Eckard (San Diego WDB)
- Arturo Vazquez (San Diego WDB)
- Frank Pancucci (San Diego WDB)
- Tina Ngo Bartel (Center of Excellence for SDIC Community Colleges)
- Ryan Burke (Sweetwater Unified HS District)
- Peter Blanco (DOR)
- Claudia Estrada-Howell (San Diego Miramar College)

Assets

The assets available to this group were extensive and spread across all four sectors. This group is well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from convening current employer partners to working with industry associations for increased sustainability.

What Should We Do?

Ranked #1 – Develop a regional apprenticeship team. With this opportunity they will be able to:

- Build trust among the various stakeholders
- Create transparency in what is happening with RA in the region
- Have inclusive representation for RA work

What Will We Do?

The team agreed to take the following action steps:

1. Reconvene group to establish pitch deck – the why by September 26
2. Bring concept to leadership / constituent groups in October
3. Establish representatives for regional apprenticeship team in November
4. Launch initial Team Meeting to establish mission, vision, goals by early January
5. Establish communication and data platform by end of January

LONG BEACH SESSION (CONTINUED)

SELACO Participants

- Corina Coronel (SELACO WDB)
- Graciela Vasquez (Cerritos College)
- Blanca Rochin (Downey Adult School)
- Ben Sandoval (SELACO WDB)
- Purvi Rami (HCAP)
- Amber Hernandez (SELACO WDB)
- Juan Giraldo (Bayha Group)
- June Bayha (Bayha Group)
- Angela Dang (Bayha Group)
- Sophie Rebio (Bayha Group)
- Casandra Martinez (Bayha Group)
- Molly Lam (Bayha Group)
- Shanell Brumfield (Foundation for CA Community Colleges)

Assets

The assets available to this group are spread across all areas fairly evenly and include funding possibilities from a workforce board grant.

What Could We Do?

Ranged from connecting local high schools to apprenticeships to incentives for employers to engage in RA.

What Should We Do?

Ranked #1 – Work on employer incentive within the health care sector. With this opportunity they will be able to:

- Provide ROI for HR representatives
- Build allies where employers are advocating to other employers
- Build on existing programs currently in use

What Will We Do?

The team agreed to take the following action steps:

1. Host a focus group of employers to educate them on apprenticeship during the National Apprenticeship Week Nov 14 – 20
2. Host an employer panel on RA with the health care sector in Nov
3. Host an education panel on RA in Jan 2023
4. Reach out to DAS to learn from them how to educate employers and education about RA
5. Determine health impact in Nov
6. Look at current apprenticeship standards via HCAP to see if they could be used to launch an RA program by Jan 2023

LONG BEACH SESSION (CONTINUED)

South Bay Participants

- Deborah Shepard (South Bay WDB)
- Suzanna Petrosyan (Center for Caregiver Advancement)
- Chris Cagle (South Bay WDB)
- Amita Garg (Healthcare Career College)
- Daniel Tabor (Futuro Health)
- David London (Allsum Jobs)
- Erwin Silva (LAEDC)
- Juan Anzaldo (Whittier Union Adult School)

Assets

The assets available to this group were extensive and spread across all four sectors. This group will need to look for a few more funding assets, but otherwise they are well prepared for all aspects of Registered Apprenticeship work with the assets they identified.

What Could We Do?

Ranged from leveraging networks for effective advocacy to starting dual enrollments/articulation agreements with adult schools and high schools.

What Should We Do?

Ranked #1 – Publicizing and educating schools, employers, CBOs and general public about RA.

With this opportunity they will be able to:

- Demystify apprenticeship by using familiar terms and materials
- Have testimonials and success stories
- Increasing presentations at conferences and seminars about RA

What Will We Do?

The team agreed to take the following action steps:

1. Invite members to Zoom meeting with DIR being held on August 16
2. Gather promotional materials from all members and share among the group by August 19
3. Have a High School flyer (Life After High School) by September 15
4. All members promote RA to foster youth, veterans, formerly incarcerated, disabled populations by September 30
5. Participate in grant that South Bay WDB has for healthcare, IT, energy, media and manufacturing beginning on August 30

LONG BEACH SESSION (CONTINUED)

Ventura Participants

- Maritza Dubie-Urbe (LA County WDB)
- Ha Nguyen (DAS)
- Musheen Rasheed (ESSC, Inc)
- Leticia Carabajal (Oxnard Union High School)
- Billy Martin (Oxnard Union HS)
- Steve Thompson (CASAS)
- Nicole Pacada (DAS)

Assets

The assets available to this group are mostly in the physical and social assets areas. They will be able to leverage these for other needed resources.

What Could We Do?

Ranged from working on prison to employment RA programs to working with current students to engage them in RA.

What Should We Do?

Ranked #1 – Focus on creating a pre-apprenticeship program for district schools. With this opportunity they will be able to:

- Have additional students joining into a pre-apprenticeship program and having a pathway before graduation

What Will We Do?

The team agreed to take the following action steps:

1. Reach out to partners to set up meetings for setting up the pre-apprenticeship program by late September
2. Developing the agenda, speakers, etc. by September 30

LONG BEACH SESSION (CONTINUED)

LAEDC, Calbridge College, HTA Hospitality Training Program Participants

- Jaime Cedano (Hospitality Training Academy)
- Mariana Hernandez (LAEDC)
- Joseph Pelayo (LAEDC)
- Rochelle Howard (Calbright College)
- Aaron Perez (Calbright College)

Assets

The assets available to this group were mostly in the skill and social areas. This is a blended group so their commonly held assets were limited.

What Could We Do?

Ranged from partnering with school districts to host open houses to partner employers with DAS apprenticeships for them to champion and educate others on the processes for RA.

What Should We Do?

Ranked #1 – Convening with employer who has a successful apprenticeship program and DAS to host advisory meetings/forums for specific industries as an RA ambassador. With this opportunity they will be able to:

- Build transparency in job availability
- Build a talent pipeline in high growth sectors

What Will We Do?

The team agreed to take the following action steps:

1. Reach out to DAS to ask for participation and champion ideas in Oct – Nov
2. Reach out to employer interested in apprenticeship program in Oct – Nov
3. Add the employer conversation to LAEDC event to be held Jan – Feb
4. Partner with IACA for physical space for the event

Note:

- **LA City** participant group did not provide their table information following the session, we are working with them to collect and report out
- **Verdugo** participant group did not provide their table information following the session, we are working with them to collect and report out

NEXT STEPS

The CoE team will implement a series of next steps to ensure that groups build on the momentum of the in-person sessions and that partnerships are accelerated across stakeholder groups toward meeting their individually determined goals around apprenticeship adoption and system alignment. Follow-up steps to be taken by Safal Partners and CWA include:

September

- Initial report will be provided to CA Leadership Team, USDOL OA
- Follow-up email and survey will be sent to all session participants

October & November

- CoE staff and SMEs will reach out to each group for a pulse check on progress of action steps toward their goals
- CoE staff and SMEs will provide information on CoE and partner webinars, TA materials that relate directly to participants' stated work plans.

January

- CoE will host a virtual check in with all teams the second week of January - a mid-way mark between the in-person August regional sessions and the annual CWA WorkCon meeting.

Ongoing

- Session participants who requested more extensive TA at or immediately following the regional sessions, or who reach out to the CoE for TA (via email or through the CoE website) will be directed to the appropriate SMEs at Safal, CWA, OA or DAS. These TA requests will be vetted as requested by OA and DAS before they are referred.

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- Ha Nguyen - Strategic Business Analyst, DIR DAS
- Linda Mount - Strategic Business Advisor, DIR DAS
- Tim Aldinger - Executive Director of Workforce Development, Foundation for California Community Colleges
- Shanell Brumfield - Senior Specialist for Education to Work Partnerships, Foundation for California Community Colleges



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