FOR LABOR MARKET RESEARCH
SOUTH CENTRAL COAST

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South Central Coast Community College Apprenticeship Opportunities:

Expanding Workforce Pathways

POWERED BY
California Community Colleges

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Executive Summary

The South Central Coast Center of Excellence (SCC COE) endeavored to research apprenticeship data, both its sources and the analysis of available data, to assess the validity of information related to South Central Coast apprenticeships. Through a literature review and comprehensive analysis of secondary, quantitative research in this report, it is clear there are numerous discrepancies in apprenticeship-related data, which makes it challenging — if not impossible at this stage — to evaluate community college apprenticeship outcomes. However, South Central Coast community colleges are developing apprenticeship opportunities. Exhibit 1 provides a high-level summation of the data analyzed throughout this report.

Exhibit 1: Summary of Available Apprenticeship Data by Source

	Data Source	Total # Apprentices	Industries/ CC Sectors	Program Sponsors/ Locations	Wages	Occupations	Apprentice Demographics	Traditional vs. Non-Traditional	CC Programs
DOL	Apprenticeship Dashboard	646	✓	✓	✗	✓	✓	✗	✗
DAS	Website Homepage	✗	✓	✗	✗	✗	✗	✗	✗
DAS	Program Search Tool	✗	✓	239	✓	✓	✗	✗	✗
DAS	Registration Dashboard	4,527	✓	✗	✗	✓	✓	✗	✗
CCCCO	COCI/DataMart	✗	✗	✗	✗	✗	✗	✗	3
CCCCO	CAI Award Letters	✗	✗	✗	✗	✓	✗	✗	✓

✓ = Complete/Consistent Data ✓ = Incomplete/Inconsistent Data ✗ = No data Found

Executive Summary, Continued

South Central Coast Apprenticeship Highlights

- **5%** of all DAS registrations are in the South Central Coast
- Between DOL and DAS, apprentices are in all CCCCO sectors, except Life Sciences and Biotechnology
- There are **3** active community college apprenticeship programs and **1** approved program, per COCI
- There are **5** active community college apprenticeship courses and 6 approved courses, per COCI
- The South Central Coast has received **$2.5M** (2%) of the total CAI funding

Findings

Analysis of all the research within this report culminated in four broad findings, with components that lend themselves to future study and the next phase of the SCC COE's apprenticeship series.

1. Data unreliability
2. Majority of apprenticeships are traditional and primarily in the building trades
3. Homogeny within apprenticeships
4. Lack of metrics

Introduction

This report is the first phase of the SCC COE's apprenticeship research series. Its purpose is to examine current apprenticeships in the South Central Coast region and uncover gaps in existing research and resources. To achieve this, the SCC COE conducted an extensive literature review and analyzed apprenticeship data from the US Department of Labor (DOL), California Division of Apprenticeship Standards (DAS), and California Community College Chancellor's Office (CCCCO) for this report.

In the second phase of the SCC COE's apprenticeship research series, interviews with regional community colleges will be conducted to gain deeper insight into gaps in apprenticeship data. The SCC COE will also identify apprenticeable occupations regional community colleges could consider targeting for apprenticeship development. The goal is to help expand apprenticeship opportunities and support California's target of reaching 500,000 apprentices by 2029.

Apprenticeship and Work-Based Learning (WBL)

Apprenticeship is one component of Work-Based Learning (WBL), which is defined by the Academic Senate for California Community Colleges (ASCCC) as, "an educational strategy used to connect classroom instruction to careers by providing students with opportunities to reinforce and make relevant their classroom experiences. It also allows students to explore potential careers through immersion in their fields and, most importantly, to apply their learned skills in an authentic setting."[1] ASCCC defines apprenticeship as "paid hands-on work-based learning, coordinated by employers or trades groups with students and colleges."[2] Exhibit 2 shows ASCCC's definitions of various forms of WBL.

Exhibit 2: Types of Work-Based Learning[3]

Apprenticeship

Paid hands-on work-based learning, coordinated by employers or trades groups with colleges and students.

Cooperative Work Experience

Any work-based learning opportunity that allows a student to apply learned skills and theories to a hands-on, paid or unpaid employment environment.

Internships

Hands-on work-based learning, either general or occupational, paid or unpaid, coordinated by colleges with students and employers.

Preceptorships

Hands-on work-based learning completed at the end of a program of study in coordination with employed professionals in the discipline, which is common in registered nursing and other allied health programs but may apply to other disciplines as well.

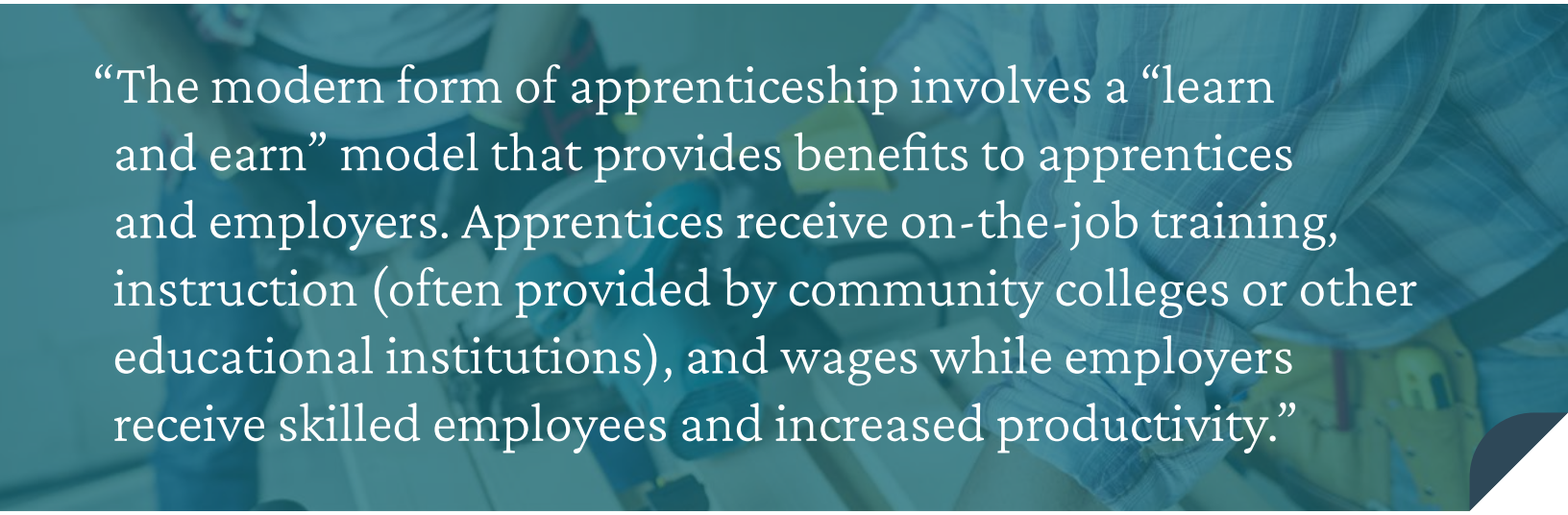
Clinicals/Practicum

Unpaid hands-on work-based learning completed as part of a course — often utilized in allied health courses but may be used in other disciplines as well.

Work Study

Federal Work Study is an educational financial aid program for students with demonstrated financial need while enrolled.

To better understand the current state of apprenticeships in the South Central Coast this report focuses solely on apprenticeship, rather than all forms of WBL. The SCC COE plans to conduct further research on other types of WBL in the future.



"The modern form of apprenticeship involves a "learn and earn" model that provides benefits to apprentices and employers. Apprentices receive on-the-job training, instruction (often provided by community colleges or other educational institutions), and wages while employers receive skilled employees and increased productivity."

Apprenticeship Literature Review

National and State Apprenticeship Trends

United States

According to the Federal Reserve Bank of Philadelphia, apprenticeships have existed in one form or another since ancient times. By the 13th century, a type of apprenticeship developed by craft guilds in Western Europe formed. Numerous US founding fathers were apprentices themselves, including George Washington, Benjamin Franklin, and Paul Revere.[4]

Wisconsin was the first state to create an organized system of apprenticeship in 1911. Only six years later, the Smith-Hughes National Vocational Education Act of 1917 was enacted. This act provided federal aid to states to promote vocational education in response to rapid industrialization and the need to hire skilled workers.[5] Two decades later, the National Apprenticeship Act was passed and "authorized the federal government to oversee the nation's apprenticeship system in cooperation with the states."[6]

There have been several attempts to expand apprenticeship throughout the country. In 1992, apprenticeship became a presidential campaign issue after then-Governor Bill Clinton announced an ambitious plan to expand apprenticeships and training by requiring companies with more than 50 employees "to spend 1.5% of their payroll to train their workers. Those spending less than this proportion…would be required to pay the difference into a fund for training workers of smaller companies" — however, the proposed plan was scaled down once Clinton took office.[7]

In 2014, the Obama administration called for apprenticeships throughout the country to double over the next five years and the DOL "awarded $175 million in American Apprenticeship Initiative Grants to expand apprenticeship programs, primarily in high-growth sectors."[8] Within months of taking office in 2017, President Trump signed an executive order that directed DOL "to allow companies, trade associations, and unions to develop their own 'industry-recognized apprenticeship' guidelines, which [DOL] will review for quality and then approve."[9] The final rule to establish these industry-recognized apprenticeships was issued in March 2020 but this model was rescinded by the Biden administration in 2022.[10] As part of the Biden administration's Investing in America agenda, DOL allocated over $244 million to "help modernize, diversify and expand the Registered Apprenticeship system in growing U.S. industries" in 2022.[11] In April 2025, President Trump issued an executive order that directed various cabinet members to, within 120 days, submit "a plan to reach and supass 1 million new active apprentices."[12]

Apprenticeship Literature Review, Continued

Notably, the efforts of the most recent presidential administrations aimed to develop apprenticeships beyond the traditional construction building trades, which has historically accounted for the vast majority of apprenticeships. As of 2021, 22 of the top 30 occupations for apprenticeship in the country were in construction building trades or manufacturing.[13]

California

Governor Gavin Newsom released a plan to grow California's economy in 2018. This workforce development strategy included three initiatives, the second of which established California's goal of 500,000 apprentices by 2029, in alignment with national trends to expand apprenticeship:

> *First, we will develop transformation maps for every cluster, industry and region of our state to make sure we're preparing folks for the jobs that actually exist…We'll also nurture regional and cluster-based collaborations partnering industry, our academic institutions and communities to innovate new ideas and spur economic growth throughout the state. Second, we will establish 500,000 earn-and-learn apprenticeships by 2029, creating a new vocational pipeline of high-skill workers… Third, we will provide skills accounts for any Californian looking for work, no matter what stage of life.*[14]

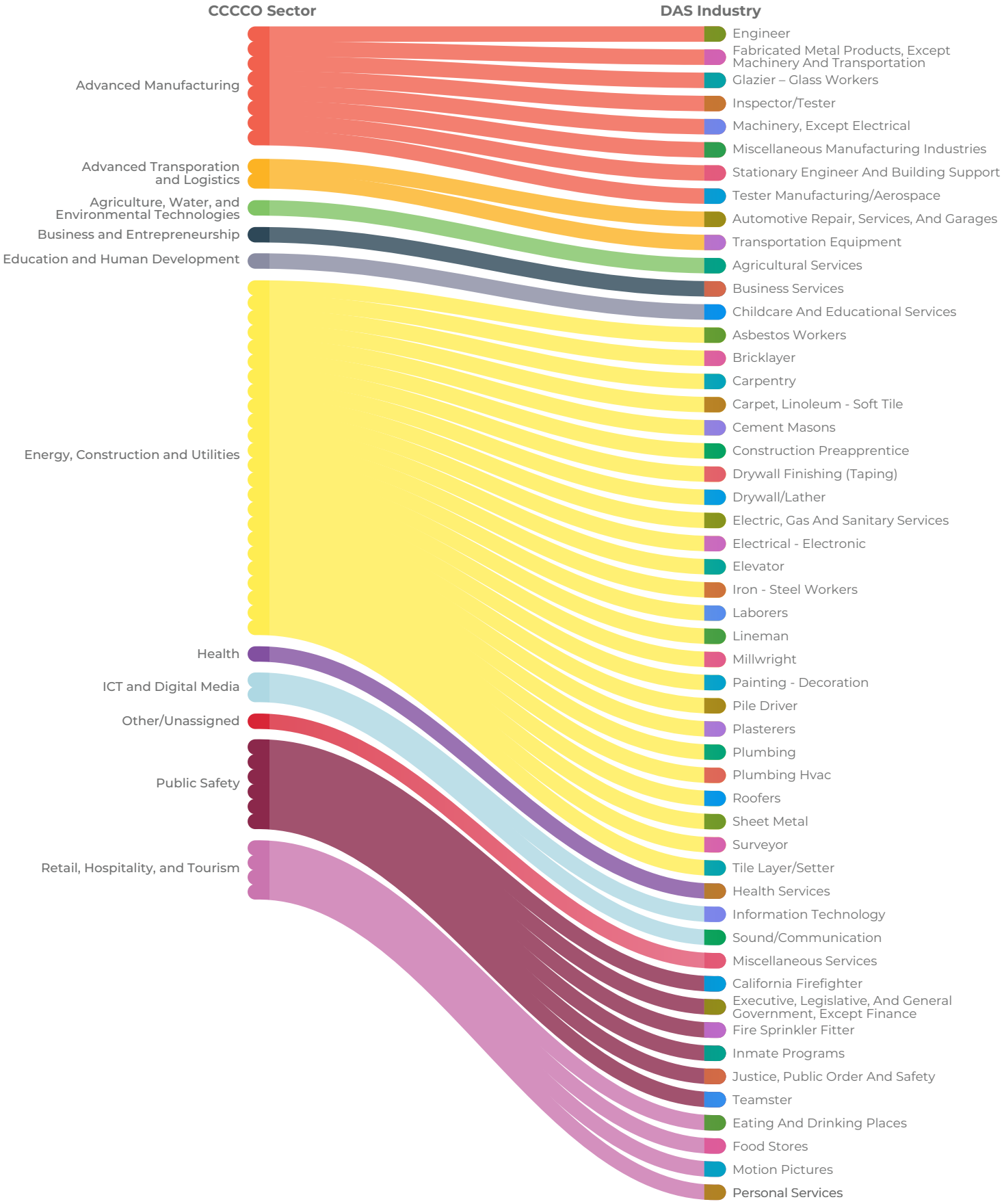
The state's Labor & Workforce Development Agency, Department of Industrial Relations, and Division of Apprenticeship Standards (DAS) released an action plan in July 2022 to advance apprenticeships in California and identify strategies to meet apprenticeship goals. In that plan, Governor Newsom's goal was defined as "serving 500,000 Californians through apprenticeship by 2029" which "corresponds to approximately 210,000 active apprenticeships, which is more than double the number of active apprentices as of 2021."[15] The 500,000 figure includes both "total Californians served through the earn-and-learn mechanism of Registered Apprenticeship, and by total number of active apprentices at any given moment."[16]

To help achieve this statewide goal, the California Community College Chancellor's Office (CCCCO) provides funding through the California Apprenticeship Initiative (CAI) New and Innovative (N&I) Grant Program which focuses on non-traditional apprenticeships.[17] Additionally, the CCCCO allocates funds via the Related and Supplemental Reimbursement (RSI) Program which supports apprenticeship programs at both community colleges and K–12 local education agencies (LEAs). These programs enable community colleges to track apprenticeship attendance and award academic credits for apprenticeship-related training in collaboration with approved employer partners.

The most critical component of this system is the role of program sponsors — employers responsible for establishing and managing registered apprenticeship programs. To initiate an apprenticeship program, a sponsor must first obtain DAS approval and be listed in the Registered Apprenticeship Partners Information Database System (RAPIDS), a case management platform used by states that participate in federally registered apprenticeship programs.[18] While RAPIDS classifies apprenticeships based on specific industries (hereby referred to as "DAS Industries"), California Community Colleges use Taxonomy of Programs (TOP) codes to categorize programs by academic and vocational disciplines.[19] DAS does not disaggregate apprenticeship data to distinguish between traditional and non-traditional programs, limiting the ability to analyze participation trends across different apprenticeship models. The applicable data for the South Central Coast Region was organized by DAS industry and mapped to CCCCO-recognized industry sectors, as shown in Exhibit 3.

Apprenticeship Literature Review, Continued

Exhibit 3: South Central Coast DAS Industries Aligned with CCCCO Sectors



Apprenticeship Literature Review, Continued

Traditional and Non-Traditional Apprenticeships

Similarly to the rest of the country, apprenticeships in California have historically focused on construction building trades. As of 2018, "74% of the apprenticeships in California were in construction building trades, 12% were in firefighter positions, and 5% were in correctional officer positions. Only 9% of apprenticeships were in all other occupations combined."[20]

Over the past 10 years, efforts at the national and state level have focused on expanding apprenticeships in non-traditional areas. While there is no single definition of a non-traditional apprenticeship, it is generally understood that non-traditional apprenticeships are those outside of construction building trades, including (but not limited to) education and childcare, healthcare, hospitality, information technology, and manufacturing. A major reason for the focus on non-traditional apprenticeships is ongoing worker shortages both nationally and at the state level. In California, shortages of registered nurses,[21] teachers,[22] childcare providers,[23] and more continue to be reported.

Apprenticeable Occupations

Considering the rise of non-traditional apprenticeships, it is important to understand how an apprenticeable occupation is defined. DOL and DAS each offer definitions of apprenticeable occupations. Both definitions emphasize that on-the-job training tied with supplemental instruction are the most critical components of an apprenticeable occupation, with DOL noting that "apprenticeable occupations are customarily learned in a practical way through a structured, systematic program of on-the-job supervised training supplemented by related technical instruction" and DAS stating that an "apprenticeable occupation… is best learned through an organized system of on-the-job training together with related and supplemental instruction."[24] No specific job titles or occupations (as defined by the federal Bureau of Labor Statistics) are used in these definitions, as shown in Exhibit 4.

Exhibit 4: Apprenticeable Occupation Definitions: US Department of Labor (DOL) and California Department of Apprenticeship Standards (DAS)

DOL

- Customarily learned in a practical way through a structured, systematic program of on-the-job supervised training supplemented by related technical instruction.
- Clearly identified and commonly recognized throughout an industry.
- Involves the acquisition of manual or technical skills and knowledge.

DAS

- Requires independent judgment and the application of manual, mechanical, technical, or professional skills and is best learned through an organized system of on-the-job training together with related and supplemental instruction.
- Defined by the work processes contained in the approved apprenticeship standards under which apprentices are training.

Degree Apprenticeships for Non-Traditional Areas

Apprenticeships in these areas could help address worker shortages, but multiple studies from think-and action-tank New America note that these occupations also typically require degrees or certificates and/or a state-issued license to obtain employment and earn career advancement. New America states that "degree apprenticeship programs, which integrate on-the-job training with credit-bearing coursework at a college, are likely to be of more importance in non-traditional fields where career advancement remains tied to a college degree."[25] Another study notes that these degree-apprenticeships "strategically establish apprenticeships without hindering

Apprenticeship Literature Review, Continued

the pursuit of higher education" and notes that a degree allows students to continue their education through transfer, whereas a traditional apprenticeship is designed solely for immediate job preparation.[26] However, a major challenge for degree apprenticeships in non-traditional areas is employer engagement.[27] New America recommends working with sector intermediaries to address this challenge, especially where no existing intermediary exists.[28,29]

Funding for Non-Traditional Apprenticeships

The California Apprenticeship Initiative (CAI) New and Innovative (N&I) Grant Program, established under California Education Code Section 79148.1 through Assembly Bill 1809 in 2018, is a state-funded effort designed to expand apprenticeship and pre-apprenticeship opportunities in non-traditional and emerging sectors.[30] The goal is to increase access to hands-on training and education in fields considered "New & Innovative," or apprenticeship programs that fall outside of the traditional building and fire trades and have been historically underrepresented in the apprenticeship system. This initiative is integral to achieving California's goal of 500,000 apprentices by 2029 and places a strong emphasis on workforce equity and access.

Through planning, implementation, and expansion grants made available since the 2021–22 academic year, CAI has supported innovative programs that align with industry needs, ensuring that the training provided is relevant and responsive to the evolving labor market. Coordination with DAS is mandatory for all grant types. Grantees awarded planning grants must secure DAS registration within the grant period; implementation grant applicants must already have DAS-registered programs at the time of application; and expansion grant applicants must be submitted by the lead LEA of an existing DAS-registered program. Additionally, programs funded under CAI are required to demonstrate long-term sustainability and meet key performance indicators, including retention, completion, and wage benchmarks, while providing student support services to remove barriers to success. These structured requirements ensure that funded programs are not only aligned with regulatory standards but are also positioned to develop apprenticeable occupations that meet regional labor market demand and create long-term career pathways.

Occupational Areas for New Apprenticeships

Community colleges seek to identify occupations with strong potential for apprenticeship opportunities, particularly in emerging areas. While a comprehensive examination of this topic is beyond the scope of this report, the SCC COE will utilize the following regional apprenticeship analysis to establish a baseline of existing apprenticeships. The second phase of this apprenticeship series will integrate this data analysis with labor market information to develop a list of workforce needs, which will be mapped to apprenticeable occupations in the South Central Coast.

Apprenticeship Data Analysis

Publicly available data from regional community colleges and governing agencies was collected and analyzed to define the apprenticeship landscape in the South Central Coast Region. This report examines available data from the DOL, DAS, and CCCCO to assesses traditional and non-traditional apprenticeship registrations and demographics. In some instances, distinctions between the datasets are analyzed. This section also lists occupational programs that are approved by state and local governing boards, offered at South Central Coast community colleges, and the CAI Grant awards within the region.

This analysis first discusses different apprenticeship data sources, then examines data from each source for the SCC Region, as well as each individual county within the SCC Region.

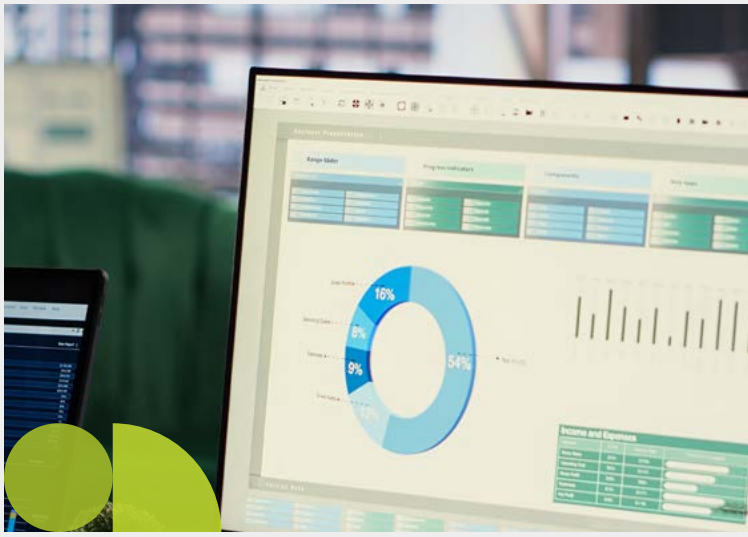
Apprenticeship Data Sources

Department of Labor

Apprenticeship data is publicly accessible through DOL's Apprentices by State dashboard.[31] This interactive tool, updated monthly dating back to fiscal year 2015, presents county, state, and national data via the Registered Apprenticeship Partners Information Database System (RAPIDS). Available metrics include demographics (e.g., ethnicity, sex, age, disability status, education, and veteran status) as well as work-related indicators, such as RAPIDS occupation and industry, offering a comprehensive and historical overview of apprenticeship participation across jurisdictions. Currently, the available data runs through January 1, 2025 and indicates that there are 678,014 active apprentices nationwide, with 11% (77,774) being in California.

Division of Apprenticeship Standards

DAS provides multiple datasets offering insights into apprenticeship program participation. These datasets include registration snapshots, a program sponsor search tool, and interactive dashboards with demographic and occupational breakdowns. Additionally, DAS data captures



key variables such as starting wages, program durations, and regional trends, which can be used to assess program viability and identify industry sponsors.

As of June 2025, the DAS apprenticeship homepage displayed an undated snapshot highlighting three key metrics: (1) the total number of registered apprentices in California (90,896), (2) registered trainees (1,215), and (3) registered pre-apprentices (3,768).[32] However, it is unclear when this data was last updated, and these figures do not align with the more detailed, and regularly updated information available in the DAS Registration Dashboard, raising concerns about data consistency and reporting accuracy. These data discrepancies underscore the importance of understanding the registration and tracking processes for apprenticeship programs.

As outlined in California Code of Regulations, Title 8, Section 208,[33] registered apprenticeship programs must follow wage schedules that increase as apprentices advance through their training. For all apprentices, other than those in building and construction trades, wages are determined by the program sponsor and approved by the chief of DAS, ensuring wages are not less than applicable state minimum wage orders. Building and construction trades follow prevailing wage rates that are determined by local labor market conditions as defined by DAS and collective bargaining agreements.

Apprenticeship Data Analysis, Continued

Due to a lack of region-specific wage data and inconsistencies with available data, wages were not included in this analysis.

California Community Colleges

Chancellor's Office Curriculum Inventory

The Chancellor's Office Curriculum Inventory (COCI) is a key data source for tracking and analyzing apprenticeship-related courses and programs across California's community colleges. COCI is a statewide database that maintains records of active, approved, inactive, and submitted courses and programs.[34] It provides a centralized system for curriculum approval and management, ensuring that community college offerings align with state workforce training needs. Data Mart, another data system maintained by the California Community Colleges Chancellor's Office, is an online reporting tool that provides enrollment, program, and outcome data for California's community college system.[35] However, because DataMart has limitations disaggregating data by apprenticeship-specific student enrollments and outcomes, COCI was used to analyze trends in program and course availability to provide a clearer view of the apprenticeship programs currently being offered by the region's colleges.

By leveraging these Chancellor's Office resources, this analysis examines the status and alignment of apprenticeship courses and programs, identifying areas of opportunity in apprenticeship tracking. To identify community college apprenticeship programs, two search strategies were applied:

1. Keyword search for programs with "Apprentice" or "Apprenticeship" in the title
2. Search for courses coded as SAM Code "A", which designates courses exclusively for registered apprenticeships

Programs and courses may be listed as "Active", "Approved", or "Inactive" within COCI.

California Apprenticeship Initiative

Added to Education Code in 2018, California Apprenticeship Initiative (CAI) grants have been allocated to California community colleges, local education agencies, workforce development boards, industry sector partnerships, nonprofit organizations, labor unions, and other qualified organizations. To assess its regional impact, an analysis of CAI funding distribution and awarded programs in the South Central Coast was conducted. However, as the CAI Grant Program is still in its early stages, comprehensive outcomes data on apprentice enrollment, completion rates, and long-term workforce impacts are not yet available. Future SCC COE reports on CAI grant-related metrics such as enrollment, retention, and program success metrics will provide further insights into these investments.

South Central Coast Region

The following data points summarize key findings for apprenticeships throughout the South Central Coast Region.

646
Apprentices (DOL)

4,529
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

3
Active Community College Apprenticeship Programs

5
Active Community College Apprenticeship Courses

12
CAI Grant Projects Awarded

$2.5M
CAI Grant Funding

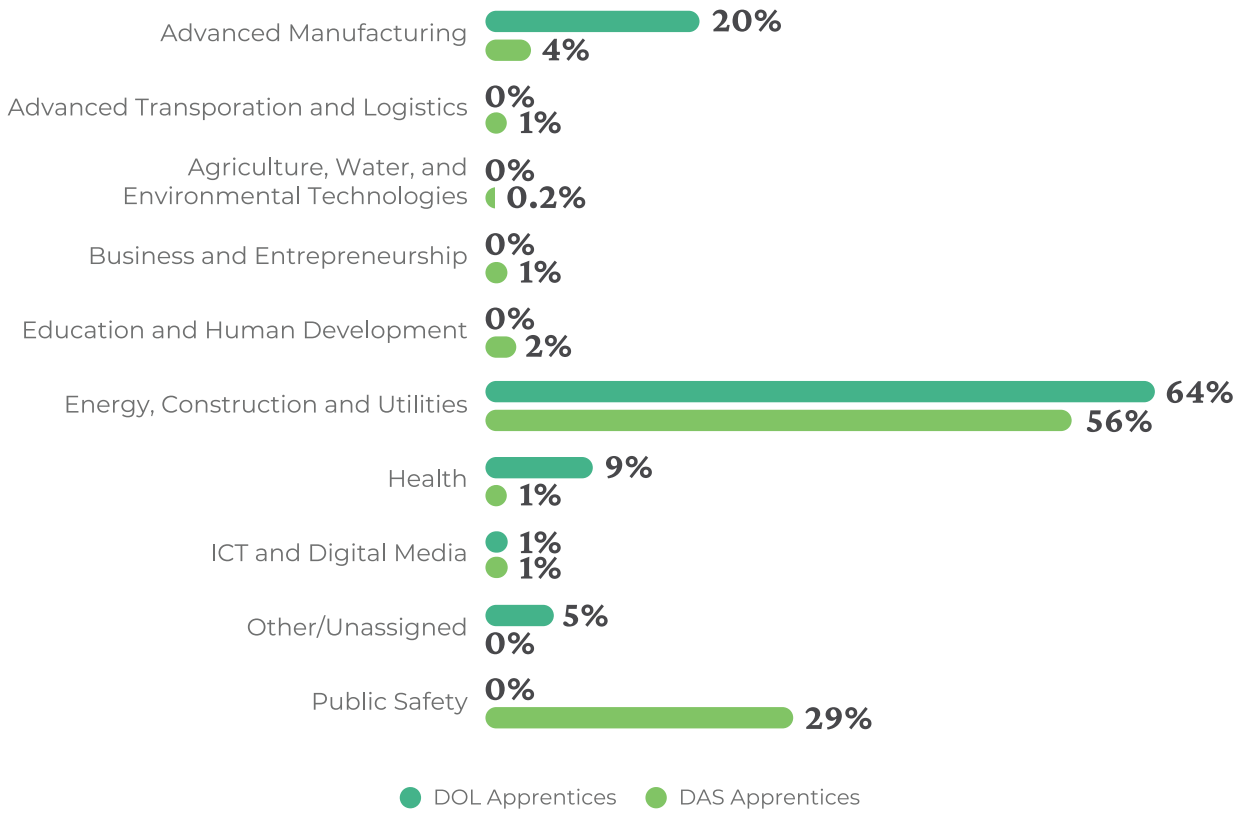
Apprenticeship Sectors and Sponsors

DOL and DAS Data

According to DOL data, there are 646 apprentices in the SCC Region, which is significantly less when compared to apprentices reported within DAS data. According to DAS, there are 4,529 apprentices in the SCC Region. Across both data sources, the highest percentage of apprentices are in Energy, Construction and Utilities programs. However, sector representation among apprentices differs between the DOL and DAS datasets. Advanced Manufacturing is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data. Notably, the sector for 5% of DOL apprentices is unknown. Exhibit 5 shows the distribution of apprentices within the DOL and DAS datasets by sector.

South Central Coast Region, Continued

Exhibit 5: SCC Region Apprentices by Sector



South Central Coast Region, Continued

DAS Program Sponsor Tool

To better understand differences in apprenticeships available in the four South Central Coast counties, Exhibit 6 shows the number of programs for Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties. Notably, this data includes all of Los Angeles County, as the DAS tool does not allow searches by city or ZIP code. Energy, Construction and Utilities has the highest number of apprenticeship programs in each county. Notably, two sectors are not represented: Life Sciences and Biotechnology and Education and Human Development.

Exhibit 6: DAS Program Sponsor Search Results by CCCCO Sector and SCC County

CCCCO Sector	Los Angeles Program Count	San Luis Obispo Program Count	Santa Barbara Program Count	Ventura Program Count
Advanced Manufacturing	28	2	24	26
Advanced Transportation and Logistics	15	0	15	15
Agriculture, Water and Environmental Technology	5	0	5	5
Business and Entrepreneurship	20	0	20	20
Energy, Construction and Utilities	62	7	52	55
Health	10	0	10	10
ICT and Digital Media	13	0	12	14
Other/Unassigned	11	0	11	11
Public Safety	21	0	15	18
Retail, Hospitality, and Tourism	11	0	9	9
Total	**196**	**9**	**173**	**183**

South Central Coast Region, Continued

In the South Central Coast, the DAS industries with the most registered apprenticeship programs include Plumbing & Pipefitting (10%), Manufacturing (6%), Machinist (5%), Barber (5%), Cosmetology (5%), and Health Services (5%). Among the most common apprenticeship trades or occupations tracked in RAPIDS for the South Central Coast, Barber (11%) and Plumber (3%) represent the highest concentrations. Several apprenticeship sponsors are prominent within RAPIDS, providing training opportunities across multiple sectors. The program sponsors with the most approved apprenticeship programs in the South Central Coast include Advanced Manufacturing and Transportation Apprenticeships of California, Apprenti, Construction Teamsters Apprenticeship Fund of Southern California JAC, Music Forward Foundation, and Southern California Operating Engineers Joint Apprenticeship Committee, as shown in Exhibit 7.

Exhibit 7: DAS Program Sponsor Top Search Results (n=239)

SCC DAS Industries	SCC DAS Occupations	SCC Program Sponsors
• Plumbing & Pipefitting (10%) • Manufacturing (6%) • Machinist (5%) • Barber (5%) • Cosmetology (5%) • Health Services (5%) • Miscellaneous Services (4%) • Civil Service (4%) • Automotive (4%) • Information Technology (4%) • Electrical & Electronic (4%) • Heating, Ventilation & Air Conditioning (4%)	• Barber (11%) • Plumber (3%) • Maintenance Plumber (2%) • Sheet Metal Worker (2%) • Aircraft Structures Mechanic (1%) • Refrigeration & Air Conditioning Mechanic (1%) • Electrician (1%) • Steamfitter (1%) • Plasterer (1%) • Electrician (Inside Wireman) (1%)	• Advanced Manufacturing and Transportation Apprenticeships of California • Apprenti • Construction Teamsters Apprenticeship Fund of So California J A C • Music Forward Foundation • Southern California Operating Engineers Joint Apprenticeship Committee • Rx Research Services Unilateral Apprenticeship Committee • California Fire Fighter Joint Apprenticeship Committee • San Luis Obispo County Plumbing, Pipefitting, Heating Ventilation Air Conditioning And Refrigeration Joint Apprenticeship Training Committee Local 403 • Santa Barbara County Pipe Trades J.A.C. • Ventura County Plumbing & Pipefitting J.A.C.

South Central Coast Region, Continued

Apprenticeship program durations vary significantly by industry sector and employer, with some apprenticeships lasting as little as 12 months, while others extend up to five years (60 months). Exhibit 8 provides the number of DAS-approved apprenticeship programs in the South Central Coast, along with the minimum and maximum program lengths, as listed on the program sponsor pages.

Exhibit 8: DAS Program Sponsor Search Results by CCCCO Sector

CCCCO Sector	Program Count	Minimum Program Length (Months)	Maximum Program Length (Months)
Advanced Manufacturing	36	12	60
Advanced Transportation and Logistics	15	12	48
Agriculture, Water and Environmental Technology	5	12	24
Business and Entrepreneurship	26	18	24
Energy, Construction and Utilities	85	24	60
Health	12	12	24
ICT and Digital Media	15	12	48
Other/Unassigned	11	12	48
Public Safety	23	12	60
Retail, Hospitality, and Tourism	11	12	60

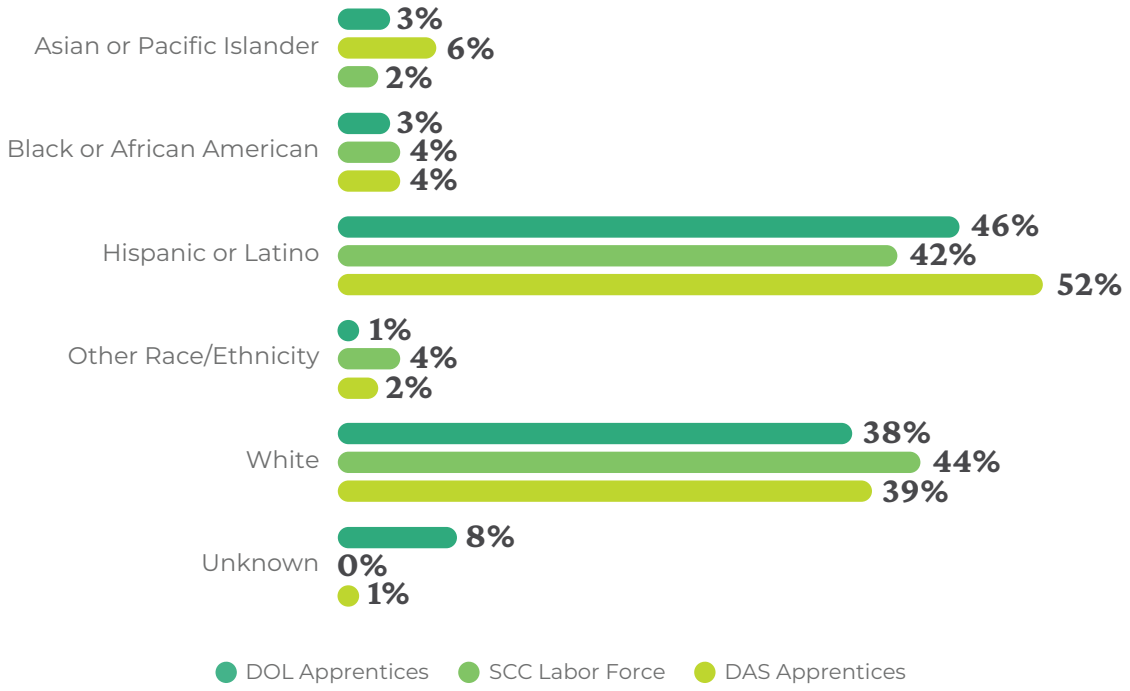
South Central Coast Region, Continued

Apprenticeship Demographics

Race and Ethnicity

In the SCC Region, Hispanic or Latino individuals account for the highest percentage of apprentices within the DOL data (46%) and DAS data (52%); both figures are higher than the SCC labor force (42%). Notably, the race/ethnicity for 8% of apprentices in the DOL data is unknown. Exhibit 9 sshows the distribution of apprentices by race and ethnicity according to DOL and DAS compared to the SCC labor force.

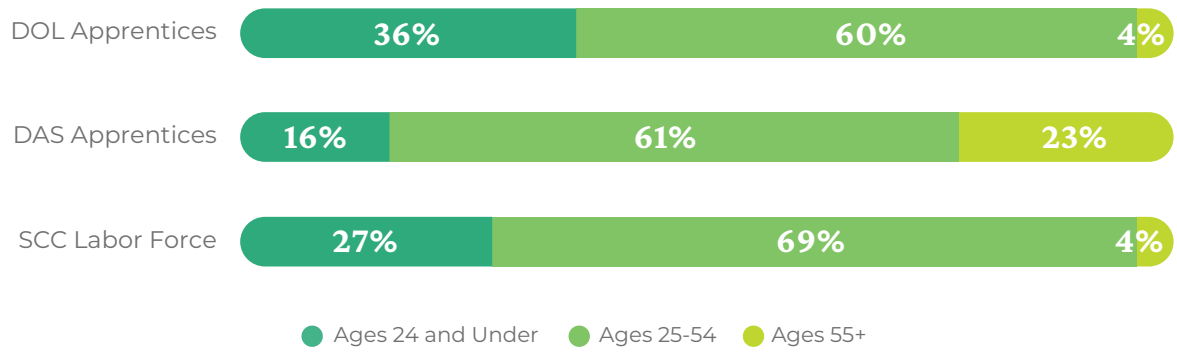
Exhibit 9: South Central Coast Apprentices by Race and Ethnicity



Age

Exhibit 10 shows the distribution of apprentices by age group according to DOL and DAS compared to the SCC labor force. The two data sources largely align with each other, with over 60% of apprentices in the age 25–54 group, similar to the SCC labor force. Apprentices are generally younger than the labor force, with approximately one-third of apprentices in the 24 and under age group, significantly higher than the labor force (16%).

Exhibit 10: South Central Coast Apprentices by Age

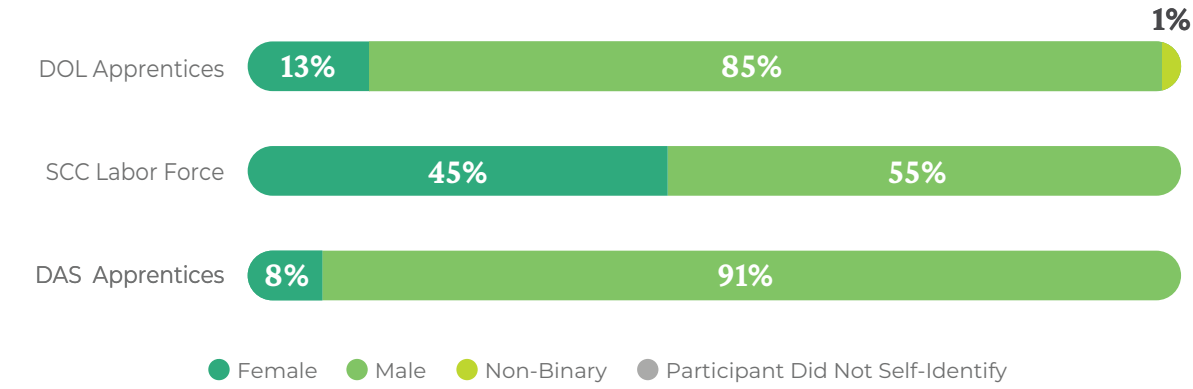


South Central Coast Region, Continued

Sex and Gender

When examining data on sex and gender, the overwhelming majority of apprentices are men (85% for DOL data and 91% for DAS data), which is significantly higher than the SCC labor force (55% male), as shown in Exhibit 11.

Exhibit 11: South Central Coast Apprentices by Sex and Gender



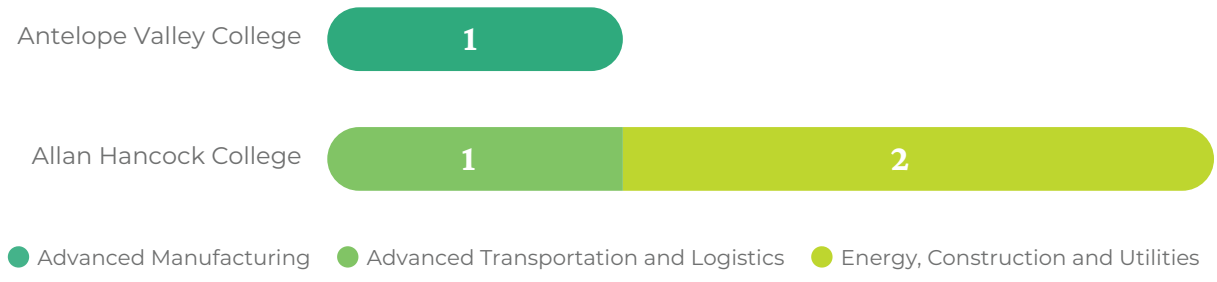
Community College Data

Chancellor's Office Curriculum Inventory

There are a total of 383 apprenticeship programs listed in COCI, with 5 (3%) located in the South Central Coast Region across three institutions: Allan Hancock College, Antelope Valley College, and College of the Canyons. Allan Hancock College accounts for 60% of the SCC Region's apprenticeship programs, with 3 total offerings, all within Energy, Construction and Utilities. Notably, Antelope Valley College's Industrial Manufacturing Technician Apprentice program is listed as "Approved" while College of the Canyon's Engineering Apprenticeship is listed as "Inactive," indicating that Allan Hancock College is the only community college in the region with active apprenticeship programs.

Exhibit 12 provides a detailed breakdown of active and approved programs by college and CCCCO sector. See Appendix B for a detailed list of apprenticeship programs in COCI.

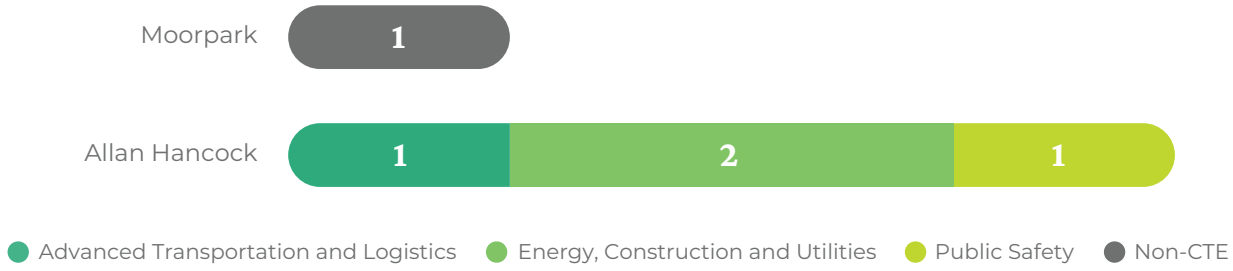
Exhibit 12: COCI Active and Approved Apprenticeship Programs by College and Sector (n=4)



South Central Coast Region, Continued

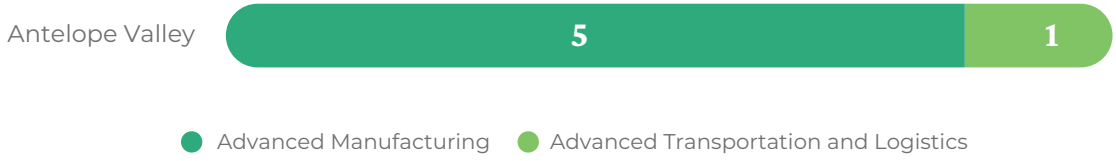
There is a similar trend for active course offerings, with Allan Hancock offering 80% (4) of the SCC Region's five total active apprenticeship courses, the majority of which are in Energy, Construction and Utilities. Notably, Moorpark is the only other community college in the region that offers an active apprenticeship course. However, this course is titled "Independent Study — Anthropology" and coded under the non-CTE Anthropology (2202.00) TOP code. Exhibit 13 provides a detailed breakdown of active programs by college and CCCCO sector.

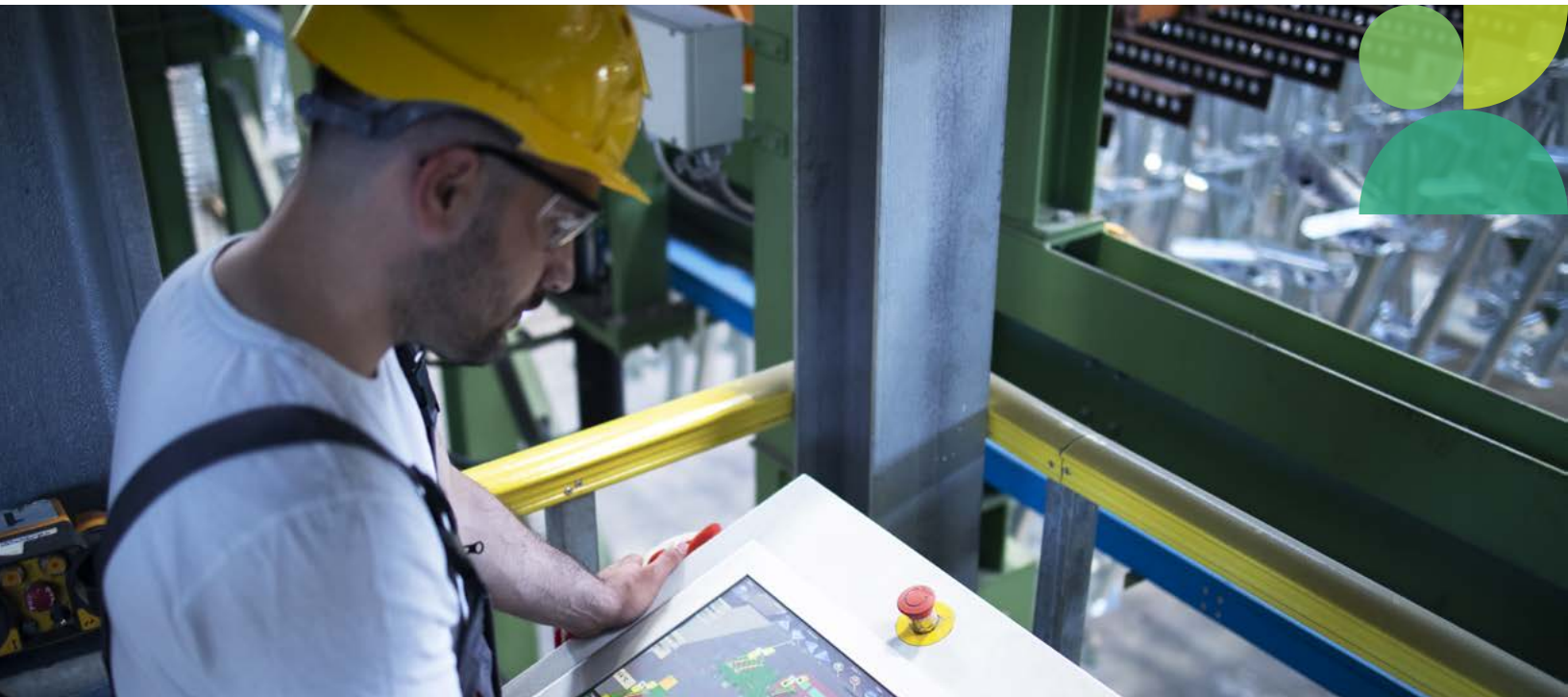
Exhibit 13: COCI "Active" Apprenticeship Courses by College and Sector (n=5)



Before a course can be active, it must be approved. When reviewing courses designated as exclusively apprenticeship (SAM code "A"), 6 approved courses and 63 inactive courses were identified. Notably, all 6 approved courses were from Antelope Valley College, with the majority in Advanced Manufacturing (5), followed by Advanced Transportation and Logistics (1). In contrast, the inactive apprenticeship courses came from 4 out of 8 community colleges in the region. Exhibit 14 provides a detailed breakdown of approved courses by college and CCCCO sector.

Exhibit 14: COCI "Approved" Apprenticeship Courses by College and Sector (n=6)



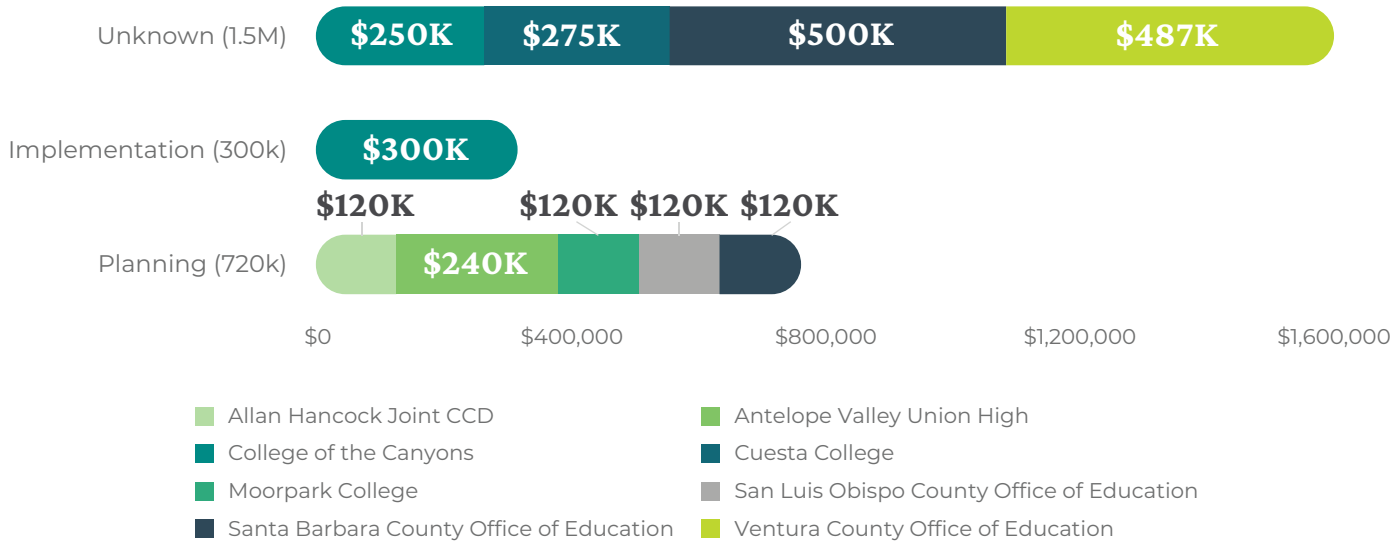


South Central Coast Region, Continued

CCCCO California Apprenticeship Initiative (CAI) Grant

According to award letters, first issued in February 2022 and most recently issued in October 2024, the South Central Coast region has received 12 CAI awards totaling over $2.5 million in funding — approximately 2% of the total $149.8 million awarded statewide — reinforcing a substantial regional investment in workforce development via apprenticeships and pre-apprenticeships. Most of the funding (60%) supported awards that were classified as unknown, followed by planning grants (28%), and implementation grants (12%). Notably, no expansion grants were awarded in the region during this timeframe, possibly due to the nascency of the CAI grant program. Additionally, 85% of the total funds were directed toward registered apprenticeship programs, while 15% supported pre-apprenticeship initiatives (not shown). Award letters did not specify whether the funded apprenticeship programs were for credit or noncredit programs, limiting analysis of the instructional-delivery model supported by these investments. Exhibit 15 details the total CAI grant funding received by various institutions in the South Central Coast Region over this period.

Exhibit 15: CAI Grant Awards by Recipient



These awards cover a variety of CCCCO sectors with over 75% of all regional CAI funding allocated to the following sectors:

- Education and Human Development ($1M)
- Advanced Manufacturing ($607K)
- Retail, Hospitality, and Tourism ($270k)

Associate Teacher; Teacher; Site Supervisor apprenticeship programs received significant support, with Santa Barbara County Office of Education awarded $500,000, while College of the Canyons secured $300,000 for Early Care & Education Associate Teacher apprenticeship implementation. Other occupational programs such as Teacher ($120,000), Miscellaneous Assembler and Fabricator ($120,000), and Dental Assistant ($120,000) all support apprenticeship planning throughout the region. Exhibit 16 outlines the specific occupations and program types that received CAI funding in the South Central Coast.

South Central Coast Region, Continued

Exhibit 16: Awarded CAI Projects in the South Central Coast by Funding Amount

Fiscal Year	Institution	Occupation	Award Type	Funded
ADVANCED MANUFACTURING				**$607,000**
2021–22	Ventura County Office of Education	Sheet Metal Work — Energy Management; SM Service; Sheet Metal	Unknown	$487,000
2023–24	Antelope Valley Union High	Miscellaneous Assembler and Fabricator	Planning	$120,000
EDUCATION AND HUMAN DEVELOPMENT				**$1,040,000**
2021–22	Santa Barbara County Office of Education	Associate Teacher; Teacher; Site Supervisor	Unknown	$500,000
2023–24	Santa Barbara County Office of Education	Teacher	Planning	$120,000
2023–24	College of the Canyons	Early Care & Education Associate Teacher	Implementation	$300,000
2023–24	Allan Hancock Joint CCD	Teacher Assistant	Planning	$120,000
ENERGY, CONSTRUCTION AND UTILITIES				**$250,000**
2021–22	College of the Canyons	College of the Canyons Construction Technologies Pre-Apprenticeship Program	Unknown	$250,000
HEALTH				**$120,000**
2024–25	San Luis Obispo County Office of Education	Dental Assistant	Planning	$120,000
ICT AND DIGITAL MEDIA				**$120,000**
2023–24	Antelope Valley Union High	Computer User Support Specialist	Planning	$120,000
LIFE SCIENCES AND BIOTECHNOLOGY				**$120,000**
2023–24	Moorpark College	Biological Technician	Planning	$120,000
RETAIL, HOSPITALITY, AND TOURISM				**$274,971**
2021–22	Cuesta College	School Food Specialist	Unknown	$149,983
2021–22	Cuesta College	School Food Specialist Pre-Apprenticeship	Unknown	$124,988
Total Awarded				**$2,531,971**

The CAI award letters include helpful information for community colleges seeking future CAI funding. These letters not only indicate which proposed apprenticeship programs received funding but also list all proposed programs that were not funded. Specifically, the award letters highlight proposals designated as “New and Innovative” (N&I), a classification that prioritizes the development of apprenticeship programs in sectors outside of the traditional building and fire trades, with a focus on emerging fields or occupations where apprenticeships are not yet well established.

South Central Coast Region, Continued

South Central Coast institutions have applied for over $5.5 million and ultimately received 46% of the requested amount. However, $694,000 in proposed CAI apprenticeships were deemed ineligible, all of which was for the Ventura County Office of Education's applications for Sheet Metal Worker that did not meet the N&I criteria. These proposals may have been deemed ineligible because the Ventura County Office of Education was awarded a CAI grant for Sheet Metal Worker in an earlier round.

Award letters indicate 314 occupations across the state were awarded funding, 12 were deemed ineligible for failing to meet the N&I criteria and 6 were ineligible due to program overlap. These totals reflect duplicated counts, meaning that some occupations may be counted multiple times due to applications spanning the state.

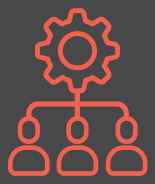
Exhibit 17 provides a snapshot of occupations awarded funding for meeting N&I criteria, those denied funding due to program duplication or overlap, and those rejected for not meeting the N&I criteria. Community colleges should consider this information when determining which programs to submit for future CAI applications.

Exhibit 17: Common Occupations Submitted in CAI Applications Throughout California by "New & Innovative" Eligibility Criteria

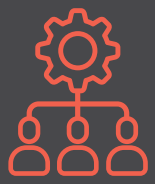
New & Innovative Occupation Awards		Occupations Ineligible Due to Program Overlap
• Automotive Service Technician and Mechanic • Biological Technician • Bookkeeping, Accounting, and Auditing Clerk • Bus Coach Operator • Certified Nursing Assistant • Childcare Worker • Community Health Worker • Computer Network Support Specialist • Dental Assistant • Dietetic Technician • Drone Operator, Drone Pilot • Electrical Power-Line Installer and Repairer • Food Service Manager • General and Operations Manager	• Industrial Maintenance Mechanic • Information Security Analyst • Marketing Coordinator • Mechatronics Technician • Medical Assistant • Preschool Teacher • Registered Nurse • Restaurant Cook • Software Developers • Surgical Technologist • Teacher Assistant • Video Game Designer • Vocational Nurse • Water and Wastewater Treatment Plant and System Operators • Web Developers	• Software Developers • Medical Equipment Preparers (Sterile Processing Technician)
		Occupations Not Considered New & Innovative
		• Construction Laborer • Electrician • Emergency Medical Technician and Paramedics • Sheet Metal Worker • Welding, Soldering, Brazing Machine Setters

Northern Los Angeles County

The following data points summarize key findings for apprenticeships in Northern Los Angeles. It is important to note that, unless otherwise stated, the data included in this section is reflective of only the 34 ZIP codes used to define Northern Los Angeles County, providing more localized insight compared to most data sources, which typically include aggregate data for all of Los Angeles County.



27
Apprentices (DOL)



1,538
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

0
Active Community College Apprenticeship Programs

0
Active Community College Apprenticeship Courses

4
CAI Grant Projects Awarded

$910K
CAI Grant Funding

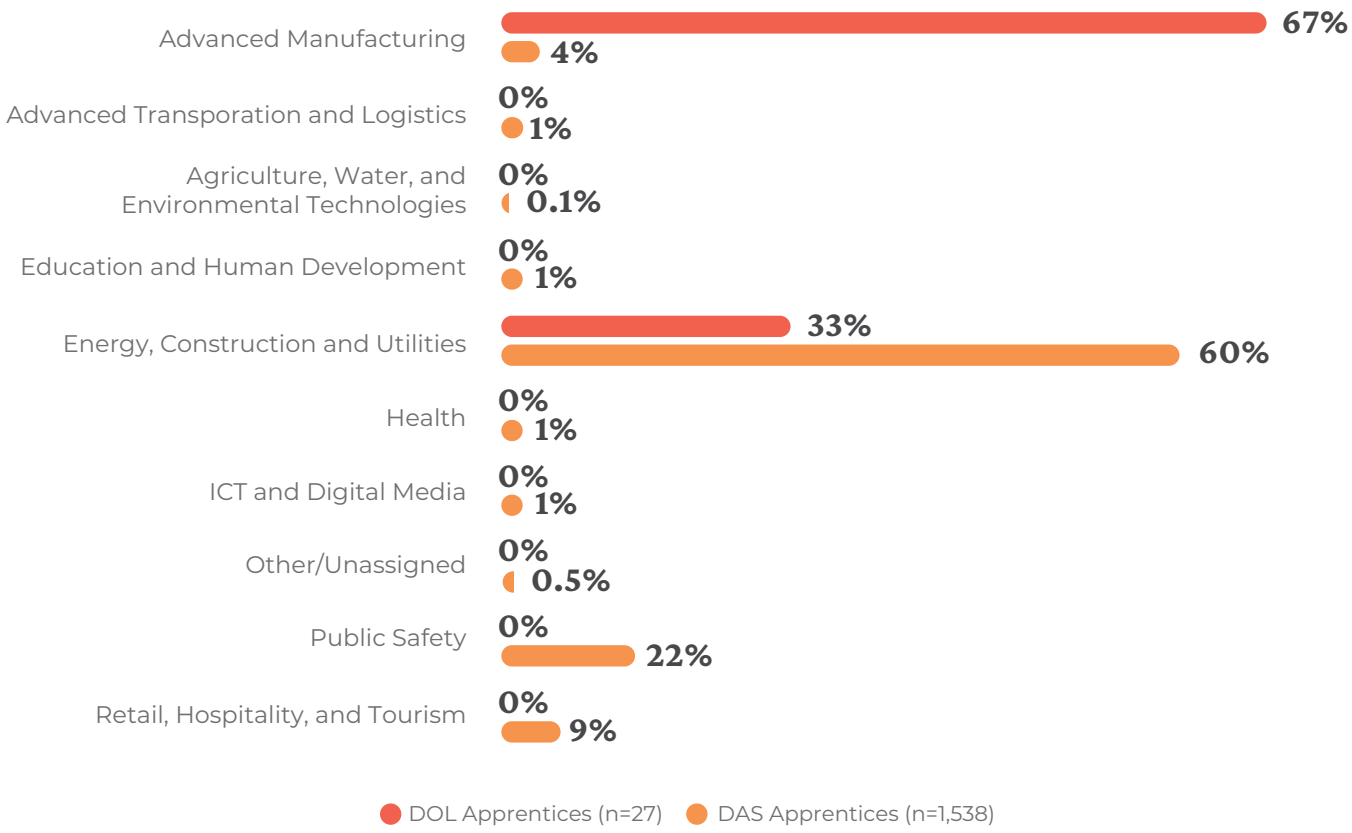
Apprenticeship Sectors and Sponsors

DOL and DAS Data

According to DOL data, there are 27 apprentices in Northern Los Angeles County, which is remarkably lower than the apprentices reported within the DAS data. According to the DAS, there are 1,538 apprentices in Northern Los Angeles County. The highest percentage of apprentices according to the DOL are in Advanced Manufacturing programs, while DAS data shows the highest percentage of apprentices are in Energy, Construction and Utilities programs. Additionally, sector representation among apprentices differs between the DOL and DAS datasets. Energy, Construction and Utilities is the second largest for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data. Moreover, DAS data shows 9% of apprentices are within the Retail, Hospitality and Tourism sector while that sector is not represented in the DOL data. Exhibit 18 shows the distribution of apprentices within the DOL and DAS datasets by sector.

Northern Los Angeles County, Continued

Exhibit 18: Northern Los Angeles County Apprentices by Sector



Northern Los Angeles County, Continued

DAS Program Sponsor Tool

The data reflected below includes all of Los Angeles County, not only the northern parts of the county encompassing the Antelope and Santa Clarita valleys. Notably, the program search tool shows that only one apprenticeship program is in Northern Los Angeles County. The program sponsor is "Strong Workforce Apprenticeship Group Health Care Apprenticeship Program" and the program is housed at College of the Canyons. The discrepancy between the number of DAS apprentices and the information in the DAS Program Sponsor Tool further highlights inconsistencies within apprenticeship data.

Throughout the entire county, there were 196 program sponsors listed in the DAS Program Sponsor Tool. The DAS industries with the most registered apprenticeship programs include Miscellaneous Services, Machinist, and Cosmetology (5% each). Among the occupations tracked in RAPIDS, Barber (10%) accounted for the most apprenticeship programs, followed by Plumber, Aircraft Structures Mechanic, and Sheet Metal Worker (2% each), The program sponsors with the apprenticeship programs in Los Angeles County are also shown in Exhibit 19.

Exhibit 19: DAS Program Sponsor Top Search Results: Los Angeles County (n=196)

Los Angeles DAS Industries	Los Angeles DAS Occupations	Los Angeles Program Sponsors
• Miscellaneous Services (5%) • Machinist (5%) • Cosmetology (5%) • Automotive (5%) • Manufacturing (5%) • Barber (5%) • Plumbing & Pipefitting (5%) • Civil Service (5%) • Health Services (5%) • Information Technology (5%)	• Barber (10%) • Plumber (2%) • Aircraft Structures Mechanic (2%) • Sheet Metal Worker (2%) • Industrial Painter (1%) • Bricklayer (1%) • Plasterer (1%) • Dental Assistant (1%) • Early Childhood Educator (1%) • Cement Mason (1%)	• Apprenti • Construction Teamsters Apprenticeship Fund Of So California J A C • Advanced Manufacturing And Transportation Apprenticeships Of California • Music Forward Foundation • Southern California Operating Engineers Joint Apprenticeship Committee • Joint Apprenticeship Committee Tile & Terrazzo Industry • California Fire Fighter Joint Apprenticeship Committee • Kern & Northern Los Angeles Counties Air Conditioning & Sheet Metal Workers J.A.T.C. • Rx Research Services Unilateral Apprenticeship Committee • Bricklayers & Allied Craftworkers Local #4 California J.A.C.

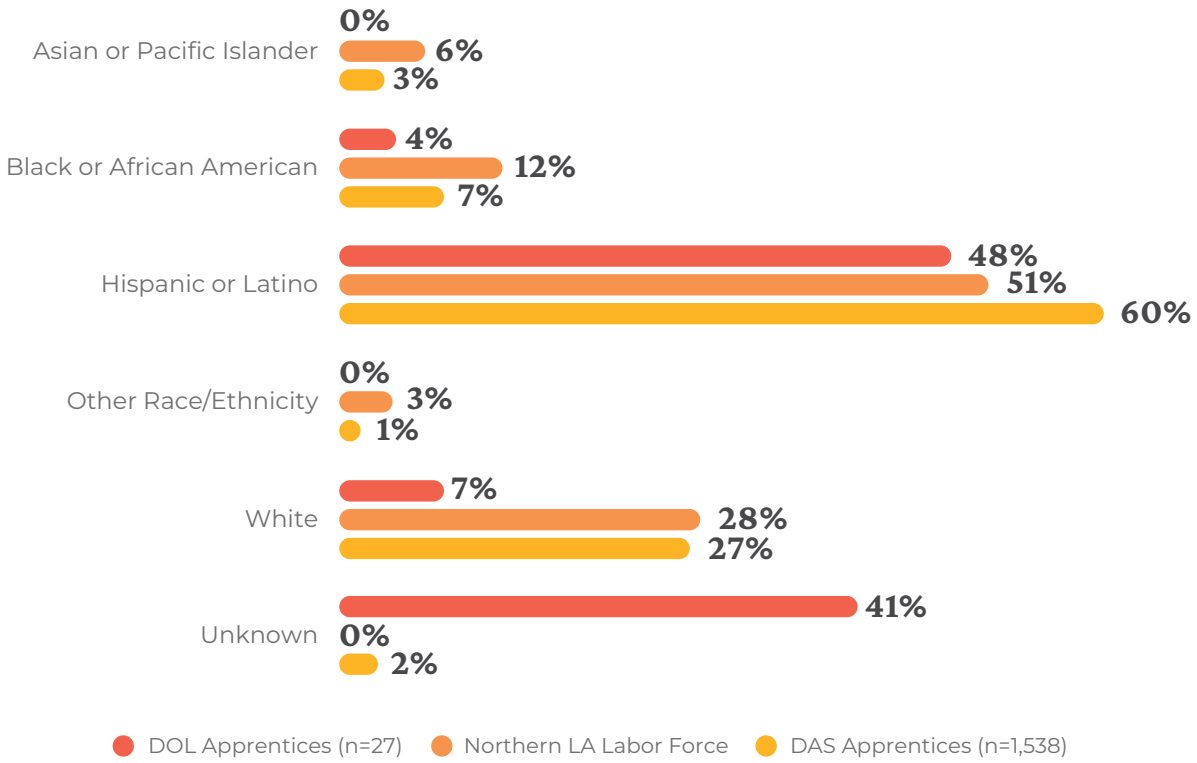
Northern Los Angeles County, Continued

Apprenticeship Demographics

Race and Ethnicity

In Northern Los Angeles County, Hispanic or Latino individuals account for the highest percentage of apprentices within DOL (48%) and DAS (60%) data; the DAS data is higher than the Northern Los Angeles County labor force (51%). The second largest group of apprentices within the DOL data is classified as unknown, accounting for 41% of apprentices, which is significantly higher than the DAS data (2%). Moreover, white individuals account for the second largest group of apprentices within the DAS data (27%), which is higher than the DOL data (7%) but similar to the Northern Los Angeles County labor force (28%). Exhibit 20 shows the distribution of apprentices by race and ethnicity according to DOL and DAS compared to the Northern Los Angeles County labor force.

Exhibit 20: Northern Los Angeles County Apprentices by Race and Ethnicity

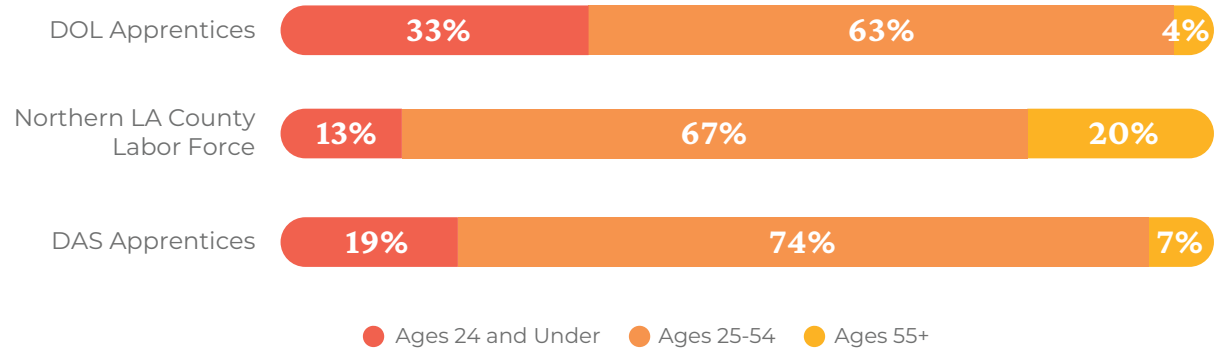


Northern Los Angeles County, Continued

Age

Exhibit 21 shows the distribution of apprentices by age group according to DOL and DAS compared to the Northern Los Angeles County labor force. The DOL data shows that over half (63%) of apprentices in Northern Los Angeles County are between 25–54, which is lower than the DAS data, which shows that 74% of apprentices are between 25–54. The DAS data has a slightly higher percentage of apprentices age 25–54 compared to the Northern Los Angeles labor force. With DOL data, 33% of apprentices are age 24 and under, much higher than the DAS data (19%), and the Northern Los Angeles County labor force (13%). Notably, only 7% of apprentices within the DAS data are 55 or older, which is slightly higher than the 4% of apprentices who are 55 or older in the DOL data; this differs significantly from the labor force, where 20% of workers are 55 or older. This data shows that apprentices are slightly younger compared to the overall labor force.

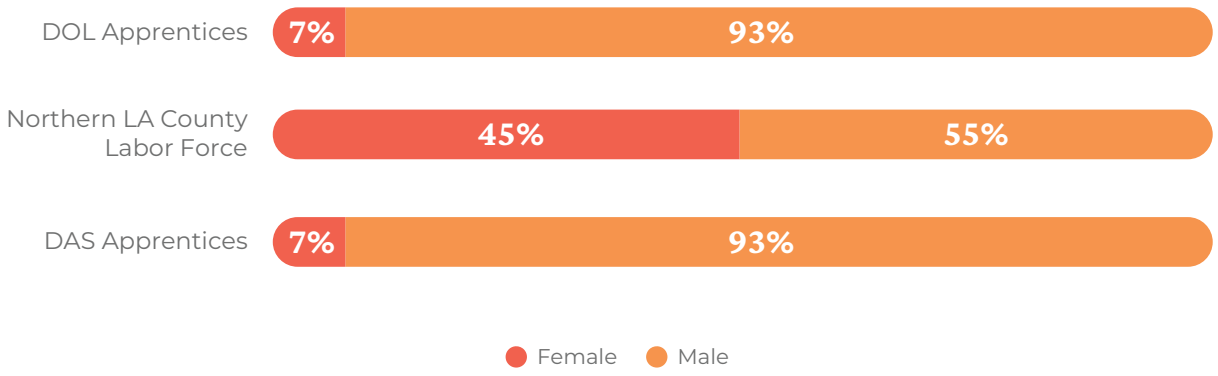
Exhibit 21: Northern Los Angeles County Apprentices by Age



Sex and Gender

When examining data on sex and gender, the overwhelming majority of apprentices are men (93% for DOL data and DAS data), which is significantly higher than the Northern Los Angeles labor force (55% men). The DOL and DAS data are identical to each other both reporting that only 7% of apprentices are women, as shown in Exhibit 22.

Exhibit 22: Northern Los Angeles County Apprentices by Sex and Gender



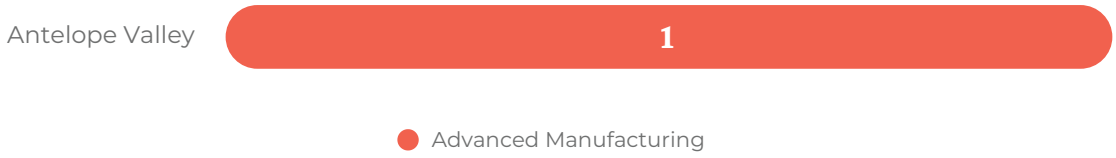
Northern Los Angeles County, Continued

Community College Data

Chancellor's Office Curriculum Inventory

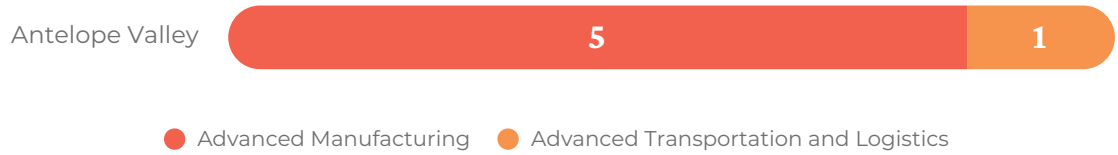
A review of COCI data shows that there are no active community college apprenticeship programs in Northern Los Angeles County. However, there is one approved program at Antelope Valley College, titled Industrial Manufacturing Technician Apprentice. This program is in the Advanced Manufacturing sector, as shown in Exhibit 23.

Exhibit 23: Northern Los Angeles County Community College Approved Apprenticeship Programs by Sector (n=1)



Though there are no active courses, Antelope Valley is also the only community college in Northern Los Angeles County that has approved apprenticeship courses. Antelope Valley currently has six active apprenticeship courses; five are in Advanced Manufacturing and one is in Advanced Transportation and Logistics, as shown in Exhibit 24.

Exhibit 24: Northern Los Angeles County Active Apprenticeship Courses by Sector (n=6)



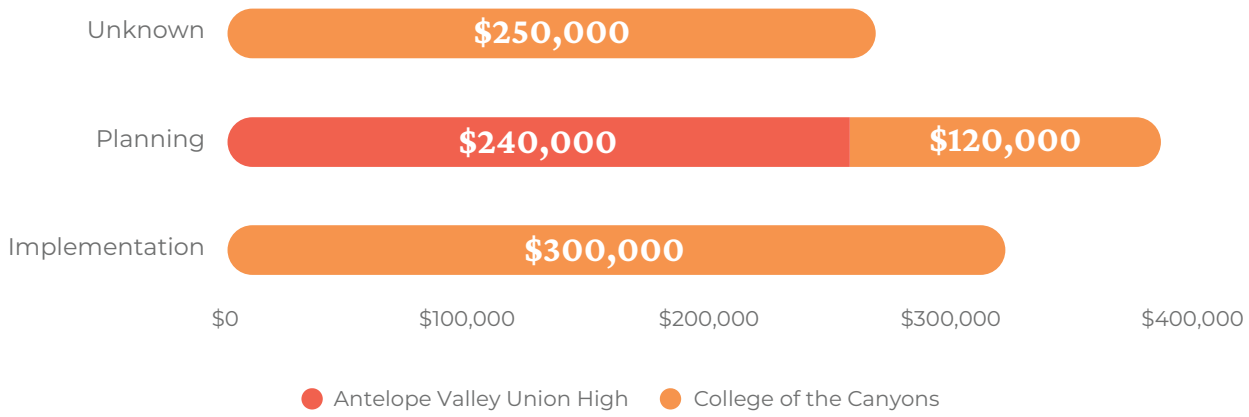
A full list of active, approved, and inactive apprenticeship programs and courses is in Appendix B.

Northern Los Angeles County, Continued

CCCCO California Apprenticeship Initiative (CAI) Grant

Within Northern Los Angeles County, two institutions — Antelope Valley Union High and College of the Canyons — have been awarded CAI grants totaling $910,000. Because the initial round of CAI grants did not indicate if an award was for implementation or planning purposes, 27% ($250,000) of these funds are categorized as "unknown", as shown in Exhibit 25. The remaining funds were awarded for planning projects.

Exhibit 25: Northern Los Angeles County CAI Grant Awards by Recipient



CAI grants in Northern Los Angeles County were focused on four different sectors and projects range from assemblers and fabricators to early care and education, construction technology, and computer user support specialists. Exhibit 26 shows the awarded CAI grant projects in Northern Los Angeles County by sector.

Exhibit 26: Awarded CAI Projects in Northern Los Angeles County

Fiscal Year	Institution	Occupation	Award Type	Funded
ADVANCED MANUFACTURING				**$120,000**
2023–24	Antelope Valley Union High	Miscellaneous Assembler and Fabricator	Planning	$120,000
EDUCATION AND HUMAN DEVELOPMENT				**$300,000**
2023–24	College of the Canyons	Early Care & Education Associate Teacher	Implementation	$300,000
ENERGY, CONSTRUCTION AND UTILITIES				**$250,000**
2021–22	College of the Canyons	College of the Canyons Construction Technologies Pre-Apprenticeship Program	Unknown	$250,000
ICT AND DIGITAL MEDIA				**$120,000**
2023–24	Antelope Valley Union High	Computer User Support Specialist	Planning	$120,000
Total Awarded				**$910,000**

San Luis Obispo County

The following data points summarize key findings for apprenticeships in San Luis Obispo County.

207
Apprentices (DOL)

686
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

0
Active Community College Apprenticeship Programs

0
Active Community College Apprenticeship Courses

3
CAI Grant Projects Awarded

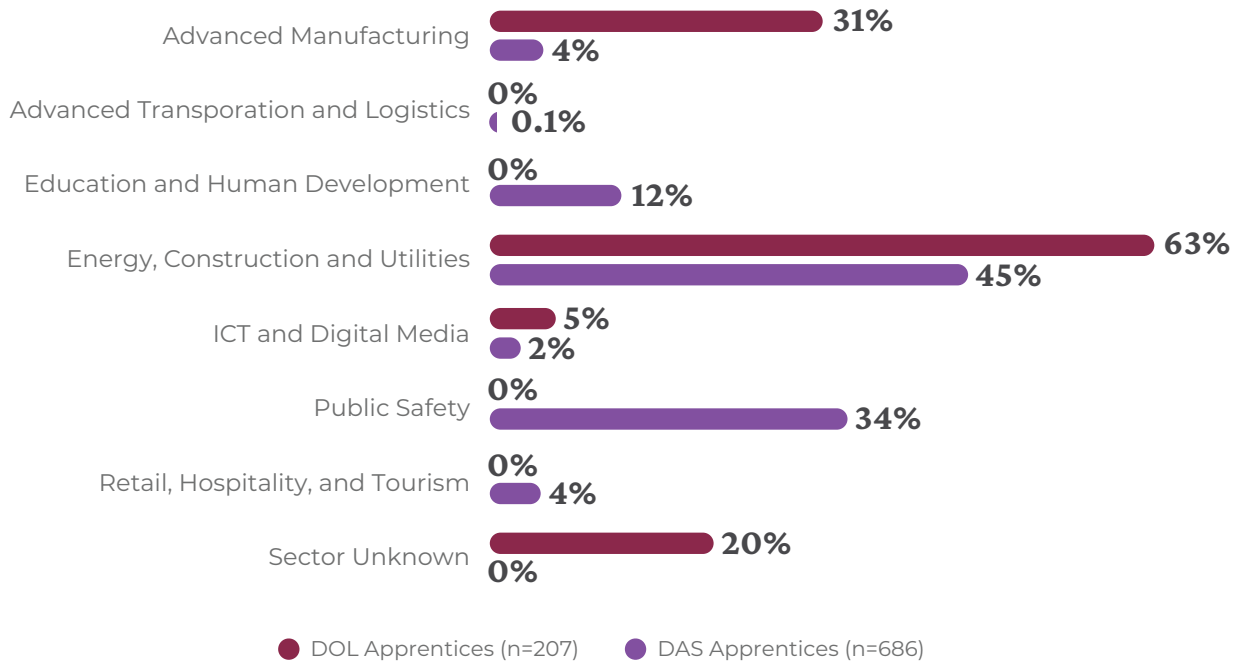
$395K
CAI Grant Funding

Apprenticeship Sectors and Sponsors

DOL and DAS Data

According to DOL data, there are 207 apprentices in San Luis Obispo County, which is less than one-third of the apprentices reported within DAS data. According to DAS, there are 686 apprentices in San Luis Obispo County. Across both data sources, the highest percentage of apprentices are in Energy, Construction, and Utilities programs. However, sector representation among apprentices differs between the DOL and DAS datasets. Advanced Manufacturing is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data. Notably, the sector for 20% of DOL apprentices is unknown. Exhibit 27 shows the distribution of apprentices within the DOL and DAS datasets by sector.

Exhibit 27: San Luis Obispo County Apprentices by Sector



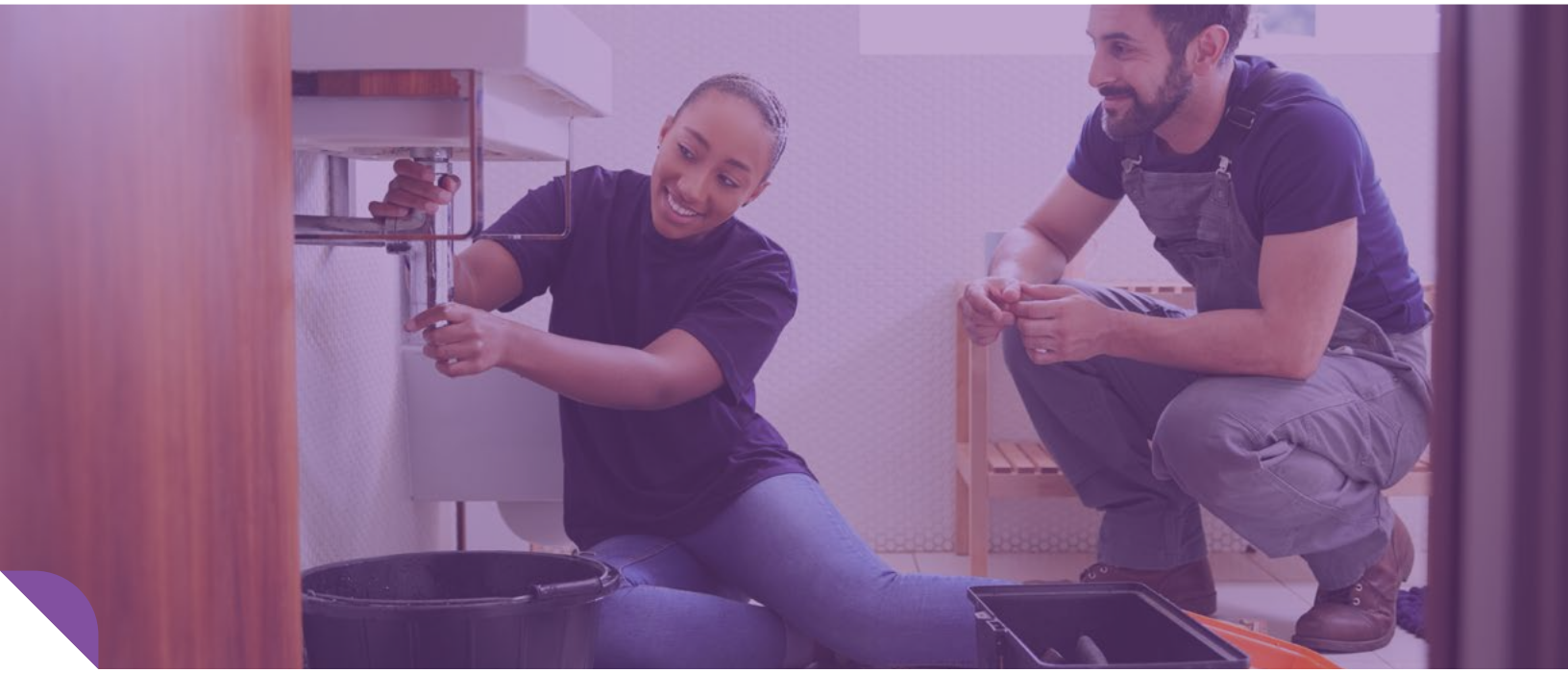
DAS Program Sponsor Tool

In San Luis Obispo County, there were only nine program sponsors listed in the DAS Program Sponsor Tool. The DAS industries with the most registered apprenticeship programs include Plumbing & Pipefitting (44%), and Heating, Ventilation & Air Conditioning (22%). Among the occupations tracked in RAPIDS there was an even distribution across occupations ranging from steamfitter to electrician, and maintenance plumber. The four program sponsors with the apprenticeship programs in San Luis Obispo County are shown in Exhibit 28.

Exhibit 28: DAS Program Sponsor Top Search Results: San Luis Obispo County (n=9)

San Luis Obispo DAS Industries	San Luis Obispo DAS Occupations	San Luis Obispo Program Sponsors
• Plumbing & Pipefitting (44%) • Heating, Ventilation & Air Conditioning (22%) • Sheet Metal (11%) • Electrical & Electronic (11%) • Machinist (11%)	• Steamfitter (11%) • Sheet Metal Service Worker (11%) • Electrician (11%) • Maintenance Plumber (11%) • Sheet Metal Worker (11%) • Pipefitter (11%) • Tool And Die Maker (11%) • Plumber (11%) • Refrigeration & Air Conditioning Mechanic (11%)	• San Luis Obispo County Plumbing, Pipefitting, Heating Ventilation Air Conditioning And Refrigeration Joint Apprenticeship Training Committee Local 403 • Tri Counties Sheet Metal & Air Conditioning Industry J.A.C. • Advanced Manufacturing And Transportation Apprenticeships Of California • San Luis Obispo Electrical Workers J.A.C.

San Luis Obispo County, Continued

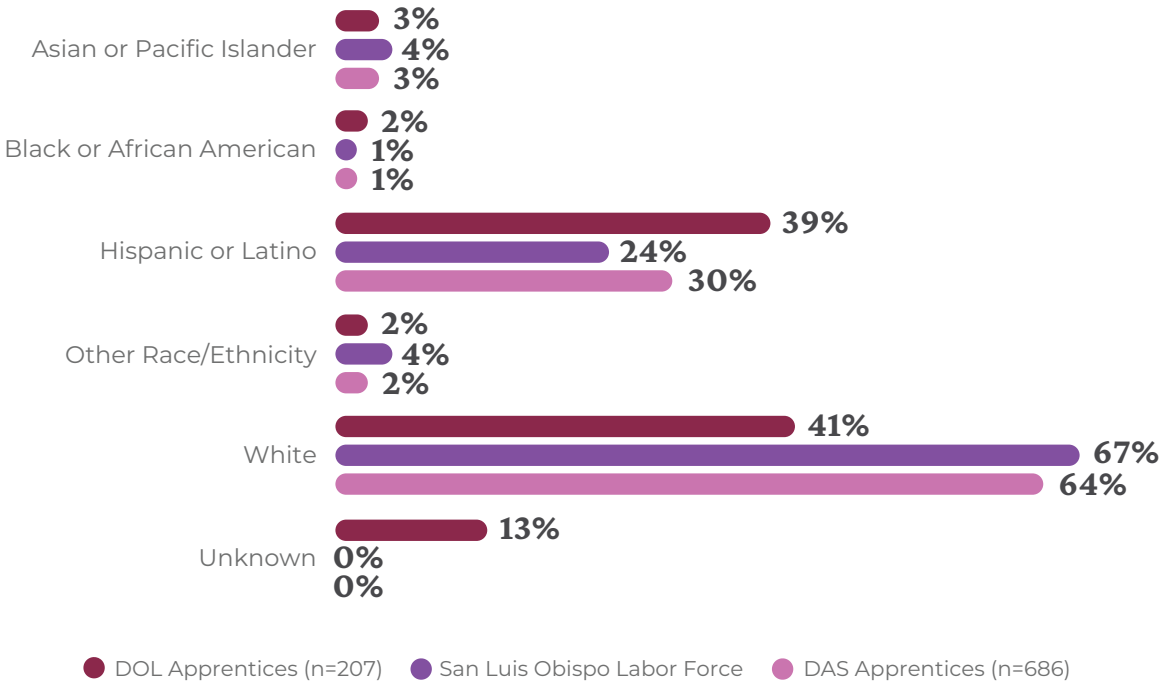


Apprenticeship Demographics

Race and Ethnicity

In San Luis Obispo County, white individuals account for the highest percentage of apprentices within the DOL data (41%) and DAS data (64%); though the DAS figure is similar to the San Luis Obispo County labor force (67% white), the DOL figure is significantly below it. Hispanic or Latino individuals account for the second-largest group in both data sources (39% for DOL and 30% for DAS). Both figures are higher than the San Luis Obispo labor force (24%). Exhibit 29 shows the distribution of apprentices by race and ethnicity according to DOL and DAS compared to the San Luis Obispo labor force.

Exhibit 29: San Luis Obispo County Apprentices by Race and Ethnicity

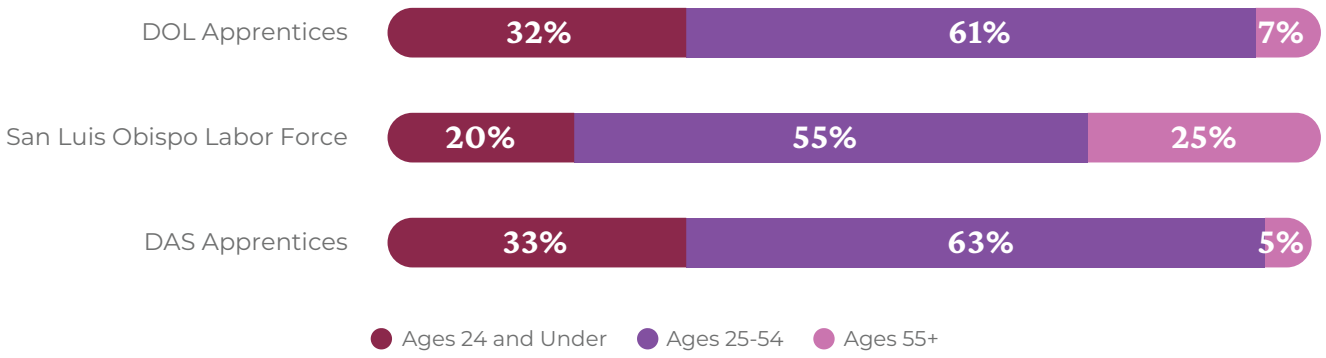


San Luis Obispo County, Continued

Age

Exhibit 30 shows the distribution of apprentices by age group according to DOL and DAS compared to the San Luis Obispo labor force. The two data sources largely align with each other, with over 60% of apprentices in the age 25–54 group, slightly higher than the San Luis Obispo labor force. Apprentices are generally younger than the labor force, with approximately one-third of apprentices in the 24 and under age group, significantly higher than the labor force.

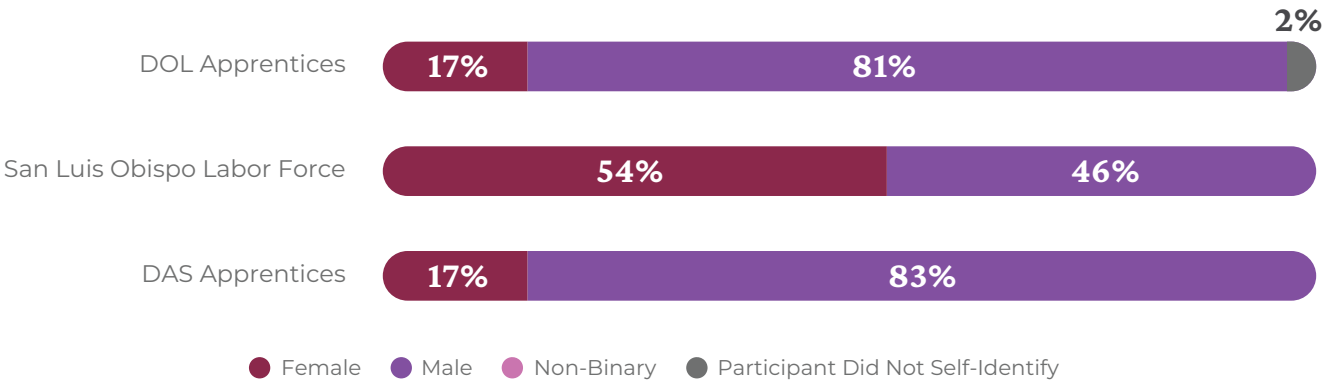
Exhibit 30: San Luis Obispo County Apprentices by Race and Ethnicity



Sex and Gender

When examining data on sex and gender, the overwhelming majority of apprentices are men (81% for DOL data and 83% for DAS data), which is significantly higher than the San Luis Obispo labor force. According to both data sources, only 17% of apprentices are women, as shown in Exhibit 31.

Exhibit 31: San Luis Obispo County Apprentices by Race and Ethnicity



San Luis Obispo County, Continued

Community College Data

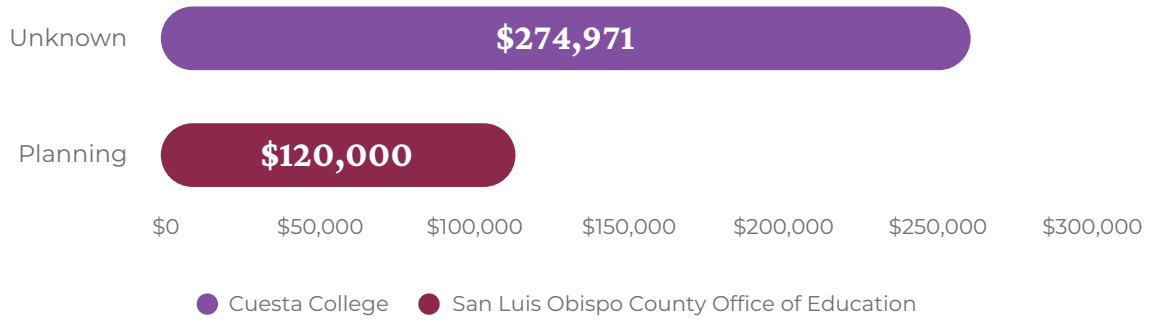
Chancellor's Office Curriculum Inventory

A review of COCI data shows that there are currently no active apprenticeship programs or courses offered by Cuesta College, the only community college in San Luis Obispo County.

CCCCO California Apprenticeship Initiative (CAI) Grant

Within San Luis Obispo County, two institutions — Cuesta College and the San Luis Obispo County Office of Education — have been awarded CAI grants totaling $525,000. Because the initial round of CAI grants did not indicate if an award was for implementation or planning purposes, these funds are categorized as "unknown", as shown in Exhibit 32.

Exhibit 32: San Luis Obispo County CAI Grant Awards by Recipient



Cuesta College's two CAI grant projects were awarded in fiscal year 2021–22. Both projects were focused on the Retail, Hospitality, and Tourism sector, specifically for School Food Specialists, which are involved with providing healthy school food for K12 school districts. The San Luis Obispo County Office of Education's CAI Grant award is focused on dental assistants. Exhibit 33 shows the awarded CAI grant projects in San Luis Obispo County by sector.

Exhibit 33: Awarded CAI Projects in San Luis Obispo County

Fiscal Year	Institution	Occupation	Award Type	Funded
HEALTH				**$120,000**
2024–25	San Luis Obispo County Office of Education	Dental Assistant	Planning	$120,000
RETAIL, HOSPITALITY, AND TOURISM				**$274,971**
2021–22	Cuesta College	School Food Specialist	Unknown	$149,983
2021–22	Cuesta College	School Food Specialist Pre-Apprenticeship	Unknown	$124,988
Total Awarded				**$394,971**

• Santa Barbara County

The following data points summarize key findings for apprenticeships in Santa Barbara County.

116
Apprentices (DOL)

690
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

3
Active Community College Apprenticeship Programs

4
Active Community College Apprenticeship Courses

2
CAI Grant Projects Awarded

$740K
CAI Grant Funding

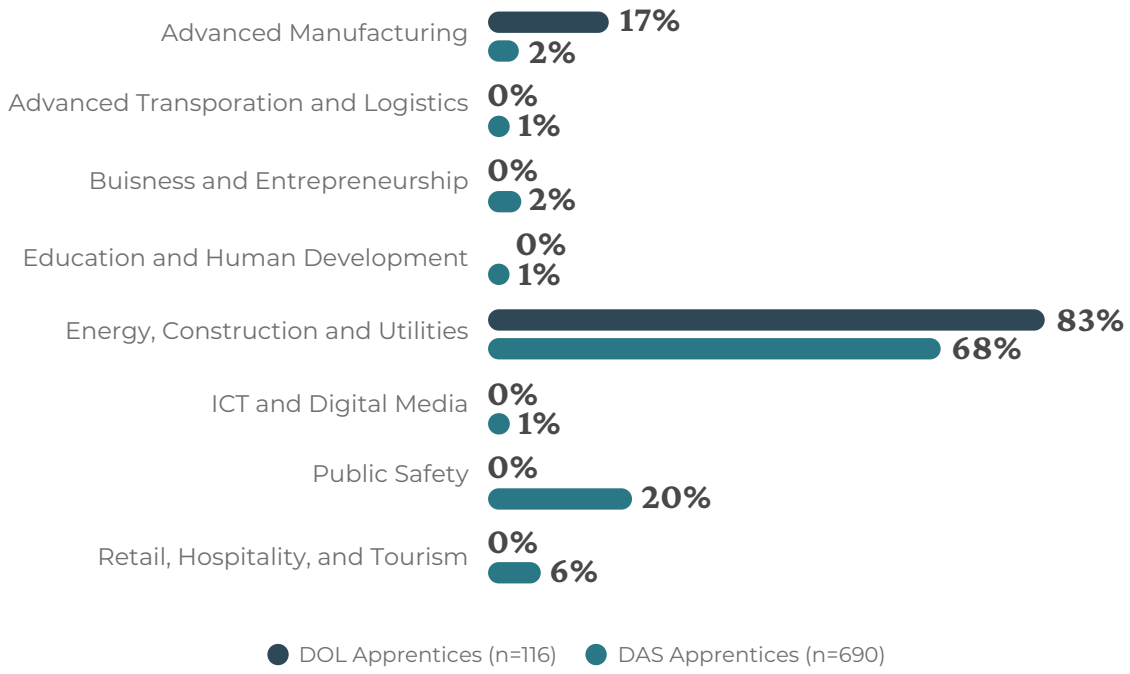
Apprenticeship Sectors and Sponsors

DOL and DAS Data

According to DOL data, there are 116 apprentices in Santa Barbara County, which is less than one-fifth of the apprentices reported within DAS data. According to DAS, there are 690 apprentices in Santa Barbara County. Across both data sources, the highest percentage of apprentices are in Energy, Construction, and Utilities programs. However, sector representation among apprentices differs between the DOL and DAS datasets. Advanced Manufacturing is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data. Additionally, DAS data shows 6% of apprentices are within the Retail, Hospitality, and Tourism sector, but that sector is not represented in the DOL data. Exhibit 34 shows the distribution of apprentices within the DOL and DAS datasets by sector.

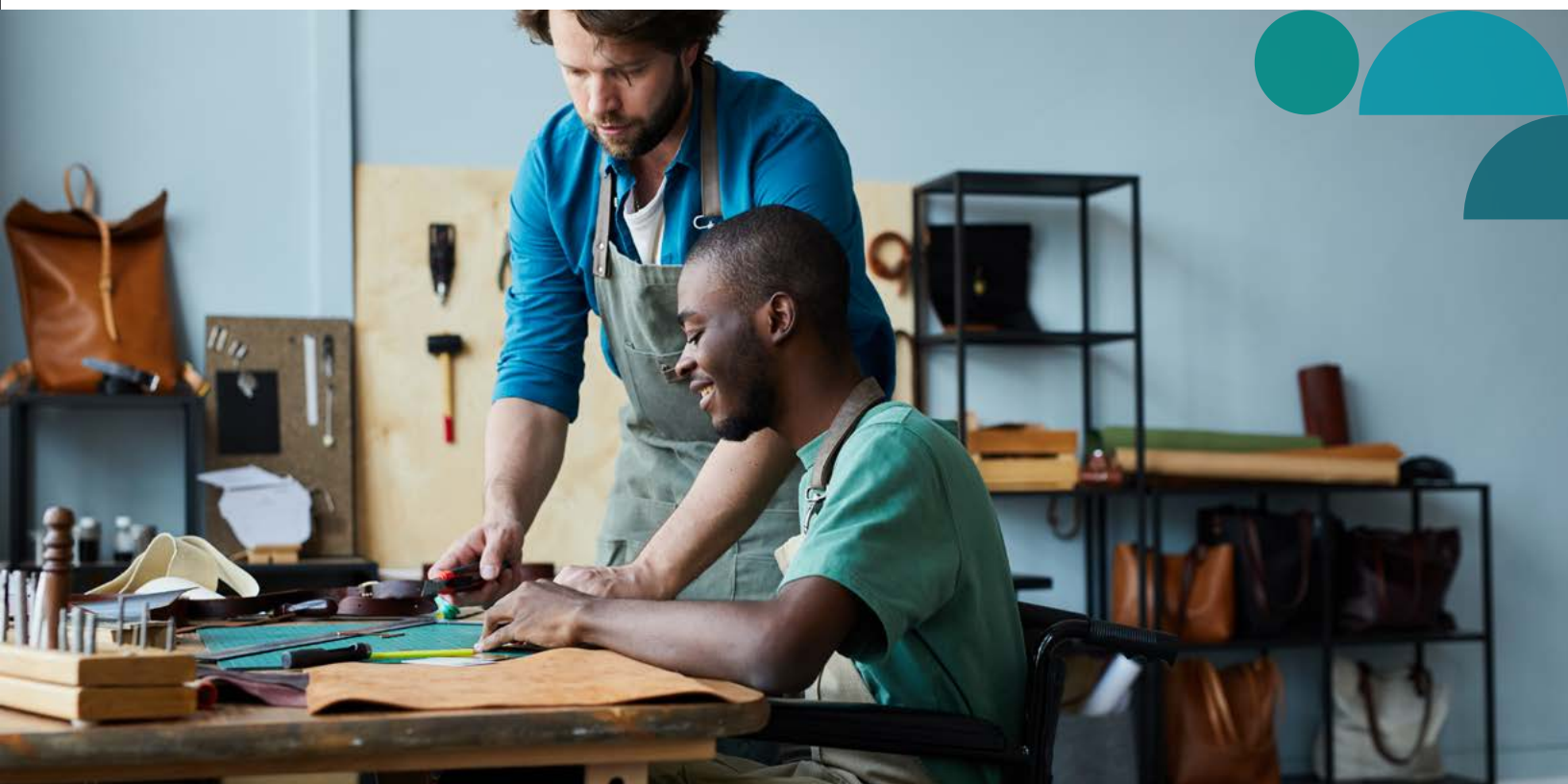
Santa Barbara County, Continued

Exhibit 34: Santa Barbara County Apprentices by Sector



DAS Program Sponsor Tool

In Santa Barbara County, there were 173 program sponsors listed in the DAS Program Sponsor Tool. The DAS industries with the most registered apprenticeship programs include Miscellaneous Services, Machinist, and Information Technology (6% each). Among the occupations tracked in RAPIDS, Barber (12%) accounted for the most apprenticeship programs, followed by several other occupations that each accounted for 1% of programs, ranging from Cement Mason to Pile Driver and Application Security Review Engineer. The program sponsors with the most apprenticeship programs in Santa Barbara County are also shown in Exhibit 35.



Santa Barbara County, Continued

Exhibit 35: DAS Program Sponsor Top Search Results: Santa Barbara County (n=173)

Santa Barbara DAS Industries	Santa Barbara DAS Occupations	Santa Barbara Program Sponsors
• Miscellaneous Services (6%) • Machinist (6%) • Information Technology (6%) • Automotive (6%) • Manufacturing (6%) • Barber (6%) • Cosmetology (6%) • Health Services (6%) • Carpentry (6%) • Tile Layer/Setter (6%)	• Barber (12%) • Cement Mason (1%) • Plasterer (1%) • Terrazzo Finisher (1%) • Sourcing Recruiter (1%) • Maintenance Plumber • Glazier (1%) • Anthropologists And Archeologists, Cultural And Conservation Technician (1%) • Pile Driver (1%) • Application Security Review Engineer (1%)	• Advanced Manufacturing And Transportation Apprenticeships Of California • Apprenti • Construction Teamsters Apprenticeship Fund Of So California J A C • Southern California Operating Engineers Joint Apprenticeship Committee • Music Forward Foundation • California Fire Fighter Joint Apprenticeship Committee • Santa Barbara County Pipe Trades J.A.C. • Rx Research Services Unilateral Apprenticeship Committee • Joint Apprenticeship Committee Tile & Terrazzo Industry • Bricklayers & Allied Craftworkers Local #4 California J.A.C.

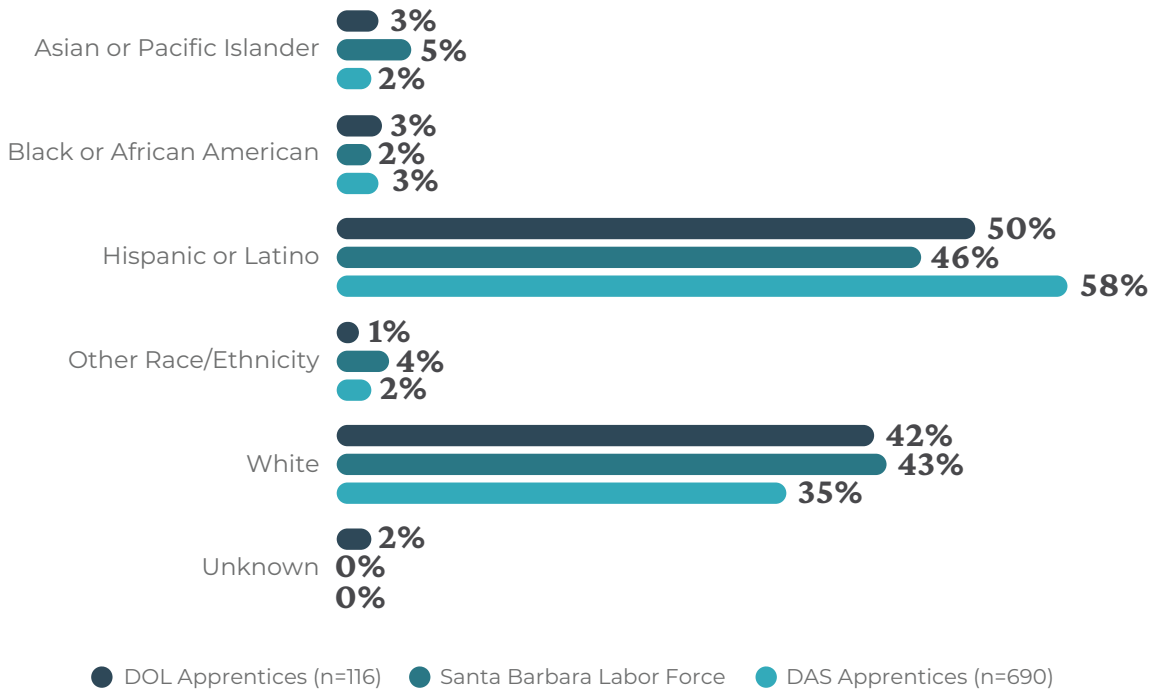
Apprenticeship Demographics

Race and Ethnicity

In Santa Barbara County, Hispanic or Latino individuals account for the highest percentage of apprentices within DOL (50%) and DAS (58%) data; both figures are higher than the Santa Barbara County labor force (46%). White individuals account for the second largest group of apprentices, with DOL reporting 42% of apprentices and DAS reporting 35% of apprentices as white. The DOL figure is nearly identical to the labor force (43% white), but the DAS figure is lower than the labor force. Exhibit 36 shows the distribution of apprentices by race and ethnicity according to DOL and DAS compared to the Santa Barbara County labor force.

Santa Barbara County, Continued

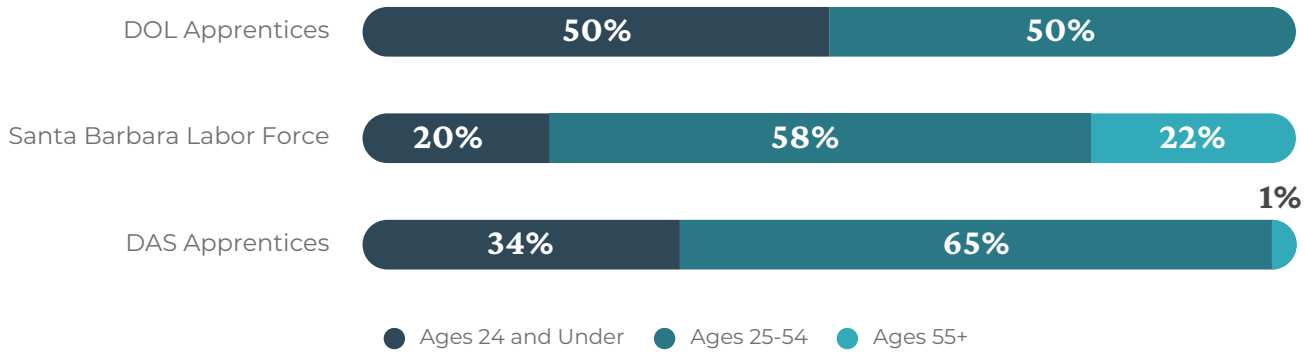
Exhibit 36: Santa Barbara County Apprentices by Race and Ethnicity



Age

Exhibit 37 shows the distribution of apprentices by age group according to DOL and DAS compared to the Santa Barbara labor force. The DOL data shows that half (50%) of apprentices in Santa Barbra County are age 24 and younger and the other half (50%) are between 25 and 54. This differs from the DAS data, which shows that 34% of apprentices are 24 and younger and 65% are between 25 and 54. Notably, only 1% of apprentices within the DAS data are 55 or older and there were no apprentices in this age group within the DOL data; this differs significantly from the labor force, where 22% of workers are 55 or older, with over 60% of apprentices in the age 25–54 group, slightly higher than the Santa Barbara labor force. This data also shows that apprentices are generally younger when compared to the overall labor force.

Exhibit 37: Santa Barbara County Apprentices by Age

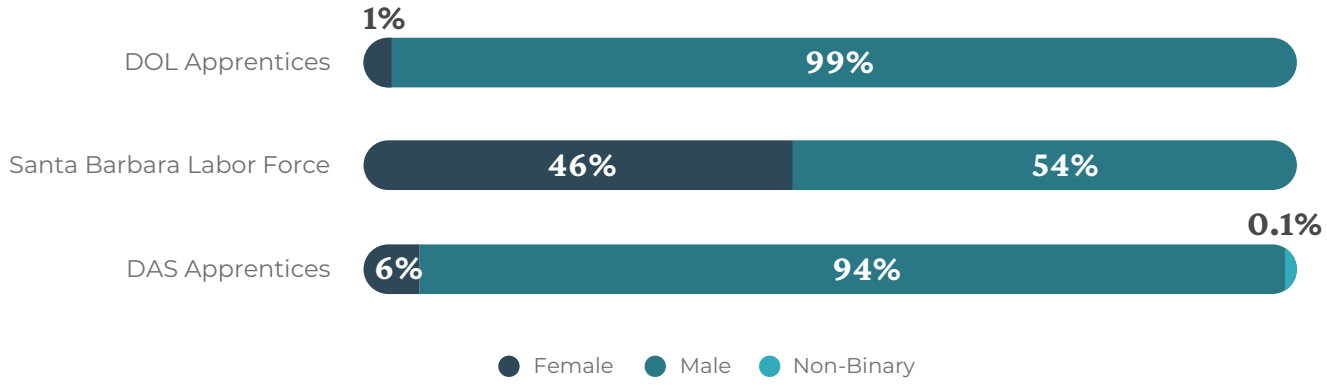


Santa Barbara County, Continued

Sex and Gender

When examining data on sex and gender, the overwhelming majority of apprentices are men (99% for DOL data and 94% for DAS data), which is significantly higher than the Santa Barbara County labor force (54% men). According to DOL data, only 1% of apprentices are women. The DAS data shows only 6% of apprentices are women, while 0.1% identify as non-binary, as shown in Exhibit 38.

Exhibit 38: Santa Barbara County Apprentices by Sex and Gender



Community College Data

Chancellor's Office Curriculum Inventory

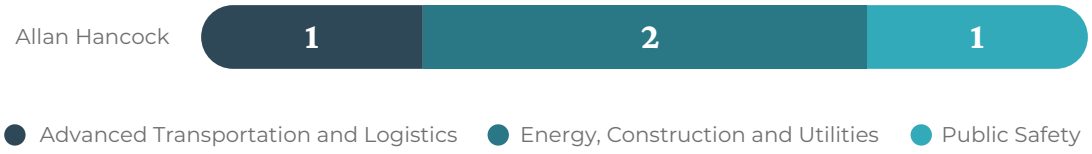
A review of COCI data shows that Allan Hancock is the only community college in Santa Barbara County that has active apprenticeship programs. Allan Hancock currently has three active apprenticeship programs; two are in Energy, Construction and Utilities, while the other is in Advanced Transportation and Logistics, as shown in Exhibit 39.

Exhibit 39: Santa Barabra County Community College Active Apprenticeship Programs by Sector (n=3)

Allan Hancock is also the only community college in Santa Barbara County that offers active apprenticeship courses. Allan Hancock currently has four active apprenticeship courses; two are in Energy, Construction and Utilities, one is in Advanced Transportation and Logistics, and one is in Public Safety, as shown in Exhibit 40.

Santa Barbara County, Continued

Exhibit 40: Santa Barbara County Active Apprenticeship Courses by Sector (n=4)



A full list of active, approved, and inactive apprenticeship programs and courses is in Appendix B.

CCCCO California Apprenticeship Initiative (CAI) Grant

Within Santa Barbara County, two institutions — Allan Hancock Joint Community College District (CCD) and the Santa Barbara County Office of Education — have been awarded CAI grants totaling $740,000. Because the initial round of CAI grants did not indicate if an award was for implementation or planning purposes, 67% ($500,000) of these funds are categorized as "unknown", as shown in Exhibit 41. The remaining funds were awarded for planning projects.

Exhibit 41: Santa Barbara County CAI Grant Awards by Recipient

All CAI grants in Santa Barbara County were focused on the Education and Human Development sector,

with one project awarded in fiscal year 2021–22 and the other two in 2023–24. Exhibit 42 shows the awarded CAI grant projects in Santa Barbara County by sector.

Exhibit 42: Awarded CAI Projects in Santa Barbara County

Fiscal Year	Institution	Occupation	Award Type	Funded
EDUCATION AND HUMAN DEVELOPMENT				**$740,000**
2021–22	Santa Barbara County Office of Education	Associate Teacher; Teacher; Site Supervisor	Unknown	$500,000
2023–24	Santa Barbara County Office of Education	Teacher	Planning	$120,000
2023–24	Allan Hancock Joint CCD	Teacher Assistant	Planning	$120,000
Total Awarded				**$740,000**

• Ventura County

The following data points summarize key findings for apprenticeships in Ventura County.

296
Apprentices (DOL)

1,615
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

0
Active Community College Apprenticeship Programs

1
Active Community College Apprenticeship Courses

2
CAI Grant Projects Awarded

$607K
CAI Grant Funding

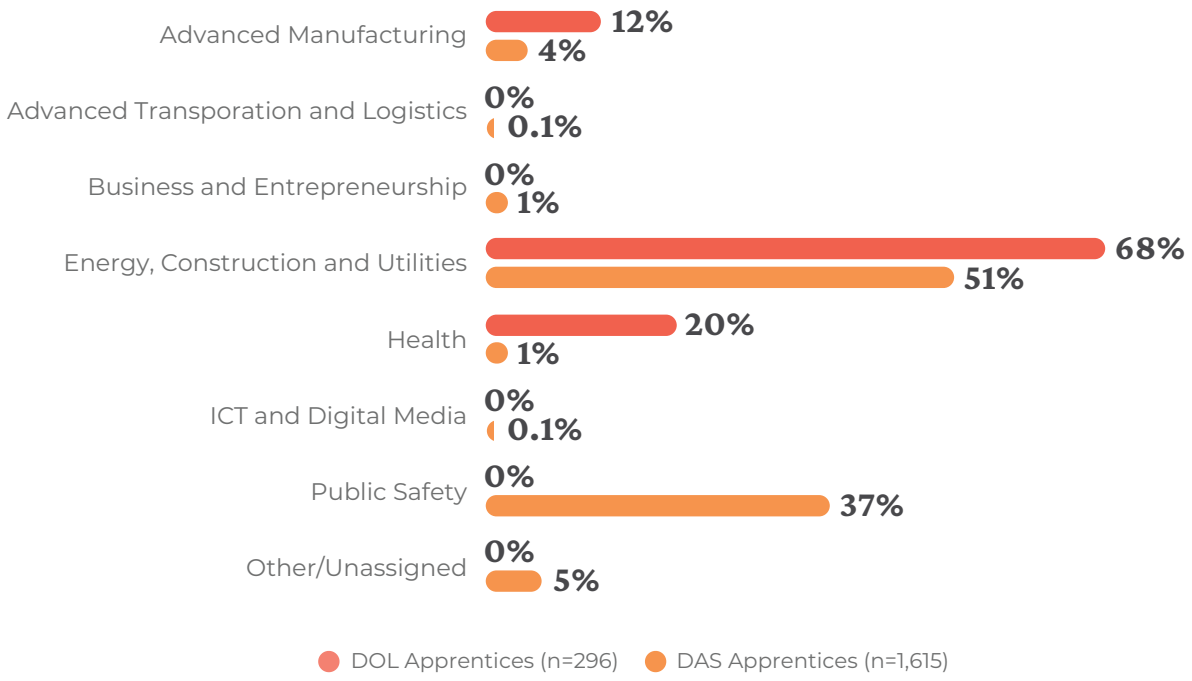
Apprenticeship Sectors and Sponsors

DOL and DAS Data

According to DOL data, there are 296 apprentices in Ventura County, which is less than one-fifth of the apprentices reported within DAS data. According to DAS, there are 1,615 apprentices in Ventura County. Across both data sources, the highest percentage of apprentices are in Energy, Construction, and Utilities programs. However, sector representation among apprentices differs between the DOL and DAS datasets. Health is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data. Exhibit 43 shows the distribution of apprentices within the DOL and DAS datasets by sector.

Ventura County, Continued

Exhibit 43: Ventura County Apprentices by Sector



Ventura County, Continued

DAS Program Sponsor Tool

In Ventura County, there were 183 program sponsors listed in the DAS Program Sponsor Tool. The DAS industries with the most registered apprenticeship programs include Miscellaneous Services, Machinist, and Information Technology (5% each). Among the occupations tracked in RAPIDS, Barber (11%) accounted for the most apprenticeship programs, followed by several other occupations that each accounted for 1% of programs, ranging from Terrazzo Finisher to Cement Mason and Sprinkler Fitter. The program sponsors with the most apprenticeship programs in Ventura County are also shown in Exhibit 44.

Exhibit 44: DAS Program Sponsor Top Search Results: Ventura County (n=183)

Ventura DAS Industries	Ventura DAS Occupations	Ventura Program Sponsors
• Miscellaneous Services (5%) • Machinist (5%) • Information Technology (5%) • Automotive (5%) • Manufacturing (5%) • Barber (5%) • Health Services (5%) • Cosmetology (5%) • Plumbing & Pipefitting (5%) • Carpentry (5%)	• Barber • Terrazzo Finisher • Plumber • Landscape And Irrigation Fitter • Plasterer • Cement Mason • Sprinkler Fitter • Sheet Metal Worker • Teamsters Construction Low Bed Driver, 5 Axels More • Marble Setter	• Advanced Manufacturing And Transportation Apprenticeships Of California • Apprenti • Construction Teamsters Apprenticeship Fund Of So California J A C • Music Forward Foundation • Southern California Operating Engineers Joint Apprenticeship Committee • Joint Apprenticeship Committee Tile & Terrazzo Industry • Ventura County Plumbing & Pipefitting J.A.C. • California Fire Fighter Joint Apprenticeship Committee • Rx Research Services Unilateral Apprenticeship Committee • Bricklayers & Allied Craftworkers Local #4 California J.A.C.

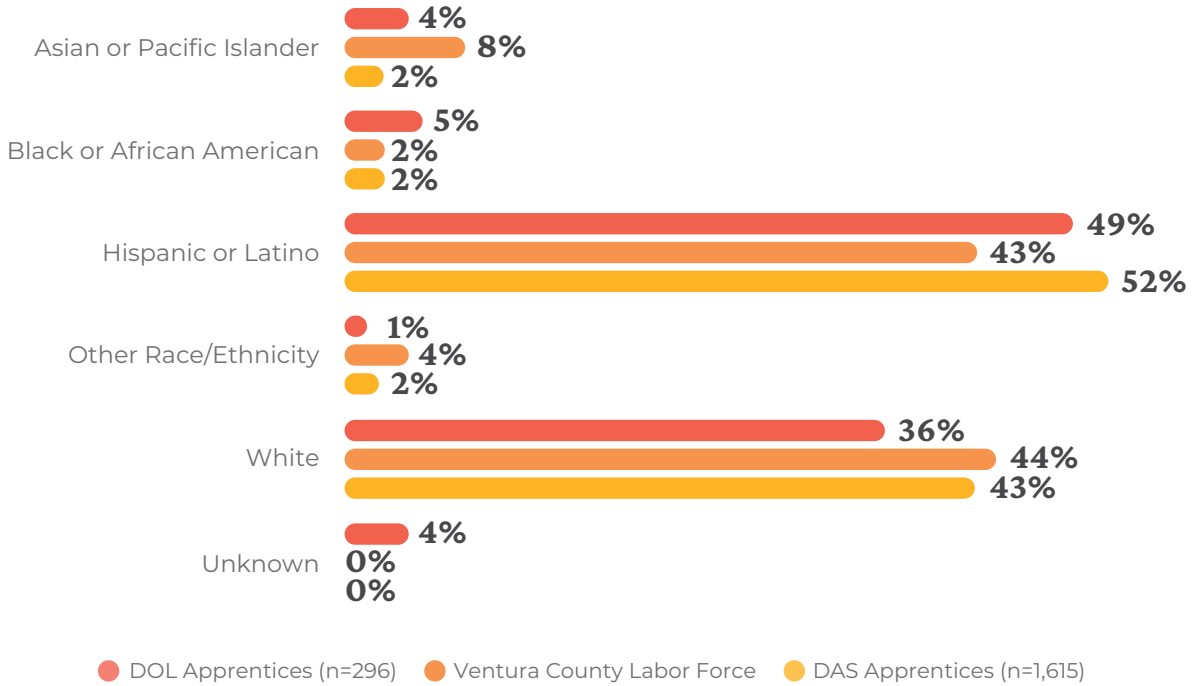
Ventura County, Continued

Apprenticeship Demographics

Race and Ethnicity

In Ventura County, Hispanic or Latino individuals account for the highest percentage of apprentices within DOL (49%) and DAS (52%) data; both figures are higher than the Ventura County labor force (43%). White individuals account for the second largest group of apprentices, with DOL reporting 36% of apprentices and DAS reporting 43% of apprentices as white. The DAS figure is nearly identical to the labor force (44% white) while the DOL figure is lower than the labor force. Exhibit 45 shows the distribution of apprentices by race and ethnicity according to DOL and DAS compared to the Ventura County labor force.

Exhibit 45: Ventura County Apprentices by Race and Ethnicity

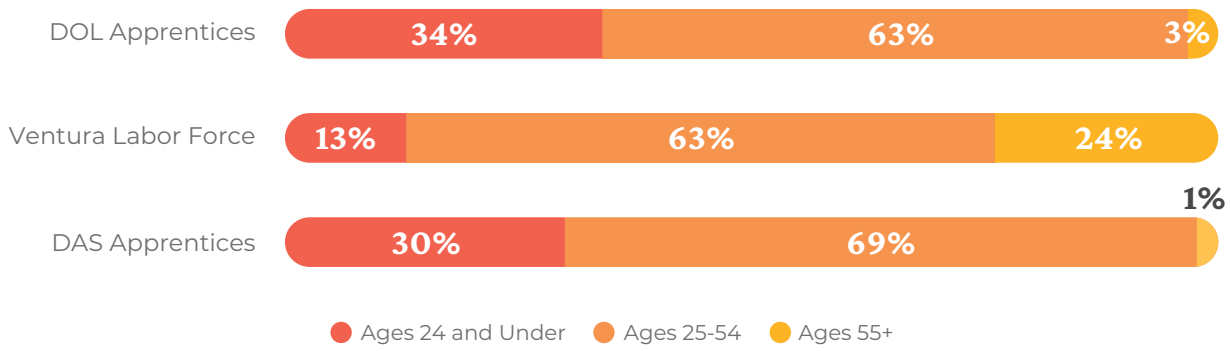


Ventura County, Continued

Age

Exhibit 46 shows the distribution of apprentices by age group according to DOL and DAS compared to the Ventura County labor force. The DOL data shows that half (34%) of apprentices in Ventura County are 24 and younger, which is similar to the DAS data (30%). Both figures are significantly higher than the Ventura County labor force (13% age 24 and younger). The majority of apprentices are between 25 and 54, with DOL data showing 63% of apprentices and DOL data showing 69% of apprentices in this age group. Notably, only 3% of apprentices within the DOL data and 1% within the DAS data are 55 or older; this differs significantly from the labor force, where 24% of workers are 55 or older.

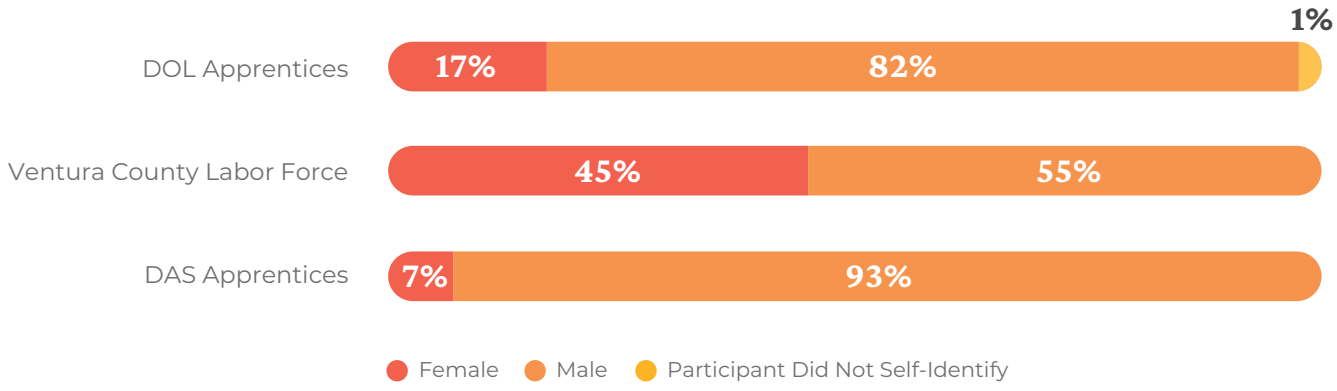
Exhibit 46: Ventura County Apprentices by Age



Sex and Gender

When examining data on sex and gender, the overwhelming majority of apprentices are men (82% for DOL data and 93% for DAS data), which is significantly higher than the Ventura County labor force (54% men). According to DOL data, only 17% of apprentices are women. The DAS data shows only 7% of apprentices are women, as shown in Exhibit 47.

Exhibit 47: Ventura County Apprentices by Sex and Gender



Ventura County, Continued

Community College Data

Chancellor's Office Curriculum Inventory

A review of COCI data shows that there are currently no active apprenticeship programs offered by community colleges throughout Ventura County. Though there is one active apprenticeship course, the title of the course is "Independent Study — Anthropology" and is listed under the Anthropology (2202.00) TOP code, which is considered non-CTE, as shown in Exhibit 48.

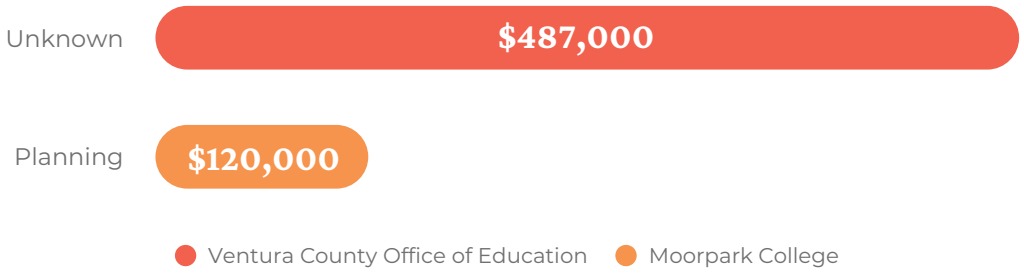
Exhibit 48: Ventura County Active Apprenticeship Courses by Sector (n=1)

A full list of active, approved, and inactive apprenticeship programs and courses is in Appendix B.

CCCCO California Apprenticeship Initiative (CAI) Grant

Within Ventura County, two institutions — Moorpark College and the Ventura County Office of Education — have been awarded CAI grants totaling $607,000. Because the initial round of CAI grants did not indicate if an award was for implementation or planning purposes, 80% ($487,000) of these funds are categorized as "unknown", as shown in Exhibit 49. The remaining funds were awarded for planning projects.

Exhibit 49: Ventura County CAI Grant Awards by Recipient



Ventura County, Continued

Two sectors were represented in CAI grants for Ventura County: Advanced Manufacturing and Life Sciences and Biotechnology. The Ventura County Office of Education was awarded a project focused on sheet metal work in the 2021–22 fiscal year. However, $694,000 in proposed CAI apprenticeships from the Ventura County Office of Education for sheet metal workers were deemed ineligible in later years. Moorpark College was awarded a CAI grant of $120,000 for Biological Technician in the 2023–24 fiscal year. Exhibit 50 shows the awarded CAI grant projects in Ventura County by sector.

Exhibit 50: Awarded CAI Projects in Ventura County

Fiscal Year	Institution	Occupation	Award Type	Funded
ADVANCED MANUFACTURING				**$487,000**
2021–22	Ventura County Office of Education	Sheet Metal Work — Energy Management; SM Service; Sheet Metal	Unknown	$487,000
LIFE SCIENCES AND BIOTECHNOLOGY				**$120,000**
2023–24	Moorpark College	Biological Technician	Planning	$120,000
Total Awarded				**$607,000**

Conclusion

Observations and findings from the comprehensive data analysis of apprenticeships in the South Central Coast Region, interwoven with areas for future research, are as follows:

Data Unreliability

- Data is often incomplete, and/or inconsistent. This is prevalent in most of the data sources.
- Data within and across individual organizations (e.g., DOL, DAS, CCCCO) are often contradictory. This issue could be partially due to sources infrequently stating when their information was last updated, making it unclear whether the data is inaccurate or from different time periods.
- Making direct comparisons between DOL and DAS data is unfeasible because apprenticeship programs may be registered in one system, but not the other. Though both sources provide information specific to apprentices, only DAS provides information on apprenticeship programs, but specific metrics and outcomes are not reported.

Majority of Apprenticeships are Traditional and Primarily in the Trades

- Both DOL and DAS report building trade apprentices/apprenticeships (in the Energy, Construction and Utilities CCCCO sector) as the largest sector.
- There may be significant opportunities to expand apprenticeships by exploring the possibility for traditional apprenticeships in other sectors and non-traditional apprenticeships in emerging fields.
- Identifying non-traditional apprenticeable occupations is challenging, as exemplified by some of the more traditional-leaning CAI awarded programs throughout the state.

Conclusion, Continued

Homogeny within Apprenticeships

- Because the bulk of apprentices and apprenticeships are traditional and in the building trades, the demographics of apprentices mostly reflect the demographics of construction occupations, which is predominantly comprised of men.
- There are significant differences in the racial and ethnic composition of individuals registered in apprenticeships in relation to the South Central Coast labor force.
- Both DOL and DAS categorize apprentices by age using three groups. Unsurprisingly, the majority of apprentices fall within the prime working ages of 25–54.
- Expanding apprenticeship sectors and increasing non-traditional opportunities at community colleges could help close equity gaps in apprenticeship.
- Future research should include an occupational analysis of demographics to identify possible areas of inequity.

Lack of Metrics

- While the CAI was enacted as part of California's Education Code in 2015, funding did not begin until the 2021–22 academic year. Historically, it takes approximately two years to launch a California community college Career Technical Education (CTE) program. Once a program is established, it takes at least one more year to collect data such as enrollment, headcount, and retention. Additional time is required to measure student outcomes such as program completions/awards or employment metrics. Therefore, it is too early to collect, let alone evaluate CAI's impact on the state.
- The unreliable data and lack of metrics amplify the need for a tracking system that community colleges could use for ongoing assessment of their apprenticeship programs. A regional dashboard combined with labor market information could be used by community college educators to continuously improve traditional and non-traditional apprenticeship opportunities.

Appendix A: Data Sources & Limitations

There are several sources of data available for apprenticeship programs in California. However, there is no source that incorporates all data points into a single area for analysis. Exhibit 51 shows these sources, as well as an overview of which information is available. Exhibit 52 provides URL links and date accessed for each data source. DAS data for Northern Los Angeles County was sourced through a Public Records Request and was obtained on July 18 and July 21, 2025.

Exhibit 51: Sources of Apprenticeship Data in California

	Data Source	Total # Apprentices	Industries/ CC Sectors	Program Sponsors/ Locations	Wages	Occupations	Apprentice Demographics	Traditional vs. Non-Traditional	CC Programs	CC Courses
DOL	Apprenticeship Dashboard	✓	✓	✓	✗	✓	✓	✗	✗	✗
DAS	Website Homepage	✓	✓	✗	✗	✗	✗	✗	✗	✗
DAS	Program Search Tool	✗	✓	✓	✓	✗	✗	✗	✗	✗
DAS	Registration Dashboard	✓	✓	✓	✗	✓	✓	✗	✗	✗
CCCCO	COCI/DataMart	✗	✗	✗	✗	✗	✗	✗	✓	✓
CCCCO	CAI Award Letters	✗	✗	✗	✗	✓	✗	✗	✓	✗

✓ = Complete/Consistent Data ✓ = Incomplete/Inconsistent Data ✗ = No data Found

Exhibit 52: Data Sources, Pull Dates, and Links

	Data Source	Date Accessed	Link
DOL	Apprenticeship Dashboard	June 24, 2025	https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard
DAS	Website homepage	May 5, 2025	https://www.dir.ca.gov/das/das.html
DAS	Program Search Tool	May 5, 2025	https://www.dir.ca.gov/databases/das/aigstart.asp
DAS	Registration Dashboard	May 9, 2025	https://public.tableau.com/app/profile/california.apprenticeship/viz/RegistrationDashboard_16301055851260/RegistrationDashboard
CCCCO	COCI/DataMart	May 7, 2025	https://coci2.ccctechcenter.org/programs
CCCCO	CAI Award Letters	March 20, 2025	https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/apprenticeship/ca-apprenticeship-initiative

Appendix B: COCI Programs and Courses

Programs

Exhibit 53 lists all active (3) and approved (1) community college apprenticeship programs in the South Central Coast categorized by sector and year, per the California Community Colleges Chancellor's Office Curriculum Inventory (COCI).

Exhibit 53: COCI Apprenticeship Programs by Sector, Status, and Year Approved

Status	Year Approved	Institution	Program Title	Award Type	TOP Code and Title	Program Control Number
ADVANCED MANUFACTURING						
Approved	×	Antelope Valley College	Industrial Manufacturing Technician Apprentice	Certificate of Achievement: 16 to less than 30 semester (or 24 to less than 45 quarter) units	0956.00 Manufacturing and Industrial Technology	37982
ENERGY, CONSTRUCTION AND UTILITIES						
Active	1960	Allan Hancock College	Apprenticeship: Operating	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	0947.20 Heavy Equipment Maintenance	07177
Active	×	Allan Hancock College	Electrical Apprenticeship	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	0952.20 Electrical	05857
Active	×	Allan Hancock College	Plumbing Apprenticeship	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	0952.30 Plumbing, Pipefitting and Steamfitting	05858

× = Data Unavailable

Appendix B, Continued

Courses

Exhibit 54 lists all active (5) and approved (6) community college apprenticeship courses in the South Central Coast categorized by sector and year, per the California Community Colleges Chancellor's Office Curriculum Inventory (COCI).

Exhibit 54: COCI Apprenticeship Courses by Sector, Status, and Year Approved

Status	Year Last Updated	Institution	Course Title	Number of Units	TOP Code and Title	Course Control Number
ADVANCED MANUFACTURING						
Approved	2024	Antelope Valley College	Industrial Manufacturing Technician Apprentice 1	6	0956.00 Manufacturing and Industrial Technology	385030
Approved	2024	Antelope Valley College	Mathematics for the Machine Trades	2	0956.00 Manufacturing and Industrial Technology	385038
Approved	2024	Antelope Valley College	Industrial Manufacturing Technician Apprentice 2	6	0956.00 Manufacturing and Industrial Technology	385039
Approved	2024	Antelope Valley College	Communications for Apprentices [420-712]	2	0956.00 Manufacturing and Industrial Technology	385920
Approved	2024	Antelope Valley College	Transition to Trainer: Your role as a Journey Worker [455-455]	0.5	0956.00 Manufacturing and Industrial Technology	385921
ADVANCED TRANSPORTATION AND LOGISTICS						
Active	2019	Allan Hancock College	Operating Engineers	3	0947.20 Heavy Equipment Maintenance	317000
Approved	2025	Antelope Valley College	Antique and Classic Car Restoration	0	0949.00 Automotive Collision Repair	475313
ENERGY, CONSTRUCTION AND UTILITIES						
Active	2019	Allan Hancock College	Electricity	3	0952.20 Electrical	358608
Active	2019	Allan Hancock College	Plumbing	3	0952.30 Plumbing, Pipefitting and Steamfitting	316798
NON-CTE						
Active	2019	Moorpark College	Independent Study — Anthropology	0.5	2202.00 Anthropology	330058
PUBLIC SAFETY						
Active	2019	Allan Hancock College	APPREN 379	8	2133.00 Fire Technology	001557

Appendix C: End Notes

1 The Academic Senate for California Community Colleges CTE Leadership Committee, "Work Based Learning in California Community Colleges," ASCCC, last modified 2019, https://www.asccc.org/sites/default/files/Work_Based_Learning.pdf.

2 *Ibid.*

3 *Ibid.*

4 Keith Rolland, "Apprenticeships and Their Potential in the U.S," Federal Reserve Bank of Philadelphia, last modified 2015, https://www.philadelphiafed.org/community-development/workforce-and-economic-development/apprenticeships-and-their-potential-in-the-us.

5 Tracy L. Steffes, "Smith-Hughes Act," Encyclopedia Britannica, last modified June 9, 2014, https://www.britannica.com/topic/Smith-Hughes-Act.

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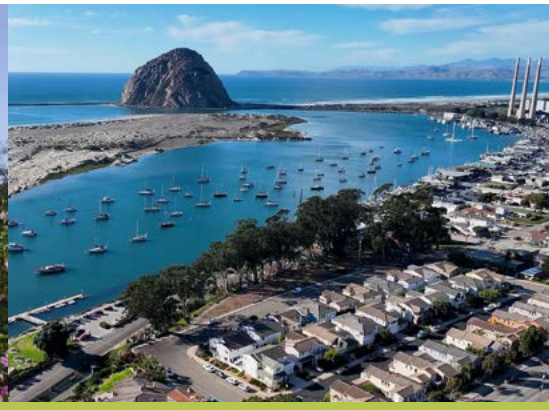

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All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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