Apprenticeships in the Bay Region:
An Integrated Analysis Using Workforce and Education Data

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Introduction

Apprenticeships combine paid on-the-job training with classroom instruction to prepare workers for highly-skilled careers.[1] For employers, apprenticeships help strengthen recruitment pipelines, build employee capacity, and improve employee retention.[2] To expand apprenticeships in California, the state established a goal of training 500,000 registered apprentices by 2029,[3] underscoring the importance of understanding regional apprenticeship trends and participation.

This report provides an overview of registered apprenticeship activity in the Bay Region, examining trends over time, geographic distribution, demographic representation, and industry concentration. It also incorporates community college data to better understand the role of education systems in supporting apprenticeship pathways and outcomes.

To track progress toward this goal, two primary sources provide publicly available data on registered apprentices: the Apprentices by State Dashboard[4] managed by the Department of Labor (DOL) and the Registration Dashboard[5] managed by the California Division of Apprenticeship Standards (DAS). Additionally, administrative data from the California Community Colleges Chancellor's Office Management Information System (COMIS) are used to identify California Community College students with apprenticeship status.[6] Data from these sources are used in conjunction to cross-validate findings and provide a more comprehensive picture of the apprenticeship landscape (see Methodology for details).[7]

Overall, the Bay Region accounts for approximately 20% to 27% of active registered apprentices statewide, depending on the source, with a slightly higher share reflected in DOL data (Exhibit 1a). Within the region, Alameda County consistently has the highest number of apprentices.

Exhibit 1a. Active Registrations in DOL and DAS by Region, 2025

Region	Active Registered Apprentices (DOL)	Active Registrations (DAS)
California	80,663	92,463*
Bay Region	21,907	18,436
Most Apprentices in the Bay Region	Alameda County	Alameda County

Note. Department of Labor (DOL) Dashboard, Active Registered Apprentices, September 2025. Registration Dashboard California Division of Apprenticeship Standards (DAS) Dashboard, September 2025, accessed February 2026.

[1] https://www.dol.gov/general/topic/training/apprenticeship
[2] "Colleges and Universities as Partners in Registered Apprenticeship," U.S. Department of Labor, last modified January 24, 2025. https://www.apprenticeship.gov/sites/default/files/Higher%20Edu_FactSheet_2.7.25.pdf.
[3] "The Road to 500,000 Apprentices: Ideas for Expanding Apprenticeship in California," New America, accessed January 2026, https://www.newamerica.org/education-policy/reports/road-500000-apprentices/introduction/.
[4] U.S. Department of Labor. Interactive Apprenticeship Data. Accessed October 2025. https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard
[5] California Division of Apprenticeship Standards. Registration Dashboard. Accessed October 2025. https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboardhttps://public.tableau.com/app/profile/california.apprenticeship/vizzes
[6] Student apprenticeship status comes for COMIS data element S23. See the methodology and for more information about the data element used, https://webdata.cccco.edu/ded/sb/sb23.pdf.
[7] https://www.dol.gov/general/topic/training/apprenticeship

According to COMIS data, approximately 28,000 community college students statewide have apprenticeship status, including nearly 6,000 enrolled in Bay Region colleges (Exhibit 1b).

Exhibit 1b: Community College Apprenticeship Status Students, 2023-2024

Region	Apprentice Status Students (CCC)
California	28,444
Bay Region	5,931
Most Apprentices in the Bay Region	Silicon Valley

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Methodology

This report integrates multiple data sources to examine apprenticeship participation, education pathways, and outcomes in the Bay Region. Exhibit 2 summarizes the data sources used in this report, and more details about these sources are provided in the following sections.

Exhibit 2. Summary of Data Sources in Report

Data Source	Measures	Timeframe	Purpose
DOL	Number of registered apprentices	2015-2025	Workforce trends and apprentice demographics
DAS	Number of active apprenticeship registrations	2025 (snapshot)	State comparison of apprenticeship registrations
COMIS	Student apprenticeship status and courses	2015-2025	Community college apprenticeship enrollment and courses
DataVista	Journey status completers	2019-2024	Community college apprenticeship program completion

Registered Apprenticeship Data (DOL & DAS)

According to the U.S. Department of Labor (DOL), registered apprenticeships are industry-vetted, programs approved and validated by the DOL or a state agency, such as the California Division of Apprenticeship Standards (DAS).To be considered a registered apprenticeship program by DOL, key elements must include: 1) industry approval to ensure alignment with workforce needs; 2)

progressive wages increases; 3) structured on-the-job training under an experienced mentor; 4) related classroom instruction, and 5) a nationally-recognized credential upon completion.[8]

Primary sources of publicly available data on registered apprentices include the Apprentices by State Dashboard[9] (DOL) and the Registration Dashboard[10] (DAS). Although these sources focus on similar metrics prior research by the South Central Coast COE has noted differences in reporting periods, data completeness, definitions, which limit direct comparability over time.[11] For example, DAS features data for a snapshot in time, while DOL reports data for a calendar year, but most sources do not provide clear information about how often or when the data is updated. Additionally, apprenticeships may not be reported across both systems, which can result in differences that are difficult to track.

The DAS dashboard provides counts of active registrations and new registrations within the past 12 months and focuses on the program location. In contrast, the DOL dashboard provides historical data dating back to fiscal year 2015 through the Registered Apprenticeship Partners Information Database System (RAPIDS), including demographic characteristics and industry information at the county, state, and national levels.

For this report, the Bay Region COE downloaded DOL data for California by county and filtered it to the 12 Bay Region counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma. Data from 2015 to 2025 were downloaded in October 2025, and the website stated that this represented registered apprentices through September 23, 2025. Access to the data varied during analysis due to the federal government shutdown, and some data were no longer available at the time of publication.[12] Historical counts may also be revised as records are updated. In addition, demographic data, particularly ethnicity and race, are incomplete or inconsistently reported (approximately 52% missing in DOL), and results should be interpreted with caution.

To supplement DOL data, DAS data was also downloaded in October 2025. However, the frequency in which the dashboard is updated is unclear. This dashboard provides active and new registrations as well as industry representation. However, demographic data are more limited and not fully disaggregated by industry. Race and ethnicity are reported differently than DOL data, Therefore, to align with the DOL, Hispanic / Latino was dichotomized as “Hispanic or Latino” and “Not Hispanic or Latino,” and race percentages for each category were calculated from the total excluding “Hispanic or Latino.”

[8] U.S. Department of Labor. Registered Apprenticeship Program. Accessed February 2026. https://www.apprenticeship.gov/employers/registered-apprenticeship-program
[9] U.S. Department of Labor. Interactive Apprenticeship Data. Accessed October 2025. https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard
[10] California Division of Apprenticeship Standards. Registration Dashboard. Accessed October 2025. https://public.tableau.com/app/profile/california.apprenticeship/vizzes
[11] “South Central Coast Community College Apprenticeship: Expanding Workforce Pathways Phase 1,” South Central Coast COE, Summer 2025, accessed February 2026, https://coeccc.net/south-central-coast/2025/08/south-central-coast-community-college-apprenticeship-expanding-workforce-pathways-phase-1/
[12] “Federal Government Shutdown: What It Means for States and Programs,” National Conference of State Legislatures, November 13, 2025, accessed February 2026, https://www.ncsl.org/legislative-staff/in-dc/federal-government-shutdown-what-it-means-for-states-and-programs.

Community College Data

Administrative data from the California Community Colleges Chancellor's Office Management Information System (COMIS) were used to identify students with apprenticeship status using the Student Apprenticeship Status (SB23) element. Students with apprenticeship status include those classified as either registered apprentices with the Division of Apprenticeship Standards (SB23 = 1) or participants in approved pre-apprenticeship programs established through a Memorandum of Understanding (SB23 = 2). To provide additional context on apprenticeship-related instruction, course-level CB09 data were also reviewed to identify courses designated for apprentices only. CB09 course data were used only to identify potential apprenticeship-related instructional activity and were not used to identify apprenticeship status students. Enrollment records were extracted for the 2015–2016 through 2024–2025 academic years and institutions were flagged to distinguish Bay Region colleges from the statewide sample. Student demographic characteristics, including gender, age, and race/ethnicity, were incorporated into the analytic dataset.

For each student, declared majors during their first term of apprenticeship participation were mapped to industry sectors using a TOP code crosswalk. To assess whether apprenticeship status students earned community college awards, student records were linked to awards data to identify any degrees or certificates earned, and awards were similarly classified by sector using the TOP code crosswalk to support sector-level analyses of educational attainment.

Data on students attaining apprenticeship journey status were obtained from DataVista, the California Community Colleges Chancellor's Office data platform. These data represent students who completed apprenticeship programs and attained journey-level status. Unlike COMIS apprenticeship status data, which capture students participating in apprenticeship or pre-apprenticeship programs, DataVista reflects apprenticeship completers and serves as an outcome measure. Because these datasets are not linked at the student level, comparisons between COMIS and DataVista should be interpreted with caution.

Data Definitions

This report uses two distinct community college measures:

- **Students with apprenticeship status (COMIS):** Data from the California Community Colleges Chancellor's Office Management Information System (COMIS), using the Student Apprenticeship Status (SB23) element, identifies community college students who are either registered apprentices or participants in approved pre-apprenticeship programs.
- **Students attaining apprenticeship journey status (DataVista):** Data from DataVista represent students who have completed an apprenticeship program and earned journey-level status. These data reflect apprenticeship completers and serve as an outcome measure.

COMIS captures apprenticeship students in the pipeline, while DataVista reflects program completers (outcomes). Due to data limitations, these datasets are not linked, and results should be interpreted accordingly.

Industry to Sector Crosswalk

The DOL and DAS also provide data on registered apprenticeship by industry. To align these classifications with the California Community College Chancellor's Office (CCCCO) Industry Sectors, the Bay Region COE mapped the DOL's industry classification to CCCCO sectors (see Exhibit 3).[13] This mapping enables analysis of how registered apprentices are distributed across sectors, as well as demographic patterns within the largest sectors.

While the DAS also includes industry data, demographic breakdowns by industry were not available at the time of analysis. The Bay Region COE mapped DAS industry categories to CCCCO sectors using the South Central Coast COE's methodology.[14] DAS industry data were available by county level but not disaggregated by demographics.

Exhibit 3. DOL Industry to CCCCO Sector

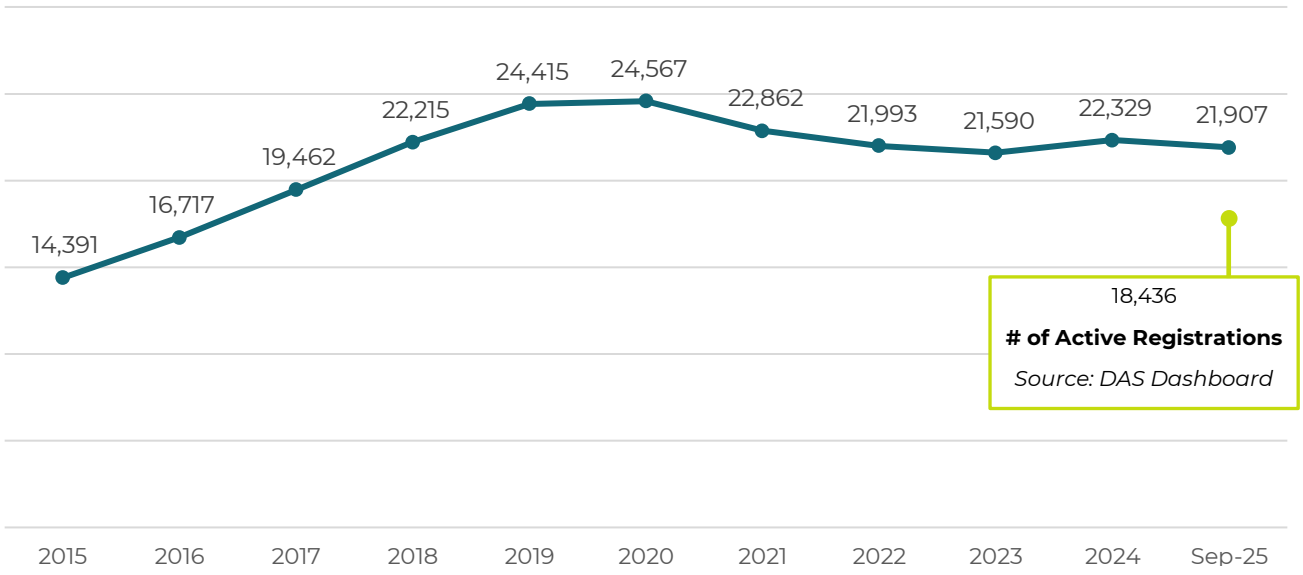
DOL Industry	CCCCO Sectors
Accommodation and Food Services	Retail, Hospitality, & Tourism
Administrative and Support and Waste Management and Remediation Services	Business & Entrepreneurship
Agriculture, Forestry, Fishing and Hunting	Agriculture, Water, & Environmental Technologies
Construction	Energy, Construction, & Utilities
Educational Services	Education & Human Development
Finance and Insurance	Business & Entrepreneurship
Health Care and Social Assistance	Health
Information	ICT / Digital Media
Manufacturing	Advanced Manufacturing
Not Provided	Unassigned
Other Services (except Public Administration)	Retail, Hospitality, & Tourism
Professional, Scientific, and Technical Services	Business & Entrepreneurship
Public Administration (not covered in economic census)	Public Safety
Real Estate and Rental and Leasing	Business & Entrepreneurship
Retail Trade	Retail, Hospitality, & Tourism
Transportation and Warehousing	Advanced Transportation & Logistics
Utilities	Energy, Construction, & Utilities
Wholesale Trade	Advanced Transportation & Logistics

[13] "Apprenticeship." Department of Labor. https://www.dol.gov/general/topic/training/apprenticeship.
[14] "South Central Coast Community College Apprenticeship: Expanding Workforce Pathways Phase 1," South Central Coast COE, Summer 2025, accessed February 2026, https://coeccc.net/south-central-coast/2025/08/south-central-coast-community-college-apprenticeship-expanding-workforce-pathways-phase-1/.

Apprenticeship Data in the Bay Region

Registered apprentices (DOL data) in the Bay Region show that from 2015 to 2025, the number of active registered apprentices increased by 7,516 (52%; Exhibit 4a). The region peaked in 2020, with 24,567 active apprentices. Since then, growth has slowed, with the sharpest decline occurring between 2020 and 2021 (down 7%), likely reflecting the impacts of COVID-19. The region has not yet rebounded and remains 11% (or 2,660 active apprentices) below its peak in 2020. Despite the state's goal of reaching 500,000 registered apprentices by 2029, Bay Region participation remains below its pre-pandemic peak, underscoring the need for targeted regional strategies to support recovery.

Exhibit 4a. Registered Apprentices in the Bay Region, 2015-2025



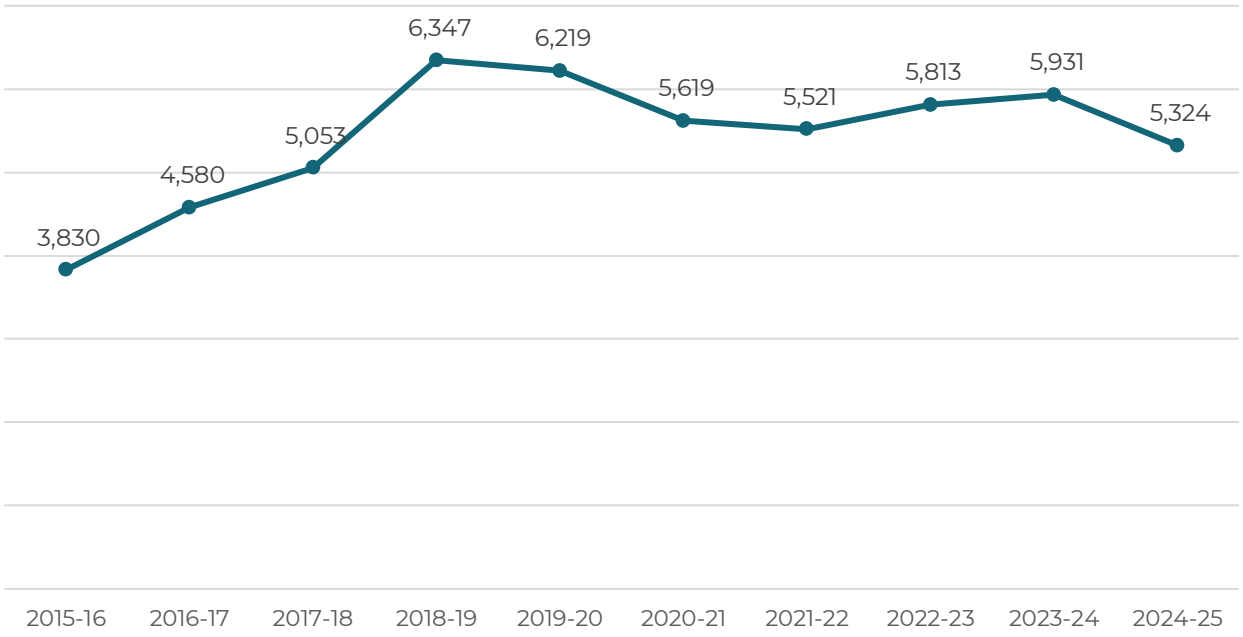
Source: DOL Dashboard, Active Registered Apprentices; California DAS Dashboard

When examining registered apprentices (DAS data), the dashboard shows 18,436 active apprenticeship registrations in the Bay Region of October 2025, approximately 3,400 fewer than the number reported in DOL data. Of these, 6,891 represented new registrations within the past 12 months. As noted in the methodology, inconsistencies in how apprenticeships are reported across the DAS and DOL systems limit direct comparability. Furthermore, neither source provides clear information on the timing of data updates, and the DAS reflects a point-in-time snapshot, whereas DOL reports data across multiple years.[15]

[15] "South Central Coast Community College Apprenticeship: Expanding Workforce Pathways Phase 1," South Central Coast COE, Summer 2025, accessed February 2026, https://coeccc.net/south-central-coast/2025/08/south-central-coast-community-college-apprenticeship-expanding-workforce-pathways-phase-1/.

When examining trends among community college students with apprenticeship status (COMIS data), the number of students with apprenticeship status peaked in the 2018-19 academic year at 6,347 students. A similar pattern of growth prior to COVID followed by a dip that has not recovered to pre-pandemic levels evidenced in the DAS/DOL data is observed, although the COMIS data reflect community college student enrollment trends rather than total number of registered apprentices in the Bay Region by academic year (see Exhibit 4b).

Exhibit 4b. Community College Apprenticeship Status Students in the Bay Region, 2015-2025



Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Apprenticeship Data by Subregion

When examining the data by subregion, active registered apprentices (DOL data) are primarily concentrated in the East Bay subregion, which has represented between 74% to 77% of apprentices since 2020 (Exhibit 5a). The subregion with the fewest active registered apprentices was the Santa Cruz and Monterey subregion, representing approximately 1% annually.

Exhibit 5a. Registered Apprentices by Subregion, 2015-2025

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Sep 2025
East Bay	72%	74%	71%	72%	74%	74%	76%	76%	76%	77%	77%
Mid-Peninsula	11%	11%	10%	9%	9%	8%	8%	8%	8%	8%	8%
Silicon Valley	10%	10%	9%	8%	8%	8%	8%	8%	8%	7%	7%
North Bay	7%	5%	9%	11%	9%	9%	7%	7%	8%	6%	7%
Santa Cruz and Monterey	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Total	14,391	16,717	19,462	22,215	24,415	24,567	22,862	21,993	21,590	22,329	21,907

Source: DOL Dashboard, Active Registered Apprentices

In contrast, community college apprenticeship status (COMIS data) was concentrated in Silicon Valley between 2015 and 2023 (See Exhibit 5b), particularly at Foothill College. These patterns likely reflect the location of the large apprenticeship programs affiliated with specific colleges rather than student demand alone. Over time, however, the share of the students in the East Bay region has increased, with roughly half of apprenticeship status students now located in that subregion.

Exhibit 5b. Community College Students with Apprentice Status by Subregion, 2015-16 to 2024-25

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
East Bay	18%	26%	40%	38%	41%	44%	42%	45%	51%	49%
Mid-Peninsula	7%	6%	-	-	-	-	-	-	-	-
Silicon Valley	70%	64%	56%	57%	54%	51%	53%	51%	46%	47%
North Bay	4%	4%	4%	4%	4%	5%	4%	3%	3%	3%
Santa Cruz and Monterey	-	-	-	1%	1%	1%	1%	1%	1%	1%
Total	3,830	4,580	5,053	6,347	6,219	5,619	5,521	5,813	5,931	5,324

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Apprenticeship Data by County

By county, the highest average counts of registered apprentices between 2020 and 2025 were registered in Alameda, Contra Costa, and Santa Clara Counties (DOL Dashboard; Exhibit 6a). DAS data reflect a similar rank of active registrations in these same counties, though Marin, Santa Cruz, and San Benito show notable differences in counts. While county-level data illustrate where apprenticeship participation is most concentrated, understanding who participates in these programs, examined in the following sections, provides additional insight into access, equity, and workforce pathways.

Exhibit 6a. Registered Apprentices by County, 2020-2025

County	2020	2021	2022	2023	2024	Sep 2025	Avg. 2020-25	DAS 2025
Alameda	11,855	10,690	9,972	9,760	9,870	9,485	10,272	3,771
Contra Costa	6,249	6,728	6,741	6,575	7,429	7,276	6,833	3,322
Santa Clara	2,003	1,833	1,773	1,729	1,598	1,554	1,748	3,435
Solano	1,976	1,258	1,358	1,413	1,144	1,298	1,408	1,750
San Francisco	1,547	1,383	1,221	1,158	1,281	1,338	1,321	1,404
San Mateo	495	500	473	493	514	472	491	1,221
Monterey	168	168	207	224	223	228	203	690
Sonoma	166	143	131	135	135	143	142	1,469
Napa	102	117	90	77	92	87	94	228
Marin	-	36	22	26	43	26	31	296
Santa Cruz	6	6	5	-	-	-	6	554
San Benito	-	-	-	-	-	-	-	296

Source: DOL Dashboard, Active Registered Apprentices; California DAS Dashboard

Within the Bay Region, not all community colleges report students with apprenticeship status. For example, Canada College, College of San Mateo, and Monterey Peninsula College, reported no apprenticeship status students between 2015 and 2025 based on the SB23 data element. However, CB09 course-level data suggest that apprenticeship-related instruction may still be occurring. At the College of San Mateo, nearly 4,000 course enrollments were recorded in courses intended only for apprentices during that period.[16] This discrepancy indicates potential gaps in how apprenticeship status is captured in student-level data (see Exhibit A1 in the Appendix).

[16] In MIS, the CB09 data element identifies courses offered only to apprentices and approved by the California Division of Apprenticeship Standards.

In contrast, several colleges have consistently enrolled large numbers of apprenticeship status students over the past decade. Foothill College stands out as the largest contributor, although enrollment has declined since 2023. Diablo Valley College and Chabot College have shown substantial growth in apprenticeship status students over time (see Exhibit 6b). These patterns likely reflect where apprenticeship programs have been most actively developed and expanded, rather than differences in student demand alone.

Exhibit 6b. Community College Apprentice Status Students by College, 2015-16 to 2024-25

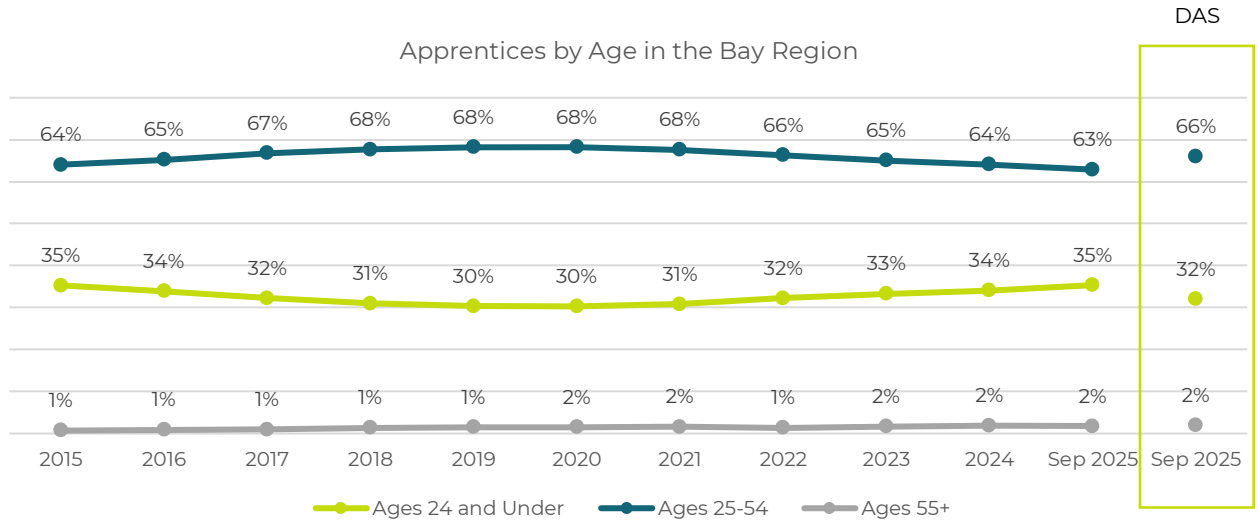
College	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Berkeley City College	-	79	-	-	-	-	-	-	-	-
Canada College	-	-	-	-	-	-	-	-	-	-
Chabot College	647	790	1,176	1,298	1,311	1,171	1,184	1,502	1,515	1,567
City College of San Francisco	1	1	-	-	-	-	-	-	-	-
City College of San Francisco Centers	282	261	-	-	-	-	-	-	-	-
College of Alameda	-	116	28	27	20	28	24	27	-	-
College of San Mateo	-	-	-	-	-	-	-	-	-	-
Contra Costa College	31	28	89	85	114	111	78	86	155	80
De Anza College	50	49	30	-	28	24	26	28	33	122
Diablo Valley College	11	7	565	832	893	919	853	815	1,140	794
Foothill College	2,643	2,882	2,818	2,909	2,797	2,822	2,506	2,471	2,271	2,145
Hartnell College	-	-	-	54	61	58	53	49	49	51
Laney College	-	94	39	56	60	49	32	39	-	-
Las Positas College	1	-	3	3	6	20	18	15	31	50
Los Medanos College	-	-	101	136	135	148	135	117	161	138
Merritt College	-	79	-	-	-	-	-	-	-	-
Monterey Peninsula College	-	-	-	-	-	-	-	-	-	-
San Jose City College	-	-	-	706	525	10	376	468	397	211
Santa Rosa Junior College	164	194	204	241	269	259	236	196	179	166
Skyline College	-	-	-	-	-	-	-	-	-	-
Total	3,830	4,580	5,053	6,347	6,219	5,619	5,521	5,813	5,931	5,324

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Apprenticeship Data by Demographics

When examining registered apprentices (DOL data) by age, individuals ages 25 to 54 consistently represent the majority (64% to 68%), while a substantial share, approximately 30% to 35%, are age 24 and under (Exhibit 7). Apprentices ages 55 and older remain the least represented (1% to 2%). A similar age distribution was observed among registered apprentices (DAS Data).

Exhibit 7. Registered Apprentices by Age in the Bay Region



Source: DOL Dashboard, Active Registered Apprentices; California DAS Dashboard

In comparison, community college with apprenticeship status students (COMIS data) include a smaller proportion of younger individuals. As shown in Exhibit 8a, approximately 20% to 25% of these students were age 24 and under, indicating that this group is relatively older than the broader population of registered apprentices (DOL data).

Exhibit 8a. Community College Apprentice Status Students by Age in the Bay Region, 2015-16 to 2024-25

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
24 and Under	21%	21%	21%	22%	22%	19%	20%	21%	23%	26%
25 to 49	76%	77%	77%	76%	76%	79%	78%	76%	74%	71%
50+	2%	2%	2%	2%	2%	2%	2%	2%	3%	2%
Total	3,830	4,580	5,053	6,347	6,219	5,619	5,521	5,813	5,931	5,324

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Exhibit 8b presents data on students attaining apprenticeship journey status (DataVista), which reflects program completers. These data show a similar pattern, with most completers concentrated in the 25 to 49 age range, and a smaller share (7% to 11%) age 24 and under.

Taken together, these patterns suggest that while younger individuals are entering registered apprenticeships, community college apprenticeship pathways and completions are more concentrated among mid-career individuals, highlighting an opportunity to strengthen entry points into apprenticeship programs.

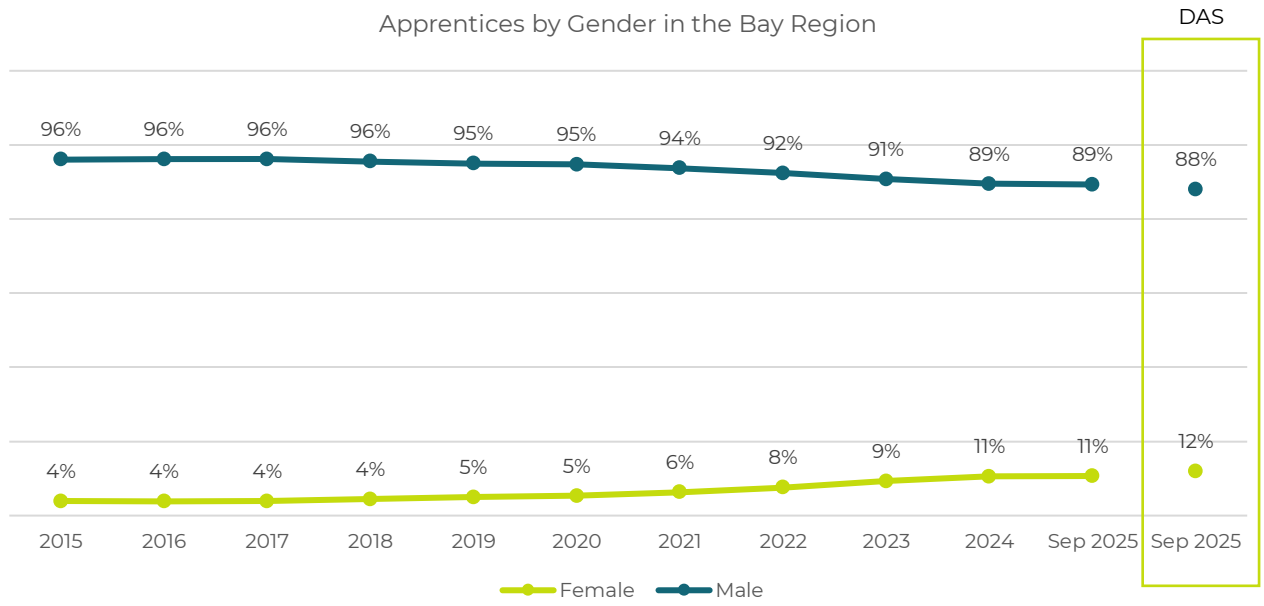
Exhibit 8b. Community College Students Attaining Apprenticeship Journey Status by Age in the Bay Region, 2019-20 to 2023-24

	2019-20	2020-21	2021-22	2022-23	2023-24
24 and Under	7%	10%	9%	11%	11%
25 to 49	89%	87%	87%	85%	85%
50+	4%	3%	4%	3%	5%

Source: DataVista, Apprenticeship Journey Level Status by Demographics, Bay Region, 2019 to 2023-24

When examining data regarding apprentices (DOL data) by gender, the majority identified as male (89% to 96%, Exhibit 9). Although female participation has increased over time, substantial gender disparities remain. A similar gender distribution was observed among registered apprentices (DAS data).

Exhibit 9. Registered Apprentices by Gender in the Bay Region



Source: DOL Dashboard, Active Registered Apprentices; California DAS Dashboard

Similar to the overall gender distribution of registered apprentices in the Bay Region, Community college students with apprenticeship status (COMIS data) show a similar pattern, with males representing the majority (Exhibit 10a). However, the share of female students has increased gradually, indicating modest progress toward gender diversification.

Exhibit 10a. Community College Apprenticeship Status Students by Gender in the Bay Region, 2015-16 to 2024-25

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Male	95%	89%	93%	93%	92%	92%	91%	88%	86%	85%
Female	3%	9%	5%	4%	5%	5%	5%	5%	7%	8%
Unknown	2%	2%	3%	2 %	<1%	3%	4%	6%	7%	7%
Total	3,830	4,580	5,053	6,347	6,219	5,619	5,521	5,813	5,931	5,324

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Students attaining apprenticeship journey status (DataVista) show more recent gains. Female representation increased from 7% to 22% between program years 2022-23 and 2023-24 (Exhibit 10b).

Because these datasets are not linked, it is not possible to determine whether this reflects higher completion rates or differences in persistence. However, these patterns suggest that community colleges may play a role in expanding access for women in apprenticeship pathways.

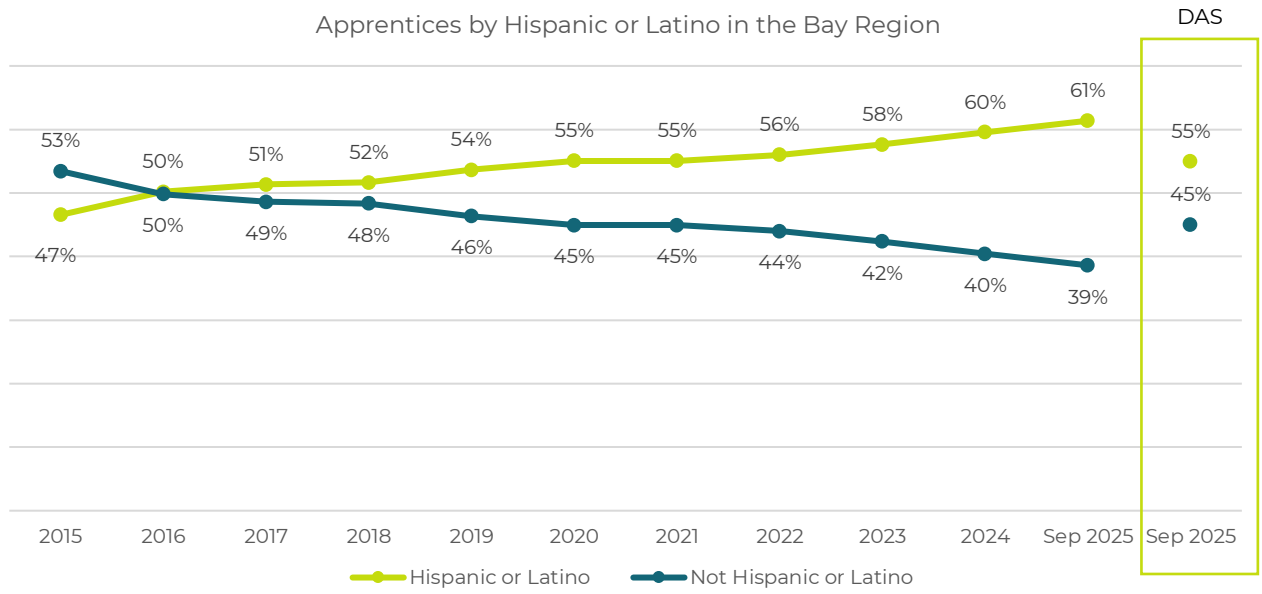
Exhibit 10b. Community College Students Attaining Apprenticeship Journey Status by Gender in the Bay Region, 2019-20 to 2023-24

	2019-20	2020-21	2021-22	2022-23	2023-24
Male	93%	95%	90%	92%	78%
Female	7%	5%	10%	8%	22%

Note. Masked values and unknowns were not included.
Source: DataVista, Apprenticeship Journey Level Status by Demographics, Bay Region, 2019 to 2023-24

When examining registered apprentices (DOL data) by Hispanic or Latino ethnicity, representation has steadily increased across the Bay Region over the past decade. As shown in Exhibit 11, the share of Hispanic or Latino apprentices rose between 2020and 2025 (from 55% to 61%). Representation of Hispanic or Latino apprentices in the DAS data is slightly lower, by approximately six percentage points.

Exhibit 11. Registered Apprentices by Hispanic or Latino in the Bay Region



Source: DOL Dashboard, Active Registered Apprentices; California DAS Dashboard

Exhibit 12 shows that the overall racial composition of registered apprentices (DOL data) has remained relatively stable over time. White apprentices consistently represent about two-thirds of all registered apprentices, although their share decreased by three percentage points between 2020 and 2025. Over the same period, smaller increases were observed among Native Hawaiian or Pacific Islander apprentices (from 3% to 5%), as well as among Asian and Black or African American apprentices (each increased by one percentage point).

While patterns in the DAS data are generally similar, some racial and ethnic categories are not consistently reported (see Methodology), which may affect direct comparisons.

Exhibit 12. Registered Apprentices by Race in the Bay Region

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Sep 2025	DAS 2025
American Indian or Alaska Native	6%	5%	4%	3%	3%	3%	3%	3%	3%	3%	3%	2%
Asian	9%	9%	9%	9%	9%	9%	10%	10%	9%	9%	10%	14%
Black or African American	15%	15%	15%	16%	15%	14%	13%	13%	15%	17%	15%	18%

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Sep 2025	DAS 2025
Native Hawaiian or Pacific Islander	4%	4%	4%	4%	4%	3%	4%	4%	4%	5%	5%	-
Multiracial	0%	0%	0%	1%	1%	1%	1%	1%	1%	1%	1%	-
White	66%	68%	68%	68%	69%	70%	70%	69%	67%	66%	67%	57%

Source: DOL Dashboard, Active Registered Apprentices; California DAS Dashboard

The proportion of Hispanic/Latine community college students with apprenticeship status (COMIS data) has increased steadily, rising from 40% In 2015-2016, to 47% in 2024-2025 (see Exhibit 13a). During the same period, the share of White students declined from 46% to 28%.

Exhibit 13a: Community College Apprenticeship Status Students by Race/Ethnicity in the Bay Region, 2015-16 to 2024-25

Race/Ethnicity	2015-16	2016-17	2017-18	2018-19	2019-20	2020- 21	2021-22	2022-23	2023-24	2024-25
American Indian or Alaska Native	1%	1%	<1%	1%	1%	<1%	<1%	1%	<1%	<1%
Asian	7%	9%	6%	6%	7%	8%	8%	7%	6%	6%
Black or African American	4%	5%	5%	5%	5%	5%	4%	4%	5%	5%
Hispanic / Latine	40%	35%	38%	40%	41%	41%	42%	45%	45%	47%
Native Hawaiian or Other Pacific Islander	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Two or More Races	3%	3%	4%	3%	4%	4%	4%	4%	4%	4%
Unknown	4%	4%	5%	9%	7%	5%	7%	8%	9%	8%
White	46%	42%	41%	36%	35%	36%	33%	30%	30%	28%
Total	3,830	4,580	5,053	6,347	6,219	5,619	5,521	5,813	5,931	5,324

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Students attaining apprenticeship journey status (Data Vista) show similar trends, with Hispanic representation increasing from 34% to 48% between 2019–20 and 2023–24 (Exhibit 13b), while White representation declined from 49% to 32%.

Exhibit 13b. Community College Students Attaining Apprenticeship Journey Status by Race in the Bay Region, 2019-20 to 2023-24

	2019-20	2020-21	2021-22	2022-23	2023-24
Asian	5%	5%	6%	6%	6%
Black or African American	6%	3%	3%	4%	8%
Filipino	0%	2%	3%	3%	3%
Hispanic	34%	41%	40%	46%	48%
Two or More Races	3%	4%	3%	3%	3%
White	49%	42%	42%	38%	32%
Multiple Values Reported	4%	3%	3%	0%	0%

Note. Masked values and unknown were not included.
Source: DataVista, Apprenticeship Journey Level Status by Demographics, Bay Region, 2019 to 2023-24

These findings suggest that while overall apprenticeship demographics changed gradually, community colleges may be contributing to more rapid racial and ethnic diversification among completers.

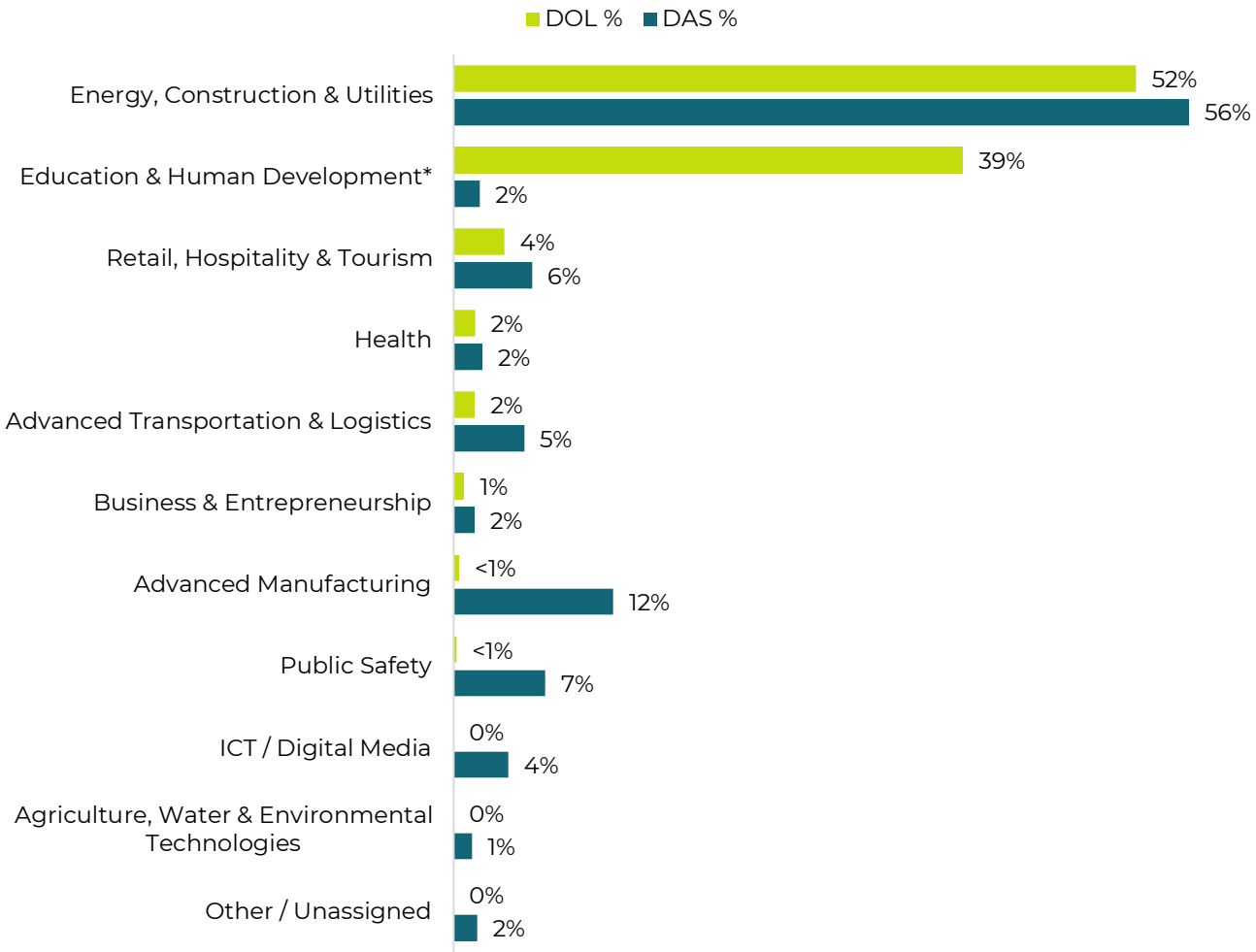
More broadly, these findings suggest that community colleges play a central role in the apprenticeship pipeline in the Bay Region, particularly in supporting demographic diversification and expanding access across sectors.

In addition to demographic patterns, Industry distribution provides insight into the types of career pathways supported through registered apprenticeships.

Apprenticeship Data by Sector

In addition to demographic patterns, examining industry distribution is critical to understand where apprentices are concentrated. In both registered apprentices data (DOL and DAS), apprenticeship activity in the Bay region is highly concentrated in the Energy, Construction and Utilities sector, which accounts for more than half of all registered apprentices (Exhibit 14). The top five sectors in the DOL data accounted for 99% of registered apprenticeships, while the top five sectors in the DAS data account for 85% of active registrations. These sectors reflect the industry of the employer or apprenticeship sponsor associated with each record.

Exhibit 14. Registered Apprenticeships in the Bay Region by CCCCO Sector (DOL vs. DAS)



Note. Apprentices classified in the education and human development sector may reflect the industry of the sponsor or employer of record (e.g., a community college district, university, school district, or training organization), even when the apprenticeship itself could align with a different sector (such as energy, construction and utilities).

The concentration aligns with long-standing apprenticeship models, but also highlights the limited presence of apprenticeships in other industries, suggesting an opportunity to expand apprenticeship pathways into additional sectors.[17]

Across subregions, sector distributions are relatively consistent. In the DAS data, Energy, Construction and Utilities is the leading sector across all subregions, accounting for 54% to 59% of active apprenticeship registrations (Exhibit 15). Similarly, in the DOL data, this sector dominates in Silicon Valley (80%) and the Mid-Peninsula subregions. An exception is observed in the North Bay, where Education and Human Development is the leading sector (61%), while other subregions show more balanced distributions between these two sectors (Exhibit 16).

Exhibit 15. Registered Apprenticeships in Top Sectors by Subregion (DAS, September 2025)

	East Bay	Mid-Peninsula	North Bay	Santa Cruz and Monterey	Silicon Valley
Energy, Construction & Utilities	54%	56%	56%	59%	55%
Advanced Manufacturing	13%	13%	13%	10%	14%
Public Safety	9%	6%	7%	6%	8%
Retail, Hospitality, and Tourism	7%	5%	5%	8%	6%
Advanced Transportation & Logistics	6%	6%	4%	6%	6%

Source: California DAS Dashboard

Exhibit 16. Registered Apprenticeships in Top Sectors by Subregion (DOL, 2020-2025)

	East Bay	Mid-Peninsula	North Bay	Santa Cruz and Monterey	Silicon Valley
Energy, Construction & Utilities	50%	78%	24%	42%	80%
Education & Human Development	44%	2%	61%	38%	9%
Retail, Hospitality & Tourism	3%	1%	13%	0%	5%
Health	0%	16%	0%	0%	<1%
Advanced Transportation & Logistics	2%	1%	2%	0%	<1%

Source: DOL Dashboard, Active Registered Apprentices

[17] "Industry Sector Crosswalk." California Community College Chancellor's Office. Accessed February 2026. https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/Strong-Workforce-Program/SWP-Archive/Events/K12-SWP-Industry-Sector-Crosswalk .

A similar pattern is observed in community college data. Among students with apprenticeship status (COMIS data), more than 65% of awards in the Bay Region over the past decade are in the Energy, Construction, and Utilities sector (Exhibit 17), compared to just over half of awards statewide. Students in the Bay Region are also less likely to earn awards in Advanced Manufacturing relative to the statewide distribution.

Because apprenticeship status does not limit students from earning other degrees while enrolled in community college, some students may also earn non-CTE awards. In the Bay Region, more than 14% of the awards earned by students with apprenticeship status fall into an Unassigned sector, indicating that they are not associated with a CTE TOP Code. The most common non-CTE awards are in the Interdisciplinary Studies (TOP Code 49), including Transfer Studies (4901.10), Liberal Arts and Sciences, General (4901.00), and Biological Sciences (4902.00).

Exhibit 17: Community College Awards Earned by Apprenticeship Status Students by Sector, 2015-16 to 2024-25

Sector	Statewide		Bay COE Colleges	
	n	%	n	%
Advanced Manufacturing	2,296	10%	265	5%
Advanced Transportation and Logistics	1,185	5%	230	4%
Agriculture, Water and Environmental Technologies	51	<1%	4	<1%
Business and Entrepreneurship	999	4%	146	3%
Education & Human Development	670	3%	68	1%
Energy, Construction & Utilities	11,654	50%	3,407	65%
Global Trade	5	<1%	0	0%
Health	522	2%	104	2%
Information and Communication Technologies - Digital Media	486	2%	81	2%
Life Sciences – Biotechnology	31	<1%	5	<1%
Public Safety	708	3%	162	3%
Retail, Hospitality and Tourism	244	1%	9	<1%
Unassigned	4,428	19%	747	14%
Total	23,279	100%	5,228	100%

Source: COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR as an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2). Awards are duplicated.

Demographic patterns within sectors further reflect the concentration of apprenticeship activity. As shown in Exhibit 18, the majority of apprentices in Energy, Construction, and Utilities (95%) and Education and Human Development (96%) identify as male, while the majority of apprentices in Health identify as female (91%).

Exhibit 18. Registered Apprentices in Top 5 Sectors by Gender (DOL, 2020-2025)

	Female	Male
Energy, Construction & Utilities	5%	95%
Education & Human Development	4%	96%
Retail, Hospitality & Tourism	44%	56%
Health	91%	9%
Advanced Transportation & Logistics	25%	75%

Note. Percentages exclude "Participant Did Not Self-Identify."

Exhibit 19 shows that between 2020 and 2025, more than half of apprentices in Energy, Construction, and Utilities and Education and Human Development identify as Hispanic. Additional race data indicate that the majority of apprentices identified as non-White in sectors such as Retail, Hospitality, and Tourism (96%) and Advanced Transportation and Logistics (85%), though representation is lower in Education and Human Development (27%). It is important to note that a substantial share of apprentices (52%) did not report race, which limits interpretation of these patterns.

Taken together, these findings reinforce that apprenticeship activity, and related community college awards, remain highly concentrated in a small number of sectors, particularly Energy, Construction, and Utilities, across both workforce and education systems.

This concentration suggests that while apprenticeships are well-established in traditional sectors, expansion into emerging industries remains limited.

Exhibit 19. Registered Apprentices in Top 5 Sectors by Race/Ethnicity (DOL, 2020-2025)

	Hispanic	Non-White	White
Energy, Construction & Utilities	57%	31%	69%
Education & Human Development	60%	27%	73%
Retail, Hospitality & Tourism	50%	96%	4%
Health	48%	53%	47%
Advanced Transportation & Logistics	31%	85%	15%

Note. Percentages exclude "Participant Did Not Self-Identify." Totals may exceed 100% because ethnicity and race were collected as separate questions (and were self-reported independently). Non-White includes American Indian or Alaska Native, Asian, Black or African American, Multiracial, and Native Hawaiian or Pacific Islander.

Implications for Regional Workforce Development

Expand access to apprenticeships across subregions.

Apprenticeship opportunities are heavily concentrated in the East Bay, while other subregions, such as Santa Cruz and Monterey, have consistently lower participation. Targeted regional strategies, including employer outreach and stronger partnerships among industry, workforce partners, and community colleges, could help increase opportunities in underserved areas.

Strengthen early-career pathways and connections to community colleges.

Apprenticeships primarily serve mid-career individuals, with lower participation among individuals under age 25. Strengthening connections among high schools, community colleges, and apprenticeship programs, including dual enrollment, could support earlier entry into apprenticeship pathways.

Leverage community colleges to diversify apprenticeships.

Community college data show increased participation among female and Hispanic/Latine students. Strengthening partnerships between colleges and apprenticeship sponsors can further support equitable access and broaden participation across demographic groups.

Improve data coordination and tracking.

Differences among DOL, DAS, and COMIS data highlight ongoing challenges in apprenticeship data collection and tracking. Improvements in data coordination, reporting consistency, and clarification regarding apprenticeship programs are required to report to each system that would support stronger evaluation, policy development and regional planning.

Conclusion

Taken together, these findings provide a comprehensive overview of apprenticeship activity in the Bay Region over the past decade, including trends in participation, geographic distribution, industry concentration, and demographic representation. Apprenticeship opportunities remain concentrated in specific subregions, particularly the East Bay, and are primarily held by individuals ages 25 to 54 working in the Energy, Construction, and Utilities sector.

These patterns highlight the need for targeted strategies to expand access, diversify participation, and strengthen apprenticeship pathways across all subregions. Together, these results provide a foundation for regional decision-makers to target investments, strengthen partnerships, and expand equitable access to apprenticeship opportunities.

Appendix A

Exhibit A1. Apprenticeship Course Activity (CB09) and Apprenticeship Status Students by College[18]

NA = Not Available

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2014 - 2015	Berkeley City College	East Bay	NA	NA	NA
2015 - 2016	Berkeley City College	East Bay	NA	NA	NA
2016 - 2017	Berkeley City College	East Bay	NA	NA	79
2017 - 2018	Berkeley City College	East Bay	NA	NA	NA
2018 - 2019	Berkeley City College	East Bay	NA	NA	NA
2019 - 2020	Berkeley City College	East Bay	NA	NA	NA
2020 - 2021	Berkeley City College	East Bay	NA	NA	NA
2021 - 2022	Berkeley City College	East Bay	NA	NA	NA
2022 - 2023	Berkeley City College	East Bay	NA	NA	NA
2023 - 2024	Berkeley City College	East Bay	NA	NA	NA
2024 - 2025	Berkeley City College	East Bay	NA	NA	NA
2014 - 2015	Chabot College	East Bay	29	1,048	515
2015 - 2016	Chabot College	East Bay	44	1,649	647
2016 - 2017	Chabot College	East Bay	40	1,872	790
2017 - 2018	Chabot College	East Bay	69	2,792	1,176
2018 - 2019	Chabot College	East Bay	68	4,883	1,298
2019 - 2020	Chabot College	East Bay	75	4,527	1,311
2020 - 2021	Chabot College	East Bay	69	2,577	1,171
2021 - 2022	Chabot College	East Bay	86	3,028	1,184

[18] In MIS, the CB09 data element identifies whether a course is offered to apprentices only. Courses identified as CB09=A are designed for an apprentice and must have the approval of the State of California, Department of Industrial Relations, Division of Apprenticeship Standards. COMIS Data, Student Apprenticeship Status (SB23). Students are either registered with the DIR an approved apprenticeship program (SB23 = 1) or participating in the pre-apprenticeship program approved by the Division of Apprenticeship Standards through a Memorandum of Understanding (SB23 = 2)

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2022 - 2023	Chabot College	East Bay	95	4,984	1,502
2023 - 2024	Chabot College	East Bay	95	4,313	1,515
2024 - 2025	Chabot College	East Bay	88	3,167	1,567
2014 - 2015	City College of San Francisco	Mid-Peninsula	NA	NA	NA
2015 - 2016	City College of San Francisco	Mid-Peninsula	NA	NA	1
2016 - 2017	City College of San Francisco	Mid-Peninsula	NA	NA	1
2017 - 2018	City College of San Francisco	Mid-Peninsula	NA	NA	NA
2018 - 2019	City College of San Francisco	Mid-Peninsula	NA	NA	NA
2019 - 2020	City College of San Francisco	Mid-Peninsula	NA	NA	NA
2020 - 2021	City College of San Francisco	Mid-Peninsula	2	182	NA
2021 - 2022	City College of San Francisco	Mid-Peninsula	3	230	NA
2022 - 2023	City College of San Francisco	Mid-Peninsula	4	264	NA
2023 - 2024	City College of San Francisco	Mid-Peninsula	3	375	NA
2024 - 2025	City College of San Francisco	Mid-Peninsula	4	543	NA
2014 - 2015	City College of San Francisco Ctrs	Mid-Peninsula	3	201	198
2015 - 2016	City College of San Francisco Ctrs	Mid-Peninsula	3	373	282
2016 - 2017	City College of San Francisco Ctrs	Mid-Peninsula	2	331	261
2017 - 2018	City College of San Francisco Ctrs	Mid-Peninsula	2	362	NA
2018 - 2019	City College of San Francisco Ctrs	Mid-Peninsula	2	348	NA
2019 - 2020	City College of San Francisco Ctrs	Mid-Peninsula	2	358	NA
2020 - 2021	City College of San Francisco Ctrs	Mid-Peninsula	NA	NA	NA
2021 - 2022	City College of San Francisco Ctrs	Mid-Peninsula	NA	NA	NA
2022 - 2023	City College of San Francisco Ctrs	Mid-Peninsula	NA	NA	NA
2023 - 2024	City College of San Francisco Ctrs	Mid-Peninsula	NA	NA	NA
2024 - 2025	City College of San Francisco Ctrs	Mid-Peninsula	NA	NA	NA
2014 - 2015	College of Alameda	East Bay	1	6	NA

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2015 - 2016	College of Alameda	East Bay	NA	NA	NA
2016 - 2017	College of Alameda	East Bay	5	40	116
2017 - 2018	College of Alameda	East Bay	5	37	28
2018 - 2019	College of Alameda	East Bay	5	32	27
2019 - 2020	College of Alameda	East Bay	5	25	20
2020 - 2021	College of Alameda	East Bay	4	40	28
2021 - 2022	College of Alameda	East Bay	4	32	24
2022 - 2023	College of Alameda	East Bay	4	44	27
2023 - 2024	College of Alameda	East Bay	4	32	NA
2024 - 2025	College of Alameda	East Bay	4	23	NA
2014 - 2015	College of San Mateo	Mid-Peninsula	NA	NA	NA
2015 - 2016	College of San Mateo	Mid-Peninsula	9	325	NA
2016 - 2017	College of San Mateo	Mid-Peninsula	10	442	NA
2017 - 2018	College of San Mateo	Mid-Peninsula	10	454	NA
2018 - 2019	College of San Mateo	Mid-Peninsula	10	480	NA
2019 - 2020	College of San Mateo	Mid-Peninsula	10	532	NA
2020 - 2021	College of San Mateo	Mid-Peninsula	10	522	NA
2021 - 2022	College of San Mateo	Mid-Peninsula	10	472	NA
2022 - 2023	College of San Mateo	Mid-Peninsula	10	406	NA
2023 - 2024	College of San Mateo	Mid-Peninsula	5	179	NA
2024 - 2025	College of San Mateo	Mid-Peninsula	10	312	NA
2014 - 2015	Contra Costa College	East Bay	NA	NA	NA
2015 - 2016	Contra Costa College	East Bay	1	19	31
2016 - 2017	Contra Costa College	East Bay	1	21	28
2017 - 2018	Contra Costa College	East Bay	1	19	89
2018 - 2019	Contra Costa College	East Bay	1	17	85

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2019 - 2020	Contra Costa College	East Bay	1	29	114
2020 - 2021	Contra Costa College	East Bay	2	6	111
2021 - 2022	Contra Costa College	East Bay	2	14	78
2022 - 2023	Contra Costa College	East Bay	NA	NA	86
2023 - 2024	Contra Costa College	East Bay	NA	NA	155
2024 - 2025	Contra Costa College	East Bay	1	19	80
2014 - 2015	De Anza College	Silicon Valley	18	84	41
2015 - 2016	De Anza College	Silicon Valley	21	161	50
2016 - 2017	De Anza College	Silicon Valley	24	155	49
2017 - 2018	De Anza College	Silicon Valley	9	55	30
2018 - 2019	De Anza College	Silicon Valley	NA	NA	NA
2019 - 2020	De Anza College	Silicon Valley	20	121	28
2020 - 2021	De Anza College	Silicon Valley	21	95	24
2021 - 2022	De Anza College	Silicon Valley	22	90	26
2022 - 2023	De Anza College	Silicon Valley	20	82	28
2023 - 2024	De Anza College	Silicon Valley	23	108	33
2024 - 2025	De Anza College	Silicon Valley	21	84	122
2014 - 2015	Diablo Valley College	East Bay	37	370	7
2015 - 2016	Diablo Valley College	East Bay	57	1,091	11
2016 - 2017	Diablo Valley College	East Bay	56	1,238	7
2017 - 2018	Diablo Valley College	East Bay	61	1,673	565
2018 - 2019	Diablo Valley College	East Bay	60	2,412	832
2019 - 2020	Diablo Valley College	East Bay	64	3,615	893
2020 - 2021	Diablo Valley College	East Bay	66	3,605	919
2021 - 2022	Diablo Valley College	East Bay	64	5,103	853
2022 - 2023	Diablo Valley College	East Bay	66	2,781	815

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2023 - 2024	Diablo Valley College	East Bay	72	2,046	1,140
2024 - 2025	Diablo Valley College	East Bay	72	3,548	794
2014 - 2015	Foothill College	Silicon Valley	99	3,267	1,986
2015 - 2016	Foothill College	Silicon Valley	157	7,571	2,643
2016 - 2017	Foothill College	Silicon Valley	146	8,037	2,882
2017 - 2018	Foothill College	Silicon Valley	133	7,471	2,818
2018 - 2019	Foothill College	Silicon Valley	162	8,757	2,909
2019 - 2020	Foothill College	Silicon Valley	146	7,666	2,797
2020 - 2021	Foothill College	Silicon Valley	164	9,240	2,822
2021 - 2022	Foothill College	Silicon Valley	162	8,269	2,506
2022 - 2023	Foothill College	Silicon Valley	161	7,759	2,471
2023 - 2024	Foothill College	Silicon Valley	183	7,727	2,271
2024 - 2025	Foothill College	Silicon Valley	165	7,102	2,145
2014 - 2015	Gavilan College	Silicon Valley	23	745	NA
2015 - 2016	Gavilan College	Silicon Valley	28	1,535	NA
2016 - 2017	Gavilan College	Silicon Valley	NA	NA	NA
2017 - 2018	Gavilan College	Silicon Valley	NA	NA	NA
2018 - 2019	Gavilan College	Silicon Valley	NA	NA	NA
2019 - 2020	Gavilan College	Silicon Valley	NA	NA	NA
2020 - 2021	Gavilan College	Silicon Valley	NA	NA	NA
2021 - 2022	Gavilan College	Silicon Valley	NA	NA	NA
2022 - 2023	Gavilan College	Silicon Valley	NA	NA	NA
2023 - 2024	Gavilan College	Silicon Valley	NA	NA	NA
2024 - 2025	Gavilan College	Silicon Valley	NA	NA	NA
2014 - 2015	Hartnell College	Santa Cruz & Monterey	4	26	NA
2015 - 2016	Hartnell College	Santa Cruz & Monterey	10	70	NA

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2016 - 2017	Hartnell College	Santa Cruz & Monterey	10	94	NA
2017 - 2018	Hartnell College	Santa Cruz & Monterey	10	103	NA
2018 - 2019	Hartnell College	Santa Cruz & Monterey	10	108	54
2019 - 2020	Hartnell College	Santa Cruz & Monterey	10	116	61
2020 - 2021	Hartnell College	Santa Cruz & Monterey	10	113	58
2021 - 2022	Hartnell College	Santa Cruz & Monterey	5	45	53
2022 - 2023	Hartnell College	Santa Cruz & Monterey	5	40	49
2023 - 2024	Hartnell College	Santa Cruz & Monterey	5	44	49
2024 - 2025	Hartnell College	Santa Cruz & Monterey	5	47	51
2014 - 2015	Laney College	East Bay	NA	NA	NA
2015 - 2016	Laney College	East Bay	1	1	NA
2016 - 2017	Laney College	East Bay	2	60	94
2017 - 2018	Laney College	East Bay	2	39	39
2018 - 2019	Laney College	East Bay	2	80	56
2019 - 2020	Laney College	East Bay	2	88	60
2020 - 2021	Laney College	East Bay	2	49	49
2021 - 2022	Laney College	East Bay	2	24	32
2022 - 2023	Laney College	East Bay	2	47	39
2023 - 2024	Laney College	East Bay	NA	NA	NA
2024 - 2025	Laney College	East Bay	NA	NA	NA
2014 - 2015	Las Positas College	East Bay	2	81	NA
2015 - 2016	Las Positas College	East Bay	6	206	1
2016 - 2017	Las Positas College	East Bay	3	128	NA

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2017 - 2018	Las Positas College	East Bay	2	74	3
2018 - 2019	Las Positas College	East Bay	NA	NA	3
2019 - 2020	Las Positas College	East Bay	NA	NA	6
2020 - 2021	Las Positas College	East Bay	6	34	20
2021 - 2022	Las Positas College	East Bay	4	26	18
2022 - 2023	Las Positas College	East Bay	6	41	15
2023 - 2024	Las Positas College	East Bay	12	88	31
2024 - 2025	Las Positas College	East Bay	17	265	50
2014 - 2015	Los Medanos College	East Bay	NA	NA	NA
2015 - 2016	Los Medanos College	East Bay	NA	NA	NA
2016 - 2017	Los Medanos College	East Bay	NA	NA	NA
2017 - 2018	Los Medanos College	East Bay	NA	NA	101
2018 - 2019	Los Medanos College	East Bay	NA	NA	136
2019 - 2020	Los Medanos College	East Bay	NA	NA	135
2020 - 2021	Los Medanos College	East Bay	NA	NA	148
2021 - 2022	Los Medanos College	East Bay	NA	NA	135
2022 - 2023	Los Medanos College	East Bay	NA	NA	117
2023 - 2024	Los Medanos College	East Bay	NA	NA	161
2024 - 2025	Los Medanos College	East Bay	NA	NA	138
2014 - 2015	Merritt College	East Bay	NA	NA	NA
2015 - 2016	Merritt College	East Bay	NA	NA	NA
2016 - 2017	Merritt College	East Bay	NA	NA	79
2017 - 2018	Merritt College	East Bay	NA	NA	NA
2018 - 2019	Merritt College	East Bay	NA	NA	NA
2019 - 2020	Merritt College	East Bay	NA	NA	NA
2020 - 2021	Merritt College	East Bay	NA	NA	NA

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2021 - 2022	Merritt College	East Bay	NA	NA	NA
2022 - 2023	Merritt College	East Bay	NA	NA	NA
2023 - 2024	Merritt College	East Bay	NA	NA	NA
2024 - 2025	Merritt College	East Bay	NA	NA	NA
2014 - 2015	Mission College	Silicon Valley	NA	NA	NA
2015 - 2016	Mission College	Silicon Valley	NA	NA	NA
2016 - 2017	Mission College	Silicon Valley	NA	NA	NA
2017 - 2018	Mission College	Silicon Valley	NA	NA	NA
2018 - 2019	Mission College	Silicon Valley	9	165	NA
2019 - 2020	Mission College	Silicon Valley	3	51	NA
2020 - 2021	Mission College	Silicon Valley	2	20	NA
2021 - 2022	Mission College	Silicon Valley	NA	NA	NA
2022 - 2023	Mission College	Silicon Valley	1	24	NA
2023 - 2024	Mission College	Silicon Valley	NA	NA	NA
2024 - 2025	Mission College	Silicon Valley	5	86	NA
2014 - 2015	Napa Valley College	North Bay	1	19	NA
2015 - 2016	Napa Valley College	North Bay	2	61	NA
2016 - 2017	Napa Valley College	North Bay	2	44	NA
2017 - 2018	Napa Valley College	North Bay	2	76	NA
2018 - 2019	Napa Valley College	North Bay	2	70	NA
2019 - 2020	Napa Valley College	North Bay	2	45	NA
2020 - 2021	Napa Valley College	North Bay	2	75	NA
2021 - 2022	Napa Valley College	North Bay	1	19	NA
2022 - 2023	Napa Valley College	North Bay	2	58	NA
2023 - 2024	Napa Valley College	North Bay	1	19	NA
2024 - 2025	Napa Valley College	North Bay	2	47	NA

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2014 - 2015	San Jose City College	Silicon Valley	NA	NA	NA
2015 - 2016	San Jose City College	Silicon Valley	4	103	NA
2016 - 2017	San Jose City College	Silicon Valley	3	40	NA
2017 - 2018	San Jose City College	Silicon Valley	16	1,237	NA
2018 - 2019	San Jose City College	Silicon Valley	19	1,196	706
2019 - 2020	San Jose City College	Silicon Valley	1	68	525
2020 - 2021	San Jose City College	Silicon Valley	1	91	10
2021 - 2022	San Jose City College	Silicon Valley	2	139	376
2022 - 2023	San Jose City College	Silicon Valley	5	260	468
2023 - 2024	San Jose City College	Silicon Valley	2	161	397
2024 - 2025	San Jose City College	Silicon Valley	2	122	211
2014 - 2015	Santa Rosa Junior College	North Bay	26	131	126
2015 - 2016	Santa Rosa Junior College	North Bay	33	300	164
2016 - 2017	Santa Rosa Junior College	North Bay	33	354	194
2017 - 2018	Santa Rosa Junior College	North Bay	33	402	204
2018 - 2019	Santa Rosa Junior College	North Bay	35	487	241
2019 - 2020	Santa Rosa Junior College	North Bay	38	559	269
2020 - 2021	Santa Rosa Junior College	North Bay	38	468	259
2021 - 2022	Santa Rosa Junior College	North Bay	34	478	236
2022 - 2023	Santa Rosa Junior College	North Bay	31	420	196
2023 - 2024	Santa Rosa Junior College	North Bay	34	417	179
2024 - 2025	Santa Rosa Junior College	North Bay	32	371	166
2014 - 2015	Skyline College	Mid-Peninsula	7	18	NA
2015 - 2016	Skyline College	Mid-Peninsula	8	22	NA
2016 - 2017	Skyline College	Mid-Peninsula	7	21	NA
2017 - 2018	Skyline College	Mid-Peninsula	6	21	NA

Academic Year	College	Subregion	Total CB09 Courses Offered during Academic Year	Total Duplicated Enrollment in CB09 Courses during Academic Year	Total Unique Apprenticeship Status Students (SB23) Reported in Academic Year
2018 - 2019	Skyline College	Mid-Peninsula	7	23	NA
2019 - 2020	Skyline College	Mid-Peninsula	6	21	NA
2020 - 2021	Skyline College	Mid-Peninsula	2	10	NA
2021 - 2022	Skyline College	Mid-Peninsula	6	17	NA
2022 - 2023	Skyline College	Mid-Peninsula	7	26	NA
2023 - 2024	Skyline College	Mid-Peninsula	13	74	NA
2024 - 2025	Skyline College	Mid-Peninsula	13	71	NA

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