

Apprenticeship in the Central Valley/ Mother Lode Region

August 2025



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Executive Summary

Prepared by the CVML Center of Excellence for Labor Market Research (COE), with support from State Center Community College District. This report provides regional community colleges with an analysis of apprenticeships currently offered in the region, as well as identify areas for apprenticeship program expansion. The report focuses on program development opportunities that lead to occupations appropriate for apprenticeship programs that are also in-demand and pay workers a living wage ("living wage" is defined by the CCCCCO as the hourly rate an individual in a household must earn, working full-time (2,080 hours annually) to cover the basic needs of their family, including food, housing, childcare and healthcare). The report seeks to answer six major questions:

Section 1: Who are the Registered Apprentices in the Region?

- As of July 2025, there were 10,588 active apprentices in the Central Valley/Mother Lode region. Most are in building and construction trades (64%), personal services (e.g., barber or cosmetology) (13%), or firefighting (13%).
- The remaining 10%, or 1,114 apprentices, were registered in non-traditional programs. 655 were in advanced manufacturing programs. 459 were in other programs, led by automotive repair (77), health services (69), childcare and educational services (56), and executive, legislative, and general government, except finance (50).
- Women make up only 11% of apprentices in the Central Valley/Mother Lode region – the same proportion as across California overall. The gender gap in the Central Valley/Mother Lode is driven by low rates of women in building and construction apprenticeship programs (4% female) and the CA firefighters' program (5% female).
- 62% of apprentices in the Central Valley are Hispanic, higher than the 44% of the Central Valley labor force that is Hispanic. While there are notable exceptions by individual programs, a smaller percentage of White, Black, and Asian individuals are apprentices than the region's labor force overall.
- Most (67%) of apprentices in the Central Valley are 25 years of age or older. While apprenticeship is sometimes presented as an alternative to college after high school, the data suggests this pathway for 16-24 year 24-year-olds is not well developed in the Central Valley. For example, less than half (44%) of apprentices in the carpenters' program and only 19% in the CA Firefighter program are younger than 25 in the Central Valley.

Section 2: How are Efforts to Expand Apprenticeships Going?

- Apprenticeship completions are growing in California. In 2023, 17,801 registered apprentices completed programs, up over 10,000 from 2013. There has been significant annual growth from both traditional California Apprenticeship Committee (CAC) programs, established programs overseen by the Interagency Committee on Apprenticeship (IACA), and new and innovative programs overseen by IACA.
- However, the current rate of apprenticeship expansion is insufficient to meet the statewide goal of 500,000 apprentices trained between 2018 and 2029. Since 2018, 91,882 apprentices have completed programs in CA. Based on current trends, an

estimated 245,226 apprentices will complete their training by 2029, well short of the goal.

- The Central Valley is training more than its fair share of apprentices. While the Central Valley labor force accounts for 10.4% of all California workers, the region's 10,558 active apprentices represent 11.0% of all apprentices in California.

Section 3: How are Colleges and Partners Engaging in Apprenticeships?

- Community colleges, in partnership with intermediaries such as the LAUNCH Apprenticeship Network (LAUNCH), are leading growth in non-traditional apprenticeship in the Central Valley/Mother Lode region. Currently, eight community colleges are working with LAUNCH to support apprenticeship efforts.
- College and K-12 partners play multiple roles in the region's apprenticeship ecosystem based on an individual college's strengths, employer preferences, and regional needs. These roles include providing Related Supplemental Instruction (RSI), pre-apprenticeship, apprenticeship placement, employing apprentices, sharing infrastructure, and financial partnership.

Section 4: What Occupations Should Be a Focus for College Expansion Efforts?

- From an initial list of 400 "apprenticeable" Standard Occupational Classification (SOC) codes¹, this report recommends 31 occupations for colleges and K-12 partners to focus apprenticeship expansion efforts.
- The occupations have 200 or more annual openings, require 5 years or less of work experience, are related to apprenticeship programs that are or would be overseen by IACA, and/or are in occupations in which other regions and colleges have developed viable apprenticeships.

Section 5: What Share of State Apprenticeship Funding is Going to the Region?

- Of the \$127M of California Community College Chancellor's Office California Apprenticeship Initiative (CAI) Funds awarded since 2022, 10% has gone to Central Valley colleges and their partners, the fourth most in the State.
- Of the \$22.4M California Division of Apprenticeship Standards (DAS) Apprenticeship Innovation Funding – Support (AIF-S) funds awarded in 2023, \$1.3M (6%), went to Central Valley sponsors. Of the \$2.4M DAS Apprenticeship Innovation Funding – Training (AIF-T) funds awarded in 2023, \$2.0M (84%) went to Central Valley education providers.

Section 6: What Can Colleges Do to Expand Apprenticeship Adoption and Impact?

- **Recommendation 1 – Expand Participation with Apprenticeship Intermediaries:** Due to the administration and expertise required to start and maintain quality registered apprenticeships, colleges, employers, and their partners should continue to invest in and participate in regional apprenticeship "hubs" administered by joint labor-management training trusts, industry associations, or non-profit intermediaries. One such hub is the LAUNCH Apprenticeship Network, where college participation has led

¹ Apprenticeship USA. "Approved Occupations for Registered Apprenticeship". Accessed July 3rd 2025. Retrieved from: <https://www.apprenticeship.gov/apprenticeship-occupations>

to tremendous growth in non-traditional apprenticeships. Colleges should continue to partner with LAUNCH and other apprenticeship networks to explore expansion in the 49 apprenticeship target occupations, collaborate to secure more CAI funding and other recurring public revenue, evaluate impact, and support college faculty and staff who engage in apprenticeship.

- **Recommendation 2 – Improve Access for Underrepresented Groups through Pre-Apprenticeship:** While there is ample evidence that getting into apprenticeship programs increases an individual's lifelong earnings², women, Black, and younger workers in the Central Valley are underrepresented in many of the largest, highest-paying apprenticeships. These groups are often excluded from the intended benefits of the apprenticeship model. Pre-apprenticeship can be a tool to help close this gap, but it remains unclear how many pre-apprentices are entering apprenticeships. Colleges and other regional partners should benchmark the number of pre-apprentices – disaggregated by race/ethnicity, gender, age, and zip code – that enter and complete apprenticeship programs and work to continuously improve matriculation and outcomes.
- **Recommendation 3 – Partner with the Center of Excellence (COE) on Additional Research:** This report is a helpful first step in understanding the local apprenticeship landscape, but there is a range of additional areas of research that could help better understand how the regional apprenticeship system is operating. The COE is interested in partnering with colleges and their partners to conduct further research in apprenticeship outcomes, revenue opportunities, and impact.

Introduction

According to the Department of Labor (DOL), the federal agency that oversees apprenticeships in the US, defines a registered apprenticeship as an industry-driven career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience with a mentor, receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential.³ Apprenticeships differ from other types of work-based learning programs, such as internships or cooperative work experiences, due to the following qualities of apprenticeships⁴:

- **Industry Led:** Programs are industry-vetted and approved to ensure alignment with industry standards and that apprentices are trained for highly skilled, high-demand occupations.
- **Paid Job:** Registered Apprenticeships are jobs! Apprentices earn progressive wages as their skills and productivity increase.
- **Structured On-the-Job Learning:** Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.
- **Supplemental Education:** Apprentices are provided with supplemental classroom education based on the employers' unique training needs to ensure quality and success.

² Katz et al. Did Apprenticeships Achieve Faster Earnings Growth Than Comparable Workers? Finding from the American Apprenticeship Initiative Evaluation. Abt Associates. August 2022.

³ Apprenticeship USA Registered Apprenticeship Program. Retrieved from: <https://www.apprenticeship.gov/employers/registered-apprenticeship-program>. Accessed July 25th, 2025.

⁴ Ibid.

- Credentials: Apprentices earn a portable, nationally recognized credential within their industry.

Apprenticeships are a valuable component of the workforce development system, providing benefits to employers and learners. Apprenticeships allow learners to earn money while they acquire skills, experiences, and credentials valued by employers.⁵ Apprentice completers consistently earn higher wages following program completion, across demographic categories and occupations.⁶ Employers offering apprenticeships see a median return on investment of over 40%, or nearly \$16,000 per apprentice.⁷

California has the most apprentices across the nation, more than double the state with the second most apprentices, Texas.⁸ In 2018, California's Governor, Gavin Newsom, set an ambitious target of 500,000 active apprentices by 2029.⁹ California's lead in apprenticeships is a product of innovative policies and generous investments. The five-point action plan developed to achieve the state goal contains the following five points¹⁰:

1. Support Regional and Sectoral Apprenticeship Intermediaries
2. Expand New and Innovative Apprenticeships
3. Grow and Expand Access to Traditional Construction Apprenticeships
4. Support Youth Apprenticeship for In-School and Out-of-School Youth
5. Expand State and Local Public Sector Apprenticeships.

Close connections between the apprenticeship system and California community colleges provide opportunities to strengthen the workforce and increase postsecondary educational attainment. Furthermore, apprenticeship expansion was specifically mentioned in the California Community College Chancellor's Office strategic action plan, Vision 2030: A Roadmap for California Community Colleges, as a strategy to increase equitable workforce and economic development.¹¹ Developing pathways to high-quality employment opportunities through registered apprenticeship expansion is vital to the economic success of the Central Valley/Mother Lode region (CVML).

Data in this report was sourced from the most authoritative sources available for apprenticeship data: the U.S. Department of Labor (DOL) and California Department of Apprenticeship Standards (DAS). However, despite these sources having the most accurate data available related to apprenticeships, there are discrepancies between the two data sources. For example, the DOL apprenticeship data captures a smaller population of registered apprentices (3,680) than the DAS data (10,558) in the CVML region. The discrepancy of nearly 6,878 registered apprentices may be due to differences in how states report their data to the

⁵ Advancing Apprenticeship in California. Retrieved from: <https://www.dir.ca.gov/DAS/e-News/2022/Five-Point-Action-Plan.pdf>. Accessed July 25th, 2025.

⁶ Walton, Douglas, Karen N. Gardiner, and Burt Barnow. 2022. Expanding Apprenticeship to New Sectors and Populations: The Experiences and Outcomes of Apprentices in the American Apprenticeship Initiative. Prepared for the U.S. DOL, Employment and Training Administration. Abt Associates.

⁷ Kuehn, Daniel, Siobhan Mills De La Rosa, Robert Lerman, and Kevin Hollenbeck. 2022. Do Employers Earn Positive Returns to Investments in Apprenticeship? Evidence from Registered Programs under the American Apprenticeship Initiative. Report prepared for U.S. Department of Labor, Employment and Training Administration. Abt Associates and Urban Institute.

⁸ Apprenticeship USA Apprentices by State. Retrieved from: <https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard>. Accessed July 25th, 2025.

⁹ California Department of Industrial Relations (DIR). 2022. Advancing Apprenticeship in California. Retrieved from: <https://www.dir.ca.gov/DAS/e-News/2022/Five-Point-Action-Plan.pdf>

¹⁰ Ibid.

¹¹ California Community Colleges Chancellor's Office (CCCCO). 2023. Vision 2030: A Roadmap for California Community Colleges. Retrieved from: <https://www.cccco.edu/-/media/CCCCO-Website/docs/report/Vision-2030-A-Roadmap-for-California-Community-Colleges.pdf>

Registered Apprenticeship Partners Information Database System (RAPIDS) and a lag in reporting from DAS due to the length of processing time for apprenticeship registration. Another difference is that DOL allows for disaggregation between industry and occupations, while DAS only disaggregates apprenticeships based on industry. Exhibit 1 displays the similarities and differences between the two datasets.

Exhibit 1: Apprenticeship Data provided by the DOL and DAS

DOL	Both	DAS
Occupations	Industries*	Dependents
Disability Status	Gender	Industry Demographics
Veteran Status	Age	On-the-job Training
Apprenticeship Growth	Race/Ethnicity**	Pre-Apprenticeships
Educational Attainment	State-Level Data	Non-Binary Demographics
Union Status	County-Level Data	Customized Timeframe

* DAS Industry Breakdown is a mixture of industries and occupations, not based on the North American Industry Classification System (NAICS)

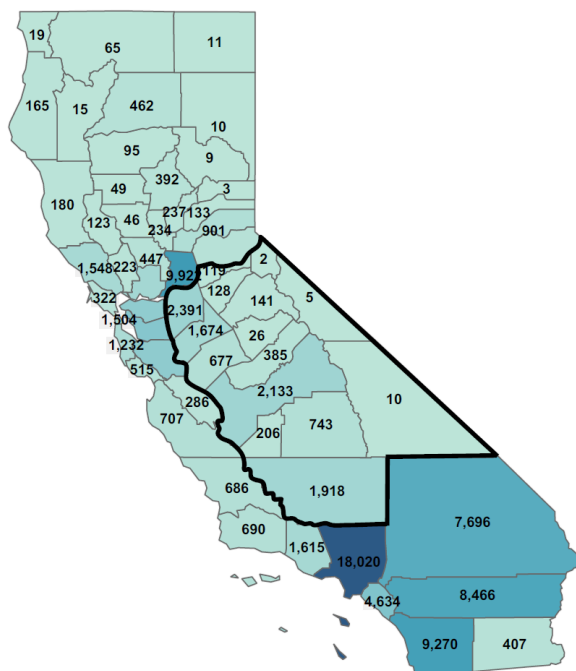
** DOL has a high (>65%) amount of non-response data for race in the region.

Section 1: Who Are the Registered Apprentices in the Region?

1.1: Apprentices by County in the Central Valley

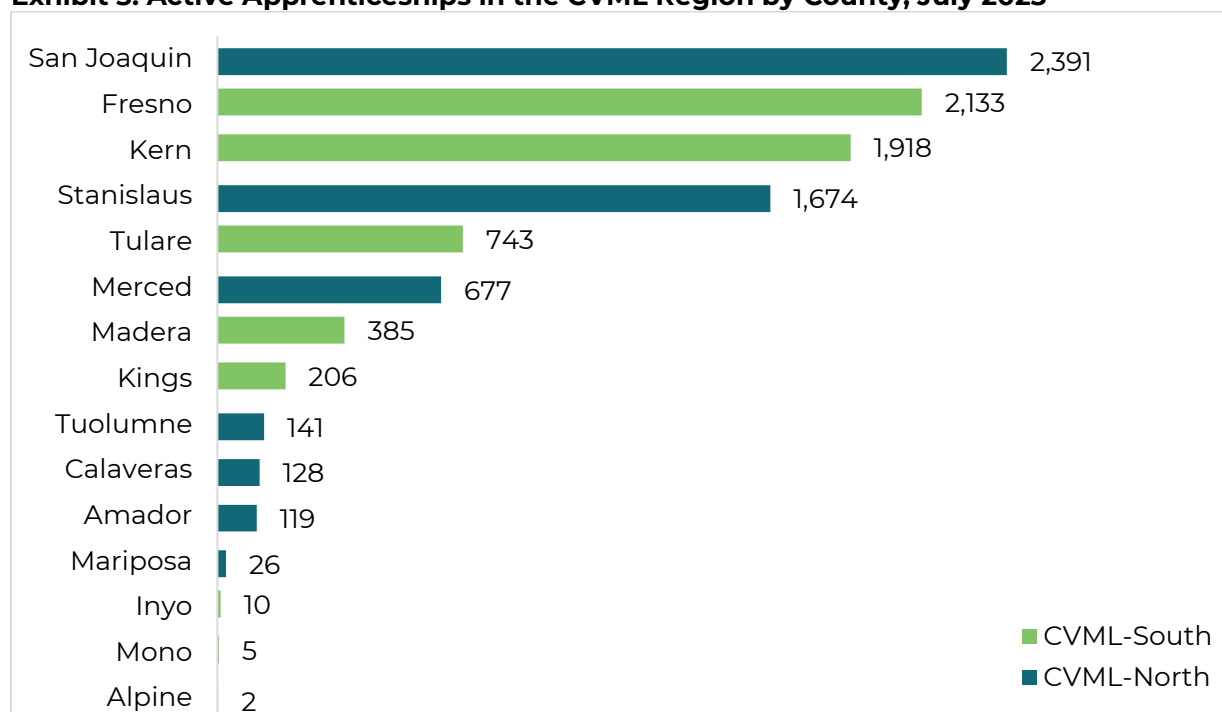
According to the California Division of Apprenticeship Standards (DAS) Registration Dashboard, there were 10,558 active registered apprentices in the 15-county Central Valley/Mother Lode region (CVML) in July 2025. Regional apprentices account for 11% of the 96,335 active registered apprentices in California. Exhibit 2 displays a map of California registered apprentices by county, with CVML counties outlined in black.

Exhibit 2: Active Apprenticeship Map of California, July 2025



While each county in the CVML region contains registered apprentices, apprentices are not evenly distributed across the 15-county region. More than three-quarters of apprentices are located in the top four counties. The distribution of apprentices mostly aligns with the distribution of population and labor force across the region. However, certain counties have a greater share of apprenticeships than their labor force share would suggest. For example, San Joaquin County contains approximately 23% of regional apprentices despite comprising only 18% of the regional population and labor force. Additionally, while Stanislaus County contains 12% of the regional labor force and population, this county has 16% of regional apprentices. The seven-county CVML-South subregion contains slightly more apprentices than the CVML-North subregion, at 51%. Exhibit 3 displays the count of apprentices by county in the CVML region.

Exhibit 3: Active Apprenticeships in the CVML Region by County, July 2025

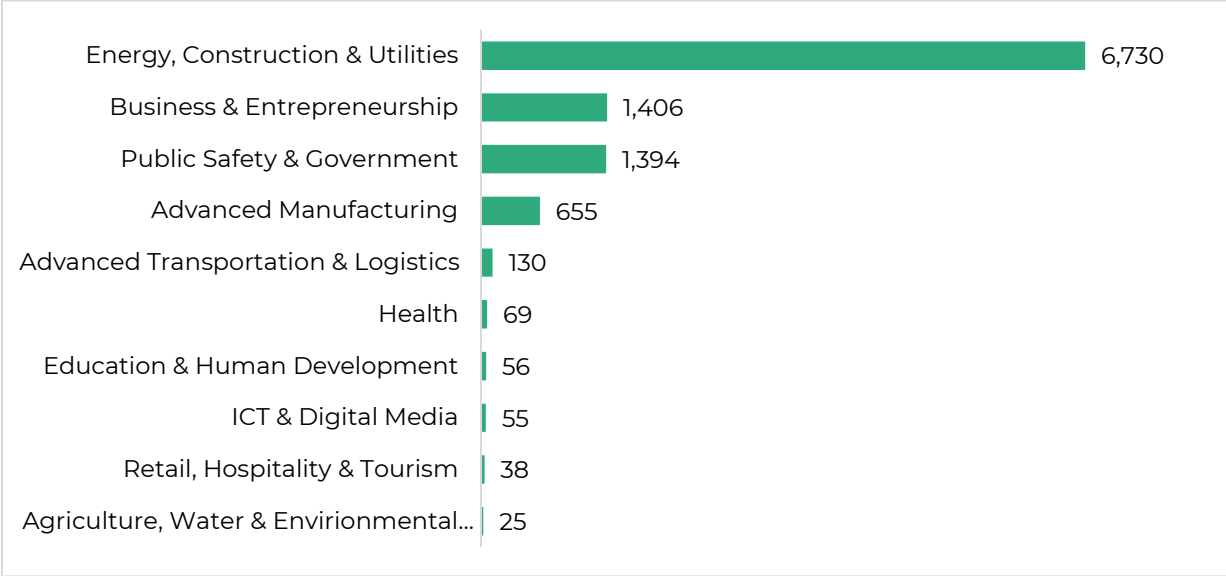


1.2: Apprentices by Program in the Central Valley

The California Department of Industrial Relations Division of Apprenticeship Standards (DAS), which administers California apprenticeship law and enforces standards, classifies apprentices by the “industry” or program in which an individual gains apprenticeship status. As a result, naming conventions differ from those common to the California Community College system. For example, building and construction trades programs closely align with community college programs in the Energy, Construction, and Utilities sector (ECU).

The distribution of CVML apprentices by program type is similar to that throughout California, with the majority of apprentices registered in traditional apprenticeship programs such as ECU (6,730 or 64%) and California firefighter programs (1,334 or 13%). Personal services programs, which consist of cosmetology and barbering programs, had 1,380 registered apprentices, or 13% of all apprentices. Approximately 89% of apprentices in the region came from programs in the three categories listed above. Exhibit 4 displays the count of regional apprentices by CCCC program sector. Please note that California firefighter apprentices are captured in the Public Safety & Government sector, and personal services apprentices align with the Business & Entrepreneurship Sector.

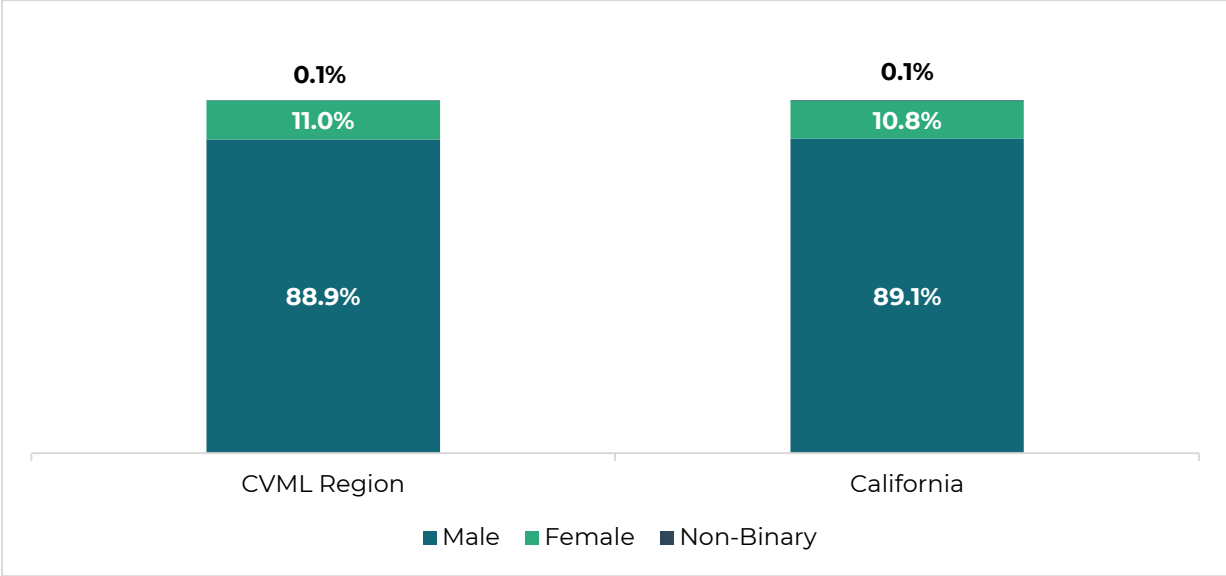
Exhibit 4: Active Apprenticeships in the Central Valley/Mother Lode Region, July 2025



1.3: Gender of Active Apprentices in the Central Valley

Exhibit 5 displays the gender of apprentices in the CVML region and California as of July 2025. Approximately 89% of apprentices in the CVML region and California are male (9,385 apprentices). The CVML region has a slightly higher share of female apprentices (1,164) than the state overall, with 11.0% and 10.8% shares, respectively. Merced County has the highest share of female apprentices in the region, with nearly 15% of apprentices identifying as female.

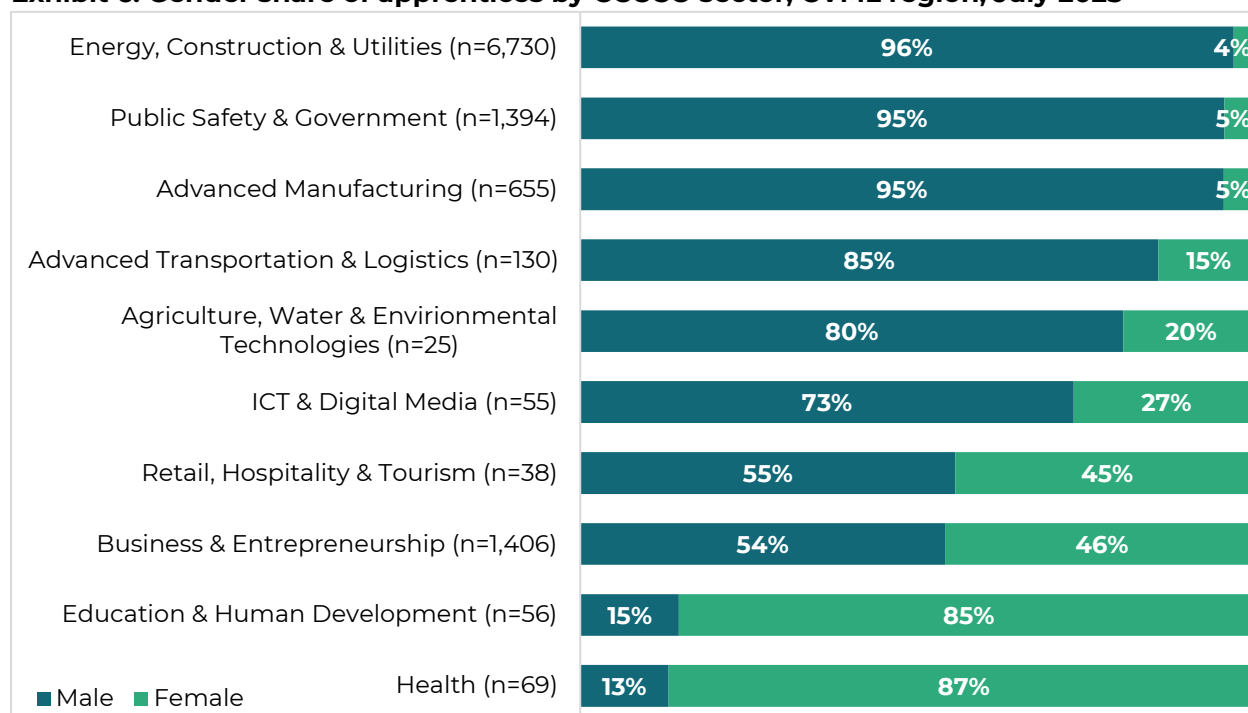
Exhibit 5: Gender of Apprentices in the CVML Region and California, July 2025



While apprentices are primarily male overall, some programs are more evenly distributed or are primarily female. Exhibit 6 displays the gender distribution of CVML apprentices by CCCC sector. Three of the four largest program sectors are male-dominated, with more than 95% of their apprentices being male. Personal Services programs, such as cosmetology and barbering, within the Business & Entrepreneurship sector, are one of the largest programs to have a

considerable share of female apprentices at 46%. Education & Human Development and Health programs, while small in scale, have considerably more female apprentices than male.

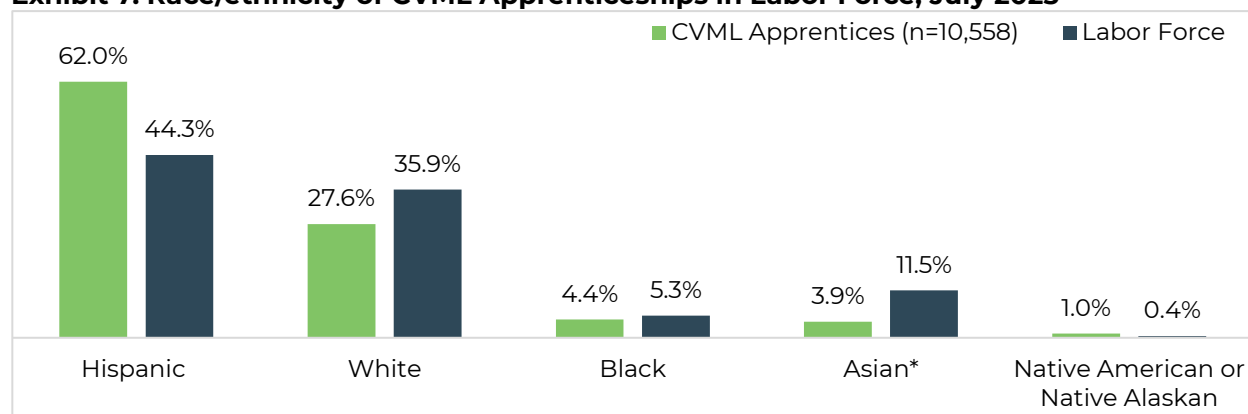
Exhibit 6: Gender share of apprentices by CCCCCO sector, CVML region, July 2025



1.4: Race and Ethnicity of Active Apprentices

Exhibit 7 displays the racial/ethnic distribution of CVML apprentices compared to the regional labor force. Most apprentices in the region are Hispanic, accounting for 62% of all active apprenticeships. The share of Hispanic apprentices is greater than the overall labor force at 44.3%. Asian, Black, and White individuals are less present in apprenticeships than they are in the regional labor force. Native American and Native Alaskan individuals have a greater share of apprenticeships than the regional labor force.

Exhibit 7: Race/ethnicity of CVML Apprenticeships in Labor Force, July 2025

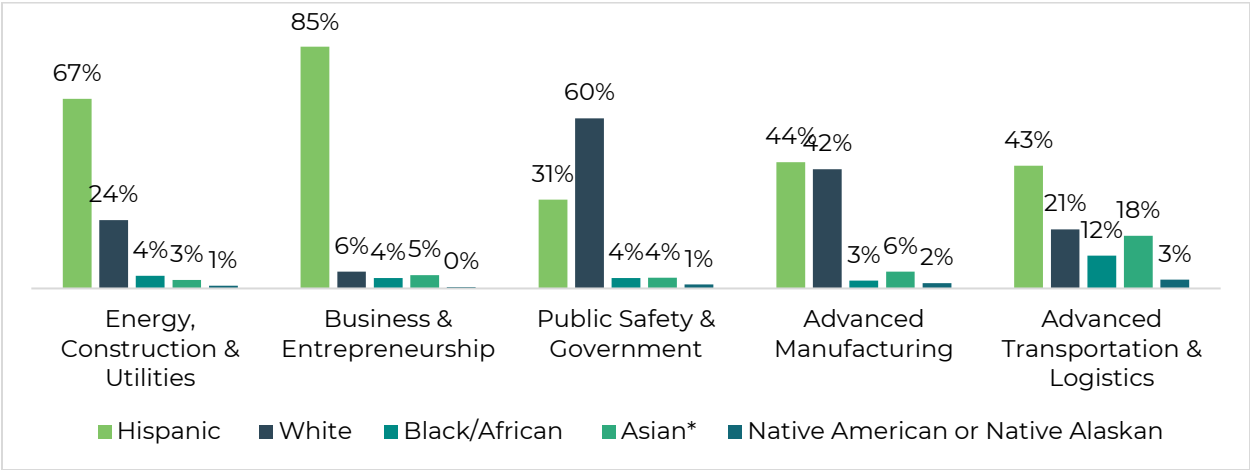


*Includes Pacific Islander and Filipino; categories are combined in available DAS datasets.

Exhibit 8 displays the racial and ethnic composition of apprentices by CCCCCO sectors with more than 100 registered apprenticeships. Hispanic apprentices are highly represented in

these sectors, except for the Public Safety and Government sector. The personal services program, in the Business and Entrepreneurship sector, that prepares students for employment as barbers and cosmetologists, drives the high Hispanic representation in the sector. White apprentices are highly represented in Public Safety and Government programs, driven by California Firefighter programs.

Exhibit 8: Racial and Ethnic Composition of CVML Apprentices by CCCC Sector, July 2025



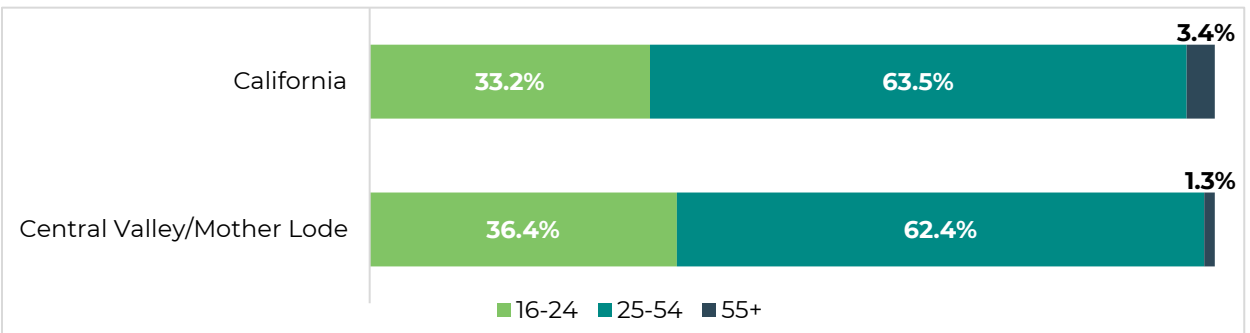
*Includes Pacific Islander and Filipino; categories are combined in available DAS datasets.

The Health sector has the highest share of Black apprentices of the CCCC sectors, with approximately 26% Black apprentices. Asian apprentices comprise 18% of the Advanced Transportation and Logistics sector, representing the largest share of this ethnic group. Native American or Native Alaskan apprentices are the most present in the Advanced Transportation and Logistics sector, accounting for 3.1% of apprenticeships, despite accounting for 1.0% of apprenticeships across sectors.

1.5: Age of Active Apprentices in the Central Valley

Apprentices in the CVML region are typically younger than apprentices in California as a whole, with more than 36% of CVML apprentices under 25 years old, compared to 33% in California. Approximately 64% of CVML apprentices are 25 years or older. Only 1% of apprentices in the region are 55 years or older. Exhibit 9 displays the age distribution of apprentices in California and the CVML region.

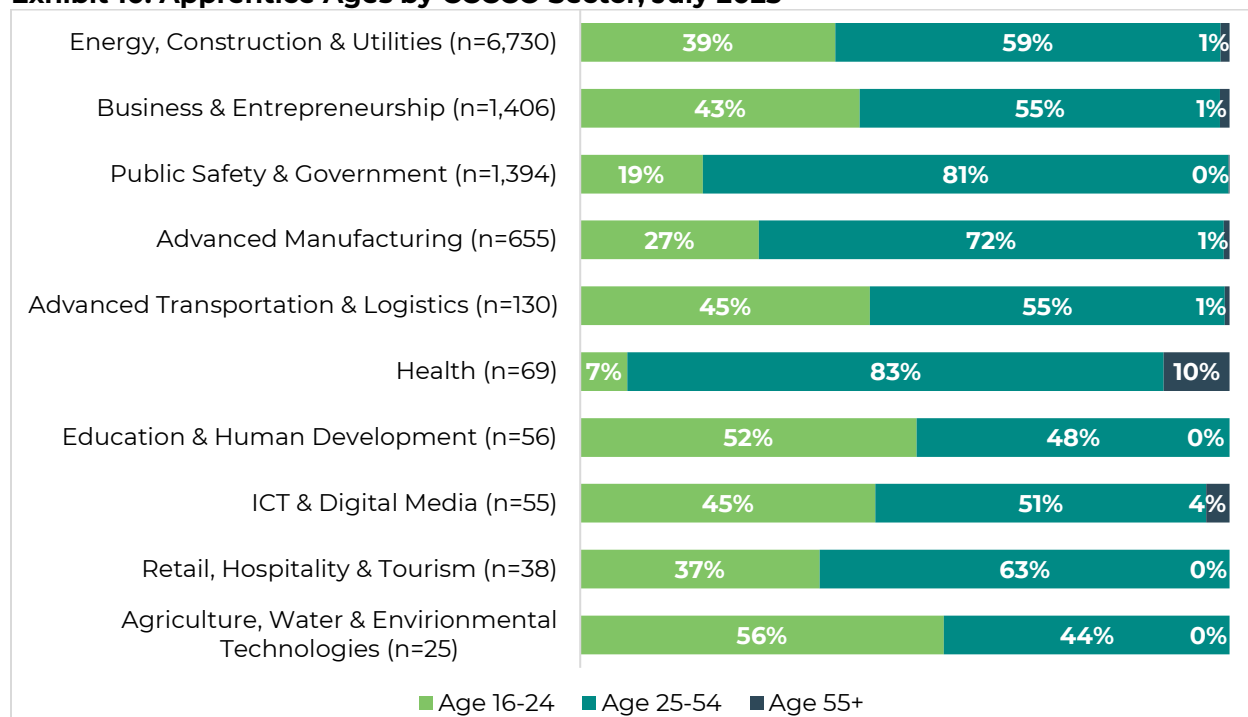
Exhibit 9: Age Distribution of California and CVML Apprentices, July 2025



Health and ICT & Digital Media programs have the highest shares of older apprentices, with 10% and 4% of apprentices over 55 years, respectively. Health programs have the smallest share

of young apprentices, with 7% under the age of 25 years. The Agriculture, Water & Environmental Technologies programs have the greatest share of younger apprentices, with 7% of apprentices between the ages of 16 and 24. Exhibit 10 displays the age distribution of apprentices in the CVML region by CCCC sector.

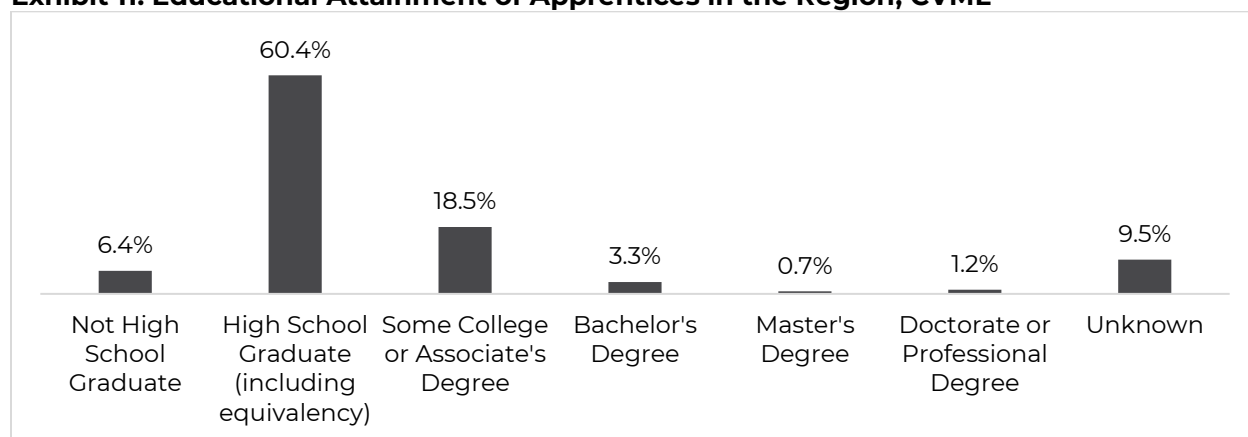
Exhibit 10: Apprentice Ages by CCCC Sector, July 2025



1.6: Apprentices by Education Levels

The majority (60.4%) of active apprentices in the region have a high school education or equivalent. Exhibit 11 displays the educational attainment of apprentices in the region from the Department of Labor's (DOL) database. Approximately 85% of active apprentices in the region have less than a bachelor's degree.

Exhibit 11: Educational Attainment of Apprentices in the Region, CVML



Section 2: How Are Efforts to Expand Apprenticeships Going?

The State of California has invested heavily in expanding the number of workers in California who enroll and complete apprenticeships. In 2018, Governor Newsom announced an ambitious plan to establish 500,000 apprenticeships by 2029. In addition to large federal investments to expand apprenticeships, the California legislature has increased funding through efforts such as the California Apprenticeship Initiative (CAI), along with large funding packages that established the Apprenticeship Innovation Fund (AIF) and the California Youth Apprenticeship Grant (CYAG) program. Policies, such as AB1809 and AB235, have also been enacted to make it easier for apprentices to access community college courses and programs. This section examines ten years of apprenticeship completion data to understand which types of apprenticeship programs are expanding most rapidly and to what extent the Central Valley/Mother Lode is training its “fair share” of apprentices in pursuit of the goal of training 500,000 apprentices by 2029.

2.1 Apprenticeship Expansion in California

Apprenticeships are growing rapidly in California. According to the Division of Apprenticeship Standards (DAS) Completion Dashboard, the number of workers in California who have completed apprenticeships has more than doubled over the last ten years. Apprenticeship completions have increased by an average of 10% over the past decade, rising from 7,476 in 2013 to 17,801 in 2023. Exhibit 12 displays the completions by the top four sectors over the last ten years in California.

Growth in California apprenticeships has been driven by programs in the Energy, Construction, and Utilities sector, accounting for 59% of apprenticeship growth over the last ten years, comprising 60% of apprentices. While Public Safety and Government program completions have fluctuated over the last ten years, programs such as California Firefighter have grown consistently over the decade. Advanced Manufacturing apprentices have grown by 25% per year since 2013, indicating significant investment in apprenticeships in this sector. There has been considerable growth in All Other Sectors, which include ICT & Digital Media, Retail, Hospitality & Tourism, Advanced Transportation & Logistics, Health, and Education & Human Development. The Agriculture, Water & Environmental Technologies sector is the only sector to have flat apprenticeship growth over the decade.

Exhibit 12: California Apprenticeship Completions in California, July 2025

Year	Energy, Construction & Utilities	Public Safety & Government	Business & Entrepreneurship	Advanced Manufacturing	All Other Sectors	Total
2013	4,513	2,311	345	196	111	7,476
2014	4,058	961	303	306	92	5,720
2015	4,292	1,852	364	330	94	6,932
2016	4,987	3,295	463	418	195	9,358
2017	6,919	4,242	658	344	327	12,490
2018	7,314	3,881	733	467	382	12,777
2019	8,721	4,507	694	550	466	14,938
2020	8,474	4,527	555	387	391	14,334
2022	10,244	3,899	741	702	510	16,096
2021	10,026	4,517	502	478	413	15,936

Year	Energy, Construction & Utilities	Public Safety & Government	Business & Entrepreneurship	Advanced Manufacturing	All Other Sectors	Total
2023	10,607	4,075	1,233	978	908	17,801
Average Growth Rate	10%	14%	21%	25%	31%	10%

While the number of apprentices has increased by 10% per year over the last 10 years, this growth rate is insufficient to hit the goal of 500,000 apprentices between 2018 and 2029. By applying the historical apprenticeship growth rate to current figures, approximately 153,300 apprentice completions are projected between 2024 and 2029. This growth rate yields 245,226 apprentices by 2029, nearly 255,000 apprentices short of the 2029 goal. Exhibit 13 displays the actual and projected apprenticeship totals between 2018 and 2029.

Exhibit 13: Actual and Projected Apprenticeship Completions in California, July 2025

Year	Actual Completions	Year	Projected Completions
2018	12,777	2024	19,658
2019	14,938	2025	21,709
2020	14,334	2026	23,974
2021	16,096	2027	26,476
2022	15,936	2028	29,238
2023	17,801	2029	32,289
Actual Total	91,882	Projected Total	153,344

2.2: Central Valley Active Registrations (Actual vs. Expected)

While region or county-specific apprentice completion data is not available, one way to assess the Central Valley/Mother Lode performance in training apprentices is to evaluate the share of active apprentices in the region relative to California, both overall and by industry and apprenticeship occupation. Together, the 15-county region represents 10.4% of the total labor force – people working or looking for work - in California. Thus, a reasonable benchmark for the CVML share of the active registered apprenticeships would be 10.4% of California apprentices. The region is outperforming this benchmark; as of July 2025, Central Valley/Mother Lode apprentices account for 11.0% of the state's active apprentices. Exhibit 14 displays the CVML region share of active and expected apprentices in California.

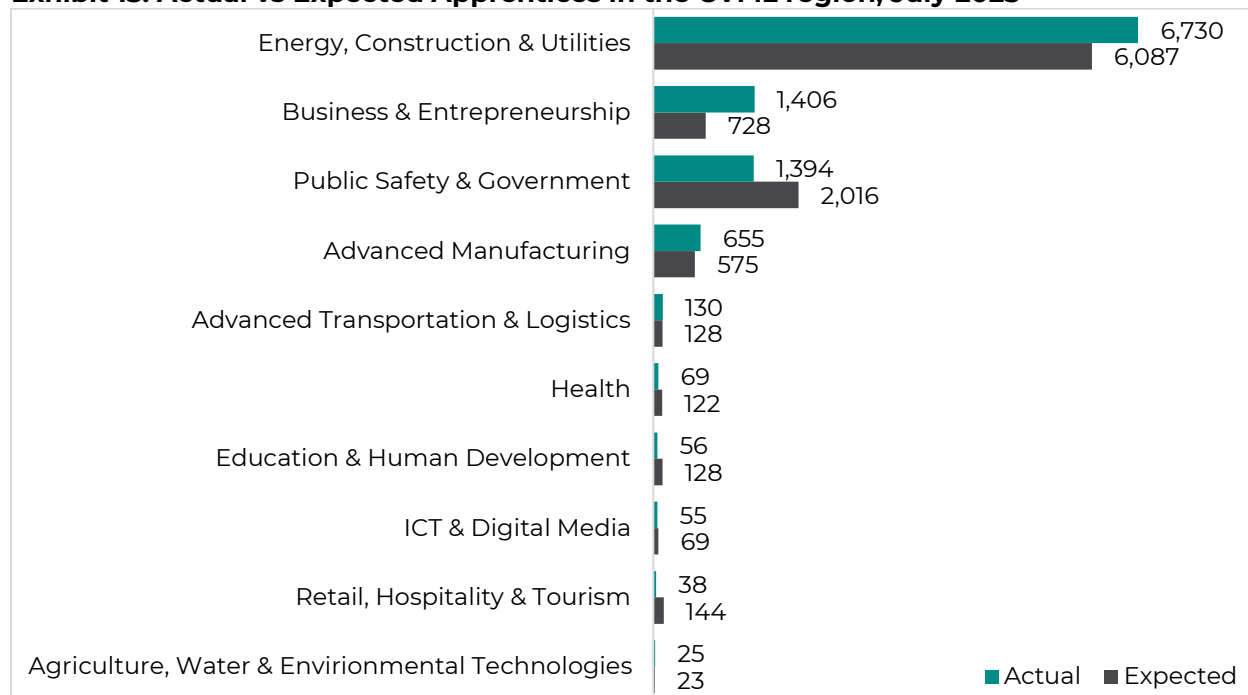
Exhibit 14: Actual and Expected CVML Share of California Apprentices, July 2025

	Central Valley/Mother Lode	California	CVML Share (%)
Total Labor Force (2024)	2,047,260	19,644,100	10.4%
# of People Working (2024)	1,884,130	18,600,900	10.1%
Active Apprenticeships (Expected)	10,021	96,355	10.4% (Expected)
Active Apprenticeships (Actual)	10,558	96,355	11.0% (Actual)
Above (Below) Expected	+537		+0.6%

The Central Valley/Mother Lode region outperforms the expected benchmark in five of the sector areas and underperforms in five sectors. The region outperforms in three of the four largest sectors, including Energy, Construction, & Utilities, Business & Entrepreneurship, and Advanced Manufacturing. The Business & Entrepreneurship sector is nearly double the expected values, driven by Personal Services programs. The CVML region contains fewer Public

Safety & Government programs, primarily due to the limited number of Inmate and Justice, Public Order, and Safety programs, with California Firefighter programs aligned with expectations. The Retail, Hospitality, & Tourism, Education & Human Development, and Health apprenticeships are significantly underrepresented in the CVML region. Exhibit 15 displays the actual number of active apprentice registrations in the CVML region compared to what is expected.

Exhibit 15: Actual vs Expected Apprentices in the CVML region, July 2025



The executive, legislative, and general government, except finance program has more than double the expected number of apprentices, with the region's 50 apprentices accounting for nearly 27% this program's apprentices in California. Exhibit 16 displays the regional apprentice programs with significantly more apprentices than would be expected for the regional workforce. The Central Valley has significantly more personal services and laborer apprentices than would be expected when looking at statewide numbers.

Exhibit 16: CVML Programs with the Greatest Gaps Between Actual and Expected Apprentices (Leading), July 2025

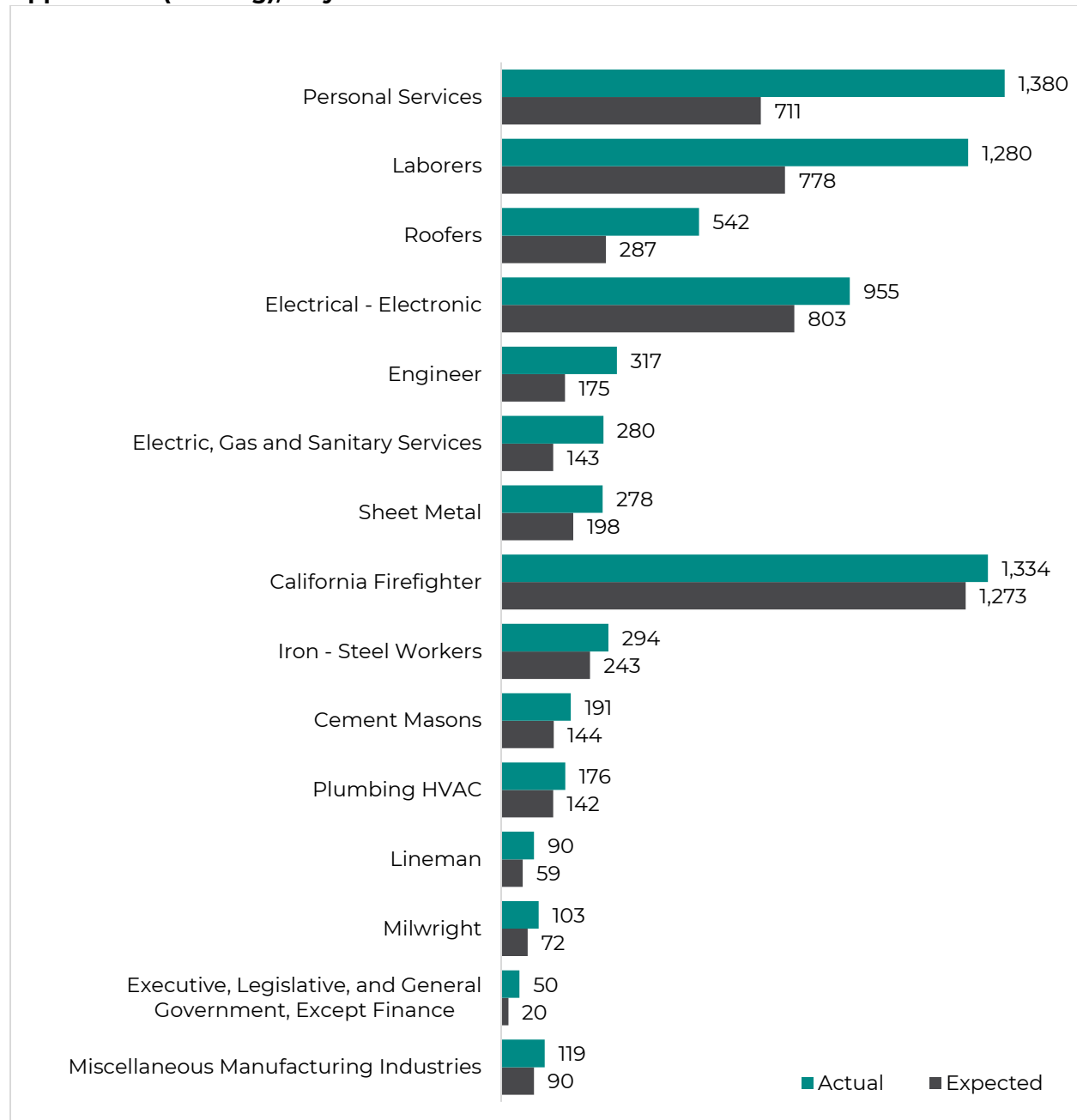
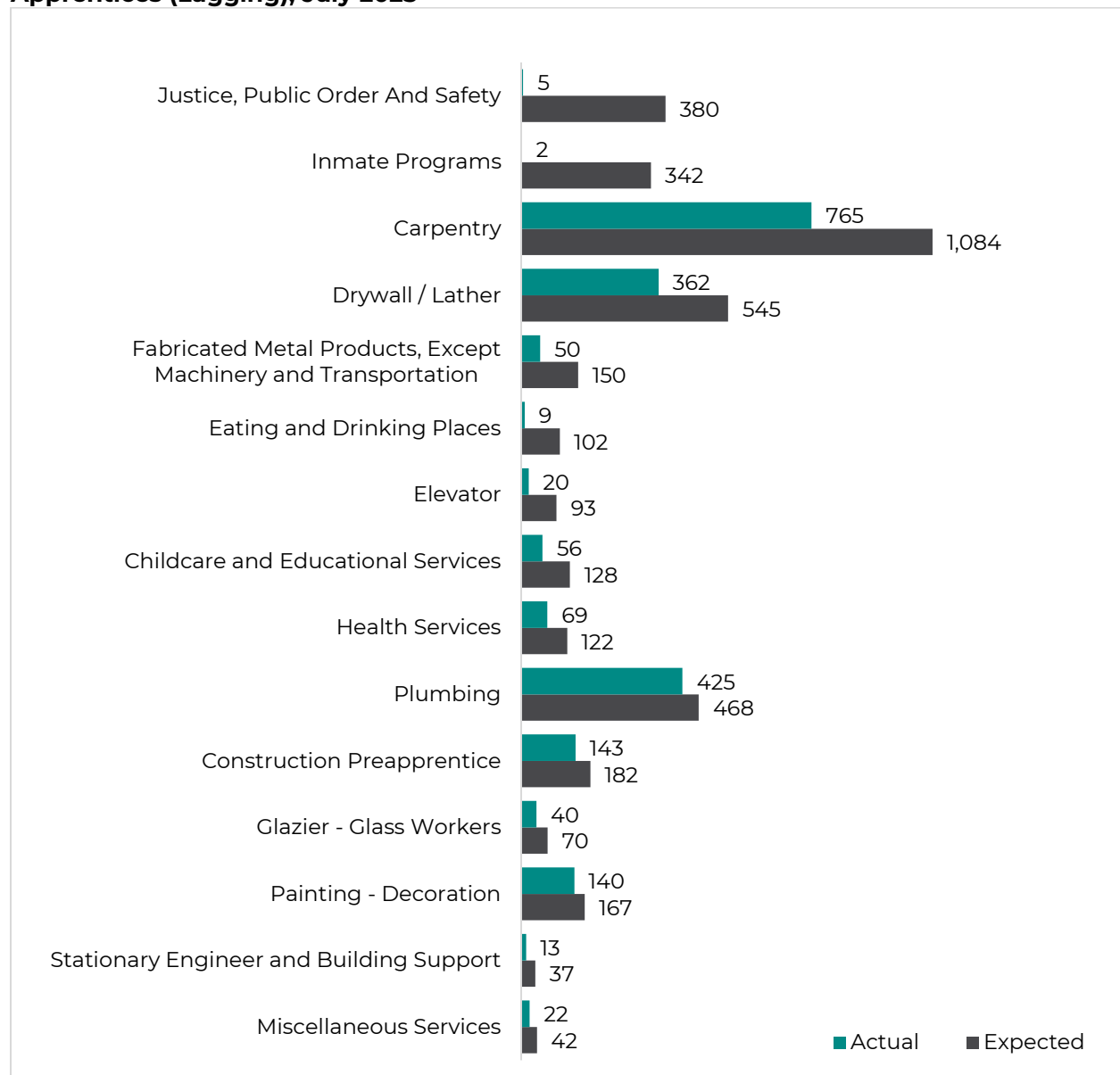


Exhibit 17 displays the programs in which there are significantly fewer apprentices than would be expected for the region. The two programs that fall the shortest of regional expectations include justice, public order, and safety programs and inmate programs. These programs have fewer than 10 apprentices, indicating they are new and are likely to grow as the program matures. While there are 765 carpentry apprentices in the region, this figure is still 319 apprentices short of what would be expected for a region of this size, representing the largest gap between actual apprentices in established programs and expected apprentices.

Exhibit 17: CVML Programs with the Greatest Gaps Between Actual and Expected Apprentices (Lagging), July 2025



Section 3: How Are Colleges Engaging in Apprenticeships?

3.1: Opportunities for College and K-12 Engagement in Apprenticeship

Community colleges across California are participating in the statewide push to increase the number of registered apprentices. The way colleges engage with the apprenticeship model varies by occupation, participating employer preferences, regional needs, available funding, and the assets, strengths, and bandwidth of each college. This section provides an inventory of how community colleges and K-12 school districts in the Central Valley are participating in apprenticeships in different ways and explores how colleges are engaging with the LAUNCH Apprenticeship Network, an apprenticeship hub for non-traditional apprenticeship programs.

As documented by the San Diego and Imperial Center of Excellence in a report published in February of 2024, fragmented data from multiple systems makes it challenging to get a full picture of how colleges are engaging with apprenticeships.¹² Building on that work, multiple data sources were used to create an inventory of college and K-12 participation in apprenticeship, from program sponsorship to training and education delivery, leveraging funding and infrastructure, and providing employment services. To supplement data gaps, the research team used a subject matter expert, the LAUNCH Apprenticeship Network Manager. The table below provides a list of roles Central Valley colleges and K-12 partners are playing in the region's apprenticeship ecosystem and the data source(s) used to identify them.

Exhibit 18: Roles Community Colleges and K-12 Partners Can Play in the Apprenticeship Ecosystem

Role Description	Data Sources
Role #1: Related Supplemental Instruction (RSI) Provider State law requires that related and supplemental instruction (RSI) for registered apprentices is developed, coordinated, and provided through local education agencies, which include community colleges, K-12 public school systems, and county offices of education. ¹³ Colleges provide RSI in two ways: 1) Colleges can serve as the Local Education Agency (LEA) for an apprenticeship sponsor and provide RSI cooperatively through an instructional agreement. ¹⁴ In these cases, the sponsor may employ instructors, operate the training facility, and manage enrollment of apprentices. Minimum qualifications of instructors remain in place for all credit and non-credit courses, even in cases where apprentice instructors are employed by the sponsor. LEAs process RSI funding through a contract that outlines the revenue-share agreement with the sponsor, reimbursing the sponsor for delivering instruction to apprentices. 2) Colleges can also provide instruction directly to apprentices. Historically, this was less common because attendance accounting	The Chancellor's Office Curriculum Inventory System (COCI) LAUNCH Apprenticeship Network Survey (Spring 2025)

¹² Opportunities for Apprenticeships in San Diego & Imperial Counties. San Diego & Imperial Center of Excellence for Labor Market Information. February 2024. <https://coeccc.net/san-diego-imperial/2024/02/opportunities-for-apprenticeships-in-san-diego-imperial-counties/>

¹³ State of CA Labor Code 3074

¹⁴ CCCCO Student Attendance Accounting Manual (1-22) <https://www.cccco.edu/-/media/CCCO-Website/College-Finance-and-Facilities/Manuals/SAAM/2022/cccco-saamreport-2022-a1ly-Edit-100522.pdf>

Role Description	Data Sources
required colleges to separate apprentice attendance from non-apprentice students, using RSI allocations from the Chancellor's Office to fund the instruction. However, beginning in 2018-2019, state law permitted colleges to provide instruction to apprentices through courses and programs that also serve non-apprentice students.¹⁵ In these cases, colleges work with program sponsors to agree on curriculum, and apprentices attend courses and programs that the college offers. Typically, colleges use existing CTE certificate and degree programs that align with the learning needs of the occupation. At a minimum, apprenticeships must provide at least 144 classroom hours for every 2,000 hours of on-the-job training. RSI providers deliver training through a combination of classroom instruction, online or in-person courses, and laboratory or simulated environments. Courses and programs delivered using this method may be eligible for RSI or FTES apportionment funding.	
Role #2: Participating in a Regional "Apprenticeship Hub" Apprenticeship Hubs provide regional resources, subject matter expertise, apprenticeship opportunities, and networking opportunities for employers, labor organizations, education institutions, trade associations, workforce boards, community-based organizations, and other partners in the apprenticeship ecosystem to develop and expand apprenticeship programs. Colleges and K-12 partners can support regional apprenticeship hubs by providing funding, facilities, tuition-free training, apprenticeship recruitment and job placement services, and student wrap-around services to apprentices and employers engaged in the hub.	LAUNCH Apprenticeship Network
Role #3: Pre-Apprenticeship Provider California Division of Apprenticeship Standards (DAS) registered Pre-apprenticeship programs prepare individuals to enter and succeed in DAS Registered Apprenticeship programs. A DAS-registered Pre-Apprentice program must be formally associated with at least one DAS-registered apprenticeship program sponsor through a signed "linkage agreement" or MOU that outlines the nature of the pre-apprenticeship and apprenticeship referral relationship.	CA Building Trades Pre- Apprenticeship Finder¹⁶
Role #4: Program Sponsor Sponsors design and execute apprenticeship programs, provide jobs to apprentices, oversee training development, and provide hands-on learning and technical instruction for apprentices. This entity assumes full responsibility for the administration and operation of the apprenticeship program. Any employer, educational institution, association, committee, or organization can be a sponsor.	DAS "Find an Apprenticeship Program" Website

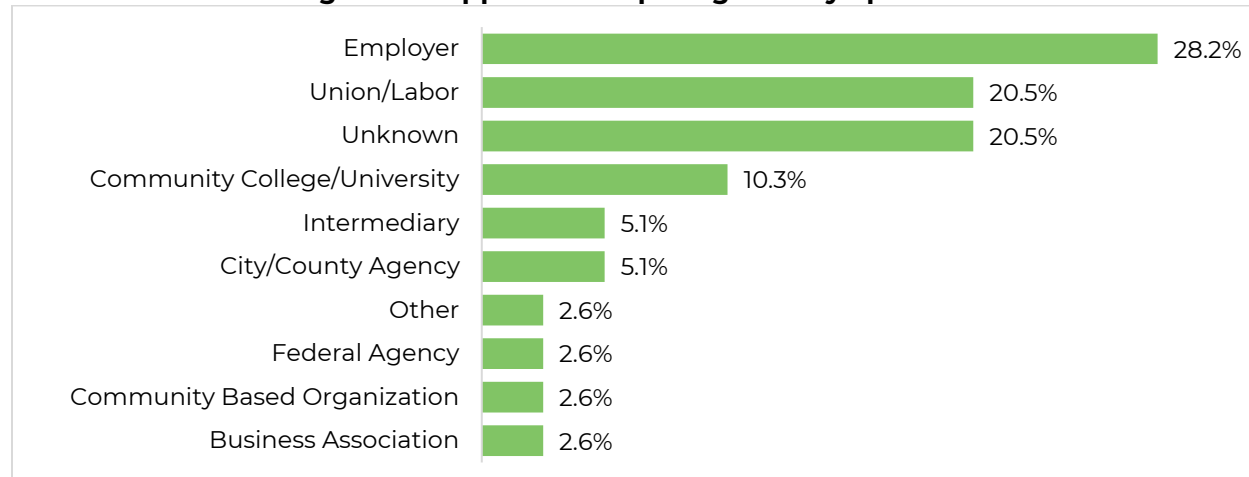
¹⁵ California Apprentice Council Policy on Common Administrative Practices and Treatment of Costs and Practices Related to RSI

¹⁶ CA Building Trades Pre-Apprenticeship Finder, Accessed July 28, 2025.
<https://apprenticeship.cabuildingtrades.org/pre-apprenticeship/preapprenticeship-program-directory/>

3.2: Apprenticeships by Sponsor Type in the Central Valley

Exhibit 19 displays the breakdown of registered apprenticeship programs by sponsor type in the region. Based on available data from DOL, employers sponsor the most apprenticeships (28.2%) in the Central Valley. Approximately 10.3% of registered apprenticeship programs in the CVML region are sponsored by community colleges or universities. It should be noted that 20.5% of apprenticeship program sponsors are unknown.

Exhibit 19: Share of Registered Apprenticeship Programs by Sponsor



3.3: Colleges Providing Related Supplement Instruction

One role Central Valley/Mother Lode colleges play in the apprenticeship system is serving as the Local Education Agency (LEA) for an apprenticeship sponsor, providing oversight to the Related Supplemental Instruction (RSI) portion of a program and/or delivering the RSI directly. In many cases, the LEA will also process RSI funding from the State and pass along a share to the Program Sponsor and/or the RSI provider to offset the costs of the classroom training. Of programs listed as “Active” with “apprenticeship” in the program title in the Chancellor’s Office Curriculum Inventory (COCI) system, the COE identified five regional community colleges that provide this service for a range of programs. Aside from the information provided by the Regional Manager of Apprenticeships, this is the only publicly available data on community college apprenticeship activities. Exhibit 20 displays the apprenticeship programs currently offered by regional community colleges.

Exhibit 20: CVML Community College Apprenticeship Programs, July 2025

College	Program Title	TOP Code	Award Type
Bakersfield	Carpentry Apprenticeship	0952.10* Carpentry	1. A.A. Degree, 2. Certificate
Bakersfield	Data Analyst Apprenticeship	0702.00* Computer Information Systems	Certificate
Bakersfield	Digital Marketer Apprenticeship	0509.00* Marketing and Distribution	Certificate
Bakersfield	Electrician Apprenticeship	0952.20* Electrical	1. A.A. Degree, 2. Certificate
Bakersfield	Help Desk Support Technician Apprenticeship	0701.00* Information Technology, General	Certificate

College	Program Title	TOP Code	Award Type
Bakersfield	Operating Engineer Apprenticeship	0947.30* Heavy Equipment Operation	1. A.A. Degree, 2. Certificate
Bakersfield	Plumbers & Steamfitters Apprenticeship	0952.30* Plumbing, Pipefitting and Steamfitting	1. A.A. Degree, 2. Certificate
Bakersfield	Sheet Metal Apprenticeship	0956.40* Sheet Metal and Structural Metal	1. A.S. Degree, 2. Certificate
Fresno City	MC3 Pre-Apprenticeship	0952.00* Construction Crafts Technology	Noncredit program
Fresno City	MC3 Pre-Apprenticeship Employment Ready	0952.00* Construction Crafts Technology	Certificate
Fresno City	MC3 Pre-Apprenticeship Plus	0952.00* Construction Crafts Technology	Certificate
Lemoore College	Chef Apprentice	1307.10* Restaurant and Food Services and Management	Certificate
Modesto	Calibration and Instrumentation Technician Apprentice	0934.00* Electronics and Electric Technology	Certificate
Modesto	Electrician Maintenance Apprentice	0934.00* Electronics and Electric Technology	Certificate
Modesto	Electro-Mechanical Technician Apprentice	0935.00* Electro-Mechanical Technology	Certificate
Modesto	Machinery Maintenance Apprentice	0956.00* Manufacturing and Industrial Technology	Certificate
Modesto	Machinist Apprentice	0956.30* Machining and Machine Tools	Certificate
Modesto	Packaging Technician Apprentice	0956.00* Manufacturing and Industrial Technology	Certificate
San Joaquin Delta	Apprenticeship: Caterpillar Dealer Service Technician	0947.20* Heavy Equipment Maintenance	A.S. Degree
San Joaquin Delta	Apprenticeship: Industrial Technology-Electrical	0945.00* Industrial Systems Technology and Maintenance	Certificate
San Joaquin Delta	Apprenticeship: Industrial Technology-Maintenance	0945.00* Industrial Systems Technology and Maintenance	Certificate
San Joaquin Delta	Apprenticeship: Industrial Technology-Mechanical	0945.00* Industrial Systems Technology and Maintenance	Certificate
San Joaquin Delta	Apprenticeship: Industrial Technology-Operations	0945.00* Industrial Systems Technology and Maintenance	Certificate
San Joaquin Delta	Caterpillar Dealer Engine Technician Apprenticeship	0947.20* Heavy Equipment Maintenance	Certificate
San Joaquin Delta	Caterpillar Dealer Service Technician Apprenticeship	0947.20* Heavy Equipment Maintenance	Certificate
San Joaquin Delta	Electrical Technology: Apprenticeship	0952.20* Electrical	A.S. Degree
San Joaquin Delta	Electrical Technology: Apprenticeship Option	0952.20* Electrical	Certificate

3.4: College Participation in the LAUNCH Apprenticeship Network

One way Central Valley/Mother Lode community colleges and K-12 partners can expand apprenticeships is by participating in the LAUNCH Apprenticeship Network (LAUNCH). LAUNCH acts as an intermediary for businesses and education institutions adopting the apprenticeship model, working with colleges, K-12 partners, workforce development boards, and other partners to cooperatively sponsor new apprenticeship programs with employers. Interested colleges can work with LAUNCH to identify available apprenticeship tracks already in place within education institutions to align with and begin offering immediately, or schools can work with LAUNCH to develop new apprenticeship pathways. By embedding apprenticeship into the regional educational system, LAUNCH provides a systematic framework for directly linking educational pathways with career success both in K-12 and higher education.

- **Provide Related Supplemental Instruction (RSI):** Colleges provided the related-supplemental instruction (RSI) for apprentices in each LAUNCH pathway. This training and education at Central Valley College can take one of the following forms:
 - **For-Credit Courses:** Students earn college credits toward a degree or certificate. Credit courses are usually graded with a letter grade and appear on student transcripts.
 - **Noncredit courses:** Students take noncredit – sometimes called continuing ed - courses to learn new skills, gain general knowledge, or develop personal interests. Noncredit courses are not applicable toward a degree and do not appear on a transcript. Some noncredit courses can lead to a license or certification.
 - **Not-for-credit courses:** Students complete not-for-credit training hours provided by the community college districts. Often, this training is completed in coordination with the contract education and customized training services of the districts.
- **Pre-Apprenticeship:** Colleges and K-12 partners can develop DAS-registered pre-apprenticeships that help recruit and provide career awareness and baseline knowledge, skills, and competencies needed to succeed in an apprenticeship program.
- **Apprentice Employment Services:** In traditional apprenticeship programs, LEAs typically do not engage with employers directly and refer potential apprentices and applicants to program sponsors. However, in nontraditional program areas, colleges can recruit potential apprentices from their existing education programs, refer them to the relevant LAUNCH-supported apprenticeship pathway, and help place them with employer partners. This includes using college staff who engage directly with employers or using industry intermediaries and contracted services.
- **Employer:** Community colleges and K-12 school districts are large employers of teachers, early education professionals, healthcare professionals, IT professionals, and other apprenticeable occupations. Regional community colleges and K-12 school districts may partner with LAUNCH for their own hiring needs, as evidenced in the Inland Empire.¹⁷
- **Sharing of Facilities / Physical Training Centers:** Employers and program sponsors participating in apprenticeships do not always have available space or equipment to provide the classroom or simulated work environments needed for effective training. Public education institutions in the region may provide the facilities, physical infrastructure, and/or equipment to serve apprentices placed with multiple employers

¹⁷ Apprenticeship in the Inland Empire: How Community Colleges and Their Partners are Expanding Apprenticeship in Riverside & San Bernardino Counties. Inland Empire Center Of Excellence for Labor Market Research. Retrieved from: <https://coeccc.net/inland-empire-desert/2024/12/apprenticeship-in-the-inland-empire/>

using facilities and training centers that are established off the main campus. These facilities may include employer-owned buildings or publicly accessible training centers.

A publicly available centralized repository of community college apprenticeship activities is not currently available for the Central Valley/Mother Lode region. While the CVML LAUNCH Network is less developed than the Inland Empire, which serves as a model and foundation of CVML LAUNCH, steps have been made to increase the robustness of the regional apprenticeship network. The CVML LAUNCH Network gained an experienced Manager of Regional Apprenticeships in 2024, indicating strengthened regional capacity to align apprenticeships with employer needs and workforce goals. Exhibit 21 displays active apprenticeship programs offered by regional community colleges and the number of apprentices in these programs, according to a survey conducted by the Manager of Regional Apprenticeship in the Spring of 2025. Of the 15 colleges in the region, eight colleges responded to the survey. Employers or workforce development partners supporting these programs can be found in Appendix B.

Exhibit 21: Active Apprenticeship Programs at Colleges Working with LAUNCH and Program Supporters, CVML, March 2025

Community College	Active Apprenticeship Programs	Count of Participants
Bakersfield College	Sheet Metal	33
	Electrician	222
	Maintenance Technician	15
	IT Help Desk Technician	4
	Data Analyst	0
	Software Developer	0
	Digital Marketer	3
	Data Analyst	0
	Perioperative	4
	LVN to RN	7
Coalinga College	Assistant Teacher	5
	Food Science and Safety Technician	5
	Account Clerk	5
College of the Sequoias	Registered Nursing	4
Columbia College	Child Development	15
Fresno City College	Maintenance Mechanic	12
	Auto Mechanic	2
	Heavy Duty Truck Maintenance	8
	Mobile Equipment	1
	Moldmaker	3
Lemoore College	Executive Chef/Head Cook	3
	Computer Network Support Specialist	5
	Instrumentation Technician	0
	Maintenance Mechanics	0
	Mechatronics Technician	3

Community College	Active Apprenticeship Programs	Count of Participants
	Paramedics	0
San Joaquin Delta College	Refrigeration and Air Condition Mechanic, Steamfitter/Pipefitter	18
	Mold-Maker- Tool Maker	3
	Utility Craft Worker, Hydroelectric Plant Operator, Hydroelectric Mechanic, Hydroelectric Electrician	108
	Manufacturing Tool & Die	0
	Electrician-Inside Wireman	91
	Mental Health Specialist, IT Support Technician	7
	Hospitality/Marketing Specialist, IT Support Technician, Teacher's Aid/Paraprofessional (ECE), Culinary Arts, Assistant Farm Manager	31
	Bus Maintenance Technician, Bus Operator	4
	Maintenance Mechanic, Maintenance Electrician	1
	Tool and Die, Electro-Mechanical	9
	ECE- ECEPTS	30
	LVN to RN	2
	LVN to RN (pre-apprentice)	6
	Caterpillar Heavy Equipment Technician, Caterpillar Dealer Engine Technician	136
Taft College	None	0

3.5: Colleges and K-12 Registered Pre-Apprenticeship Providers

Another role Central Valley colleges and K-12 school districts can play is developing and operating pre-apprenticeship programs to prepare individuals to enter and succeed in DAS-registered apprenticeship programs. A DAS-registered pre-apprenticeship program must be formally associated with at least one DAS-registered apprenticeship program sponsor through a signed “linkage agreement” or MOU, which outlines how the pre-apprenticeship program and partner apprenticeship program will work together and confirms the sponsor acknowledges the pre-apprenticeship program is in alignment with their entry requirements.

DAS is in the early stages of registering, tracking, and reporting on pre-apprenticeship registration, and it is challenging to get an accurate picture of the region's pre-apprenticeship completion and registration data. With these data challenges in mind, DAS listed 224 active registered pre-apprentices in the Central Valley as of July 2025. Exhibit 22 displays the active pre-apprenticeship programs in the region.

Exhibit 22: Active Registered Pre-Apprentices in the CVML, July 2025

Pre-Apprenticeship Programs	Active Registrations
Construction Pre-apprentice	143
Information Technology	34
Health Services	24
Personal Services	13
California Firefighter	7
Eating And Drinking Places	3
Total	224

According to a survey of regional community colleges, San Joaquin Delta College currently offers two pre-apprenticeship programs: a Paraprofessional (ECE) program with six students and an LVN to RN program with six students. Fresno City College is developing an MC3 Pre-Apprenticeship program, with no students recorded in this pathway yet. An area of further research is to inventory all registered pre-apprenticeship programs in the Central Valley, their related program sponsors with signed linkage agreements, the number of pre-apprentices that completed, and the number that matriculated into apprenticeship programs.

Section 4: What Occupations Should be a Focus for College Expansion Efforts?

4.1: A Regional Framework for Exploring Non-Traditional Apprenticeship Expansion

This section provides a list of occupations that could be a focus for college faculty and staff to prioritize apprenticeship expansion efforts over the next five years. Through the steps below, the COE narrowed 797 Standard Occupational Classification (SOC) codes available in Lightcast to 31 potential targets using labor market information. Exhibit 23 displays the occupations that community colleges should focus on for program expansion efforts.

- **Step 1 - “Apprenticeable”:** Of the 797 Standard Occupational Classification (SOC) codes available in Lightcast, **400 occupations** are approved by the US Department of Labor for registered apprenticeship.
- **Step 2 - 5 years or less of work experience required:** While apprenticeship programs can last up to 6 years, most are between 1 and 5 years. Jobs that require more than five years of work experience are challenging for apprentices to bridge the experience gap for most individuals. This removed 12 occupations, resulting in **388** apprenticeable occupations.
- **Step 3 - Growth and opportunity:** From those 388 occupations, **135** are projected to add jobs over the next five years and have 100 or more annual openings. Employers of these high-growth jobs in the region are projected to have a steady demand for new talent in future years.
- **Step 4 – Pay a living wage:** Of those 135 occupations, **119** pay workers an entry-level wage that meets the Self-Sufficiency Standard wage (\$16.48).
- **Step 5 – Occupations overseen by the Interagency Council on Apprenticeship (IACA):** The existing policy framework makes it difficult for college faculty and staff to initiate new programs or expand the number of apprentices in existing programs overseen by the California Apprenticeship Committee (CAC), such as CA Firefighter and Building and Trades programs. Of those 119 occupations, **110** are not overseen by the CAC.
- **Step 6 – Statewide examples:** From the remaining 110 occupations, 31 remaining occupations meet at least one of the following criteria:
 - **A community college received a CAI implementation or expansion grant for the occupation:** After going through a feasibility and planning period, at least one California community college and its partners were awarded over \$500,000 to implement the apprenticeship program, suggesting there may be a roadmap for replication for Central Valley community colleges. Appendix C has a full listing of CAI grants awarded by occupation, region, and college since 2022.
 - **The Central Valley is trailing other parts of the state in active apprentices:** Based on the analysis in Section 2, employers in other regions have developed

pathways in the occupation, suggesting employer adoption and potential for replication in the region.

Exhibit 23: Target Occupations for Colleges to Consider Initiating Apprenticeship Expansion Efforts

Occupation	Average Annual Openings	2024-2029 % Growth	Entry-level Earnings
Advanced Manufacturing			
Industrial Machinery Mechanics	529	11%	\$25.48
Advanced Transportation and Logistics			
Automotive Service Technicians and Mechanics	813	5%	\$18.61
Automotive Body and Related Repairers	163	6%	\$20.31
Bus Drivers, Transit and Intercity	147	14%	\$22.50
Business and Entrepreneurship			
Customer Service Representatives	1,977	2%	\$18.47
Accountants and Auditors	941	5%	\$30.69
Human Resources Specialists	647	7%	\$28.45
Market Research Analysts and Marketing Specialists	433	8%	\$24.16
Administrative Services Managers	240	6%	\$38.00
Facilities Managers	153	7%	\$38.11
Human Resources Assistants, Except Payroll and Timekeeping	132	2%	\$21.12
Education and Human Development			
Teaching Assistants, Except Postsecondary	2,993	9%	\$17.43
Elementary School Teachers, Except Special Education	1,738	10%	\$31.47
Preschool Teachers, Except Special Education	715	7%	\$17.82
Energy, Construction, and Utilities			
Maintenance and Repair Workers, General	1,756	7%	\$20.40
Health			
Registered Nurses	2,162	7%	\$52.05
Medical Assistants	1,895	11%	\$18.51
Nursing Assistants	1,869	9%	\$19.17
Social and Human Service Assistants	851	11%	\$21.02
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	806	14%	\$23.51
Dental Assistants	770	7%	\$21.40
Pharmacy Technicians	500	5%	\$19.82
Health Technologists and Technicians, All Other	260	12%	\$22.42
Clinical Laboratory Technologists and Technicians	165	8%	\$23.80
Information and Communication Technologies (ICT)/Digital Media			
Computer User Support Specialists	282	5%	\$25.67
Software Developers	263	13%	\$47.69
Computer Occupations, All Other	237	6%	\$30.76
Computer Systems Analysts	164	6%	\$38.51
Retail, Hospitality, and Tourism			
Cooks, Restaurant	2,172	13%	\$17.32
Food Service Managers	589	9%	\$20.01
Cooks, Institution and Cafeteria	545	13%	\$17.93

Section 5: What Share of State Apprenticeship Funding is Going to the Region?

There are several different federal, state, local, and private sources of revenue that have helped start, pilot, expand, and sustain apprenticeship programs in California. This section examines the share of State of California funding that the Central Valley colleges and college-affiliated apprenticeship programs have secured from two funding streams established to support and expand non-traditional apprenticeships– the California Community College Chancellor’s Office California Apprenticeship Initiative (CAI) and the DAS Apprenticeship Innovation Fund (AIF).

5.1: Chancellor’s Office California Apprenticeship Initiative (CAI) Fund Since 2022

The CAI grant program’s purpose is to create new pathways for students to gain training and employment in industries that need skilled workers through apprenticeships by supporting the launch and expansion of innovative apprenticeship and pre-apprenticeship initiatives. The grant program was originally launched in 2016 and provides planning grants up to \$120,000, implementation grants up to \$1,500,000, and expansion grants up to \$1,000,000 for colleges and their partners to expand non-traditional apprenticeship programs in regions across California.

Based on a review and analysis of public funding announcements from February 28th, 2022, to October 3rd, 2024¹⁸, the Chancellor’s office has awarded \$127,724,171 in CAI funds to colleges and K-12 partners. The Central Valley/Mother Lode region has received \$13,080,383, or 11% of these funds, the fourth most in the state. In the Amended Notice of Intent to Award (NOIA) for Year 2024-2025, the Central Valley/Mother Lode region secured less than 6% of the \$18.9M awarded. Exhibit 24 displays the funds awarded to each region since 2022.

Exhibit 24: CAI Fund Awards Per Region Since February 2022

Region	NOIA (Fiscal Year 2024-25)	Amended NOIA (Fiscal Year 2023-24)	NOIA (March 10, 2023)	NOIA (February 28, 2022)	Grand Total	% of Total Funding
Bay Area	\$3,386,267	\$11,594,310	\$13,272,215	\$9,648,373	\$37,901,165	30%
Los Angeles	\$3,598,943	\$13,268,161	\$12,400,298	\$1,269,345	\$30,536,747	24%
San Diego / Imperial	\$5,337,591	\$3,573,084	\$4,901,808	\$374,720	\$14,187,203	11%
Central Valley/Mother Lode	\$1,125,000	\$1,080,000	\$8,875,383	\$2,000,000	\$13,080,383	10%
Orange County	\$480,000	\$5,130,000	\$5,870,000	\$499,994	\$11,979,994	9%
North / Far North	\$3,275,173	\$2,682,937	\$2,645,032	\$2,500,000	\$11,103,142	9%
Inland Empire/Desert	\$1,620,000	\$299,608	\$2,174,478	\$3,421,468	\$7,515,554	6%
South Central Coast	\$120,000	\$240,000	\$660,000	\$399,983	\$1,419,983	1%
Grand Total	\$18,942,974	\$37,868,100	\$50,799,214	\$20,113,883	\$127,724,171	100%

A full list of CAI grants awarded during these four cycles can be found in Appendix C.

¹⁸ California Apprenticeship Initiative Overview. Accessed July 28, 2025. <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforceand-Economic-Development/apprenticeship/ca-apprenticeship-initiative>

5.2: Division of Apprenticeship Standards Apprenticeship Innovation Funding (AIF)

In July 2022, the Apprenticeship Innovation Funding (AIF) was established as a funding source for new and innovative apprenticeship programs, defined as apprenticeships associated with the Interagency Advisory Committee on Apprenticeship (IACA). The AIF aims to support industry-led, sector and/or regionally based, multiple-employer IACA apprenticeship programs. The State has allocated \$95 million over three years to support the ongoing costs of these programs and classroom training. DAS awarded \$17.3 million in the first round (2022-2023), \$24.8 million in the second round (2023-2024), and \$52 million is available in the third round (2024-2025). Funds are awarded in two categories:

- Apprenticeship Innovation Funding – Support (AIF-S):** The AIF-S covers the cost of running an apprenticeship program, aggregating employer demand, and recruiting, supporting, and placing apprentices. Only program sponsors are eligible. The funding amount is \$3,500 per active apprentice per year, prorated to the month, along with a completion bonus of \$1000 per apprentice.
 - \$22,420,708 AIF-S funds in 2023-2024. Central Valley sponsors received a total of \$1,334,958, or 6% of the AIF-S funds awarded.
- Apprenticeship Innovation Funding - Training (AIF-T):** Allows for new training programs to develop in a more agile manner and will specifically be used for training costs for IACA Apprentices. Education providers are eligible for funding. The funding is \$10.05 per training apprentice hour.
 - \$2,407,016 AIF-T funds in 2023-2024. Central Valley education providers received a total of \$2,020,980, or 84% of the AIF-T funds awarded.

Exhibit 25: CA DAS Apprenticeship Innovation Funding Training and Support Funds Award to Central Valley Sponsors, 2023

Program Name	Funding Amount (\$)	# of Unique Apprentices Served	# of Apprentices Completed	# of RSI Hours	Industry
Apprenticeship Innovation Funding – Support (AIF-S)					
E. & J. Gallo Winery Apprenticeship Committee	\$775,875.00	252	26		Advanced Manufacturing
San Joaquin Valley Automotive Trades JATC	\$495,708.33	165	27		Advanced Manufacturing
Central Valley Automotive and Machinist JAC	\$58,000.00	22	2		Transportation
CCHCS, SEIU Local 1000, and SJDC LVN-to-RN Apprenticeship Program	\$5,375.00	3	1		Healthcare
Apprenticeship Innovation Funding - Training (AIF-T)					
San Joaquin Co. Office of Ed	\$1,619,504.50	1,087		162,275	Utilities
San Joaquin Co. Office of Ed	\$401,475.44	240		41,572	Advanced Manufacturing

Section 6: What Can Colleges Do to Expand Apprenticeship Adoption and Impact?

6.1: Recommendation 1: Expand Participation with Apprenticeship Intermediaries

Due to the administration and expertise required to start and maintain quality registered apprenticeships, colleges, employers, and their partners should continue to invest in and participate in regional apprenticeship “hubs” administered by joint labor-management training trusts, industry associations, or non-profit intermediaries. The goals of college participation in these hubs could include reducing training costs for employers or students, expanding access for individuals often excluded from the apprenticeship pathway, increasing employer adoption of the apprenticeship model, and/or improving student employment and education outcomes in a given college program. One such “hub” or apprenticeship network active in the Central Valley is LAUNCH. LAUNCH is new to the CVML region, yet has expanded partnerships with regional colleges considerably, now working with eight community colleges. Colleges and K-12 partners can continue to build and support this regional hub with LAUNCH by:

- Expanding the number of college departments, programs, faculty, and staff who are aware of and actively participating in the LAUNCH apprenticeship hub, while maintaining flexibility in how different colleges and partners engage.
- Exploring program start-up or expansion efforts in the 31 apprenticeship target occupations in Section 4.

6.2: Recommendation 2: Improve Access for Underrepresented Groups through Pre-Apprenticeship

Only 4% of Central Valley apprentices in the building and construction trades are women, and 5% of CA firefighter apprentices are women. Most (67%) apprentices in the Central Valley are over 25 years old. While there is ample evidence that getting into apprenticeship programs increases an individual's lifelong earnings¹⁹ Women, Black workers, and younger workers in the Central Valley are underrepresented in some of the largest, highest-paying apprenticeships. While pre-apprenticeship is often viewed as a major way to close this gap, it remains unclear how many pre-apprentices are progressing into apprenticeships, both statewide and in the Central Valley.

There is no public listing of approved registered pre-apprenticeships. One major way colleges and other regional partners could support pre-apprenticeship activity – and potentially increase diversity and inclusion in the apprenticeship ecosystem – would be to regularly measure the number and percentage of pre-apprentices that complete, transition to registered apprenticeships, and complete apprenticeships, retention, and wages, disaggregated by key demographics (e.g., gender, race/ethnicity, age). Working with DAS data on registered pre-apprentices and apprenticeship registrations would be an important step at the state level.

After initial benchmarking, policy changes could help expand pre-apprenticeship activity in the region. The lack of a clear value proposition for the student, the committee member shared, makes college faculty and staff hesitant to establish pre-apprenticeship programs. Free tuition for credit and non-credit courses that are part of a DAS-registered pre-apprenticeship

¹⁹ Katz et al. Did Apprenticeships Achieve Faster Earnings Growth Than Comparable Workers? Finding from the American Apprenticeship Initiative Evaluation. Abt Associates. August 2022.

program could help increase the availability of pre-apprenticeships across the Central Valley and the State of California.

6.3: Recommendation 3: Partner with the COE on Additional Apprenticeship Research

This report is a helpful first step in understanding the local apprenticeship landscape. The COE is interested in supporting future research efforts and topics, such as:

- Conducting a third-party evaluation and economic impact assessment on the LAUNCH Apprenticeship Network, the hub that serves as a way colleges engage with non-traditional apprenticeship in the Central Valley. This could include the following research questions, benchmarked against other community college and workforce programs:
 - What percentage of apprentices who enroll in LAUNCH programs complete the apprenticeship?
 - What percentage of apprentices are employed in a full-time position with the host employer in their occupation 1, 2, and 5 years after completion? With other employers?
 - How do these outcomes differ by income, gender, race/ethnicity, zip code, prior education, and age?
 - How do participating employers in the LAUNCH network perform on key job quality metrics such as wage, advancement opportunities, health benefits, retirement plans, compared to industry standards?

This research could inform continuous improvement efforts across the network, local public funding and investment decisions, and statewide policy and practice discussions.

- Setting up the data infrastructure and reporting on the share of Central Valley pre-apprentices that transition into local apprenticeship programs. Working with DAS data on registered pre-apprentices and apprenticeship registrations would be an important step at the state level. Locally, partnering with the LAUNCH Network to create automated reporting and matriculation tracking would help evaluate the transition and inform continuous quality improvement efforts.
- Documenting successes, challenges, and opportunities for Central Valley colleges and partner sponsors with additional sources of recurring revenue for apprenticeship. This could be done in partnership with local workforce development boards and county health and human services agencies.

Appendix A: Active Registered Apprenticeships in the Region by Program

Source: Division of Apprenticeship Standards Registration Dashboard, Accessed July 18, 2025

	Central Valley/ Mother Lode	Central Valley/Mother Lode Share of California	California
Advanced Manufacturing	655	12%	5,459
Electric, Gas, and Sanitary Services	280	20%	1,372
Miscellaneous Manufacturing Industries	119	14%	864
Milwright	103	15%	694
Fabricated Metal Products, Except Machinery and Transportation	50	3%	1,443
Food And Kindred Products	33	44%	75
Stone, Clay, Glass, and Concrete Products	23	66%	35
Miscellaneous Services	22	6%	400
Stationary Engineer and Building Support	13	4%	355
Machinery, Except Electrical	7	8%	92
Rubber and Miscellaneous Plastics Products	3	10%	30
Tester Manufacturing/Aerospace	1	1%	98
Petroleum Refining and Related Industries	1	100%	1
Advanced Transportation & Logistics	130	11%	1,217
Automotive Repair, Services, and Garages	77	16%	484
Local And Suburban Transit and Interurban Highway Passenger Transport	48	8%	630
Transportation Equipment	4	6%	67
Motor Freight Transportation and Warehousing	1	3%	36
Agriculture, Water & Environmental Technologies	25	17%	149
Lumber and Wood Products, Except Furniture	10	17%	60
Forestry	7	50%	14
Agricultural Production - Crops	7	9%	74
Mining and Quarrying Of Nonmetallic Minerals, Except Fuels	1	100%	1
Business & Entrepreneurship	1,406	20%	6,971
Personal Services	1,380	20%	6,840
Business Services	26	20%	131
Education & Human Development	56	5%	1,234
Childcare and Educational Services	56	5%	1,234
Energy, Construction & Utilities	6,730	11%	58,526
Laborers	1,280	17%	7,480
Electrical - Electronic	955	12%	7,721
Carpentry	765	7%	10,426
Roofers	542	20%	2,759

	Central Valley/ Mother Lode	Central Valley/Mother Lode Share of California	California
Plumbing	425	9%	4,498
Drywall / Lather	362	7%	5,243
Engineer	317	19%	1,684
Iron - Steel Workers	294	13%	2,338
Sheet Metal	278	15%	1,902
Cement Masons	191	14%	1,387
Plumbing HVAC	176	13%	1,369
Construction Pre-apprentice	143	8%	1,751
Painting - Decoration	140	9%	1,609
Sound / Communication	130	11%	1,157
Fire Sprinkler Fitter	122	13%	905
Lineman	90	16%	566
Carpet, Linoleum - Soft Tile	69	10%	669
Drywall Finishing (Taping)	55	10%	552
Surveyor	55	15%	356
Pile Driver	50	14%	356
Plasterers	45	20%	230
Glazier - Glass Workers	40	6%	672
Tile Layer/Setter	35	9%	399
Inspector/Tester	35	16%	217
Bricklayer	34	14%	245
Boilermaker	28	9%	302
Asbestos Workers	26	7%	387
Elevator	20	2%	896
Sheet Metal HVAC	17	8%	201
Teamster	6	4%	171
Electrical And Electronic Machinery, Equipment, and Supplies	5	6%	78
Health	69	6%	1,170
Health Services	69	6%	1,170
ICT & Digital Media	55	11%	513
Information Technology	55	11%	513
Public Safety & Government	1,394	7%	19,381
California Firefighter	1,334	11%	12,239
Executive, Legislative, and General Government, Except Finance	50	27%	188
Justice, Public Order, and Safety	5	0%	3,654
National Security and International Affairs	3	20%	15
Inmate Programs	2	0%	3,285
Retail, Hospitality & Tourism	38	3%	1,380
Food Stores	20	7%	290
Hotels, Rooming Houses, Camps, and Other Lodging Places	9	8%	113
Eating and Drinking Places	9	1%	977

Appendix B: CVML Employer or Workforce Development Partners According to the LAUNCH Survey

Source: LAUNCH Apprenticeship Network Internal Data, March 2025. *Of the 15 colleges in the region, eight colleges responded to the survey.*

College	Employers or Workforce Development Partners Supporting Programs
Bakersfield College	Kern Medical Center
	Wonderful Pistachios & Almonds
	LAUNCH
	OpenClassrooms
	Calbright College
	Employers Training Resource Center
	S.M.A.R.T Local Union 105
Coalinga College	I.B.E.W. Local Union 428
	Westside Works Program
	Ingomar Packing Co, Sensient Natural Ingredients
College of the Sequoias	City of Coalinga
	Kaweah Health
	Workforce Investment Board of Tulare County
	LAUNCH
Columbia College	Tulare Kings County Healthcare Partnership
	Columbia College
	The Resource Connection
	ATCAA
Fresno City College	Amador Christian Playschool
	E&J Gallo
	ValleyBuild - Fresno Regional Workforce Development Board
	IBEW
	Sheetmetal
Lemoore College	Plumbers & Steamfitters
	Harris Ranch Resort
	Central Valley Meat
	Spice World
San Joaquin Delta College	Fury Hot Chicken
	ETPL
	San Joaquin County WorkNet
	DOL
	DAS
	Hawthorne CAT San Diego

College	Employers or Workforce Development Partners Supporting Programs
	Holt of California – CAT Northern/Central California
	Peterson CAT - Northern California
	Quinn CAT Central California and Los Angeles Area
	Central Valley Pipe Trades Plumbers, Pipe And Refrigeration Fitters JATC (Local 442)
	Cephid
	Department of Water Resources (State of California)
	Stockton Unified School District
	Geiger Manufacturing
	San Joaquin & Calaveras Counties Electrical JATC (IBEW Local 595)
	San Joaquin County
	San Joaquin Rapid Transit District (RTD)
	Tesla
	CDCR
	SEIU
	Central Valley Pipe Trades Plumbers, Pipe and Refrigeration Fitters JATC (Local 442),
	Cephid
	Department of Water Resources (State of California),
	Geiger
	San Joaquin & Calaveras Counties Electrical JATC (IBEW)
	San Joaquin County Incumbent Worker Program
	San Joaquin Co. Office of Ed- ARCH
	San Joaquin Rapid Transit District (RTD)
	Think BIG
	Specialty Granules
Taft College	None

Appendix C: California Apprenticeship Initiative Awards

Source: CAI Public Notice of Intent to Award (NOAI), February 2022 – October 2024

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Bay Area	\$3,386,267	\$11,594,310	\$13,272,215	\$9,648,373	\$37,901,165
Automotive Technician			\$1,500,000		\$1,500,000
Chabot-Las Positas CCD			\$1,500,000		\$1,500,000
Biological Technician		\$360,000	\$120,000		\$480,000
Ohlone CCD		\$360,000			\$360,000
Ohlone College			\$120,000		\$120,000
Childcare Worker			\$370,000		\$370,000
Oakland Unified			\$250,000		\$250,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Santa Clara Co. Office of Ed			\$120,000		\$120,000
Community Health Worker	\$1,249,151	\$1,686,000	\$960,000		\$3,895,151
Berkeley City College		\$1,350,000	\$120,000		\$1,470,000
Cabrillo CCD		\$336,000	\$120,000		\$456,000
Chabot-Las Positas CCD	\$1,249,151				\$1,249,151
San Francisco CCD			\$720,000		\$720,000
Computer User Support Specialist	\$97,640	\$280,000	\$240,000		\$617,640
Cabrillo CCD			\$120,000		\$120,000
Cabrillo College		\$280,000			\$280,000
Five Keys Independence HS (SF Sheriff's)	\$97,640				\$97,640
San Francisco Unified			\$120,000		\$120,000
Customer Service Representative			\$900,000		\$900,000
Foothill-DeAnza CCD			\$900,000		\$900,000
Dental Assistant		\$2,387,095	\$240,000		\$2,627,095
Eden Area ROP		\$1,367,501	\$120,000		\$1,487,501
Santa Cruz Co. Office of Ed		\$1,019,594	\$120,000		\$1,139,594
Early Childhood Education Assistant			\$90,767		\$90,767
Salinas Union High			\$90,767		\$90,767
Education Administrator		\$120,000			\$120,000
Alameda Co. Office of Ed		\$120,000			\$120,000
Electrical and Electronic Engineering Technologist			\$239,080		\$239,080
Evergreen Valley College			\$119,080		\$119,080
Pleasanton Unified			\$120,000		\$120,000
Electro-Mechanical and Mechatronics Technologist			\$120,000		\$120,000
Mission College			\$120,000		\$120,000
Elementary School Teacher	\$60,000	\$1,500,000			\$1,560,000
Alameda Co. Office of Ed		\$1,500,000			\$1,500,000
Pacific Grove Unified	\$60,000				\$60,000
Employment Counselor	\$119,935				\$119,935
Chabot-Las Positas CCD	\$119,935				\$119,935
Environmental Sustainability Technology Electrician			\$120,000		\$120,000
Santa Clara Co. Office of Ed			\$120,000		\$120,000
First Line Supervisors of Retail Sales Workers		\$120,000			\$120,000
Foothill College		\$120,000			\$120,000
General and Operations Manager	\$1,499,541	\$999,717			\$2,499,258
Design Tech High School		\$499,875			\$499,875
Winters Joint Unified	\$1,499,541	\$499,842			\$1,999,383
Hardware Technician		\$947,565			\$947,565
Mission College		\$947,565			\$947,565
Information Security Analyst		\$240,000			\$240,000
Pleasanton Unified		\$240,000			\$240,000
Maintenance and Repair Workers			\$120,000		\$120,000
San Mateo Co. Office of Ed			\$120,000		\$120,000
Medical Assistant	\$120,000				\$120,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
West Valley College	\$120,000				\$120,000
Motion Capture Technician		\$120,000			\$120,000
Diablo Valley College		\$120,000			\$120,000
Preschool Teacher	\$240,000				\$240,000
Cabrillo College	\$120,000				\$120,000
Santa Clara Co. Office of Ed	\$120,000				\$120,000
Registered Nurse		\$199,040			\$199,040
Cabrillo College		\$120,000			\$120,000
Evergreen Valley College		\$79,040			\$79,040
Social and Human Service Assistant		\$810,000	\$240,000		\$1,050,000
Berkeley City College			\$120,000		\$120,000
Santa Clara Co. Office of Ed		\$810,000	\$120,000		\$930,000
Software Developer			\$499,786		\$499,786
Butte Co. Office of Ed			\$499,786		\$499,786
Special Education Teacher		\$375,000			\$375,000
Santa Clara Co. Office of Ed		\$375,000			\$375,000
Special Education Teacher, Kindergarten and Elementary			\$120,000		\$120,000
Santa Clara Co. Office of Ed			\$120,000		\$120,000
Substance Abuse, Behavioral Disorder, and Mental Health Counselor			\$120,000		\$120,000
Santa Clara Co. Office of Ed			\$120,000		\$120,000
Teacher			\$1,500,000		\$1,500,000
San Jose City College			\$1,500,000		\$1,500,000
Teacher Assistant		\$1,284,893	\$4,153,738		\$5,438,631
Berkley City College			\$1,500,000		\$1,500,000
College of Marin		\$600,000			\$600,000
Contra Costa Co. Office of Ed		\$499,996			\$499,996
De Anza College			\$1,153,800		\$1,153,800
Eden Area ROP		\$184,897			\$184,897
Merritt College			\$1,499,938		\$1,499,938
Teacher Assistant, Preschool			\$1,498,844		\$1,498,844
Contra Costa Co. Office of Ed			\$1,498,844		\$1,498,844
Unknown Occupation				\$9,648,373	\$9,648,373
Cañada College				\$1,000,000	\$1,000,000
Chabot-Las Positas CCD				\$979,578	\$979,578
City College of San Francisco				\$499,898	\$499,898
College of Marin				\$500,000	\$500,000
Foothill College				\$1,000,000	\$1,000,000
Hartnell CCD				\$493,910	\$493,910
Merritt College				\$416,509	\$416,509
Mission College				\$499,905	\$499,905
Mt. Diablo Unified				\$500,000	\$500,000
Oakland Unified				\$497,050	\$497,050
San Francisco Unified				\$1,000,000	\$1,000,000
San Jose City College				\$490,900	\$490,900
Santa Cruz Co. Office of Ed				\$500,000	\$500,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Santa Rosa Junior College				\$770,623	\$770,623
Skyline College				\$500,000	\$500,000
Water and Wastewater Technician			\$120,000		\$120,000
Santa Clara Co. Office of Ed			\$120,000		\$120,000
Wellness Coach		\$165,000			\$165,000
Alameda Co. Office of Ed		\$120,000			\$120,000
Santa Clara Co. Office of Ed		\$45,000			\$45,000
Central/Mother Lode	\$1,125,000	\$1,080,000	\$8,875,383	\$2,000,000	\$13,080,383
Auto Collision Repair Technician			\$1,048,902		\$1,048,902
Visalia Unified			\$1,048,902		\$1,048,902
Bus Coach Operator	\$675,000				\$675,000
San Joaquin Delta CCD	\$675,000				\$675,000
Certified Peer Provider			\$119,991		\$119,991
San Joaquin Co. Office of Ed			\$119,991		\$119,991
Community Health Worker			\$120,000		\$120,000
Porterville Unified			\$120,000		\$120,000
Computer User Support Specialist		\$120,000			\$120,000
Merced College		\$120,000			\$120,000
Dealership Service Technician		\$500,000			\$500,000
Kern CCD		\$500,000			\$500,000
Healthcare	\$450,000				\$450,000
Kern CCD	\$450,000				\$450,000
Host and Hostess, Restaurant, Lounge, and Coffee Shop			\$150,000		\$150,000
San Joaquin Co. Office of Ed			\$150,000		\$150,000
Industrial Maintenance Mechanic			\$1,856,945		\$1,856,945
Bakersfield College			\$1,499,945		\$1,499,945
College of the Sequoias			\$357,000		\$357,000
Nursing Assistant		\$120,000			\$120,000
Kern CCD		\$120,000			\$120,000
Paramedic			\$80,000		\$80,000
College of the Sequoias			\$80,000		\$80,000
Pharmacy Technician			\$1,224,282		\$1,224,282
College of the Sequoias			\$225,000		\$225,000
Porterville Unified			\$999,282		\$999,282
Preschool Teacher		\$220,000			\$220,000
Merced Union High		\$100,000			\$100,000
Tulare Co. Office of Ed		\$120,000			\$120,000
Public Health Informatics Technician			\$119,547		\$119,547
Bakersfield College			\$119,547		\$119,547
Registered Nurse			\$2,011,158		\$2,011,158
Bakersfield College			\$1,233,158		\$1,233,158
College of the Sequoias			\$778,000		\$778,000
Staff Services Analyst			\$553,276		\$553,276
Bakersfield College			\$553,276		\$553,276
Surgical Technologist			\$1,471,282		\$1,471,282
Porterville Unified			\$1,471,282		\$1,471,282

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Teacher Assistant		\$120,000			\$120,000
West Hills College Lemoore		\$120,000			\$120,000
Teacher Assistant, Preschool			\$120,000		\$120,000
Merced Co. Office of Ed			\$120,000		\$120,000
Unknown Occupation				\$2,000,000	\$2,000,000
Columbia College				\$500,000	\$500,000
San Joaquin Co. Office of Ed				\$500,000	\$500,000
State Center CCD				\$500,000	\$500,000
West Hills College Lemoore				\$500,000	\$500,000
Inland Empire/Desert	\$1,620,000	\$299,608	\$2,174,478	\$3,421,468	\$7,515,554
Bookkeeping, Accounting, and Auditing Clerk		\$86,682			\$86,682
Riverside City College		\$86,682			\$86,682
Community Health Worker	\$120,000		\$675,000		\$795,000
Chaffey College	\$120,000				\$120,000
San Bernardino City Unified			\$675,000		\$675,000
Computer User Support Specialist			\$120,000		\$120,000
Moreno Valley College			\$120,000		\$120,000
Data Analyst	\$1,500,000				\$1,500,000
Mt. San Jacinto College	\$1,500,000				\$1,500,000
Drone Operator			\$120,000		\$120,000
Mt. San Jacinto College			\$120,000		\$120,000
Emergency Management Director		\$92,926			\$92,926
Moreno Valley College		\$92,926			\$92,926
Information Security Analyst			\$120,000		\$120,000
Chaffey CCD			\$120,000		\$120,000
Logistician			\$120,000		\$120,000
San Bernardino City Unified			\$120,000		\$120,000
Preschool Teacher			\$120,000		\$120,000
Fontana Unified			\$120,000		\$120,000
Registered Nurse		\$120,000	\$899,478		\$1,019,478
Mt. San Jacinto CCD		\$120,000			\$120,000
Victor Valley CCD			\$899,478		\$899,478
Unknown Occupation				\$3,421,468	\$3,421,468
Chaffey CCD				\$500,000	\$500,000
Moreno Valley College				\$500,000	\$500,000
Mt. San Jacinto College				\$1,000,000	\$1,000,000
Norco College				\$500,000	\$500,000
Riverside City College				\$424,998	\$424,998
San Bernardino Co. Office of Ed				\$496,470	\$496,470
Los Angeles	\$3,598,943	\$13,268,161	\$12,400,298	\$1,269,345	\$30,536,747
Accountant and Auditor		\$1,497,591			\$1,497,591
Downey Unified		\$1,497,591			\$1,497,591
Audio & Video Equipment Technician		\$375,000	\$120,000		\$495,000
Culver City Unified		\$375,000			\$375,000
Inglewood Unified			\$120,000		\$120,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Automotive Service and Technician and Mechanic		\$165,000	\$276,421		\$441,421
El Camino College			\$38,181		\$38,181
Long Beach City College			\$120,000		\$120,000
Los Angeles Pierce College		\$165,000	\$118,240		\$283,240
Chef			\$120,000		\$120,000
Pasadena City College			\$120,000		\$120,000
Childcare Worker		\$120,000			\$120,000
Los Angeles Unified		\$120,000			\$120,000
Community Health Worker		\$500,000			\$500,000
Los Angeles Valley College		\$500,000			\$500,000
Compensation, Benefits, and Analysis Specialist		\$825,000			\$825,000
Cerritos CCD		\$825,000			\$825,000
Computer Network Support Specialist	\$120,000				\$120,000
Los Angeles Co. Office of Ed	\$120,000				\$120,000
Computer User Support Specialist			\$120,000		\$120,000
Los Angeles Region			\$120,000		\$120,000
Cook		\$675,000			\$675,000
Pasadena City College		\$675,000			\$675,000
Digital Marketer			\$1,499,984		\$1,499,984
El Camino CCD			\$1,499,984		\$1,499,984
Digital Production Assistant		\$749,840			\$749,840
Pasadena City College		\$749,840			\$749,840
Drafting Technician			\$120,000		\$120,000
Lynwood Unified			\$120,000		\$120,000
Electric Vehicle Charger Repair Technician			\$120,000		\$120,000
Pasadena City College			\$120,000		\$120,000
Electric Vehicle Supply Equipment Technician		\$675,000			\$675,000
Pasadena City College		\$675,000			\$675,000
Electrical Trainee			\$494,597		\$494,597
Cerritos CCD			\$494,597		\$494,597
Facility Management and Construction Inspector			\$120,000		\$120,000
West Los Angeles College			\$120,000		\$120,000
Film & Video Editors			\$120,000		\$120,000
Covina-Valley Unified			\$120,000		\$120,000
Film and TV Assistant			\$120,000		\$120,000
Pasadena City College			\$120,000		\$120,000
General and Operations Manager		\$1,619,118			\$1,619,118
Glendale Unified		\$1,499,118			\$1,499,118
Los Angeles Pierce College		\$120,000			\$120,000
HVAC			\$120,000		\$120,000
Covina-Valley Unified			\$120,000		\$120,000
Instructional Aide			\$119,954		\$119,954
Hacienda la Puente Unified			\$119,954		\$119,954
IT Systems User Support Specialist			\$120,000		\$120,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Rio Hondo College			\$120,000		\$120,000
Machinist		\$120,000	\$120,000		\$240,000
Los Angeles Valley College			\$120,000		\$120,000
Pasadena City College		\$120,000			\$120,000
Marketing Coordinator			\$1,463,605		\$1,463,605
Harbor College			\$1,463,605		\$1,463,605
Marketing Specialist			\$1,456,378		\$1,456,378
Long Beach City College			\$1,456,378		\$1,456,378
Medical Assistant		\$120,000	\$1,200,000		\$1,320,000
Mt. San Antonio College			\$1,200,000		\$1,200,000
West Los Angeles College		\$120,000			\$120,000
Nursing Assistant		\$1,499,994			\$1,499,994
Los Angeles Co. Office of Ed		\$1,499,994			\$1,499,994
Online Merchant	\$1,499,811				\$1,499,811
Downey Unified	\$1,499,811				\$1,499,811
Producer and Director	\$1,499,160				\$1,499,160
Downey Unified	\$1,499,160				\$1,499,160
Risk Management			\$119,808		\$119,808
Cerritos CCD			\$119,808		\$119,808
Sales Representative, Services		\$1,499,118			\$1,499,118
Downey Unified		\$1,499,118			\$1,499,118
Social and Human Service Assistant	\$119,972				\$119,972
Los Angeles City College	\$119,972				\$119,972
Software Application Developer			\$1,490,696		\$1,490,696
Long Beach City College			\$1,490,696		\$1,490,696
Software Developer	\$120,000				\$120,000
El Camino College	\$120,000				\$120,000
Sound Engineering Technician			\$78,855		\$78,855
Culver City Unified			\$78,855		\$78,855
Sterile Processing and Distribution Technician			\$120,000		\$120,000
Pasadena City College			\$120,000		\$120,000
Substance Use and Behavioral Disorders Counselor			\$1,500,000		\$1,500,000
East Los Angeles College			\$1,500,000		\$1,500,000
Teacher			\$120,000		\$120,000
Pasadena City College			\$120,000		\$120,000
Teacher Assistant		\$2,827,500			\$2,827,500
East Los Angeles College		\$1,125,000			\$1,125,000
Hacienda la Puente Unified		\$390,000			\$390,000
Pasadena City College		\$1,312,500			\$1,312,500
Teacher Assistant, Preschool			\$900,000		\$900,000
Los Angeles Pierce College			\$900,000		\$900,000
Unknown Occupation				\$1,269,345	\$1,269,345
East Los Angeles College				\$269,345	\$269,345
El Camino College				\$500,000	\$500,000
West Los Angeles College				\$500,000	\$500,000
Video Game Designer	\$240,000				\$240,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Los Angeles City College	\$120,000				\$120,000
Pasadena City College	\$120,000				\$120,000
Vocational Nurse			\$120,000		\$120,000
Mt. San Antonio College			\$120,000		\$120,000
Web Developer			\$120,000		\$120,000
Paramount Unified			\$120,000		\$120,000
North/Far North	\$3,275,173	\$2,682,937	\$2,645,032	\$2,500,000	\$11,103,142
Advanced Manufacturing			\$84,768		\$84,768
Folsom Lake College			\$84,768		\$84,768
Agricultural and Food Science Technician		\$120,000			\$120,000
Butte Co. Office of Ed		\$120,000			\$120,000
Bookkeeping, Accounting, and Auditing Clerk			\$375,000		\$375,000
Shasta-Tehama-Trinity Joint CCD			\$375,000		\$375,000
Customer Service Representative			\$120,000		\$120,000
Shasta-Tehama-Trinity Joint CCD			\$120,000		\$120,000
Dental Assistant		\$450,000	\$120,000		\$570,000
Butte Co. Office of Ed		\$450,000	\$120,000		\$570,000
Farmer, Rancher, Ag Manager		\$98,835			\$98,835
Mendocino College		\$98,835			\$98,835
General and Operations Manager	\$1,499,610	\$1,499,769			\$2,999,379
Da Vinci Charter Academy	\$1,499,610				\$1,499,610
Davis Joint Unified		\$1,499,769			\$1,499,769
Integrated Health & Wellness Director		\$120,000			\$120,000
Capital College & Career Academy		\$120,000			\$120,000
Integrated Health and Wellness Specialist	\$1,500,000				\$1,500,000
Sacramento City College	\$1,500,000				\$1,500,000
Social and Human Service Assistant	\$120,000				\$120,000
Yolo Co. Office of Ed	\$120,000				\$120,000
Software Application Developer			\$1,500,000		\$1,500,000
Sutter Co. Office of Ed			\$1,500,000		\$1,500,000
Software Developer		\$155,563			\$155,563
Butte Co. Office of Ed		\$155,563			\$155,563
Software Developer, Applications	\$155,563				\$155,563
Butte Co. Office of Ed	\$155,563				\$155,563
Teacher Assistant		\$238,770			\$238,770
Sonora High School District		\$118,770			\$118,770
Yolo Co. Office of Ed		\$120,000			\$120,000
Teacher Assistant, Preschool			\$445,264		\$445,264
El Dorado Co. Office of Ed			\$445,264		\$445,264
Unknown Occupation				\$2,500,000	\$2,500,000
American River College				\$1,000,000	\$1,000,000
Butte Co. Office of Ed				\$500,000	\$500,000
Sacramento City College				\$500,000	\$500,000
Shasta-Tehama- Trinity Joint CCD				\$500,000	\$500,000
Orange County	\$480,000	\$5,130,000	\$5,870,000	\$499,994	\$11,979,994

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Automotive Service and Technician and Mechanic		\$120,000			\$120,000
Santa Ana College		\$120,000			\$120,000
Biological Technician		\$120,000			\$120,000
Santiago Canyon College		\$120,000			\$120,000
Bookkeeping, Accounting, and Auditing Clerk		\$120,000			\$120,000
Santiago Canyon College		\$120,000			\$120,000
Certified Nursing Assistant	\$120,000				\$120,000
Santiago Canyon College	\$120,000				\$120,000
Chef			\$120,000		\$120,000
Saddleback College			\$120,000		\$120,000
CNC Programmer/Operator Machinist		\$120,000			\$120,000
Fullerton College		\$120,000			\$120,000
Computer User Support Specialist	\$120,000				\$120,000
Santa Ana College	\$120,000				\$120,000
Dental Assistant	\$120,000				\$120,000
North Orange County ROP	\$120,000				\$120,000
Dietetic Technician	\$120,000				\$120,000
Santa Ana College	\$120,000				\$120,000
Forensic Science Technician		\$120,000			\$120,000
Santa Ana College		\$120,000			\$120,000
Human Resources Assistant			\$120,000		\$120,000
Santa Ana College			\$120,000		\$120,000
Industrial Production Manager			\$110,000		\$110,000
Coastline Community College			\$110,000		\$110,000
Information Security Analyst			\$300,000		\$300,000
Coast CCD			\$300,000		\$300,000
Legal Interpreter and Translator		\$120,000			\$120,000
Santa Ana College		\$120,000			\$120,000
Licensed Practical and Licensed Vocational Nurse		\$120,000			\$120,000
Santiago Canyon College		\$120,000			\$120,000
Logistician		\$1,050,000			\$1,050,000
Coastline Community College		\$1,050,000			\$1,050,000
Mechatronics Technician 2			\$1,350,000		\$1,350,000
South Orange County CCD			\$1,350,000		\$1,350,000
Medical Assistant		\$120,000			\$120,000
Santiago Canyon College		\$120,000			\$120,000
Network and Computer Systems Administrator			\$120,000		\$120,000
North Orange County CCD			\$120,000		\$120,000
Preschool Teacher			\$2,250,000		\$2,250,000
Santa Ana College			\$1,125,000		\$1,125,000
Santiago Canyon College			\$1,125,000		\$1,125,000
Restaurant Cook		\$1,500,000			\$1,500,000
Orange County Department of Ed		\$1,500,000			\$1,500,000
Teacher Assistant		\$1,620,000	\$1,500,000		\$3,120,000

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
Coastline Community College		\$120,000			\$120,000
Orange County Department of Ed			\$1,500,000		\$1,500,000
Santa Ana College		\$1,500,000			\$1,500,000
Unknown Occupation				\$499,994	\$499,994
Fullerton College				\$499,994	\$499,994
San Diego/Imperial	\$5,337,591	\$3,573,084	\$4,901,808	\$374,720	\$14,187,203
Baker			\$206,306		\$206,306
Grossmont Union High			\$206,306		\$206,306
Biological Technician			\$1,500,000		\$1,500,000
MiraCosta College			\$1,500,000		\$1,500,000
Business Operations Specialist, All Other	\$1,307,781				\$1,307,781
Grossmont Union High	\$1,307,781				\$1,307,781
Clinical Laboratory Technologist, Technician		\$500,000			\$500,000
MiraCosta College		\$500,000			\$500,000
Cloud Support Specialist	\$119,998				\$119,998
Grossmont Union High	\$119,998				\$119,998
Cook			\$715,400		\$715,400
Grossmont Union High			\$715,400		\$715,400
Data Analyst		\$119,998			\$119,998
Grossmont Union High		\$119,998			\$119,998
Food Service Manager			\$1,497,600		\$1,497,600
MiraCosta CCD			\$1,497,600		\$1,497,600
General and Operations Manager		\$499,395			\$499,395
Bonsall Unified		\$499,395			\$499,395
Information Security Analyst	\$119,998				\$119,998
Grossmont Union High	\$119,998				\$119,998
Market Research Analyst	\$1,500,000				\$1,500,000
MiraCosta College	\$1,500,000				\$1,500,000
Marketing Coordinator	\$2,000,000				\$2,000,000
San Diego Co. Office of Ed	\$2,000,000				\$2,000,000
Medical Scientist			\$120,000		\$120,000
MiraCosta College			\$120,000		\$120,000
Pharmacy Technician	\$120,000				\$120,000
MiraCosta College	\$120,000				\$120,000
Prompt Engineer	\$119,998				\$119,998
Grossmont Union High	\$119,998				\$119,998
Software Developer		\$953,691			\$953,691
Grossmont Union High		\$953,691			\$953,691
Software Developers		\$1,500,000			\$1,500,000
MiraCosta College		\$1,500,000			\$1,500,000
Special Education Teacher, Kindergarten and Elementary	\$49,816				\$49,816
San Diego Unified	\$49,816				\$49,816
Teacher Assistant			\$862,502		\$862,502
Palomar CCD			\$862,502		\$862,502
Unknown Occupation				\$374,720	\$374,720

	2024-2025	2023-2024	March 2023	February 2022	Grand Total
San Diego Co. Office of Ed				\$374,720	\$374,720
South Central Coast	\$120,000	\$240,000	\$660,000	\$399,983	\$1,419,983
Biological Technician		\$120,000			\$120,000
Moorpark College		\$120,000			\$120,000
Computer User Support Specialist			\$120,000		\$120,000
Antelope Valley Union High			\$120,000		\$120,000
Dental Assistant	\$120,000				\$120,000
San Luis Obispo Co. Office of Ed	\$120,000				\$120,000
Early Care & Education Associate Teacher			\$300,000		\$300,000
College of the Canyons			\$300,000		\$300,000
Miscellaneous Assembler and Fabricator			\$120,000		\$120,000
Antelope Valley Union High			\$120,000		\$120,000
Teacher			\$120,000		\$120,000
Santa Barbara Co. Office of Ed			\$120,000		\$120,000
Teacher Assistant		\$120,000			\$120,000
Allan Hancock Joint CCD		\$120,000			\$120,000
Unknown Occupation				\$399,983	\$399,983
College of the Canyons				\$250,000	\$250,000
Cuesta College				\$149,983	\$149,983
Grand Total	\$18,942,974	\$37,868,100	\$50,799,214	\$20,113,883	\$127,724,171



Important Disclaimers

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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