



 **LAUNCH**

A STATEWIDE
FRAMEWORK FOR
APPRENTICESHIP
ACCESS AND
GROWTH

POWERED BY



California
Community
Colleges

GOALS, APPROACH AND STRATEGY IMPLEMENTATION

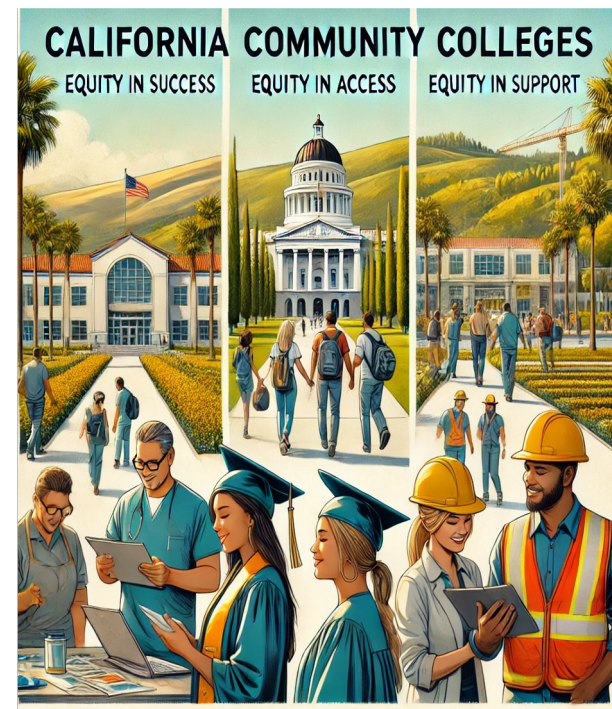
Activity 1: Improve career mobility for students at community colleges in the eight WEDD regional consortia by expanding and strengthening regional partnerships and employer engagement, particularly by increasing the number of pre-apprentices and apprentices produced at the colleges within each respective region;

Activity 2: Support community college credit-bearing, competency-based and time-based pre-apprenticeship and apprenticeship programs to address unmet workforce needs within each respective region;

Activity 3: Work with each college within each respective region to develop robust strategies to increase employer commitment and collaboration, with the Activity of increasing the registration of pre-apprentices and apprentices leading to high-wage, high skill jobs;

Activity 4: Work with colleges, particularly those that do not currently offer pre-apprenticeship and apprenticeship programs, to ensure applicable program standards are approved by the United States Department of Labor (DOL) and California Division of Apprenticeship Standards (DAS); and,

Activity 5: Meet regularly with their respective WEDD regional consortia and the respective Center of Excellence both collectively and with individual colleges to provide ongoing general assistance to systematically connect colleges to regional employers, while also providing individual colleges guidance on pre-apprenticeship and apprenticeship program development as needed.



Approach

- **People** — Active partnership with people in the field to guide practice and provide data, technical assistance and needed supports.
- **Systems** — Systems Development to remove barriers at scale.
- **Policy** — Identify and advance policy reform across state, federal, Title 5 and local district policies to unlock potential.

EQUITABLE WORKFORCE AND ECONOMIC DEVELOPMENT

The approach is regional, to better serve the diverse needs of communities and employers throughout the state and delivers **flexible workforce training and education** that result in high-skill/high-wage employment as well as short-term opportunities for stepwise advancement of Californians. The Chancellor's Office will work in partnership with colleges to specifically advance innovative demonstration projects in the area of apprenticeships, strategies to **bring college to low-income workers, develop systems that support flexible course taking patterns** and funding to support colleges to develop the infrastructure for credit for prior learning.

Vision 2030: A Roadmap for California Community Colleges, p. 12

Regional Hubs

Establish and facilitate regional apprenticeship committees

Support multi-employer structures that aggregate needs and professional pathways aligned with COE

Support regional education institutions and bridge programming (i.e. K-12 to community college, community college to BA/BS)

Utilize blended-approach of CTE, contract education services, RSI, FTES, & AIF Funding

Asserts the college-connected apprenticeship model; not just the funding mechanism



Local Apprenticeship Uniting a Network of Colleges & High Schools

Building Eight Regional Hubs

Regional Capacity and Effective Decision-Making Models through the CCCCO Investment

REGIONAL APPRENTICESHIP MANAGEMENT

Serves as Point-of-Contact for Regional Stakeholders

Liaisons with State & Federal Apprenticeship Agencies

Provide Programmatic Capacity and Support to Regional Institutions

EMPLOYER ENGAGEMENT STRATEGY & SYSTEM

Simplifying Employer Participation through Streamlined System & Template Agreements

Dynamic Business Development Model for Existing & Expanding Programs, Developing New Programs, and Piloting Efforts

STRATEGIC PROGRAMS GROWTH MODEL

Structured Collaboration with Centers of Excellence

Program Development Efforts Synced with Labor Market Information

Realtime Industry Feedback on LMI through Regional Apprenticeship Committees

Regional Apprenticeship Manager Per Consortium



Ashley Gonzalez, Los Angeles
Regional Consortium

Primary Roles & Responsibilities

- ❖ Host/Coordinate:
 - ❖ Monthly Regional Apprenticeship Meetings
 - ❖ 1-on-1 Check-Ins with Community Colleges
 - ❖ Apprenticeship Committee Meetings: Automotive, Healthcare, IT & Business Services
- ❖ Support Other Program Sponsors
 - ❖ Example: ECEPTS with East LA College
- ❖ Point of Contact for Community Colleges and Regional Stakeholders (Workforce Boards, Employers, Program Sponsors, K-12 Districts, etc.)
- ❖ Develop Standards for Statewide Use:
 - ❖ Cook, Pharmacy Technician, Medical Assistant, PR Media Specialist
- ❖ Identify Additional Funding Resources
 - ❖ The Broad Foundation, FCCC Grow Apprenticeship California
 - ❖ Provide Technical Assistance for CAI and DAS-Funded Grants

Regional Hubs Practical Example

AN ADMINISTRATIVE STRUCTURE FOR APPRENTICESHIP INSTITUTES

- Employers agree to a set of regional apprenticeship standards.
- Education institutions provide baseline services to apprentice students in cooperation with the program sponsor and employers.
- K-12s and CBOs provide pre-apprenticeship programs in cooperation and linkage with the hub.
- Employer engagement specialists and organizations link regional employers with the programs.



Connecting Eight Regional Hubs

Statewide Partners & Resources that Can Partner through Hubs

INTERMEDIARIES AND PROGRAM SPONSORS

Organizations that
sponsor programs and
work in partnership with
the Community Colleges

Organizations that
provides services other
than program
sponsorship

STRATEGIC INDUSTRY ENGAGEMENT

Centers of Excellence
engage regional hubs for
the purpose of program
implementation
recommendations

Industry partners provide
real-time feedback

Industry consultants
advance partnerships with
industry



Statewide Standards

In 2024, LAUNCH collaborated with DAS to establish a model for program standards that enables new colleges and industry partners to “sign-on” to standards. This model:

- Removes timeline to register new programs
- Streamlines implementation
- Connects local programs to statewide network and facilitates:
 - Enhanced data
 - Portability across regions
 - Standardization of definitions and qualifications within different occupations



People & Systems

Our apprenticeship program offers students access to a robust network of high-quality local employers who are eager to invest in their success. The program's strong reputation has fostered lasting partnerships with these employers, providing students with personalized case management tailored to their unique career goals and individual needs.

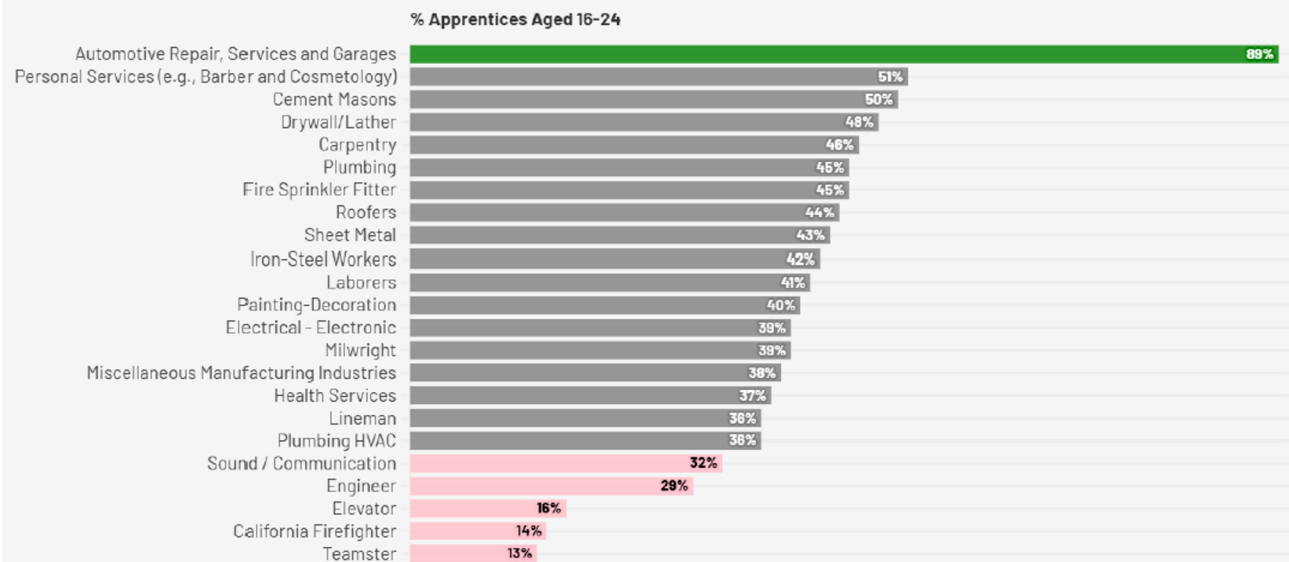
To ensure this opportunity thrives, I have implemented a structure that cultivates exceptional work ethic and industry passion, attracting dedicated students serious about pursuing high-paying automotive careers. Our apprenticeship program delivers opportunities for stable, well-paying careers that are typically only accessible through costly for-profit programs, empowering students to thrive rather than just survive.

Angelina Alcantar, Automotive Associate Faculty, Riverside City College

Community
Colleges
=
Access

Share of Apprentices Aged 16-24 by Program in the Inland Empire

Programs with 100+ Active Apprentices as of September 2024



Source: COE Analysis of California Division of Apprenticeship Standards Apprenticeship Dashboard Data

LAUNCH STATEWIDE HUB PROJECT MANAGEMENT

Project Oversight: Charles Henkels

20+ years in education and workforce development

Garnered support through Inland Empire Desert Regional Consortium to create LAUNCH and develop first regional apprenticeship hub in California

Serves on the Interagency Advisory Committee on Apprenticeship

Successfully secured and managed \$15M+ in registered apprenticeship funds

Higher Education Partnerships: Justin Susi

10+ years working in the community college system

Extensive experience with workforce development programs, grant management, and registered apprenticeship

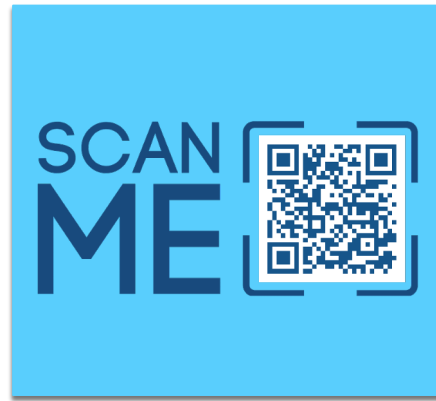
Projects and Programs: Natalie Weaver

9+ years working in the community college system

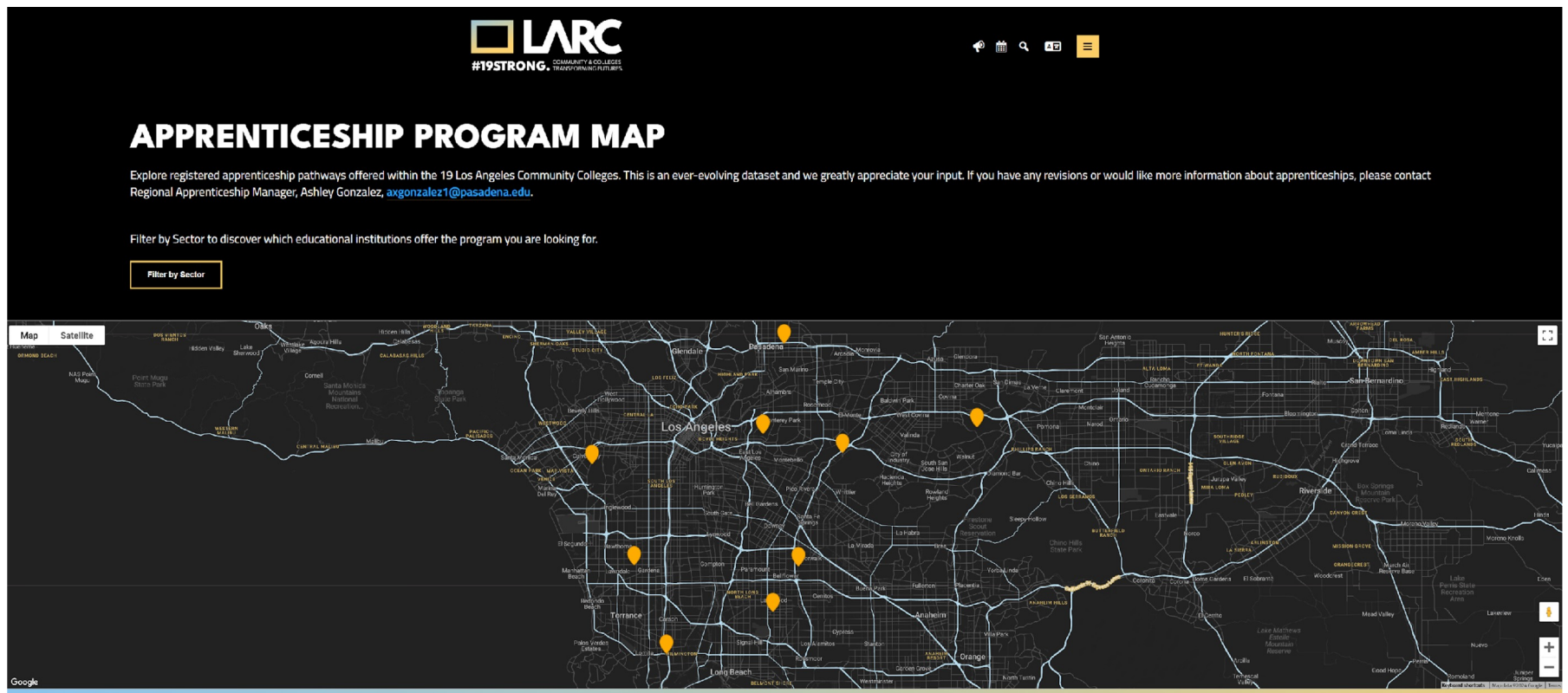
Expertise in registered apprenticeship R&D and implementation, project management, working with the community college system stakeholders, and state and federal agencies



ANY QUESTIONS?



Regional Hub Example





Cerritos College

Norwalk, California

Program Sectors:



cerritos.edu [Program Facts](#)



East Los Angeles College

Monterey Park, California

Program Sectors:



elac.edu [Program Facts](#)



El Camino College

Torrance, California

Program Sectors:



elcamino.edu [Program Facts](#)



Long Beach City College

Long Beach, California

Program Sectors:



lbcc.edu [Program Facts](#)



Los Angeles Harbor College

Los Angeles, California

Program Sectors:



lahc.edu [Program Facts](#)



Mt. San Antonio College

Walnut, California

Program Sectors:



mitsac.edu [Program Facts](#)



[Program Facts](#)

WELCOME TO

MT. SAN ANTONIO COLLEGE APPRENTICESHIP PROGRAM

Become an Apprentice [➔](#)

Mt. San Antonio College
1100 North Grand Avenue
Walnut, CA 91789

MEET YOUR APPRENTICESHIP TEAM

Shelley Laddusaw
Special Project Manager - Apprenticeships
sladdusaw@mitsac.edu

Shelley has been employed with Mt. San Antonio College for the past 7 years. She was the Coordinator in the School of Continuing Education, Short-Term Vocational Department, and is currently the Apprenticeship Manager. Prior to joining Mt. SAC, she was the School to Career Liaison and Business Development Strategist at La Puente Valley ROP; a Project Coordinator at the SELACO WIB where she administered a State discretionary grant and research project on the long-term unemployed population and prior to that LA Works, a workforce development agency where she was the Training and Services Manager. She has over 25 years of workforce development and higher education experience in developing/implementing programs and sustaining employer/community partnerships.

Reshanna Dotson
Program/Project Specialist - Child Development Center
rdotson@mitsac.edu

Apprenticeship Team



Regional Apprenticeship Manager

axgonzalez1@pasadena.edu
909-802-4395



Senior Specialist, Regional Partnerships

helene@launchapprenticeship.org
213-500-2527

How We Can Help



Partnership Development

- 1:1 Meetings with colleges
- Landscape analysis of the region
- Identifying high growth sectors and opportunities for development



Partnership Development

- Development and execution of outreach strategies:
 - Employers, WDB, CBO's, High School Districts
- Education & awareness of apprenticeship opportunities & programs



Program Design & Resource Allocation

- Technical Assistance: program design & implementation
- RSI Framework Facilitation
- Grant/funding Identification
- Leveraging resources across the region



Resource Identification

- Resource identification for colleges, apprentices and industry partners
- Development of training materials & resources



Program Scaling & Sustainability

- Tracking Successes & Challenges
- Assessment & Evaluation
- Developing systems of continuous improvement



Data Management & Analysis

- Reports on program and participant outcomes, and regional progress through the development and implementation of new programs

RAM Ancillary Roles & Responsibilities



- ❖ Participate in LARC Meetings:
 - ❖ Quarterly LARC Collaborative Meetings
 - ❖ Weekly Staff Meetings
 - ❖ Monthly Business Meetings
 - ❖ Employer Engagement Committee/Taskforce
 - ❖ Annual Planning Retreat

- ❖ Contribute to:
 - ❖ CEO Quarterly Report Updates
 - ❖ LARC Monthly Newsletter
 - ❖ Presentations at Conferences