SCC COE Regional Webinar: Apprenticeship in the South Central Coast Region – Phase 1

September 2025

COE FOR LABOR MARKET RESEARCH
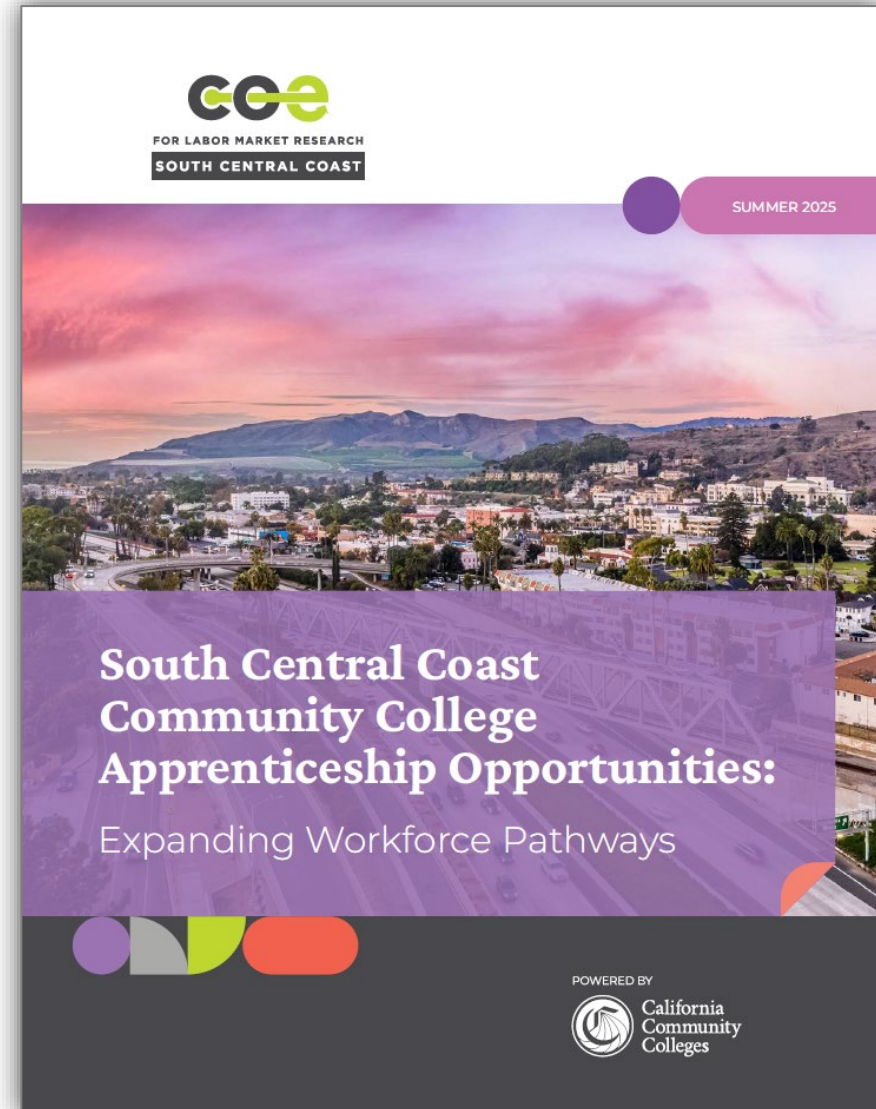SOUTH CENTRAL COAST

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NEW REPORT!

South Central Coast Community College Apprenticeship – Phase 1

- Analyzes apprenticeship data from DOL, DAS, and CCCCO to examine the state of apprenticeship in the region and uncover data gaps.

Agenda

- ‣ Welcome, Introductions, and COE Overview

- ‣ Highlights and Findings

- ‣ Apprenticeship Landscape

- ‣ Apprenticeship Data Analysis and SCC Apprenticeship Data

- ‣ Apprenticeship Data by County

- ‣ Conclusion, Discussion Questions, and Next Steps

Welcome, Introductions, and COE Overview

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South Central Coast Center of Excellence

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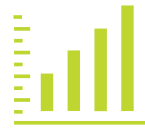janneth.najera@canyons.edu

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FOR LABOR MARKET RESEARCH
SOUTH CENTRAL COAST

We aspire to be the leading source of workforce information and insight for California's community colleges.

coe CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH

The COE provide **quality labor market data and information** to help colleges with:

Assessing labor market needs

Reviewing career education programs

Investing in new career education programs

Grant program planning and investment

coe

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Los Angeles County Region

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Orange County Region

https://coeccc.net/regions/

4
Counties

8
Community
Colleges

2.2 M+
People

79,000+
CTE Students
(2023-24)
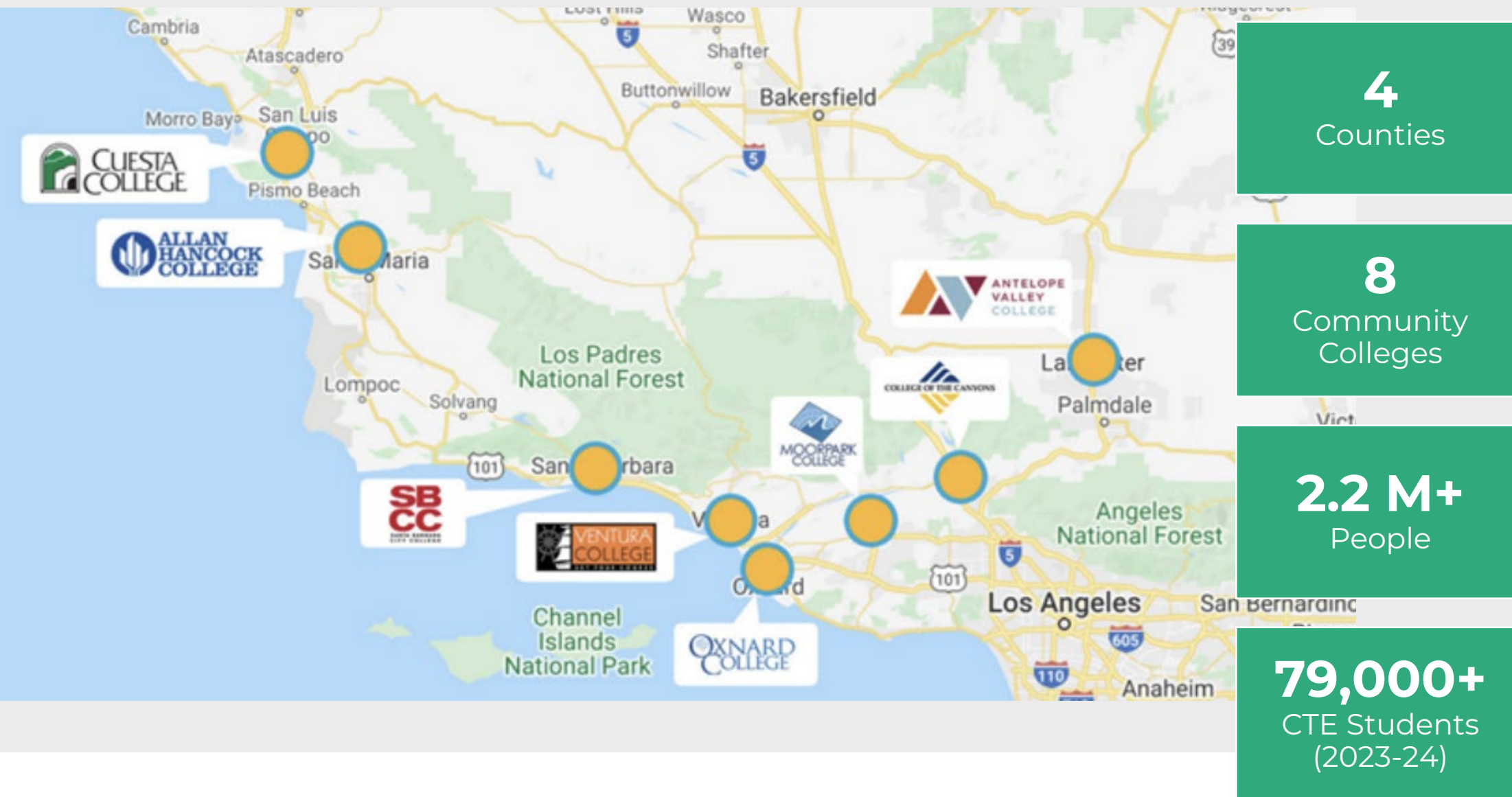
South Central Coast Region

Highlights and Findings

Executive Summary

Exhibit 1: Summary of Available Apprenticeship Data by Source

	Data Source	Total # Apprentices	Industries/ CC Sectors	Program Sponsors/ Locations	Wages	Occupations	Apprentice Demographics	Traditional vs. Non-Traditional	CC Programs
DOL	Apprenticeship Dashboard	646	✔	✔	✘	✔	✔	✘	✘
	Website Homepage	✘	✔	✘	✘	✘	✘	✘	✘
DAS	Program Search Tool	✘	✔	239	✔	✔	✘	✘	✘
	Registration Dashboard	4,529	✔	✘	✘	✔	✔	✘	✘
CCCCO	COCI/DataMart	✘	✘	✘	✘	✘	✘	✘	3
	CAI Award Letters	✘	✘	✘	✘	✔	✘	✘	✔

✔ = Complete/Consistent Data   ✔ = Incomplete/Inconsistent Data   ✘ = No data Found

Executive Summary

South Central Coast Apprenticeship Highlights

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

Findings

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

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

Apprenticeship Landscape

Apprenticeship and Work-Based Learning

Apprenticeship and Work-Based Learning

· Apprenticeship is one form of work-based learning and typically involves:
  · Paid hands-on work
  · Coordination by employers or trade groups
· The modern form of apprenticeship involves:
  · A learn and earn model that provides benefits to apprentices and employers.
  · Apprentices receive on-the-job training, instruction, and wages while employers receive skilled employees and increased productivity.

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

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

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

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

Preceptorships
Hands-on work-based learning completed at the end of a program of study in coordination with employed professionals in the discipline, which is common in registered nursing and other allied health programs but may apply to other disciplines as well.
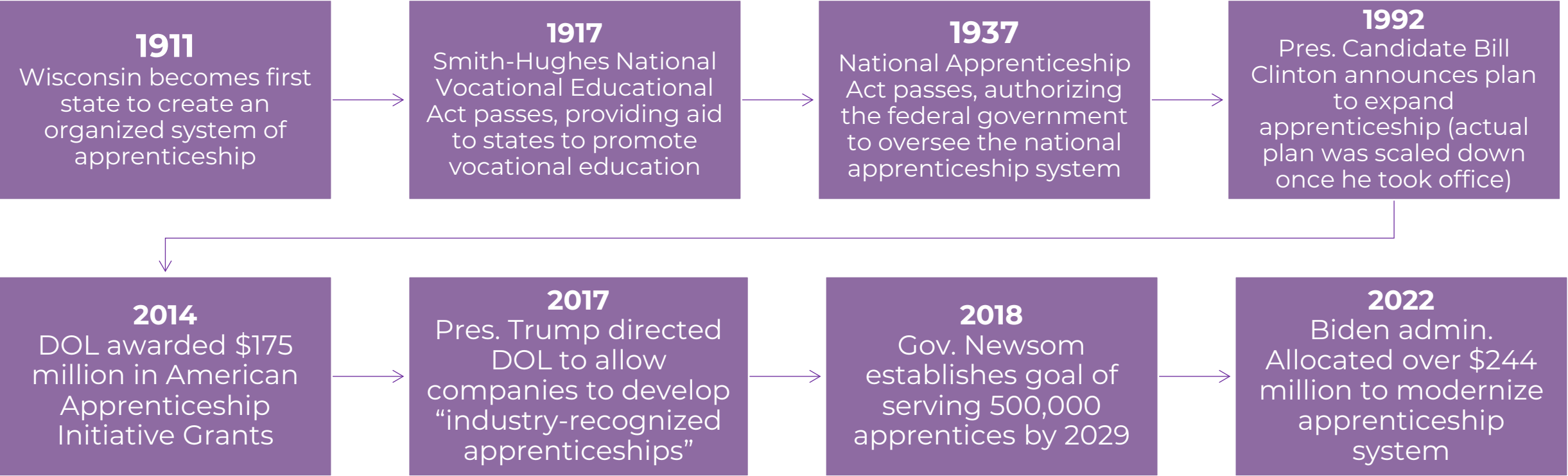
Clinicals/Practicum
Unpaid hands-on work-based learning completed as part of a course — often utilized in allied health courses but may be used in other disciplines as well.

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

Historical Development of Apprenticeship

1911
Wisconsin becomes first state to create an organized system of apprenticeship

1917
Smith-Hughes National Vocational Educational Act passes, providing aid to states to promote vocational education

1937
National Apprenticeship Act passes, authorizing the federal government to oversee the national apprenticeship system

1992
Pres. Candidate Bill Clinton announces plan to expand apprenticeship (actual plan was scaled down once he took office)

2014
DOL awarded $175 million in American Apprenticeship Initiative Grants

2017
Pres. Trump directed DOL to allow companies to develop "industry-recognized apprenticeships"

2018
Gov. Newsom establishes goal of serving 500,000 apprentices by 2029

2022
Biden admin. Allocated over $244 million to modernize apprenticeship system

Apprenticeable Occupations

Department of Labor (DOL)

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

Division of Apprenticeship Standards (DAS)

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

SCC DAS Industries to CCCCO Sectors

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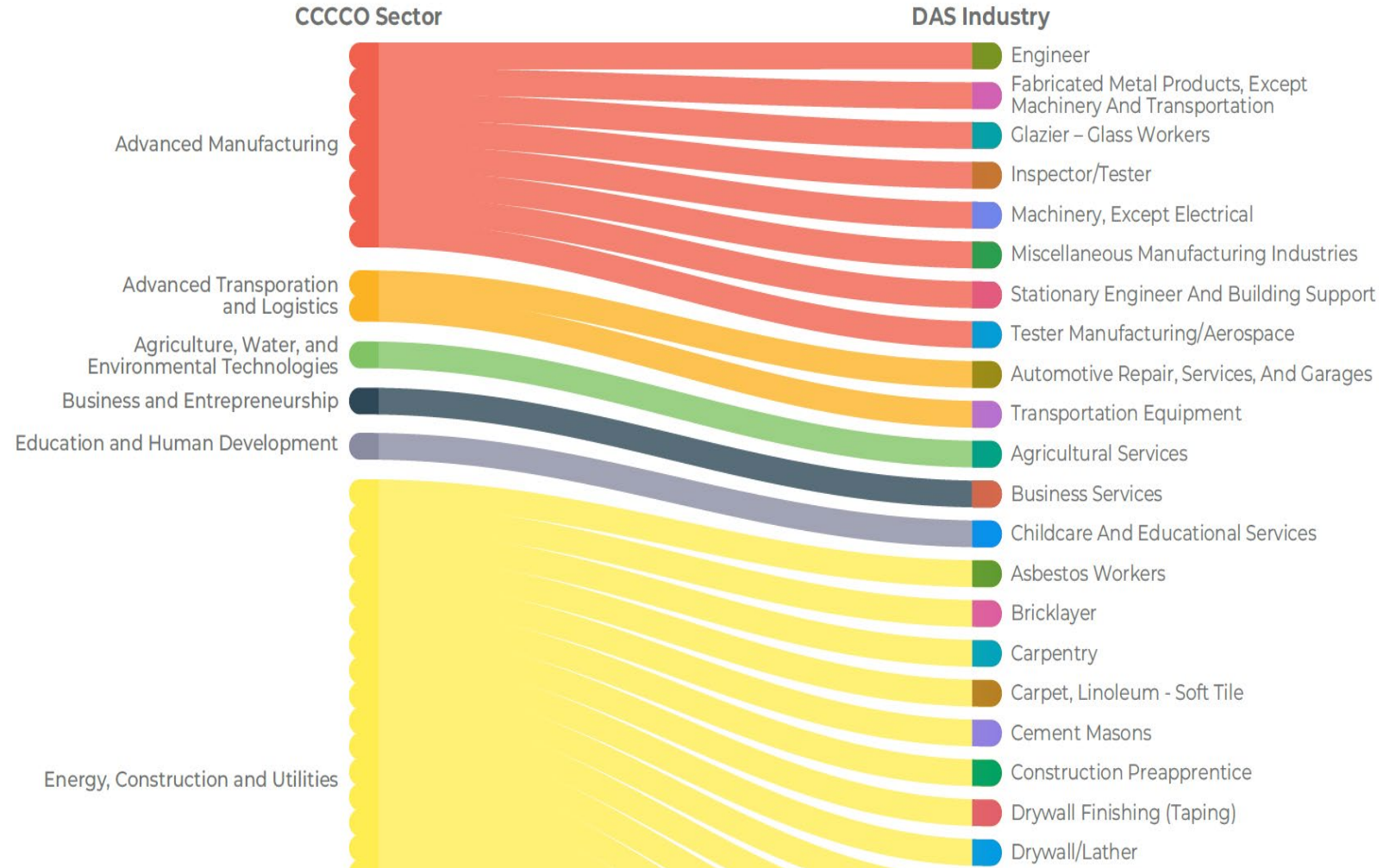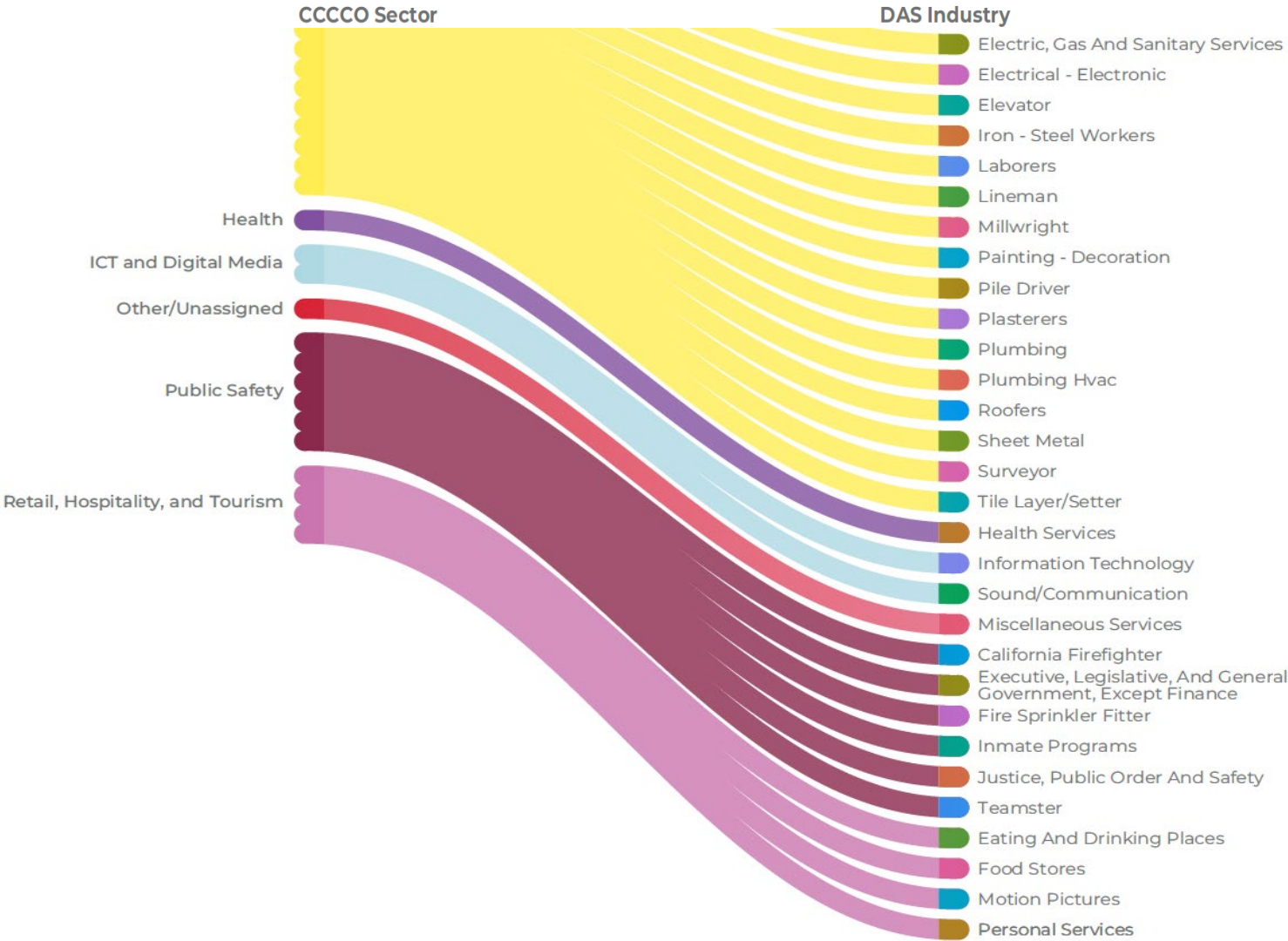
CCCCO Sector

DAS Industry

Advanced Manufacturing

Advanced Transporation and Logistics

Agriculture, Water, and Environmental Technologies

Business and Entrepreneurship

Education and Human Development

Energy, Construction and Utilities

Engineer

Fabricated Metal Products, Except Machinery And Transportation

Glazier – Glass Workers

Inspector/Tester

Machinery, Except Electrical

Miscellaneous Manufacturing Industries

Stationary Engineer And Building Support

Tester Manufacturing/Aerospace

Automotive Repair, Services, And Garages

Transportation Equipment

Agricultural Services

Business Services

Childcare And Educational Services

Asbestos Workers

Bricklayer

Carpentry

Carpet, Linoleum - Soft Tile

Cement Masons

Construction Preapprentice

Drywall Finishing (Taping)

Drywall/Lather

SCC DAS Industries to CCCCO Sectors (Cont.)

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

Apprenticeship Data Analysis

Data Sources

DOL	• Apprentices by State Dashboard
DAS	• Website Homepage • Program Sponsor Tool • Registration Dashboard

CCCCO	• Chancellor's Office Curriculum Inventory (COCI)
	  • Programs with "apprentice" or "apprenticeship" in the title
	  • Courses with SAM Code "A"
	• CAI Grant Award Letters

South Central Coast Region

646
Apprentices (DOL)

4,529
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

3
Active Community College
Apprenticeship Programs

5
Active Community College
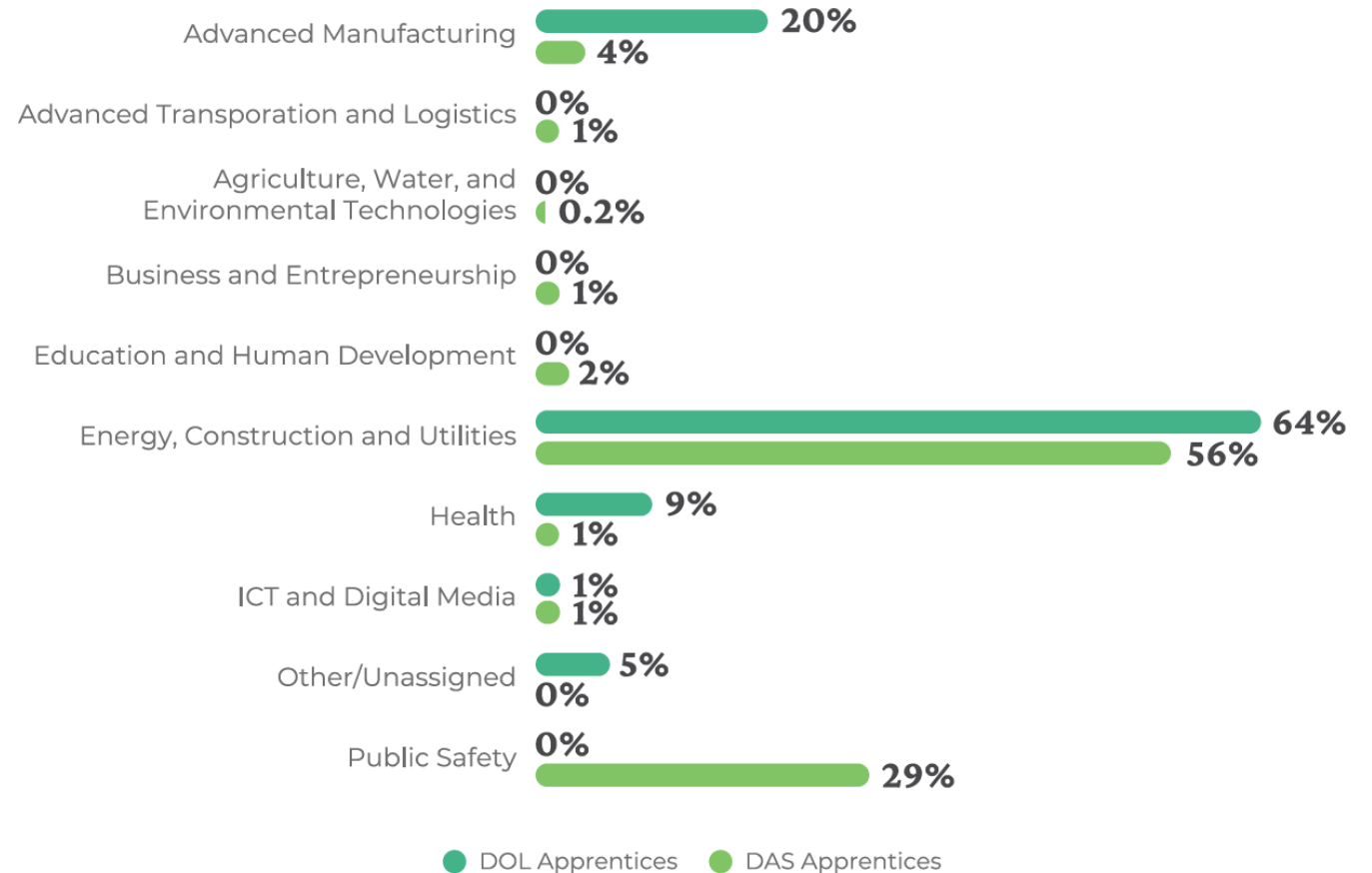Apprenticeship Courses

12
CAI Grant Projects Awarded

$2.5M
CAI Grant Funding

South Central Coast Apprenticeship Opportunities: Expanding Workforce Pathways – Page 13

Apprentices by Sector

· The highest percentage of apprentices are in Energy, Construction and Utilities programs.

· Sector representation among apprentices differs between the DOL and DAS datasets.

· Advanced Manufacturing is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data.

Exhibit 5: SCC Region Apprentices by Sector

Sector	DOL Apprentices	DAS Apprentices
Advanced Manufacturing	20%	4%
Advanced Transporation and Logistics	0%	1%
Agriculture, Water, and Environmental Technologies	0%	0.2%
Business and Entrepreneurship	0%	1%
Education and Human Development	0%	2%
Energy, Construction and Utilities	64%	56%
Health	9%	1%
ICT and Digital Media	1%	1%
Other/Unassigned	5%	0%
Public Safety	0%	29%

● DOL Apprentices   ● DAS Apprentices

Sponsors by CCCCO Sector and SCC County

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

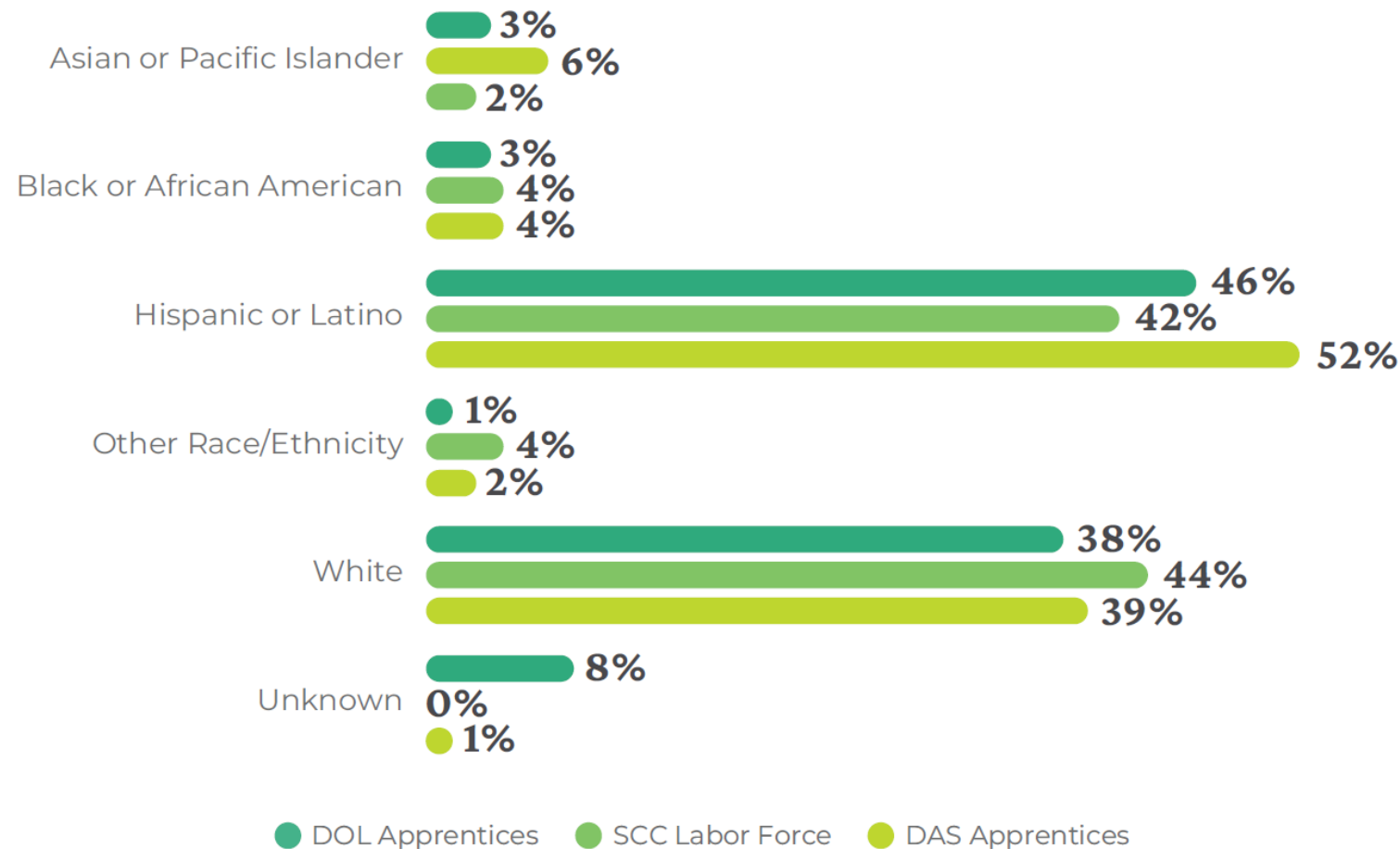| CCCCO Sector	Los Angeles Program Count	San Luis Obispo Program Count	Santa Barbara Program Count	Ventura Program Count
Advanced Manufacturing	28	2	24	26
Advanced Transportation and Logistics	15	0	15	15
Agriculture, Water and Environmental Technology	5	0	5	5
Business and Entrepreneurship	20	0	20	20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

Program Sponsor Top Search Results

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

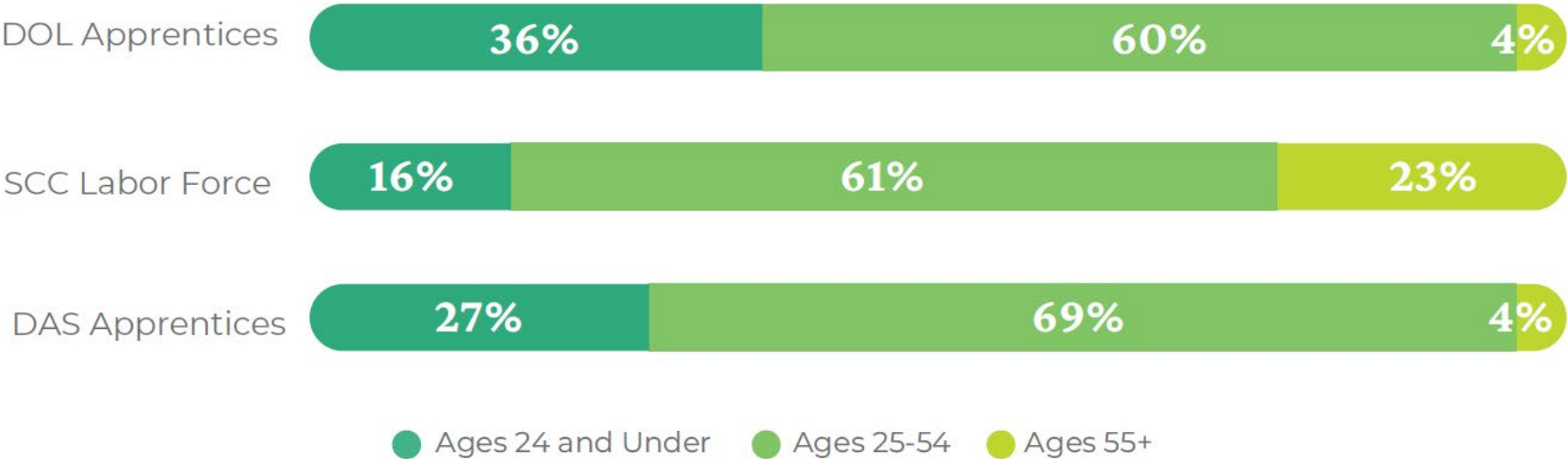| SCC DAS Industries	SCC DAS Occupations	SCC Program Sponsors
• Plumbing & Pipefitting (10%) • Manufacturing (6%) • Machinist (5%) • Barber (5%) • Cosmetology (5%) • Health Services (5%) • Miscellaneous Services (4%) • Civil Service (4%) • Automotive (4%) • Information Technology (4%) • Electrical &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

Apprentice Demographics – Race and Ethnicity

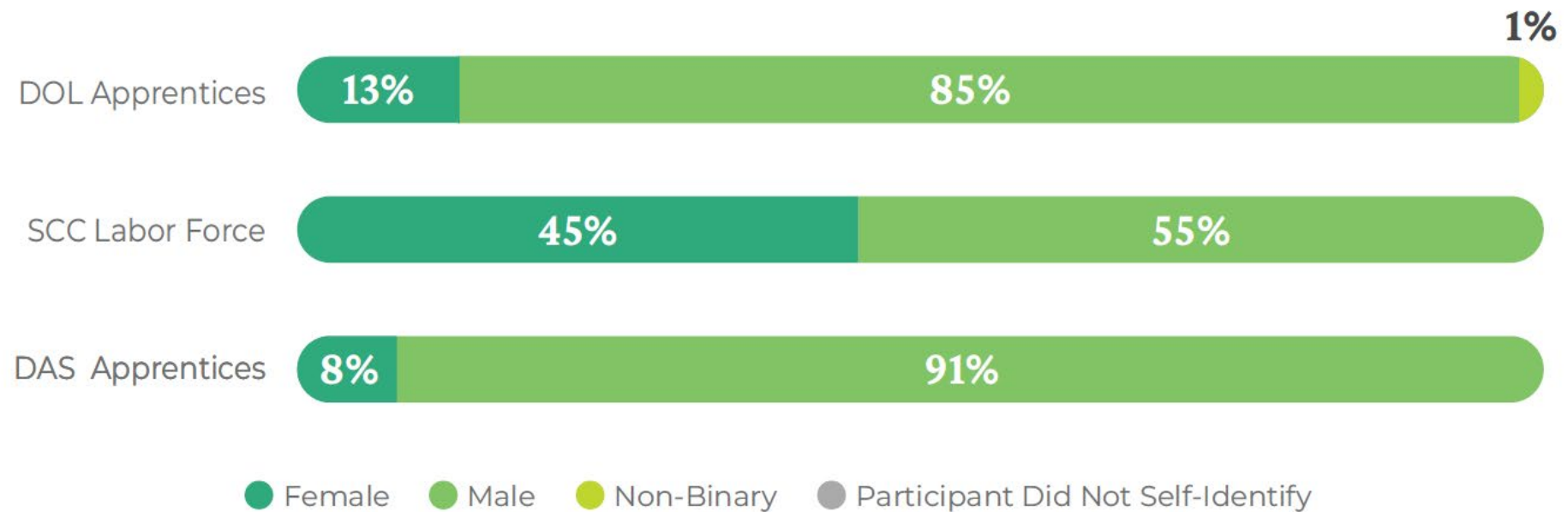**Exhibit 9: South Central Coast Apprentices by Race and Ethnicity**

Asian or Pacific Islander
- 3%
- 6%
- 2%

Black or African American
- 3%
- 4%
- 4%

Hispanic or Latino
- 46%
- 42%
- 52%

Other Race/Ethnicity
- 1%
- 4%
- 2%

White
- 38%
- 44%
- 39%

Unknown
- 8%
- 0%
- 1%

● DOL Apprentices   ● SCC Labor Force   ● DAS Apprentices

Apprentice Demographics – Age

Exhibit 10: South Central Coast Apprentices by Age

	Ages 24 and Under	Ages 25-54	Ages 55+
DOL Apprentices	36%	60%	4%
SCC Labor Force	16%	61%	23%
DAS Apprentices	27%	69%	4%

● Ages 24 and Under ● Ages 25-54 ● Ages 55+

Apprentice Demographics – Sex and Gender

Exhibit 11: South Central Coast Apprentices by Sex and Gender

DOL Apprentices	13%	85%	1%
SCC Labor Force	45%	55%	
DAS Apprentices	8%	91%	

● Female   ● Male   ● Non-Binary   ● Participant Did Not Self-Identify

SCC Community College Apprenticeship Programs

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

Antelope Valley College — 1

Allan Hancock College — 1 | 2

● Advanced Manufacturing   ● Advanced Transportation and Logistics   ● Energy, Construction and Utilities
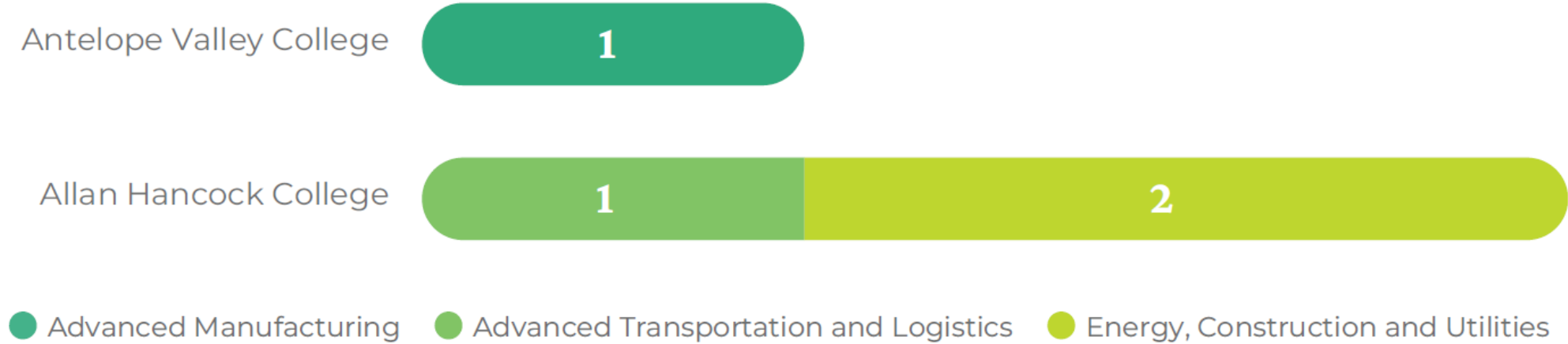
SCC Community College Apprenticeship Courses

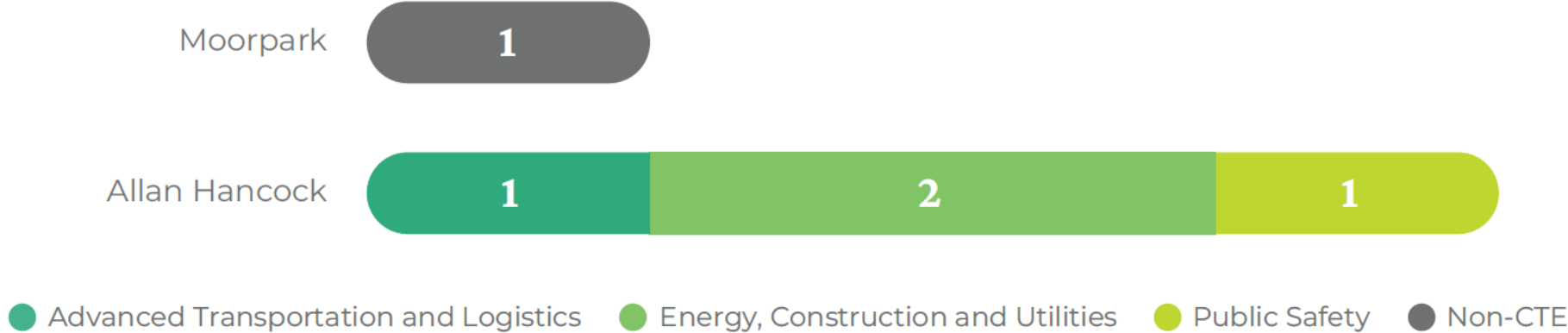## Exhibit 13: COCI "Active" Apprenticeship Courses by College and Sector (n=5)

Moorpark — 1 (Non-CTE)
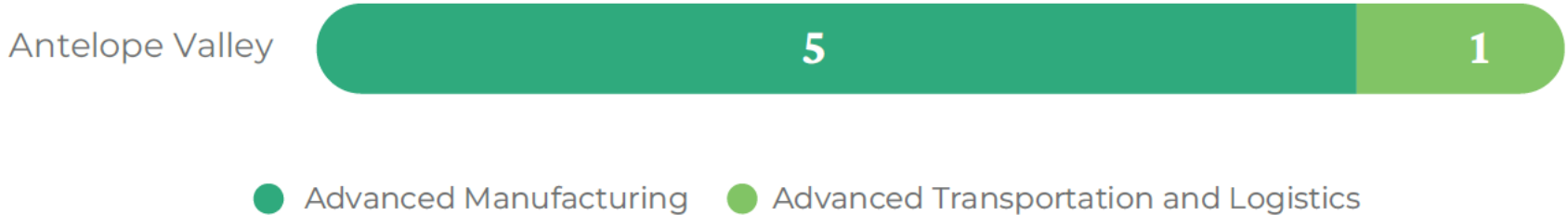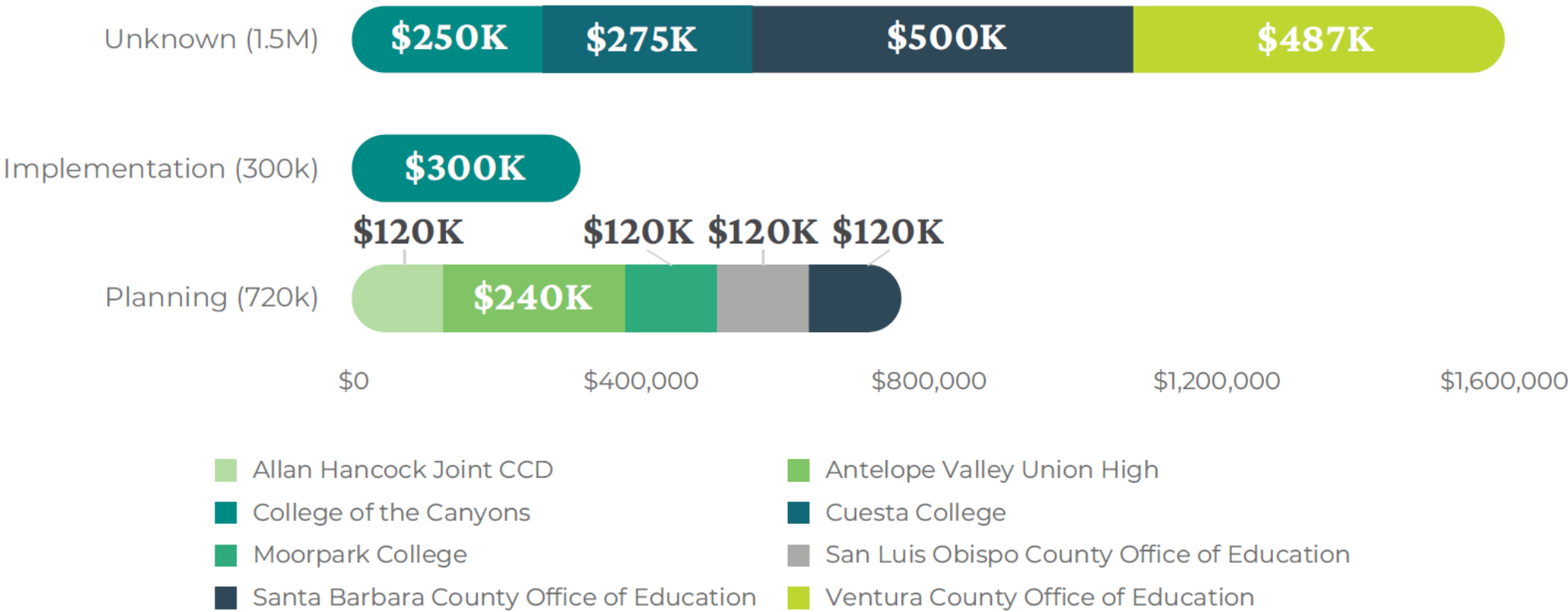
Allan Hancock — 1 (Advanced Transportation and Logistics), 2 (Energy, Construction and Utilities), 1 (Public Safety)

Legend:
- Advanced Transportation and Logistics
- Energy, Construction and Utilities
- Public Safety
- Non-CTE

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

Antelope Valley — 5 (Advanced Manufacturing), 1 (Advanced Transportation and Logistics)

Legend:
- Advanced Manufacturing
- Advanced Transportation and Logistics

South Central Coast Apprenticeship Opportunities: Expanding Workforce Pathways – Page 20

SCC CAI Grant Awards

Exhibit 15: CAI Grant Awards by Recipient

Legend:
- Allan Hancock Joint CCD
- Antelope Valley Union High
- College of the Canyons
- Cuesta College
- Moorpark College
- San Luis Obispo County Office of Education
- Santa Barbara County Office of Education
- Ventura County Office of Education

CAI Grant Awards

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

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

Apprenticeship Data by County

Northern LA County

27
Apprentices (DOL)

1,538
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

0
Active Community College
Apprenticeship Programs

0
Active Community College
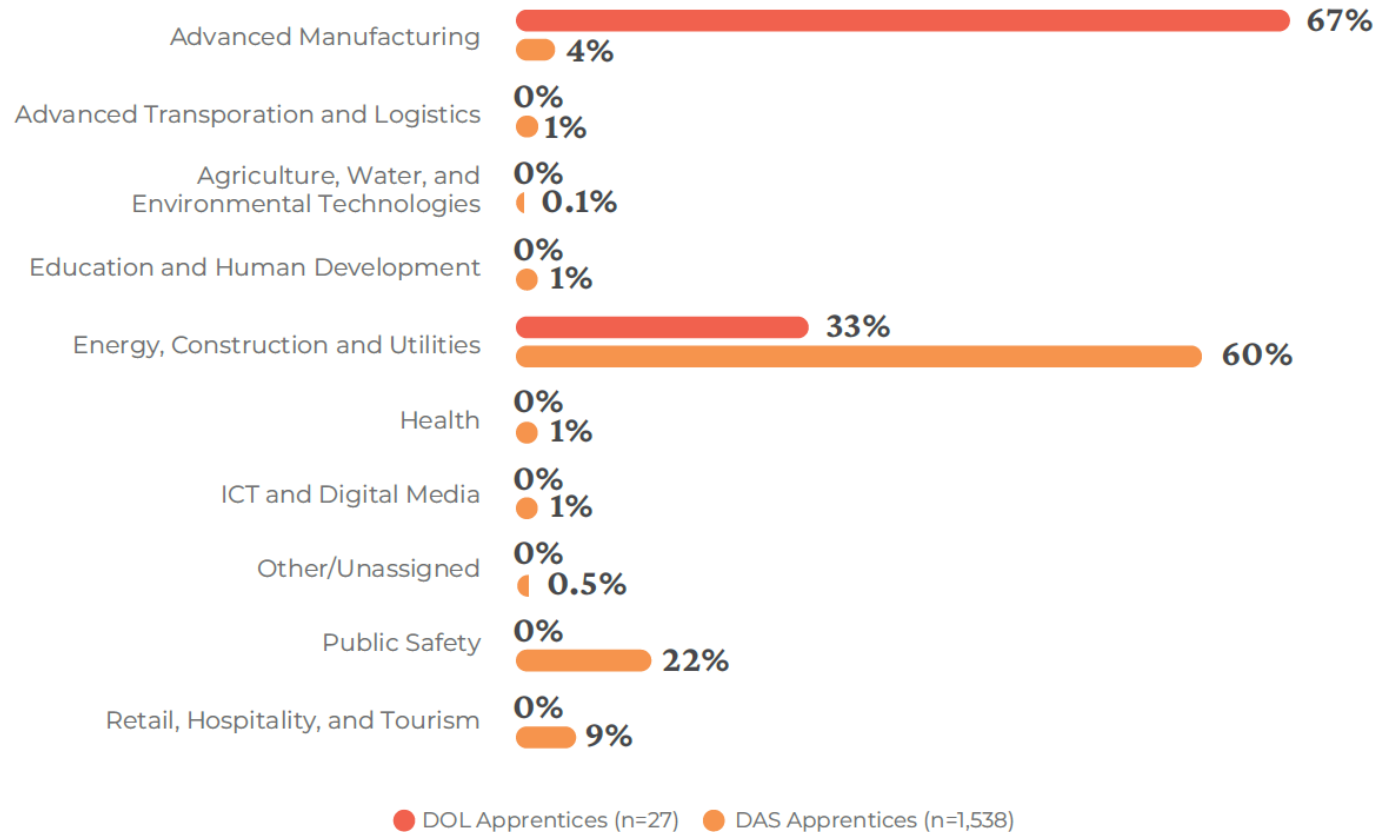Apprenticeship Courses

4
CAI Grant Projects Awarded

$910K
CAI Grant Funding

South Central Coast Apprenticeship Opportunities: Expanding Workforce Pathways – Page 13

Apprentices by Sector

- Data considers apprentices in the 34 Northern LA County

- The number of apprentices differs significantly between DOL (27) and DAS (1,538)

- Sector representation among apprentices differs between the DOL and DAS datasets.

- Advanced Manufacturing is the largest sector for apprenticeship in DOL data, whereas Energy, Construction and Utilities is the largest sector in the DAS data.

Exhibit 18: Northern Los Angeles County Apprentices by Sector

Sector	DOL Apprentices (n=27)	DAS Apprentices (n=1,538)
Advanced Manufacturing	67%	4%
Advanced Transporation and Logistics	0%	1%
Agriculture, Water, and Environmental Technologies	0%	0.1%
Education and Human Development	0%	1%
Energy, Construction and Utilities	33%	60%
Health	0%	1%
ICT and Digital Media	0%	1%
Other/Unassigned	0%	0.5%
Public Safety	0%	22%
Retail, Hospitality, and Tourism	0%	9%

● DOL Apprentices (n=27)   ● DAS Apprentices (n=1,538)

Northern LA CAI Grant Awards

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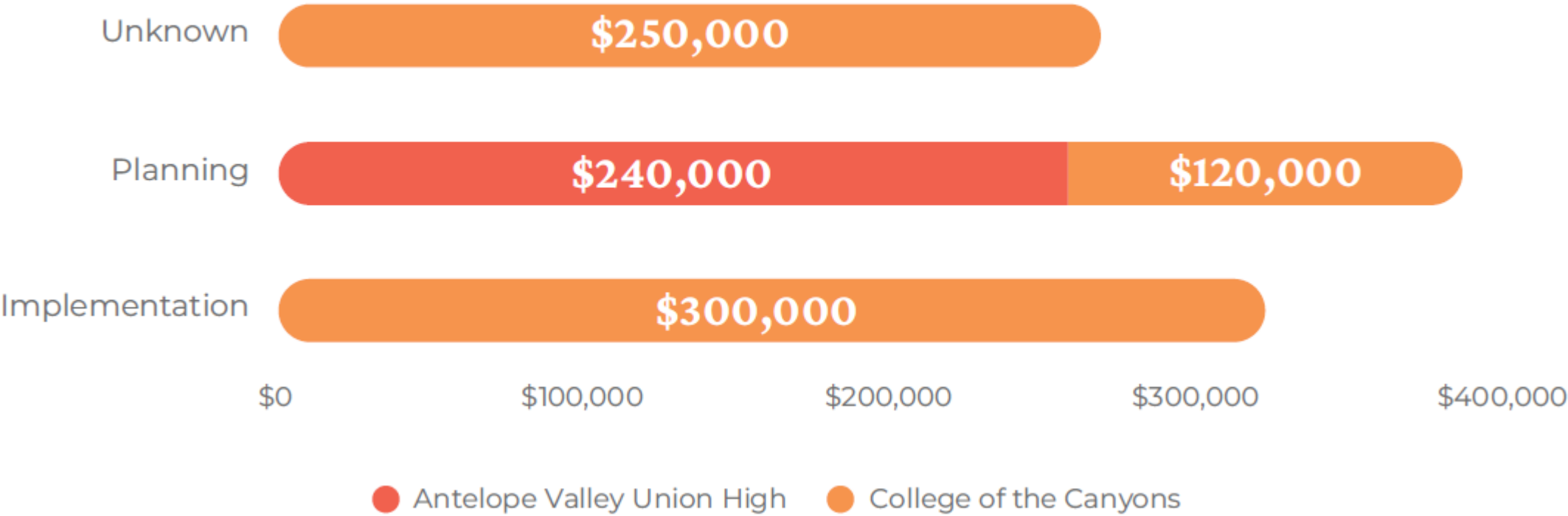
Northern LA CAI Grant Awards

Exhibit 26: Awarded CAI Projects in Northern Los Angeles County

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

San Luis Obispo County

207
Apprentices (DOL)

686
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

0
Active Community College
Apprenticeship Programs

0
Active Community College
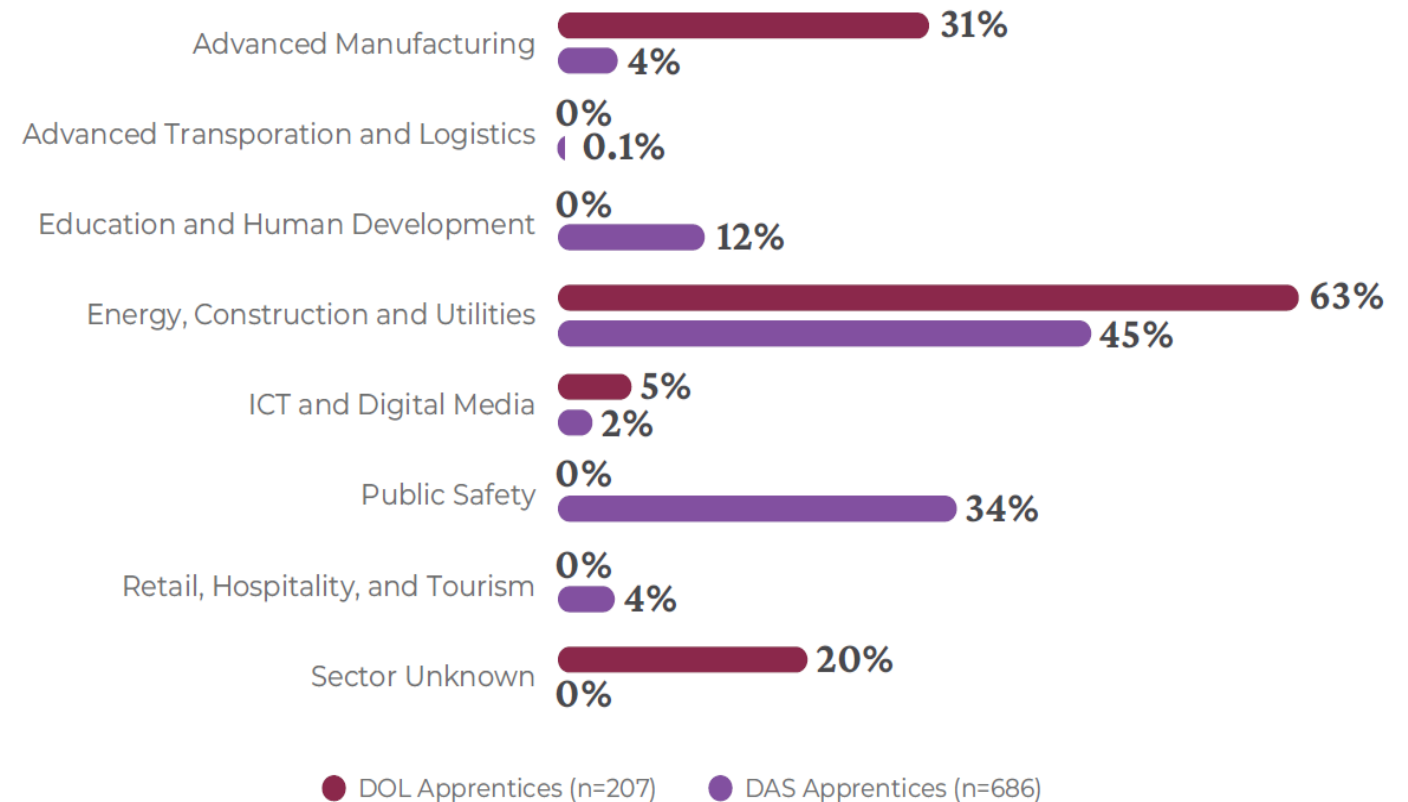Apprenticeship Courses

3
CAI Grant Projects Awarded

$395K
CAI Grant Funding

*South Central Coast Apprenticeship Opportunities: Expanding Workforce Pathways – Page 31*

Apprentices by Sector

· The highest percentage of apprentices are in Energy, Construction and Utilities programs.

· Sector representation among apprentices differs between the DOL and DAS datasets.

· Advanced Manufacturing is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data.

Exhibit 27: San Luis Obispo County Apprentices by Sector

- Advanced Manufacturing — DOL 31%, DAS 4%
- Advanced Transporation and Logistics — DOL 0%, DAS 0.1%
- Education and Human Development — DOL 0%, DAS 12%
- Energy, Construction and Utilities — DOL 63%, DAS 45%
- ICT and Digital Media — DOL 5%, DAS 2%
- Public Safety — DOL 0%, DAS 34%
- Retail, Hospitality, and Tourism — DOL 0%, DAS 4%
- Sector Unknown — DOL 20%, DAS 0%

● DOL Apprentices (n=207)   ● DAS Apprentices (n=686)

San Luis Obispo CAI Grant Awards

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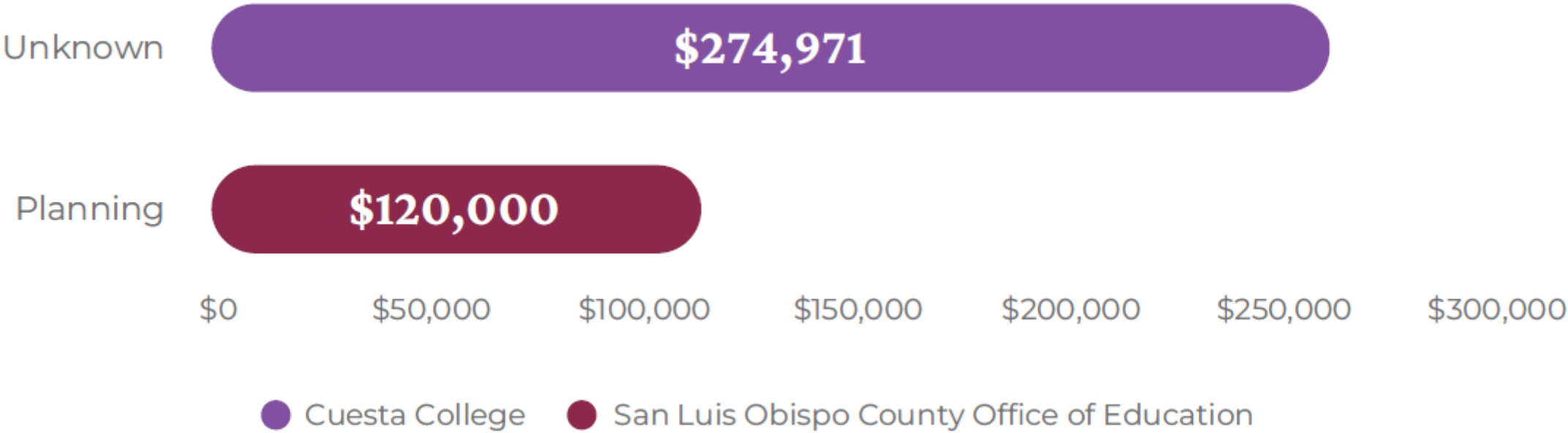
San Luis Obispo CAI Grant Awards

Exhibit 33: Awarded CAI Projects in San Luis Obispo County

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

Santa Barbara County

116
Apprentices (DOL)

690
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

3
Active Community College
Apprenticeship Programs

4
Active Community College
Apprenticeship Courses

2
CAI Grant Projects Awarded

$740K
CAI Grant Funding

47

CGE

Apprentices by Sector

· The highest percentage of apprentices are in Energy, Construction and Utilities programs.

· Sector representation among apprentices differs between the DOL and DAS datasets.

· Advanced Manufacturing is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data.
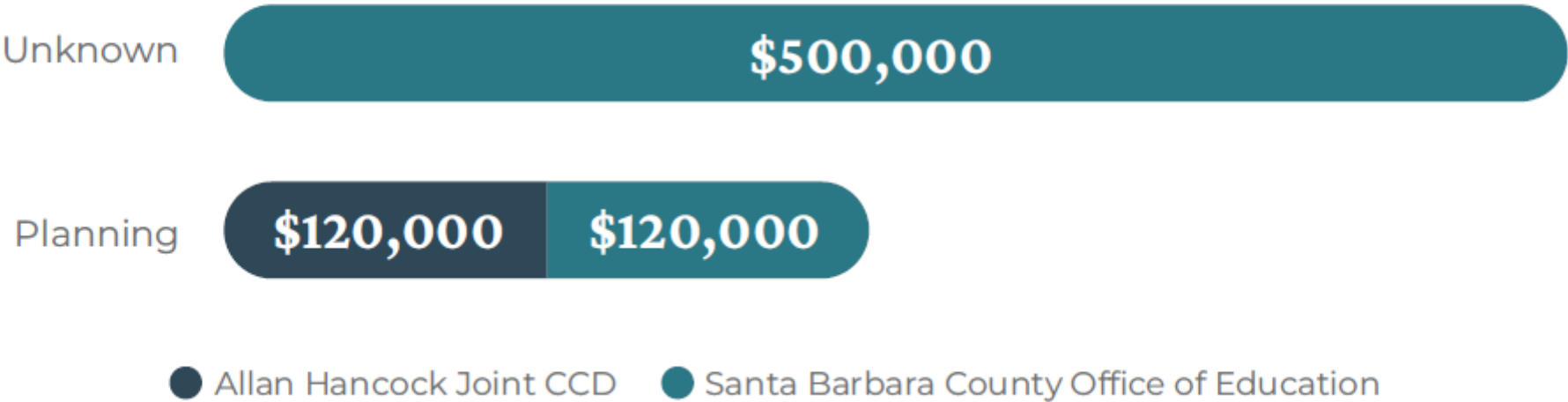

Exhibit 34: Santa Barbara County Apprentices by Sector
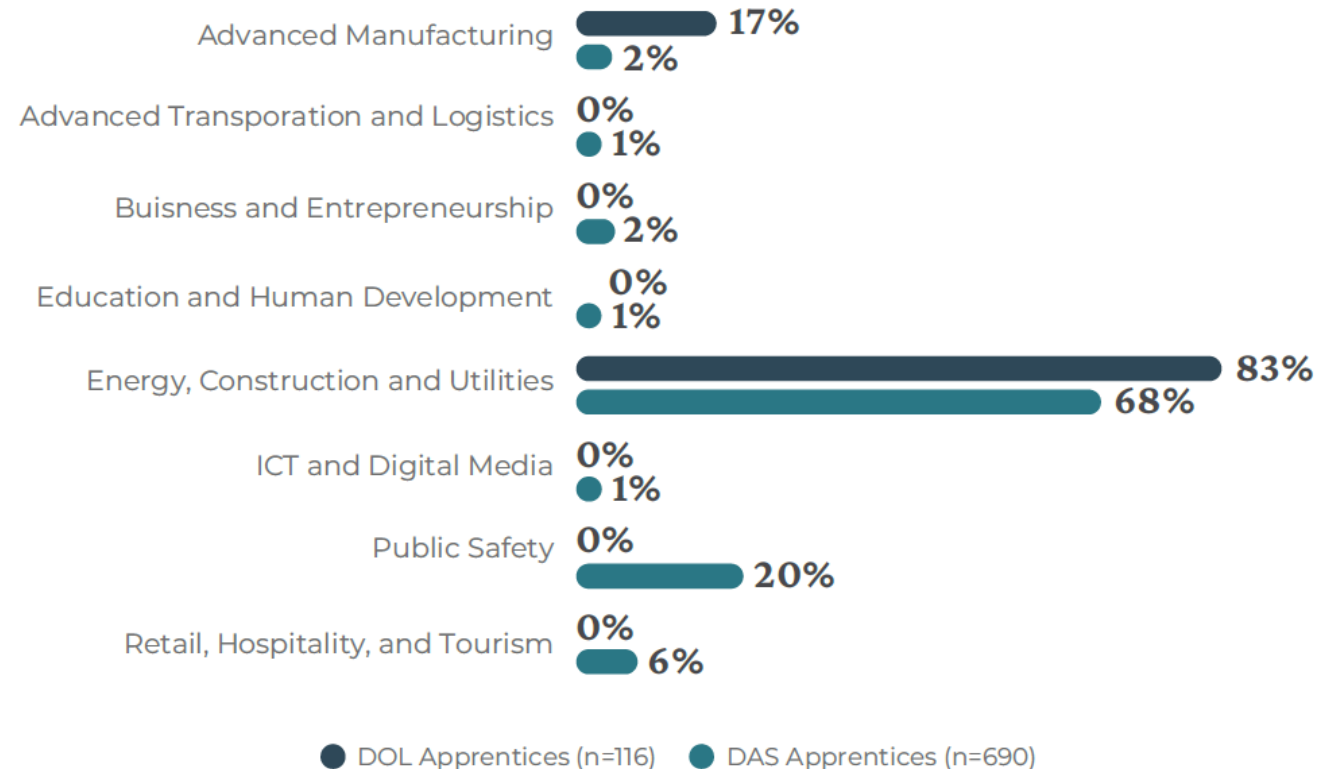
Santa Barbara County CAI Grant Awards

Santa Barbara County CAI Grant Awards

Exhibit 42: Awarded CAI Projects in Santa Barbara County

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

Ventura County

296
Apprentices (DOL)

1,615
Apprentices (DAS)

Top Sector for Apprentices: Energy, Construction and Utilities

0
Active Community College
Apprenticeship Programs

1
Active Community College
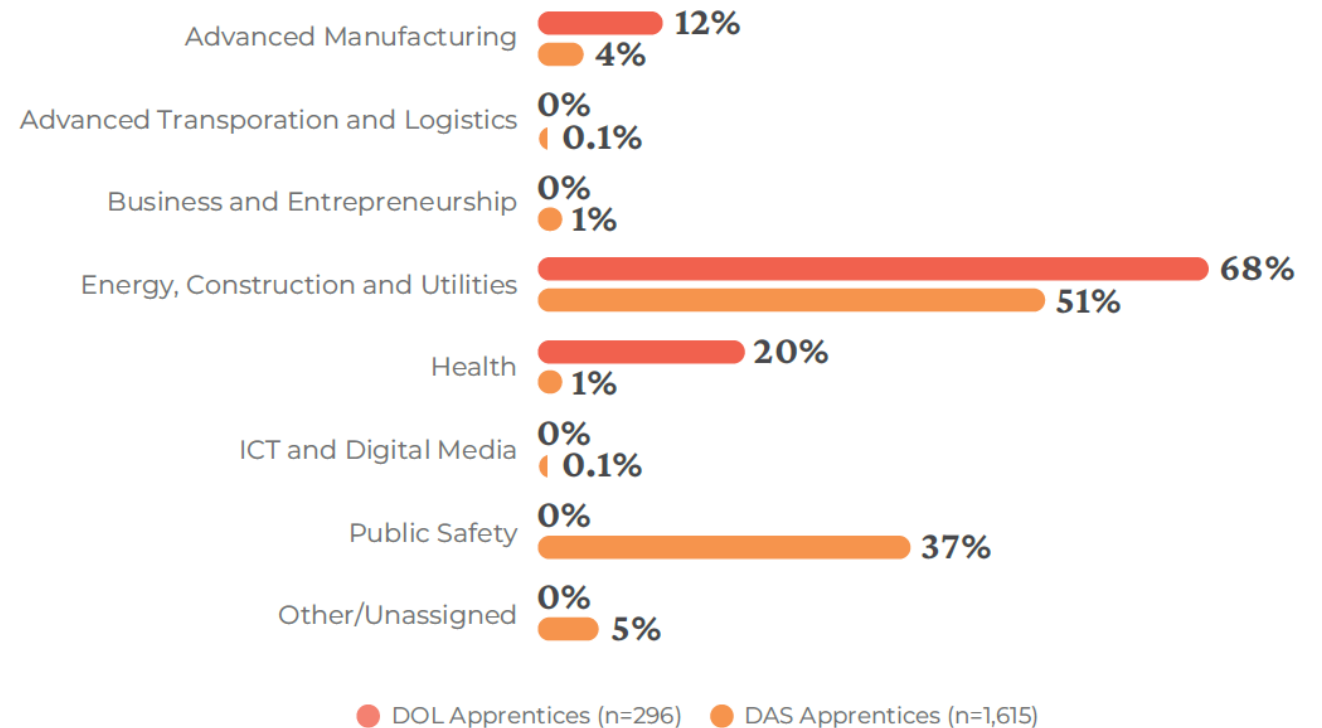Apprenticeship Courses

2
CAI Grant Projects Awarded

$607K
CAI Grant Funding

55

Apprentices by Sector

· The highest percentage of apprentices are in Energy, Construction and Utilities programs.

· Sector representation among apprentices differs between the DOL and DAS datasets.

· Health is the second largest sector for apprenticeship in DOL data, whereas Public Safety is the second largest sector in the DAS data.

Exhibit 43: Ventura County Apprentices by Sector

- Advanced Manufacturing — 12% / 4%
- Advanced Transporation and Logistics — 0% / 0.1%
- Business and Entrepreneurship — 0% / 1%
- Energy, Construction and Utilities — 68% / 51%
- Health — 20% / 1%
- ICT and Digital Media — 0% / 0.1%
- Public Safety — 0% / 37%
- Other/Unassigned — 0% / 5%

● DOL Apprentices (n=296)   ● DAS Apprentices (n=1,615)

Ventura County
Community College Apprenticeship Courses

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

Moorpark — 1

● Non-CTE

Santa Barbara County CAI Grant Awards

Exhibit 49: Ventura County CAI Grant Awards by Recipient

Unknown — $487,000
Planning — $120,000

● Ventura County Office of Education   ● Moorpark College
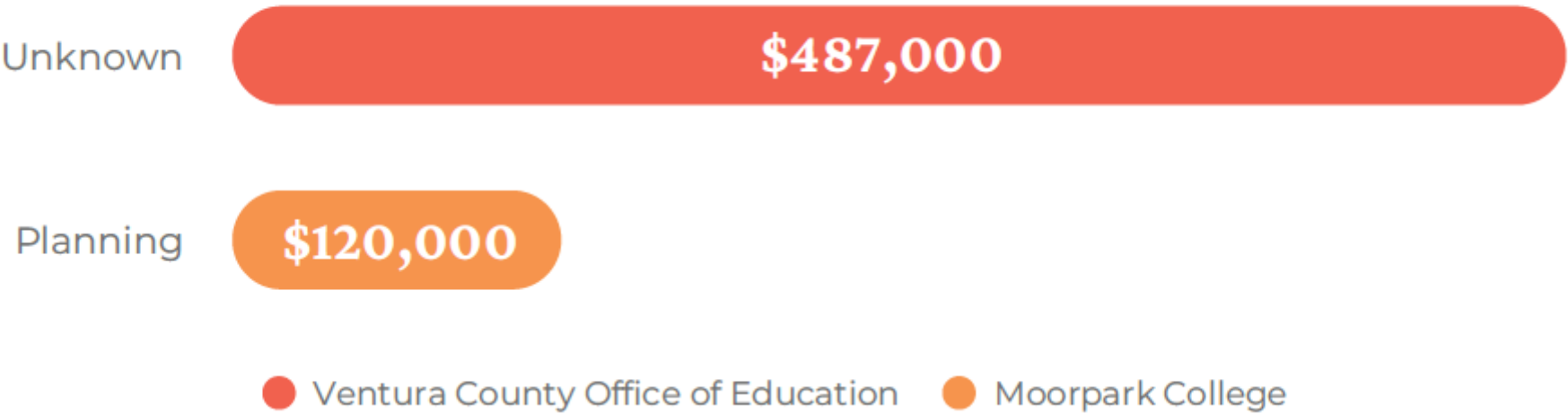
Ventura County CAI Grant Awards

Exhibit 50: Awarded CAI Projects in Ventura County

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

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Conclusion

Conclusion

Data Unreliability

- Data is often incomplete and/or inconsistent
- Data within and across sources is often contradictory

Majority of Apprenticeships are Traditional and Primarily in the Trades

- Building trades/Energy, Construction and Utilities is the largest sector for apprentices/ships
- There may be opportunities to expand apprenticeships in non-traditional fields

Homogeny within Apprenticeships

- Demographics of apprentices largely reflect demographics of building trades
- Most apprentices are Hispanic or Latino
- Expanding apprenticeships in non-traditional fields could help close equity gaps in apprenticeship

Lack of Metrics

- Due to the recency of the CAI Grant, it is too early to collect data and assess/evaluate CAI's impact on expanding apprenticeship
- The unreliable data and lack of metrics amplify the need for a tracking system that could be used for ongoing assessment of apprenticeship programs.

Discussion Questions

Discussion Questions

· What apprenticeship programs or courses do you offer that may not have been captured in the data?

· What challenges do you face for:
  · Creating new apprenticeship programs?
  · Expanding existing apprenticeship programs?

· How has your institution used CAI Grant funding?

· What data would be useful when considering creating an apprenticeship program?

Next Steps

Areas for Future Research

Validate current apprenticeship data

- Understand why data may not have been captured and work with regional partners to update the data
- Re-examine data in the future to measure progress

Identify apprenticeable occupations

- Consider traditional vs. new and emerging
- Combine with labor market demand, supply, wages, etc. to identify opportunities for apprenticeship creation and expansion

Examine apprenticeship program outcomes

- What are outcomes for students exiting these programs?
- What are outcomes for CAI Grant-funded programs?

Thank You!

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