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Exploring Apprenticeships: Fundamentals and SCCRC Regional Landscape

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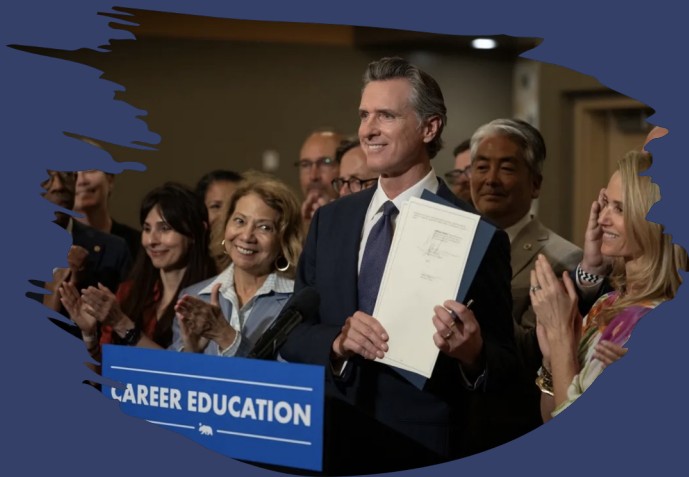
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California's Proposal for Apprenticeship Growth

Economic Mobility & Equity



In **2018**, Governor Gavin Newsom set an ambitious goal of reaching 500,000 active apprentices by 2029. He did so because apprenticeship is a proven model and clear strategy for connecting Californians to good jobs. It has a strong track record for **workers** and **employers**.

》》》 **92%** of apprentices who completed an apprenticeship retain employment, with an average annual salary of **\$70,000**.

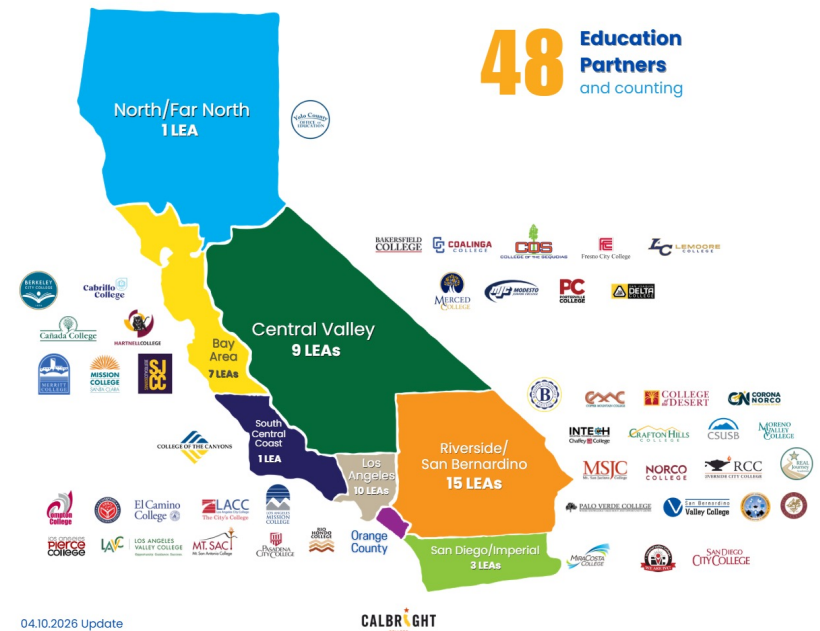
Source: apprenticeship.gov

LAUNCH

In Partnership with
FOUNDATION for CALIFORNIA COMMUNITY COLLEGES

- »»» 2018: LAUNCH begins as a regional SWP Project funded by the Inland Empire Desert Region Consortium
- »»» 2023: LAUNCH transitioned to become a Collaborative Impact Partner under the fiscal sponsorship of the Foundation for California Community Colleges
- »»» 2025: Expansion of Regional Apprenticeship Managers within each Regional Consortium

2300+ Active Apprentices; 220+ Employers;
25+ Dual-Registered DAS/DOL Program
Standards



LAUNCH Apprenticeship Network is committed to expanding registered apprenticeships within California Community Colleges to build an inclusive, job-ready workforce for the future.

What is an Apprenticeship?

Apprenticeship is a paid, structured pathway that integrates classroom learning with on-the-job training, guided by employer standards, and results in a recognized credential aligned to workforce demand.

Types of Apprenticeships

Pre-Apprenticeships

Prepare for RAP or Entry-level Roles

Duration: Weeks to months
Compensation: May be paid or unpaid
Key Features: Foundational skills, career exploration, requires Linkage Agreement to RAP
Industry Based Completion
Certification through DAS

Integrated into CTE pathways, dual enrollment, basic skills + workforce prep (WIOA Title II alignment)



CAEP
SWP
Perkins

Youth Apprenticeships

Registered Apprenticeship Designed for High School Students (16-24)

Duration: 1-2 years
Compensation: PAID (must meet wage progression requirements)
Key Features: Links with HS curriculum, earn academic credit (secondary/postsecondary), transition to full RAP

Early career exposure + income + accelerated pathway

COYA
(California Opportunity Youth Apprenticeship Grant Program)

RAPs

Registered Apprenticeship Program

Duration: 1-6 years (typical: 2-4 years)
Compensation: PAID employee with progressive wages

Key Features:

- Minimum 2,000 hrs on-the-job training (OJT)
- Minimum 144 hrs related supplemental instruction (RSI)
- Progressive wages tied to competency milestones
- Mentorship
- Industry-recognized credential upon completion

CAI
DOL Grants

AIF
SWP

Five Essential Elements of a Registered Apprenticeship Program (RAP)



Employer Involvement

A Registered Apprenticeship Program is validated by the US Department of Labor and/or the California Division of Apprenticeship Standards. Current California guidelines required **144** hours of classroom instruction and **2,000*** hours of on-the-job training.

Registered Apprenticeship ROLES

LAUNCH / Program Sponsor

Register and maintain program standards with DAS and DOL

Ensure ongoing compliance with state and federal requirements

Coordinating among employers, LEAs, and other partners

Registering apprentices and managing required documentation

Monitoring apprentice progress, completions, and cancellations

Serving as the primary point of contact with DAS and DOL

LEA or College

Deliver Related Supplemental Instruction (RSI) aligned to standards

Ensuring curriculum meets DAS and academic requirements

Managing student enrollment, attendance, and academic records

Supporting articulation, certificates, and/or degree pathways

Coordinating with employer to align instruction with on-the-job training

Work with the employers (Industry Partners) to conduct apprentice evaluations

Employers

Hiring apprentices as paid employees

Providing structured on-the-job training (OJT) aligned to program standards

Assigning qualified supervisors or mentors

Paying apprentices according to the approved wage schedule

Evaluating apprentice OJT progress and performance

Supporting apprentices through program completion

Industry Committees



Related Supplemental Instruction (RSI) at Community Colleges

□ Credit

Not-for-credit (NFC) is another tool in the apprenticeship toolbox.

Using NFC courses when available can bring flexibility, faster implementation, and strong curriculum alignment to employer's needs.

□ Non-Credit

The Chancellor's Office has **Not-for-Credit Technical Assistance Providers (TAPs)** who are actively working to build more collaborative and unified systems for understanding the tracking and reporting not-for-credit data.

□ Not-For Credit

For colleges with NFC programs, and especially those operating both NFC and apprenticeship programs, LAUNCH can bring the TAPs in as collaborative partners to understand the nuances of NFC.



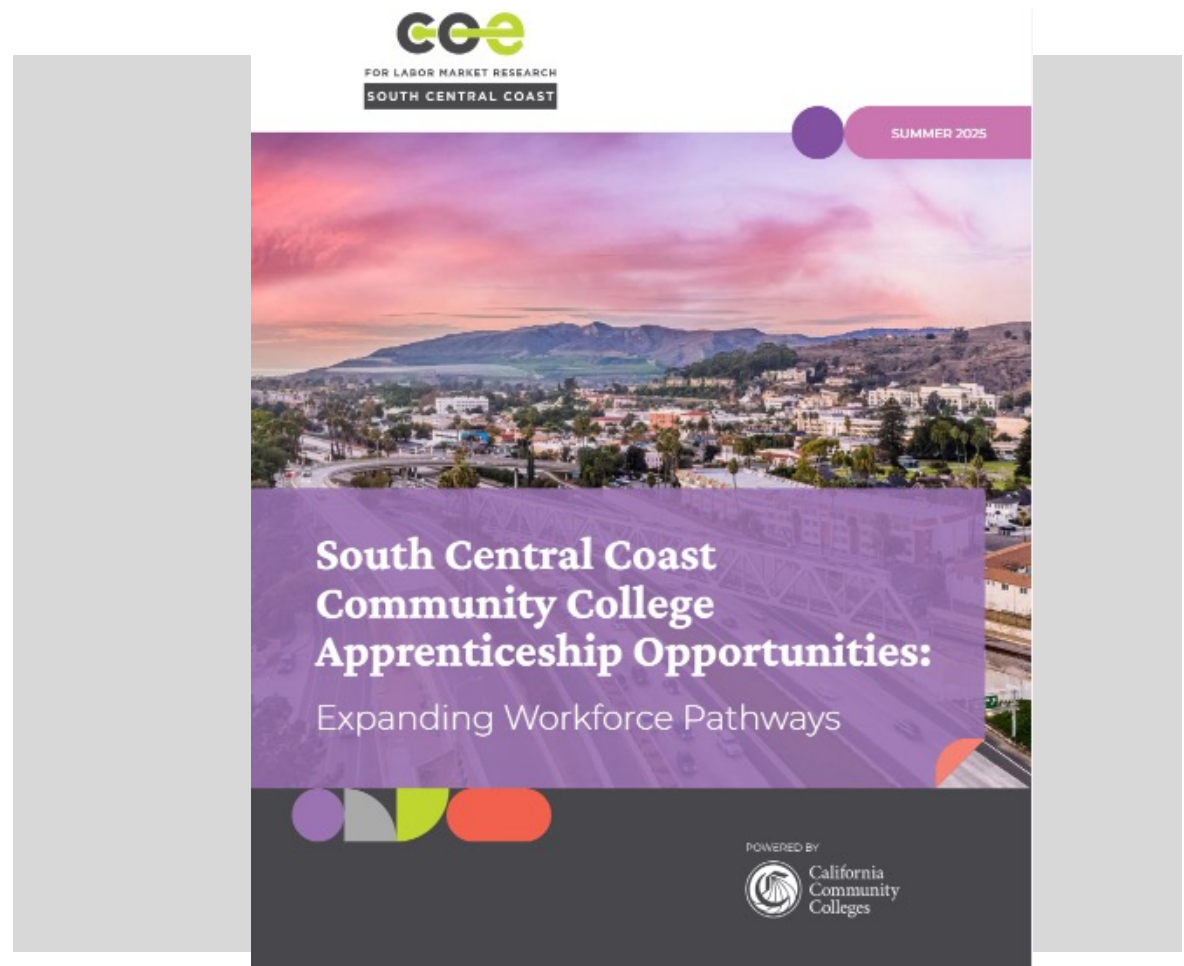


Apprenticeship Landscape within SCCRC Community Colleges

South Central Coast Center of Excellence Apprenticeship – Phase 1 Report

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


Phase 1 Report



Registered Apprenticeship Programs within SCCRC Colleges

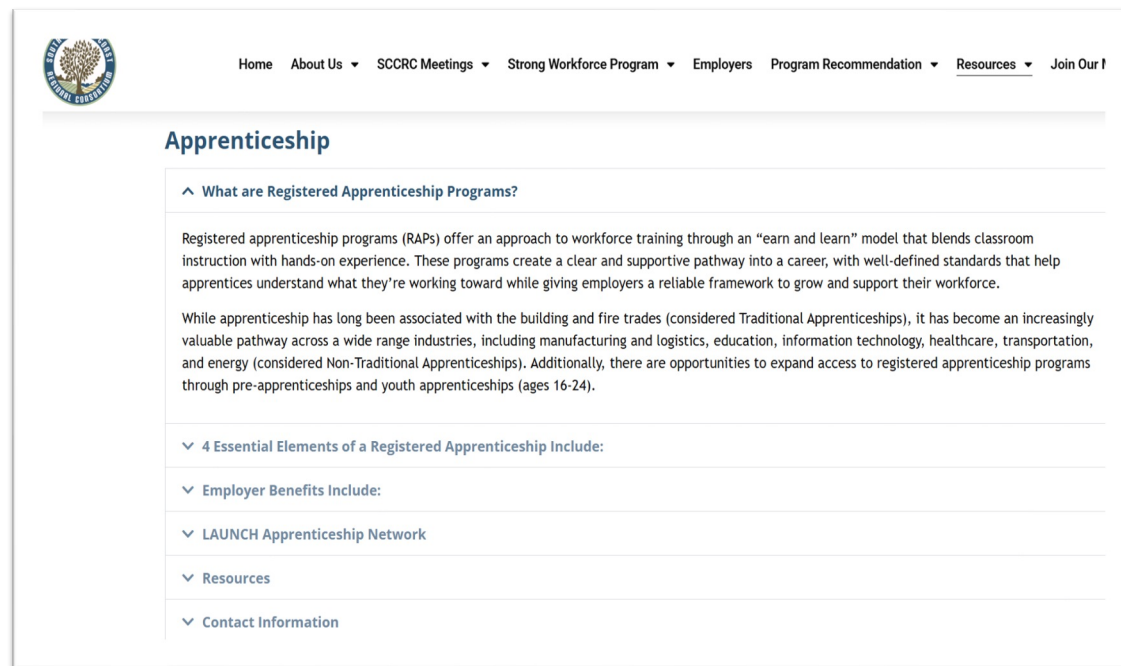
College	Registered Apprenticeship Program(s)	Registered Pre-Apprenticeship Program
Allan Hancock College	Electric, Plumbers, Pipefitters Civil Engineers (<i>inactive</i>)	
Antelope Valley College	Industrial Manufacturing	Construction Management
College of the Canyons	Early Childhood Education*	Construction Technology
Moorpark College	Biotechnology	





SCCRC-Specific Supports & Next Steps

New SCCRC Apprenticeship Website



The screenshot shows the SCCRC Apprenticeship website. At the top left is the SCCRC logo, a circular emblem with a tree and the text 'SOUTH CAROLINA COUNCIL FOR TECHNICAL EDUCATION'. To the right is a navigation menu with links: Home, About Us, SCCRC Meetings, Strong Workforce Program, Employers, Program Recommendation, Resources, and Join Our I. Below the navigation is a header section titled 'Apprenticeship'. Underneath is a list of expandable sections: 'What are Registered Apprenticeship Programs?', '4 Essential Elements of a Registered Apprenticeship Include:', 'Employer Benefits Include:', 'LAUNCH Apprenticeship Network', 'Resources', and 'Contact Information'. The 'What are Registered Apprenticeship Programs?' section is expanded, showing two paragraphs of text.

Home About Us SCCRC Meetings Strong Workforce Program Employers Program Recommendation Resources Join Our I

Apprenticeship

^ What are Registered Apprenticeship Programs?

Registered apprenticeship programs (RAPs) offer an approach to workforce training through an “earn and learn” model that blends classroom instruction with hands-on experience. These programs create a clear and supportive pathway into a career, with well-defined standards that help apprentices understand what they’re working toward while giving employers a reliable framework to grow and support their workforce.

While apprenticeship has long been associated with the building and fire trades (considered Traditional Apprenticeships), it has become an increasingly valuable pathway across a wide range of industries, including manufacturing and logistics, education, information technology, healthcare, transportation, and energy (considered Non-Traditional Apprenticeships). Additionally, there are opportunities to expand access to registered apprenticeship programs through pre-apprenticeships and youth apprenticeships (ages 16-24).

v 4 Essential Elements of a Registered Apprenticeship Include:

v Employer Benefits Include:

v LAUNCH Apprenticeship Network

v Resources

v Contact Information

Building Employer Partnerships for Registered Apprenticeships

This two-hour workshop supports community college professionals within the SCCRC in building effective strategies to engage employers about registered, non-traditional apprenticeships. With both colleges and employers often new to this model, the session focuses on practical approaches to researching priority sectors, tailoring outreach, and elevating existing employer partnerships into apprenticeship opportunities. Participants will also receive best practices related to collaboration across internal and external partners and, importantly, how to keep apprenticeship messaging simple, so employers see it as achievable, not overwhelming. The workshop will highlight how strong apprenticeship engagement can also strengthen broader employer partnerships, including internships and other work-based learning efforts. Attendees will leave with clear, adaptable strategies they can customize to their own college.



Upcoming Professional Development Opportunity

Save the Date:

Wednesday, June 17th

3:00 – 5:00pm

Zoom

SCCRC Regional Apprenticeship Manager Next Steps



Presentation at May SCCRC Regional Consortium Meeting:

- Roles of LEA, Employer, Intermediary within Apprenticeship Programs
- LAUNCH Intermediary and Program Sponsor and Strategic Thought Partner Services

Establishment of an SCCRC Apprenticeship Sub-Committee

In accordance with the Chancellor's Office Contract with LAUNCH:

- Establish two priority sectors for apprenticeship expansion within SCCRC
 - Top 50 Jobs; Equity Gap Report; SCCRC COE Phase 1 Apprenticeship Report; REACH, K-16 Collaborative, Regional Priorities, etc.
- Establish a Regional Strategic Plan for Apprenticeship

Contract with Network Kinecton:

- College-Level Training for Employer Engagement Staff within region on Apprenticeship
 - June 17th 3:00pm-5:00pm
- Establishment of Tools for Employer Engagement around Apprenticeships

On-Going:

- Provide technical assistance from design, to implementation, to sustainability
- Share Best Practices & Funding Opportunities: Regional, Statewide, & National