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# **ASSOCIATION OF CALIFORNIA COUNTY BOARDS OF EDUCATION**

## **QUARTERLY LEARNING, NETWORKING AND SHARING MARCH 17TH**

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# ACCBE KEY GOALS

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**Advocate & Amplify:** ACCBE is solely dedicated to develop and advocate on legislative and policy issues for county boards of education, ensuring a unified and strong voice representing the unique interest of County Boards on issues impacting County Offices of Education.



**Partnerships for Success:** ACCBE is committed to building a strong partnership with the California Superintendent's Association, and coalitions with other allied groups to leverage resources and expertise in support of student success.



**Engage, Elevate, & Empower:** ACCBE builds leadership capacity within County Boards, fostering collaboration and peer support.



**Forward-Looking:** ACCBE focuses on innovation solutions to address the evolving challenges/changes in education.

# AGENDA & MEETING PURPOSE

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- ❖ Connect trustees from across the state.
- ❖ Learn about CTE and innovative models like apprenticeships.
- ❖ Share insights on CTE in court and community schools.
- ❖ Provide ACCBE updates and gather input on future directions.

# ICEBREAKER

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1. Name and County, Years of Services
2. Respond to **one** of the questions below:
  - ❖ What's something you are proud of as a Trustee or that your board has accomplished?
  - ❖ Describe your first job - what was it, how old were you, how did it feel, what was it like, did you feel prepared

# ZOOM POLL

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# WHAT IS CAREER TECHNICAL EDUCATION?

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Career Technical Education: A program of study that involves a multiyear sequence of courses that integrates core academic knowledge with technical and occupational knowledge to provide students with a pathway to postsecondary education and careers”.

Source: [California Department of Education](#)

## Work-Based Learning

### Awareness

*Activities that help students learn about a variety of careers*

### Exploration

*Activities that help students learn about what people do for a living and learn more about the skills needed in the workplace*

### Preparation

*Activities that integrate career and academic skills learned in the classroom and the workplace*

Guest  
Speakers

Workplace  
Tours

College &  
Career Fairs

Job  
Shadows

Community  
Service &  
Internships

Pre-Apprenticeships  
& Apprenticeships

School – business partnerships

# SPEAKERS

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**Adele Burnes**

**Deputy Chief Division of Apprenticeship Standards.**

***“Exciting Developments in Youth Apprenticeships in CA”***

**Barbara Nemko, Ph.D.**

**Superintendent, NAPA County Office of Education**

***“Impactful CTE Opportunities in NAPA Court and Community Schools”***





# SPEAKERS

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**Adele Burnes**

**Deputy Chief Division of Apprenticeship Standards.**

***“Exciting Developments in Youth Apprenticeships in CA”***

# Registered Apprenticeship in CA

Adele Burnes

Chief, Division of Apprenticeship Standard

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DEPARTMENT OF INDUSTRIAL RELATIONS

# About Us

The California Division of Apprenticeship Standards and employers and organizations interested in developing workforce through the **registered apprenticeship** model.

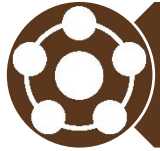
*“...let’s encourage businesses to become creators, not just consumers of talent by establishing an audacious goal of 500,000 earn-and-learn apprenticeships by 2029”*

-Governor Gavin Newsom



# Advancing Apprenticeship in CA

## A Five-Point Action Plan



Support Regional and Sectoral Apprenticeship Intermediaries



Expand New and Innovative Apprenticeships



Grow and Expand Access to Traditional Construction Apprenticeships

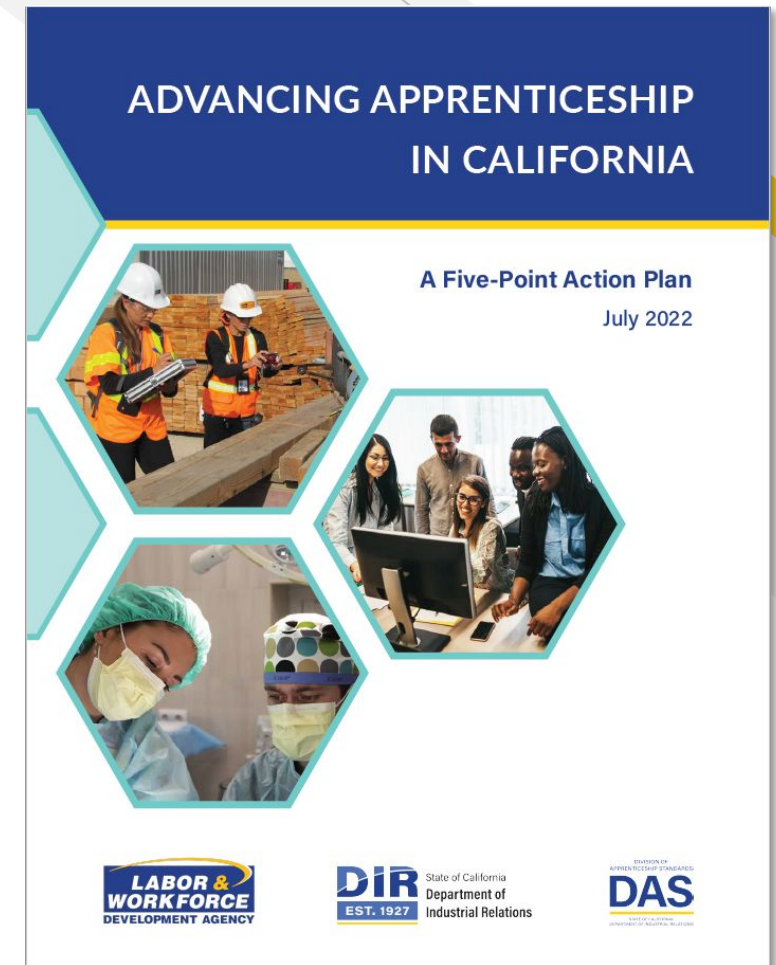


Support Youth Apprenticeship for In-School and Out-of-School Youth



Expand State and Local Public Sector Apprenticeships

<https://www.dir.ca.gov/DAS/e-News/2022/Action-Plan-in-Place-for-Reaching-California-Apprenticeship-Goals.html>



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# What is Registered Apprenticeship

A structured education and training program that takes place in the workplace and includes:

## On the Job Training (OJT)

- Defined work processes and competencies (if necessary)
- Mentorship throughout the course of the program

## Related and Supplemental Instruction (RSI)

- 144 hours of Classroom-based RSI
- Equivalent of 3 lecture courses in a college context

## Paid employee with progressive wage

- Apprentice is a fully paid employee
- Progressive wage scale with at least one step increase in wages
- Ideally with benefits

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# Types of Registered Apprenticeship

## Time-based program

Measures progress based on the number of hours an apprentice has spent in on-the-job training (OJT) and related and supplemental instruction (RSI)  
Typically 2000 hrs OJT and 144 hrs RSI

## Competency based Program

Measures progress based on the apprentice's demonstrated ability to perform the duties associated with the occupation  
The program cannot be less than 1000 OJT, same 144 hrs RSI

## Hybrid program

Includes both time-based and competency-based requirements.

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# Apprenticeship Stakeholders

## Employers

- Employ the apprentice and provide on the job training

## Educators:

- Educate the apprentice with work relevant training and skills

## Government:

- Oversee the program for quality and credentialing

## Apprentices:

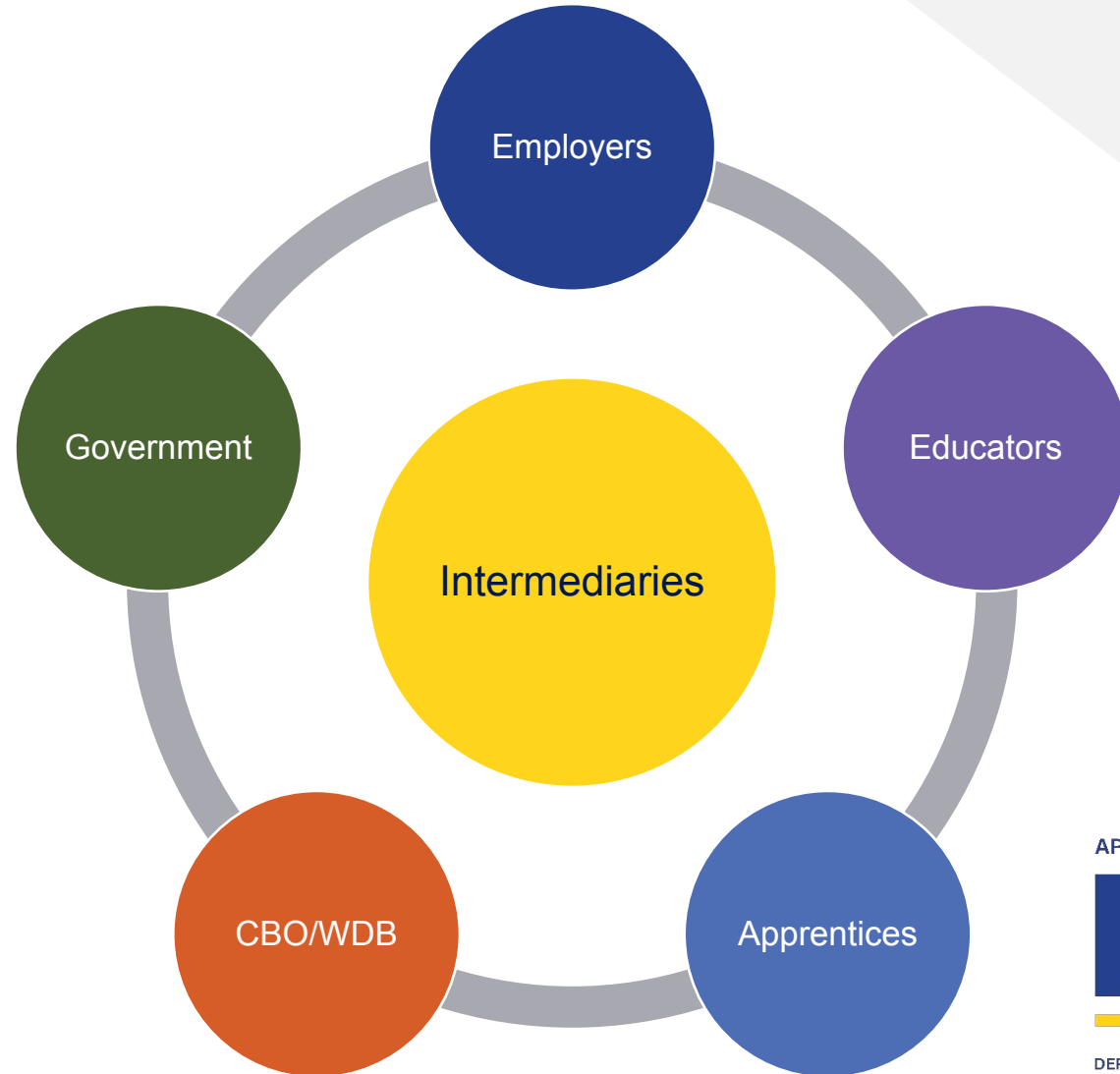
- Earn and learn

## Community Based Organizations and Workforce Development Boards:

- Provide supportive services and sourcing apprentices

## Intermediaries:

- Convene all the stakeholders to launch, run and scale apprenticeship programs



# California's Jobs First - Strategic Sectors

## Strengthen



## Accelerate



## Bet



## Anchor





# CA Youth Apprenticeship Committee (CYAC)

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Develop recommendations to the division on the expansion of youth apprenticeships in California. In developing these recommendations, the committee shall specifically address the following topics:

- Clear definitions of youth apprenticeship and high school apprenticeships.
- Guiding principles in the Youth Apprenticeship Grant Program.
- Insights on the structure of the state's work to expand youth apprenticeship.

The committee shall provide a report to the division with a set of recommendations no later than July 1, 2024.



# DRAFT Youth Apprenticeship Definition

A California Youth Apprenticeship Program is registered with the Division of Apprenticeship Standards and:

- Fulfills all existing registered apprenticeship requirements.
- Serves youth ages 16-24 at the time of enrollment but would not be limited to only that age group.
- Offers Related and Supplemental Instruction (RSI) through advanced CTE courses, dual enrollment courses, or equivalent when possible and available.
- Complies with labor laws for minors and offers flexible work hours to allow for students to begin on the job training (OJT) while in high school.

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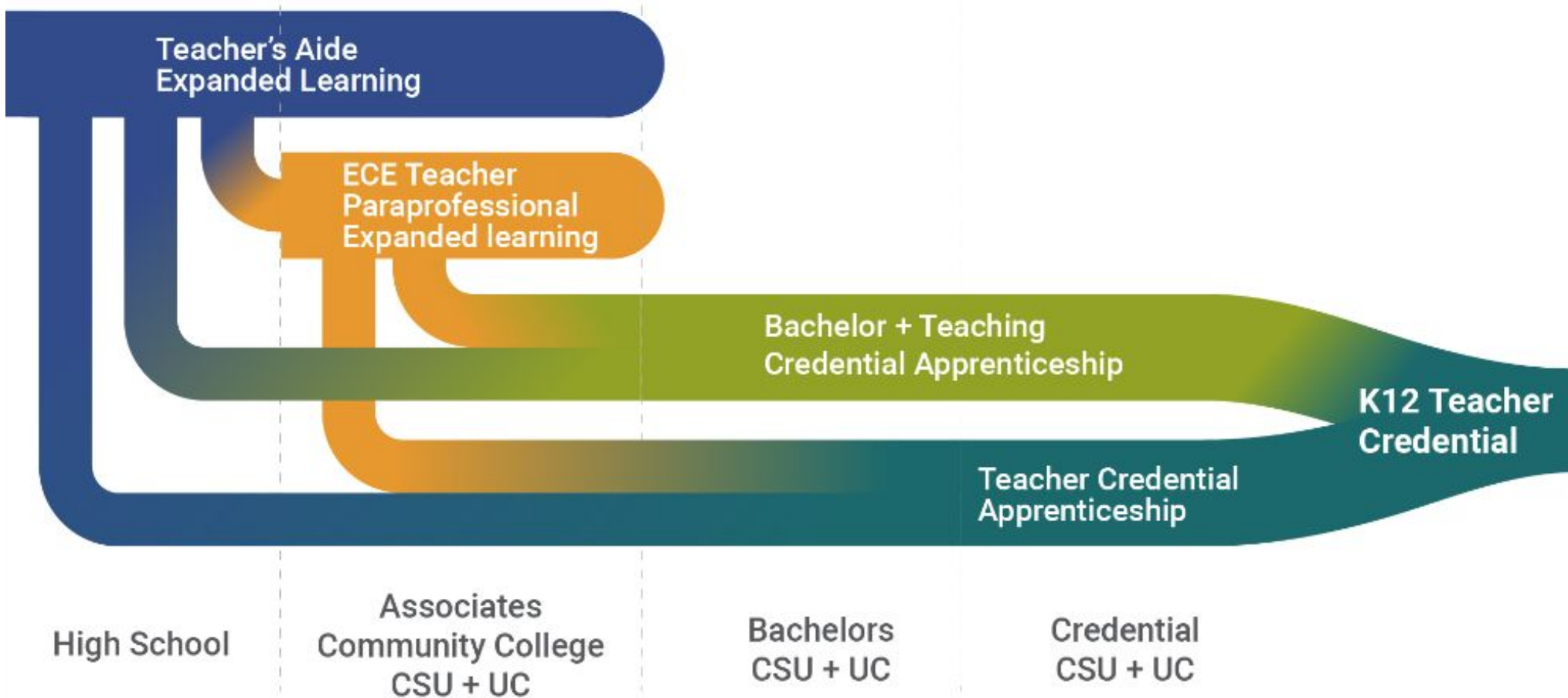
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# High School Apprenticeship vs Internship

	Typical Internships	Pre-Apprenticeship	HS Apprenticeships
<b>Purpose</b>	Expose young people to an industry	Preparation for Apprenticeship	Cultivate a skilled talent pipeline
<b>Length</b>	Average 12 weeks	1-6 months	Average 2-3 Years (including training)
<b>Compensation</b>	Paid or unpaid	Unpaid or stipend	Paid with gradual pay increases
<b>Supportive Partnerships</b>	Educational institution or none	Educational institution	State and/or federal labor agencies, Educational institutions
<b>Resulting Credential on Completion</b>	Usually none	Pre-Apprenticeship Certificate	National, State, CCC portable certificate of occupational competence
<b>College Credit</b>	Usually none, sometimes Work Experience	Possible with dual enrollment or agreements with community college	Yes, with dual enrollment or articulation agreements with community college
<b>Funding Opportunities</b>	Usually none	Some funding opportunities to support programs	More funding opportunities to support programs

# Educator Apprenticeships



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# Potential Funding Resources

Visit the [DAS Funding Resources page](#) for more detail

- CA Division of Apprenticeship Standards (DAS)
  - Apprenticeship Innovation Funding (AIF)
  - California Opportunity Youth Apprenticeship (COYA) Grant
  - Equal Representation in Construction Apprenticeships
  - CAC Apprenticeship Training Funds
- CA Community College Chancellor's Office
  - California Apprenticeship Initiative (CAI) Grants
  - Related and Supplemental Instruction (RSI) Funding
  - Strong Workforce Program (SWP)
  - Apportionment – Full-Time Equivalent Students (FTES)
- CA Workforce Development Board – High Road Training Partnerships (H RTP)
- Employment Training Panel (ETP)
- Workforce Innovation and Opportunities Act (WIOA)
- Local Workforce Development Boards (LWDB)
- Federal/U.S. Department of Labor





# CA Opportunity Youth Apprenticeship (COYA) Grant

The overall objective of the COYA Grant program is to develop and test innovative practices to increase the participation of opportunity youth in pre-apprenticeship and apprenticeship programs, and to demonstrate the impact of apprenticeship on employment and earnings outcomes for opportunity youth.

## 2nd round of COYA Grant:

- Open in February 2025
- \$16M in available funding



# COYA Grant Funding Structure

## Planning Grant 1-2 Year Grant Period

Apprenticeship Grants up to **\$500,000**

## Implementation Grant 2 Year Grant Period

Pre-Apprenticeship Grants  
**\$500,000 - \$2,000,000**

Apprenticeship Grants  
**\$500,000 - \$2,000,000**

# Next Steps and Timeline

- Review the Solicitation for Proposals
- Start your application on CORD
- March 20 at 11am - Informational and Q&A webinar
- March 31 – Deadline for Letter of Intent
- ***April 10 - Deadline for Proposals***





# Apprenticeship Innovation Funding

## Goal 1: Apprenticeship Innovation Funding - Support (AIF-S)

- The AIF-S will cover the cost of running an apprenticeship program, aggregating employer demands, and recruiting, supporting and placing apprentices.
- **\$3500 per active apprentice** per year, prorated to the month, along with **\$1000 per apprentice completion** bonus.

## Goal 2: Apprenticeship Innovation Funding - Training (AIF-T)

- The AIF-T will allow for new training programs to develop in a more agile manner and will specifically be used for training costs for IACA Apprentices.
- **\$10.05 per training hour**

# Timeline to Apply

Applications for reimbursement open once per year. For apprentices served in 2024, the timeline to apply is:

- February 18, 2025 – Applications for Reimbursement Open
  - February 27, 2025 at 10am - AIF Information Session
  - March 25, 2025 at 11am - AIF Office Hours
  - April 14, 2025 at 1pm - AIF Office Hours
- **April 17, 2025 at 12pm PST – Deadline for Applications**
- March – June – Eligibility Evaluation
- May – September – Estimated Payment Window



# Thank You



Division of Apprenticeship Standards



(916) 928-6800



DAS@dir.ca.gov



[www.dir.ca.gov/das/](http://www.dir.ca.gov/das/)

# SPEAKERS

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**Barbara Nemko, Ph.D.**

**Superintendent, NAPA County Office of Education**

***“Impactful CTE Opportunities in NAPA Court and Community Schools”***

# QUESTIONS

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# BREAKOUT GROUPS

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- ❖ What is one thing that most excited you or most resonated with you, about what you heard tonight?
- ❖ How do these strategies- benefit students in court and community schools?
- ❖ What additional knowledge or resources do you need to advocate for more hands-on, real-life career education and youth apprenticeships?

# REPORT OUT

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# **EXPERIENCE & TOPIC SURVEY**

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# RESOURCES

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- ❖ [CDE Career Tech Education Page](#) - Several models on how CTE is done- stand alone CTE courses, work experience Education, career pathways, Partnership academies, etc.
- ❖ [CTE Work Based Learning Continuum](#)
- ❖ [State has 15 industry sectors approved for CTE provide](#)
- ❖ [CTE standards that must be followed](#)
- ❖ [Career readiness - what students should be able to know and do](#)
- ❖ [Blurring the line between economic development, workforce and education](#)
- ❖ [CTE Fact Sheet](#)
- ❖ [What is CTE and why it matters](#)

# WELCOME TO FOUNDING MEMBERS



# NEXT STEPS & EXCITING EVENTS

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- ❖ **JOIN A COMMITTEE: Planning, Policy & Advocacy and Membership Engagement**
- ❖ **JOIN ACCBE - WE WILL COME PRESENT TO YOUR BOARD**
- ❖ **ACCBE Advocacy/Policy Committee, March 25<sup>th</sup> 6pm**
- ❖ **“Starting Strong” as a New County Board Trustee series April 7<sup>th</sup>, and May 5<sup>th</sup>**
- ❖ **“Special Topics: Board Culture & Ways of Working” for all County Board Members April 28<sup>th</sup>**
- ❖ **New Member 1:1 Mentoring and Monthly Coaching for all trustees**
- ❖ **Quarterly Learning, Networking and Sharing meetings for all trustees June 2<sup>nd</sup>, Sept 1<sup>st</sup>**

# HERE IS OUR CONTACT INFORMATION

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THANK YOU