

# Opportunities for Apprenticeships in San Diego-Imperial Counties



# AGENDA

**INTRODUCTION**

**FINDINGS**

**FUNDING OPPORTUNITIES**

**RECOMMENDATIONS**

**Q&A**

# RESEARCH QUESTIONS

- What is the apprenticeship landscape in California and the San Diego-Imperial region?
- How can the San Diego and Imperial Counties Community Colleges develop more registered apprentices and apprenticeship programs?
- What industries or occupations should the colleges focus on?

# REFLECTION QUESTIONS



Get a notebook, Word doc, or use our survey

# INTRODUCTION

**LEARN**

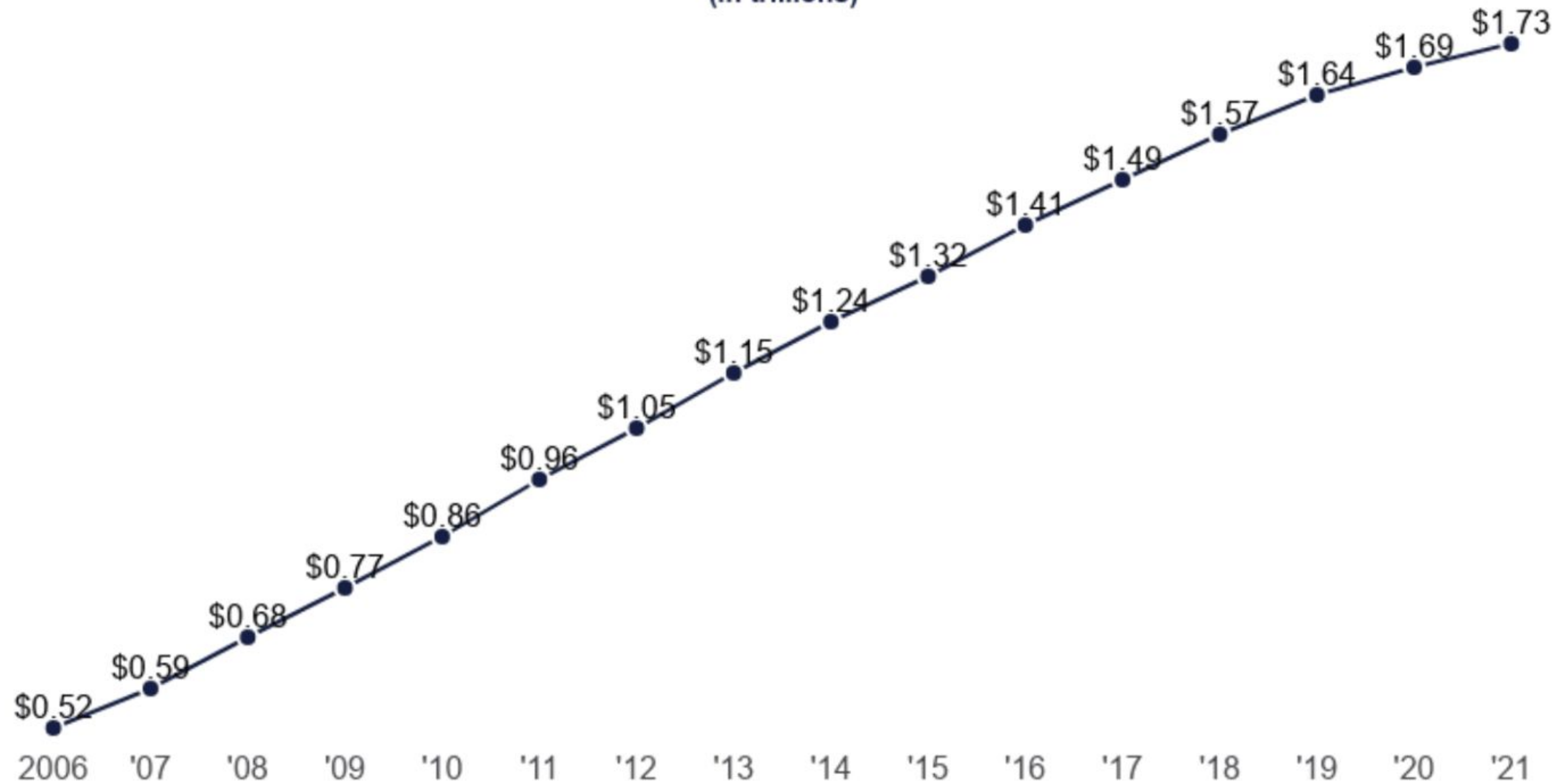


**EARN\***

\*(Hopefully)

## Historic Total\* National Student Loan Debt

(in trillions)



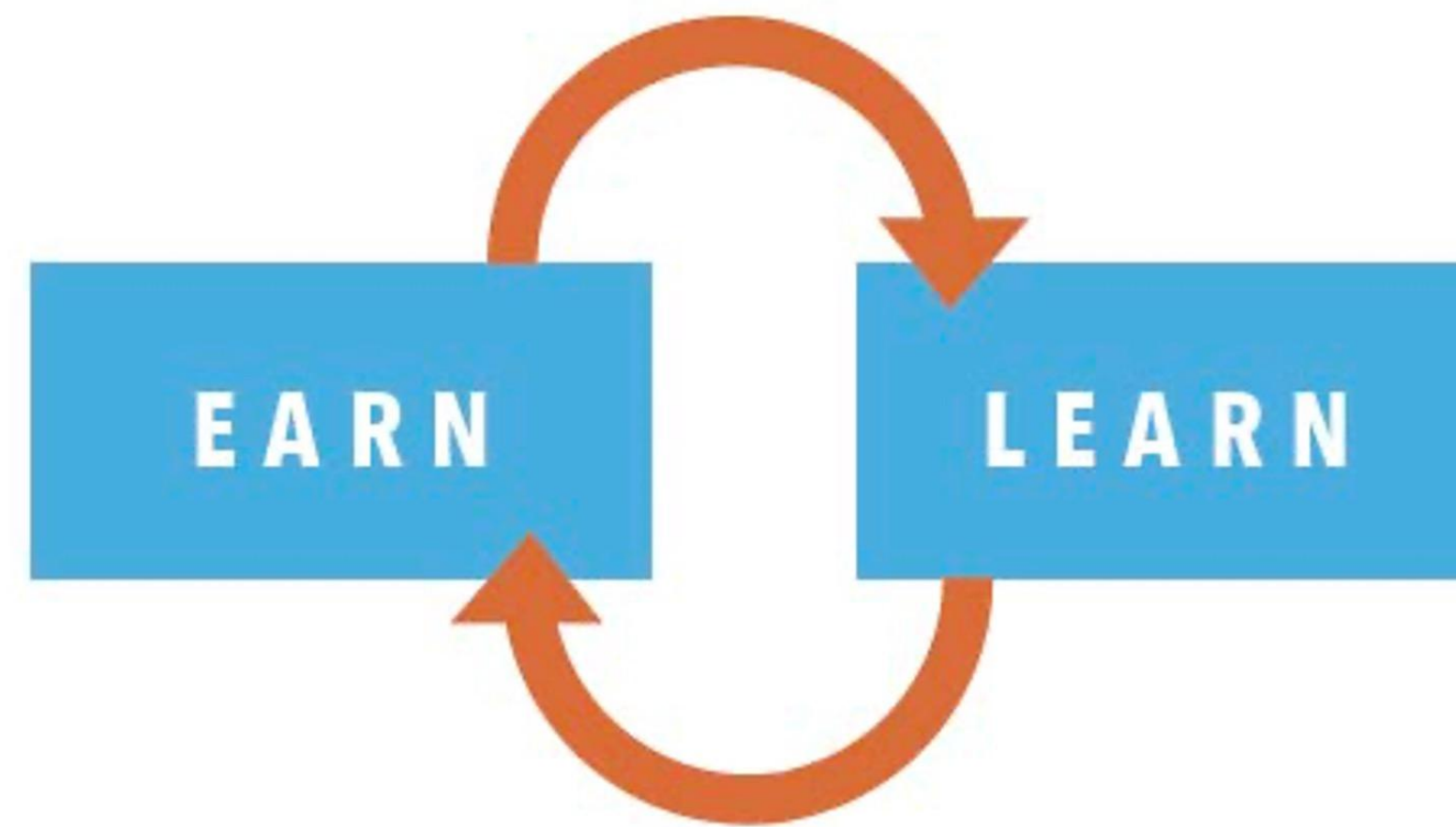
\*Totals as of each year's fourth fiscal quarter.

Education Data Initiative source: U.S. Federal Reserve

Hanson, Melanie. "Student Loan Debt Statistics" EducationData.org, October 26, 2022,

<https://educationdata.org/student-loan-debt-statistics>

# INTRODUCTION



**Minimum age:** 16 years old

**Average age range:** mid-20s to mid-30s

**Program length:** 1 to 6 years (usually 4 years)

**On-the-Job Training:** Under a “journeyworker” mentor

**EMPLOYER**

**DRIVEN**





# WHAT'S IN IT FOR APPRENTICES?

**Tuition Free  
Education**

**87%**

**\$50,000**

# WHAT'S IN IT FOR EMPLOYERS?

**\$1.47**  
**ROI**



**Increased  
Productivity**

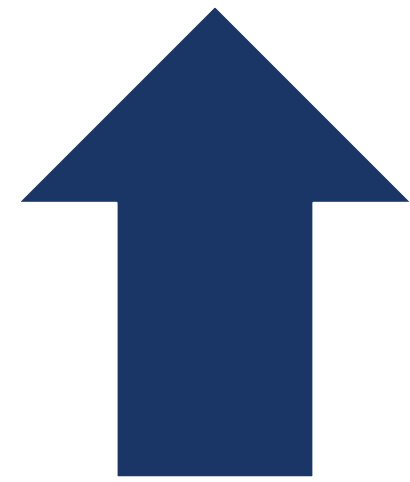
**Workers'  
Compensation  
Injuries**



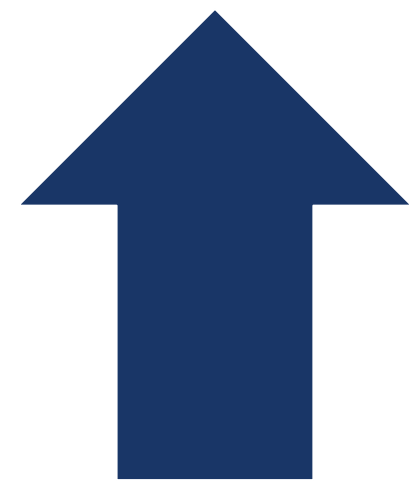
**Reduce recruitment  
expenses**



# WHAT'S IN IT FOR COMMUNITY COLLEGE?



**Increase community college enrollment**



**Build community college and industry partnership**



**Good way to diversify income streams**

## EXAMPLE: RSI

### **Related and Supplemental Instruction (RSI)**

Reimburses colleges for hours taught to apprentices at \$9.98/hour

Example FY22-23: San Diego District: 44,038 hours = **\$439,502**

# REFLECTION QUESTION

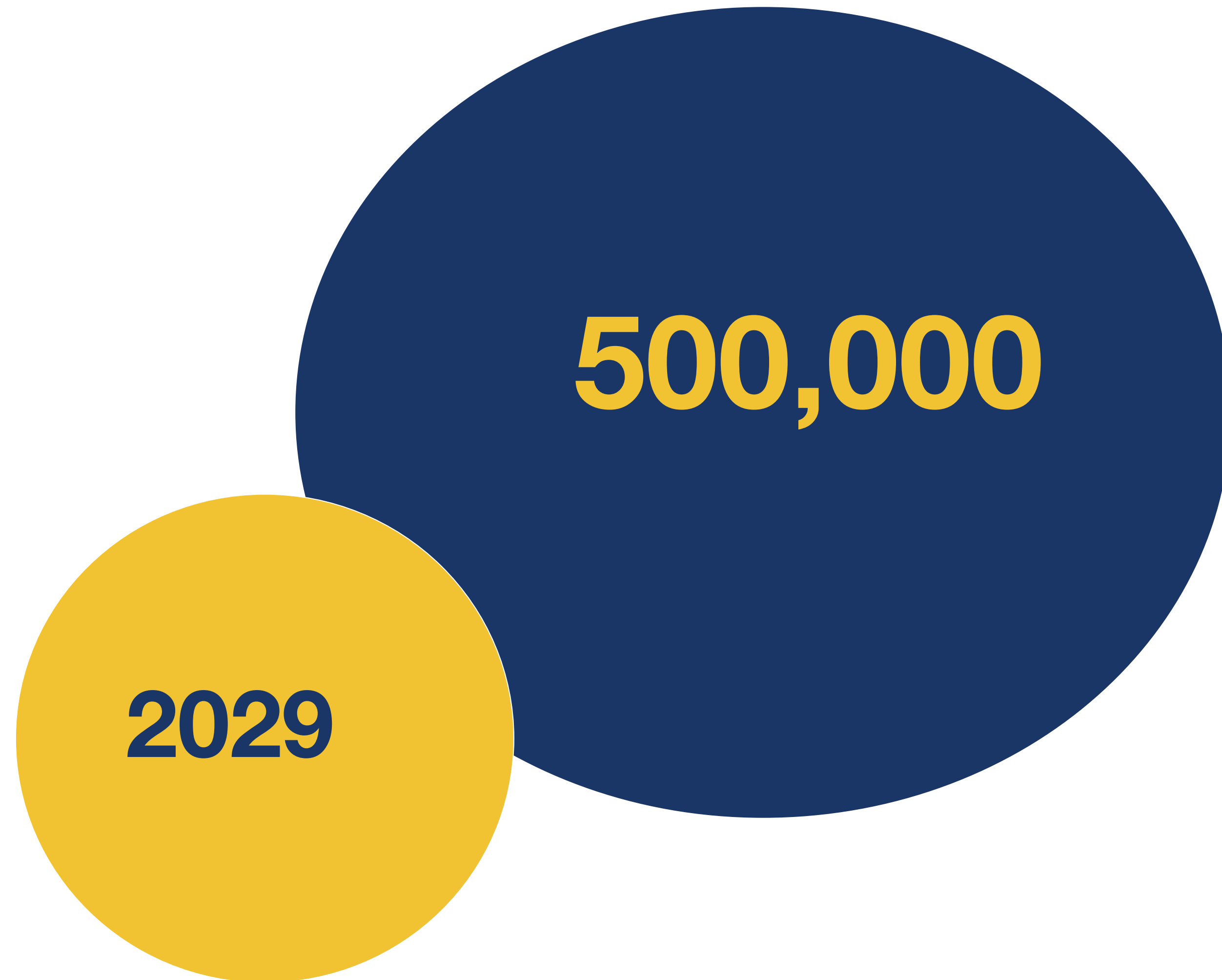


What is something you would like to learn about apprenticeships?

## FINDING #1

**Finding: State and region are at risk of missing registered apprenticeship goals**

# WHAT IS THE GOAL?





# WHAT IS THE GOAL?

**Exhibit 1. Target vs. Actual Number of Completers & Registered Apprentices in California and San Diego-Imperial**

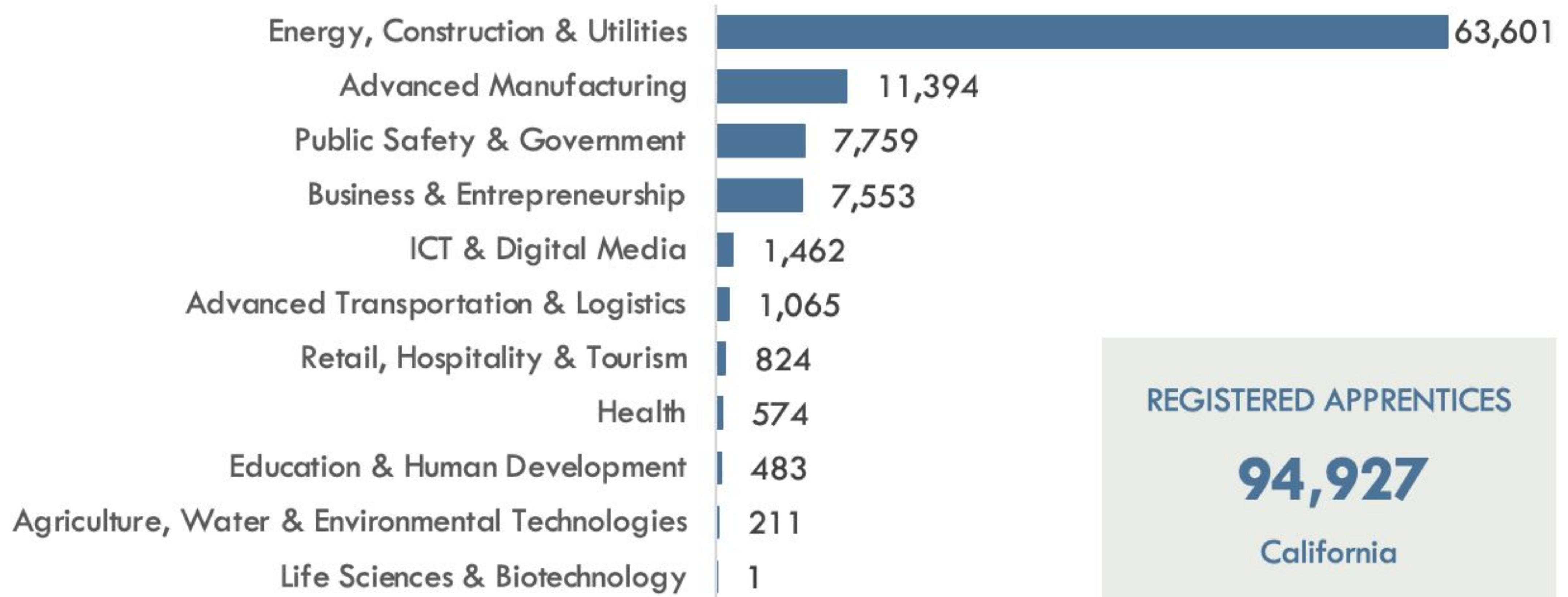
	Target (2029)	Actual (2023)	Gap
# Completers + Registered Apprentices in California	500,000	168,552	<b>331,448</b>
# Completers + Registered Apprentices in San Diego-Imperial	45,000	15,806	<b>29,194</b>

## FINDING #2

**Finding: Energy, Construction, and Utilities programs far outnumber other sectors**

# SECTORS

**Exhibit 3. Number of Active Registered Apprentices by Sector (California, October 2023)**



# SECTORS

**Exhibit 4. Number of Active Registered Apprentices by Sector (San Diego-Imperial, October 2023)**

	Imperial County	San Diego County
Energy, Construction & Utilities	309	5,159
Public Safety & Government	2	1,304
Advanced Manufacturing	58	1,264
Business & Entrepreneurship	40	444
ICT & Digital Media	1	155
Advanced Transportation & Logistics	0	97
Retail, Hospitality & Tourism	0	43
Education & Human Development	0	22
Agriculture, Water & Environmental Technologies	0	4

**8,492**

San Diego County

**410**

Imperial County

# REFLECTION QUESTIONS

What questions does this chart raise for you?



	Imperial County	San Diego County
Energy, Construction & Utilities	309	5,159
Public Safety & Government	2	1,304
Advanced Manufacturing	58	1,264
Business & Entrepreneurship	40	444
ICT & Digital Media	1	155
Advanced Transportation & Logistics	0	97
Retail, Hospitality & Tourism	0	43
Education & Human Development	0	22
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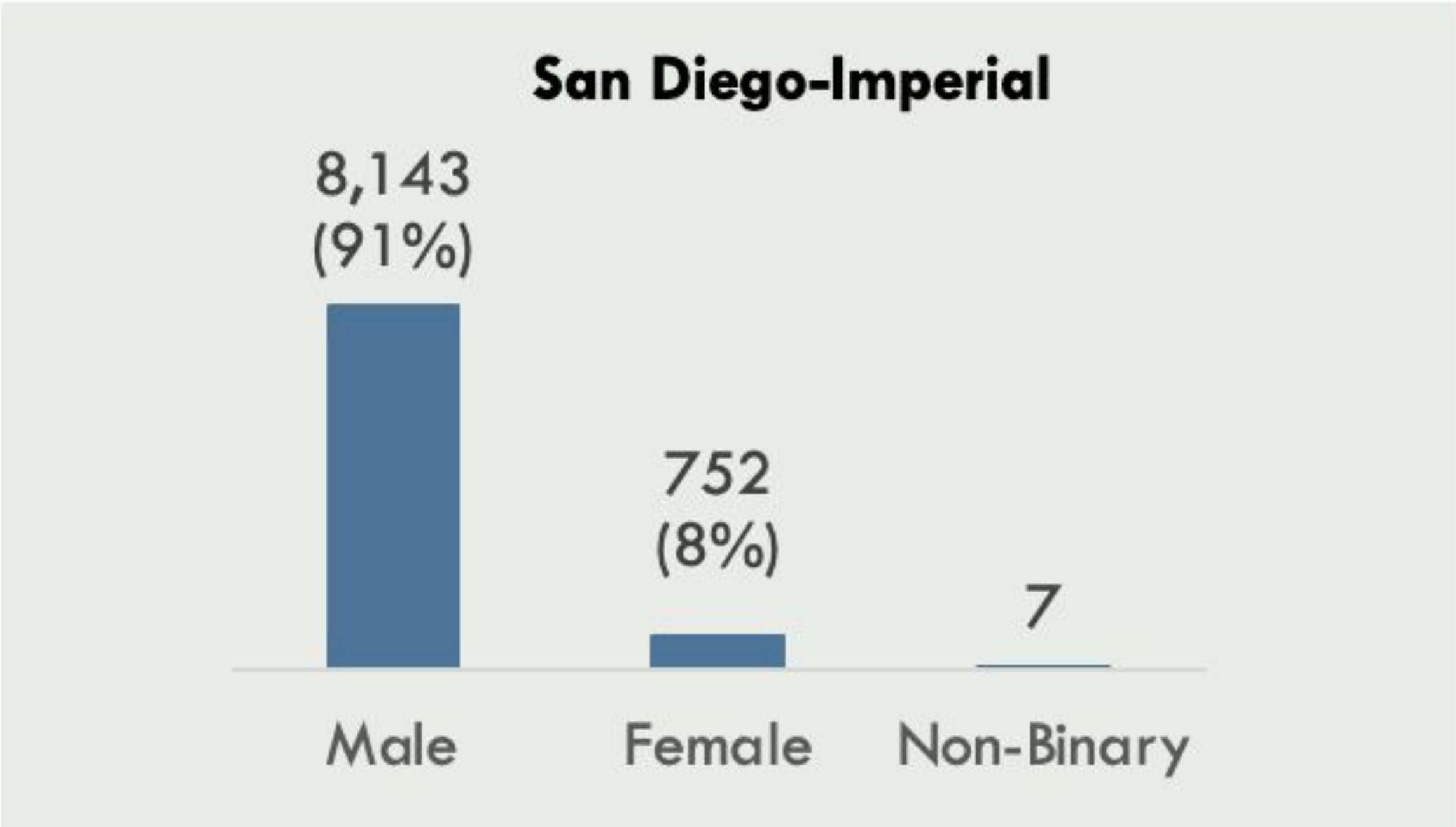
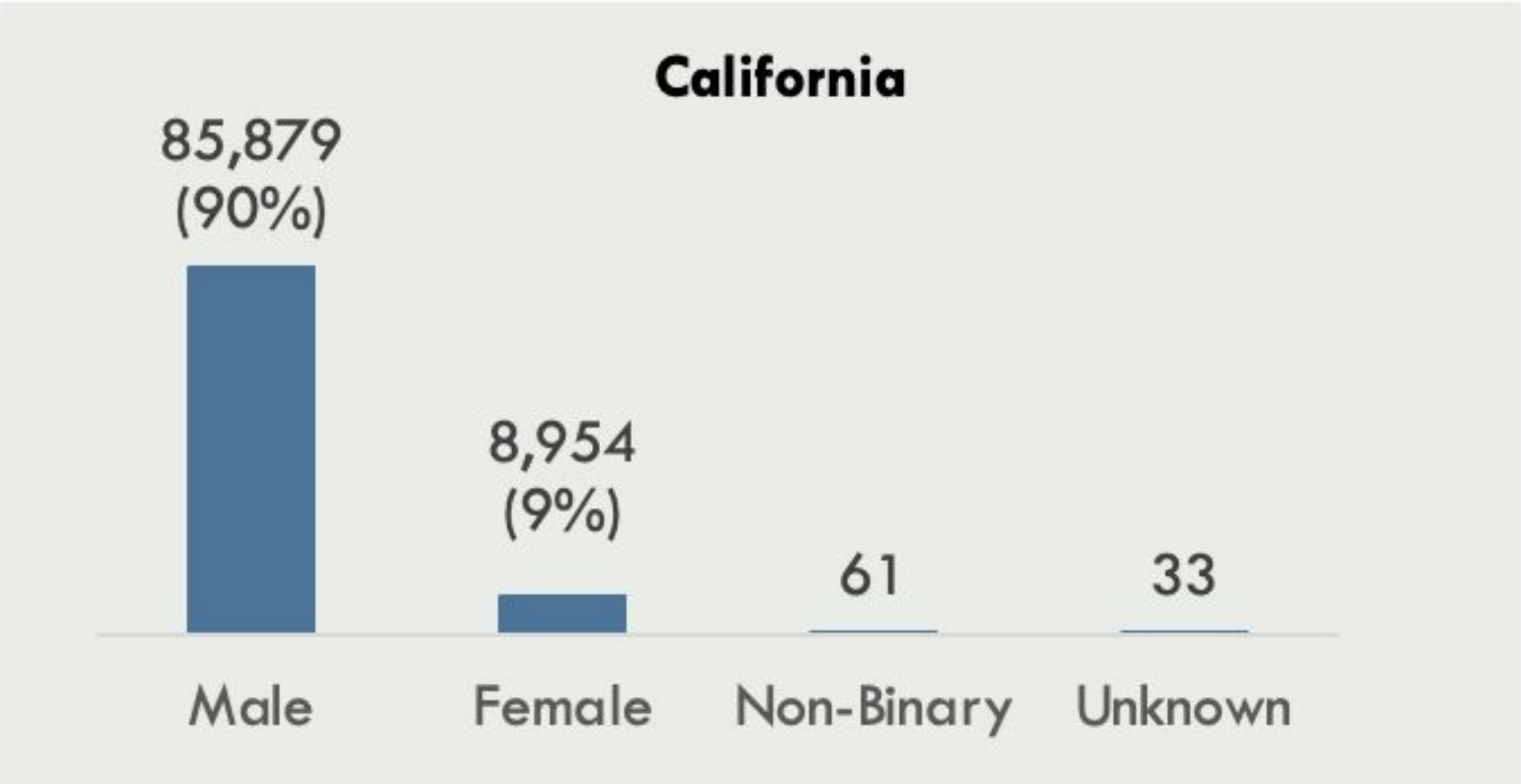
## FINDING #3

**Finding: Equity gaps continue to persist, especially in gender**

# GENDER IMBALANCE

California: Male/Female is 50/50

Exhibit 5. Registered Apprentices by Gender (October 2023)



# GENDER WAGE COMPARISON

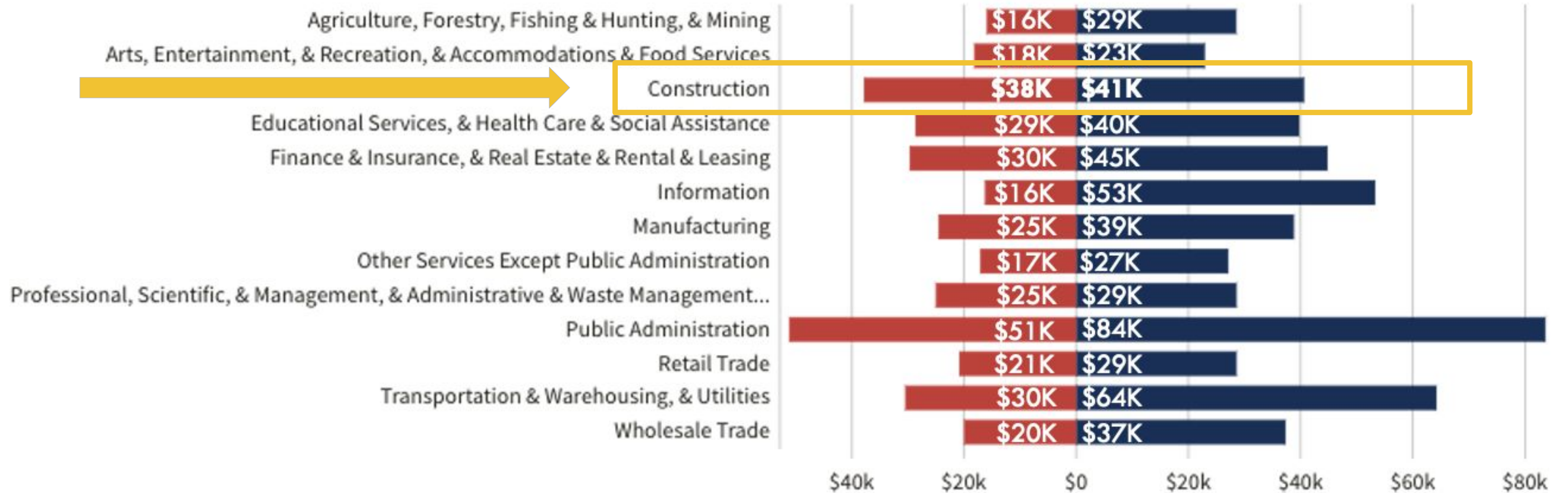
**Exhibit 14. Median Earnings by Gender (San Diego County, 2021)**





# GENDER WAGE COMPARISON

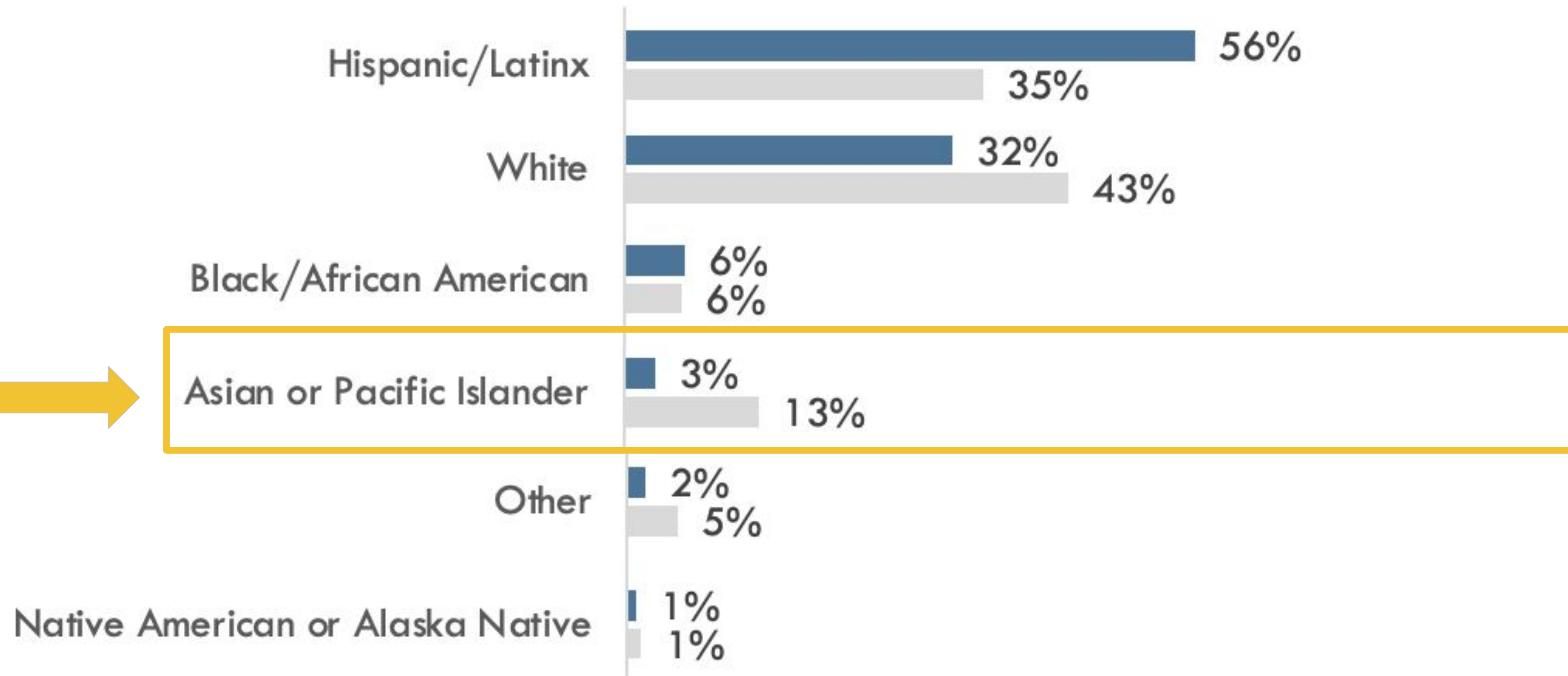
**Exhibit 15. Median Earnings by Gender (Imperial County, 2021)**



# RACE/ETHNICITY SAN DIEGO COUNTY

**Exhibit 7. Race/Ethnicity (San Diego County)**

■ Registered Apprentices (October 2023)    ■ Population (2022)

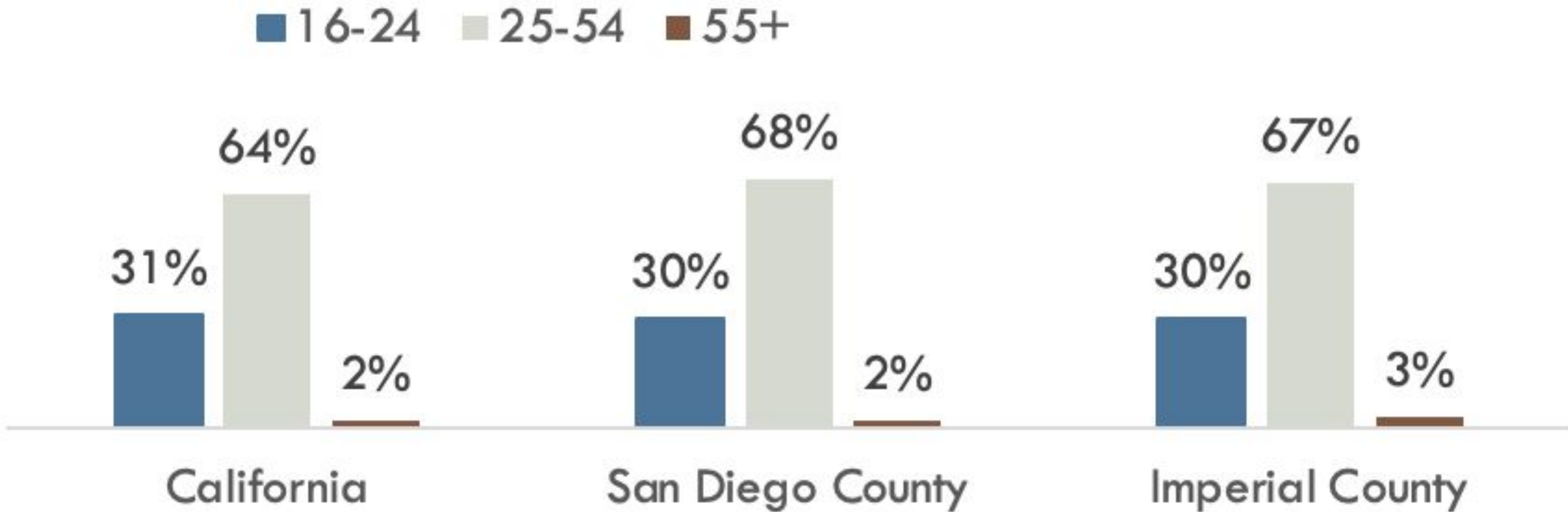


# RACE/ETHNICITY IMPERIAL COUNTY

**Exhibit 6. Race/Ethnicity for Registered Apprentices vs. Population (Imperial County)**

Race/Ethnicity	Registered Apprentices (October 2023) <sup>14</sup>	Population (2022) <sup>15</sup>
Hispanic/Latinx	90%	86%
White	7%	9%
Black or African American	1%	3%
Other	2%	2%

# AGE DISTRIBUTION: REGISTERED APPRENTICES



# REFLECTION QUESTIONS



What is one strategy a college could use to recruit more women into apprenticeship programs?

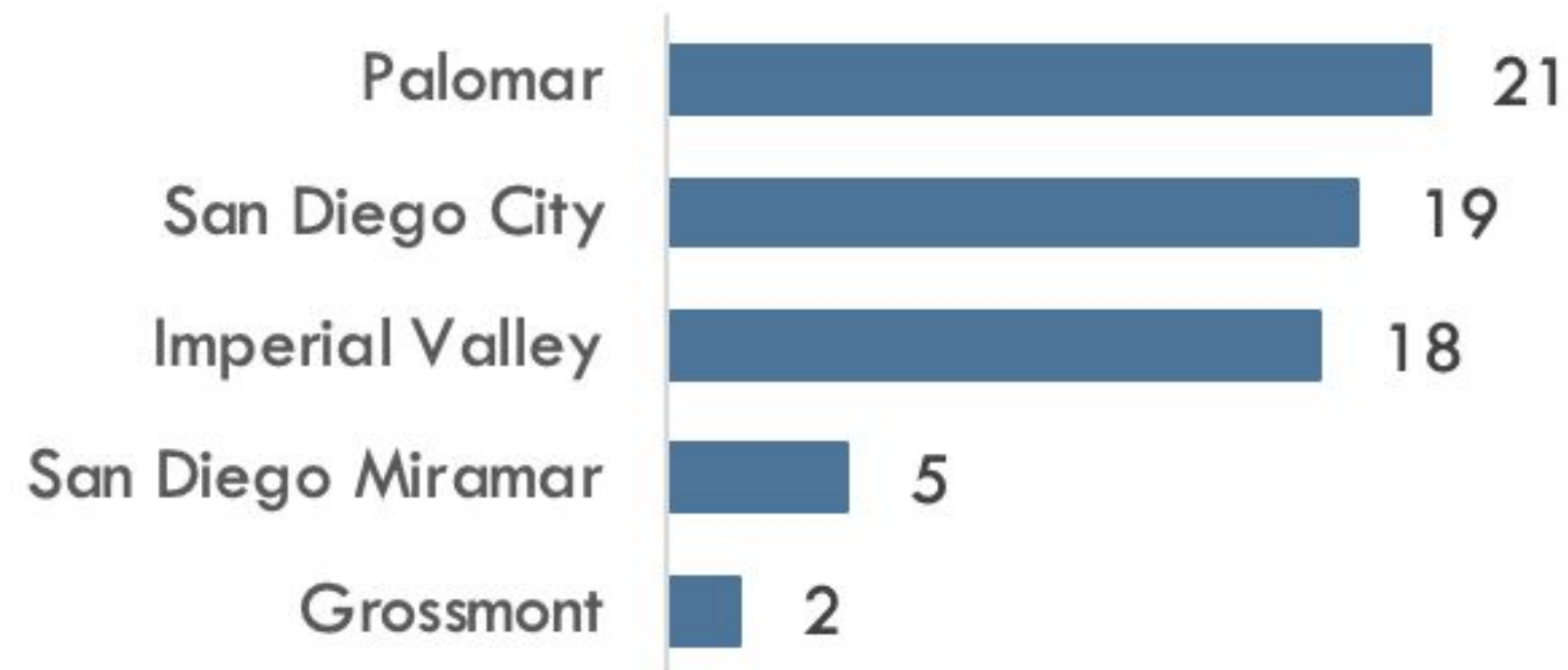
Does your college collect demographics on its apprentices?

## FINDING #4

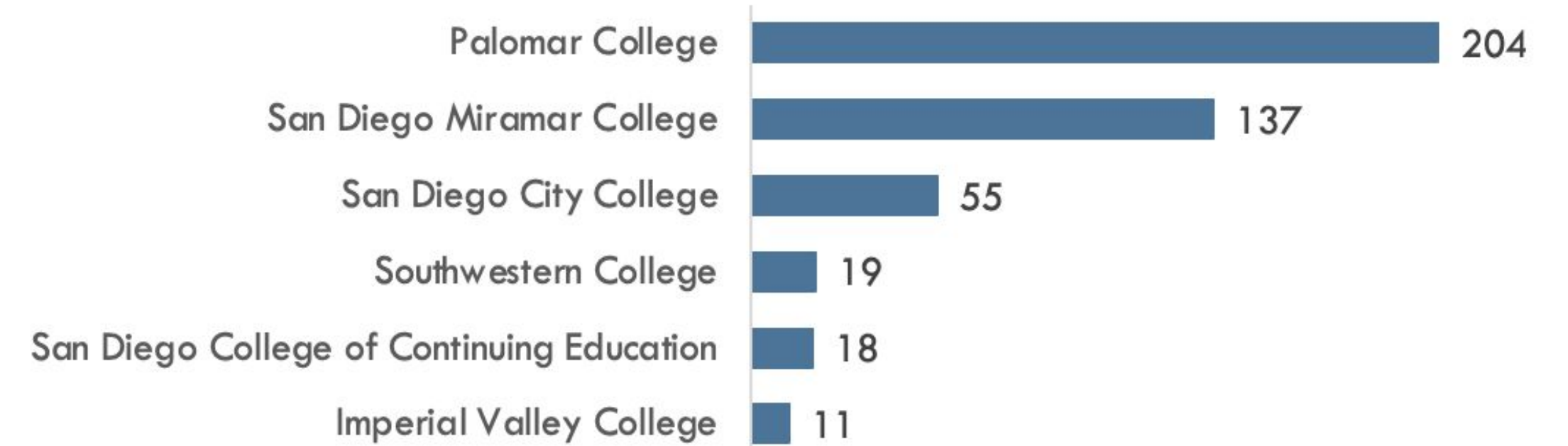
**Finding: There is a lack of regional coordination to maximize funds and diversify programs**

# GETTING GOOD DATA

California Community Colleges  
Curriculum Inventory (COCI)  
# of programs



Launchboard  
Community College Pipeline  
# of students



# GETTING GOOD DATA

**Exhibit 12. Sources with Apprenticeship Programs at San Diego and Imperial Counties Community Colleges**

Community College	DAS <sup>24</sup>	Chancellor's Office COCI <sup>25</sup>	Chancellor's Office LaunchBoard <sup>26</sup>
Cuyamaca College			
Grossmont College		✓	
Imperial Valley College		✓	✓
MiraCosta College	✓		
Palomar College		✓	✓
San Diego College of Continuing Education			✓
San Diego City College		✓	✓
San Diego Mesa College			
San Diego Miramar College		✓	✓
Southwestern College			✓





**Joseph Stark**

**Regional Apprenticeship Director**

# FUNDING OPPORTUNITIES

## **California Apprenticeship Initiative (CAI): \$40 million in grant funding**

- Planning Grants up to \$120,000
- Implementation Grants up to \$1.5 million
- Expansion Grants up to \$1 million

**Application Deadline:** January 15, 2024

**Funding Period:** July 1, 2024 - June 30, 2027

**Max. Award per Application:** \$1.5 million

# FUNDING OPPORTUNITIES

## Equal Representation in Construction Apprenticeships (ERiCA)



**Application Deadline:** December 6, 2023

**Funding Period:** February 1, 2024–May 31, 2025

**Max. Award per Application:** \$50,000

# FUNDING OPPORTUNITIES

- Apprenticeship Innovation Funding (AIF)
- Employment Training Panel (ETP)
- California Youth Apprenticeship Grant (CYAG)
- California Apprenticeship Council Training Funds (CAC-TF)
- State Apprenticeship Expansion, Equity and Innovation Grant (SAEEI)
- Women in Apprenticeship and Nontraditional Occupations (WANTO)
- US Department of Labor Grants (USDOL)

# REFLECTION QUESTION



Would grant funding help create more apprenticeships at your college?

What types of assistance would you need to take the next step?

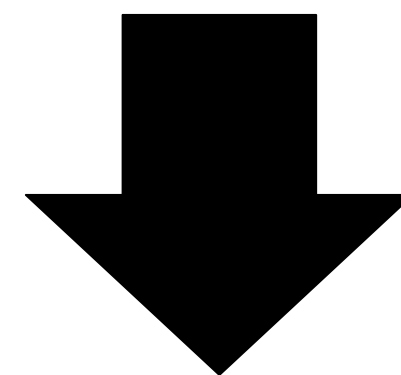
# RECOMMENDATION

**Recommendation: Develop pre-apprenticeships to increase participation of underrepresented groups and close equity gaps**

# EXAMPLE: CONSTRUCTION

**IN SAN DIEGO,  
CONSTRUCTION IS ONLY  
INDUSTRY WHERE WOMEN  
MAKE MORE THAN MEN**

**WOMEN: \$50,985  
MEN: \$46,330**



**PRE-APPRENTICESHIP**

# RECOMMENDATION

**Recommendation: Utilize existing intermediary models to establish a regional apprenticeship ecosystem**



# RECOMMENDATION: INTERMEDIARY



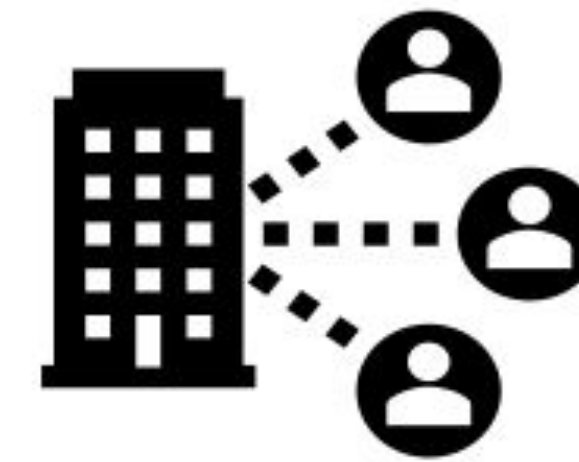
Apprentices



Community  
Colleges



High Schools

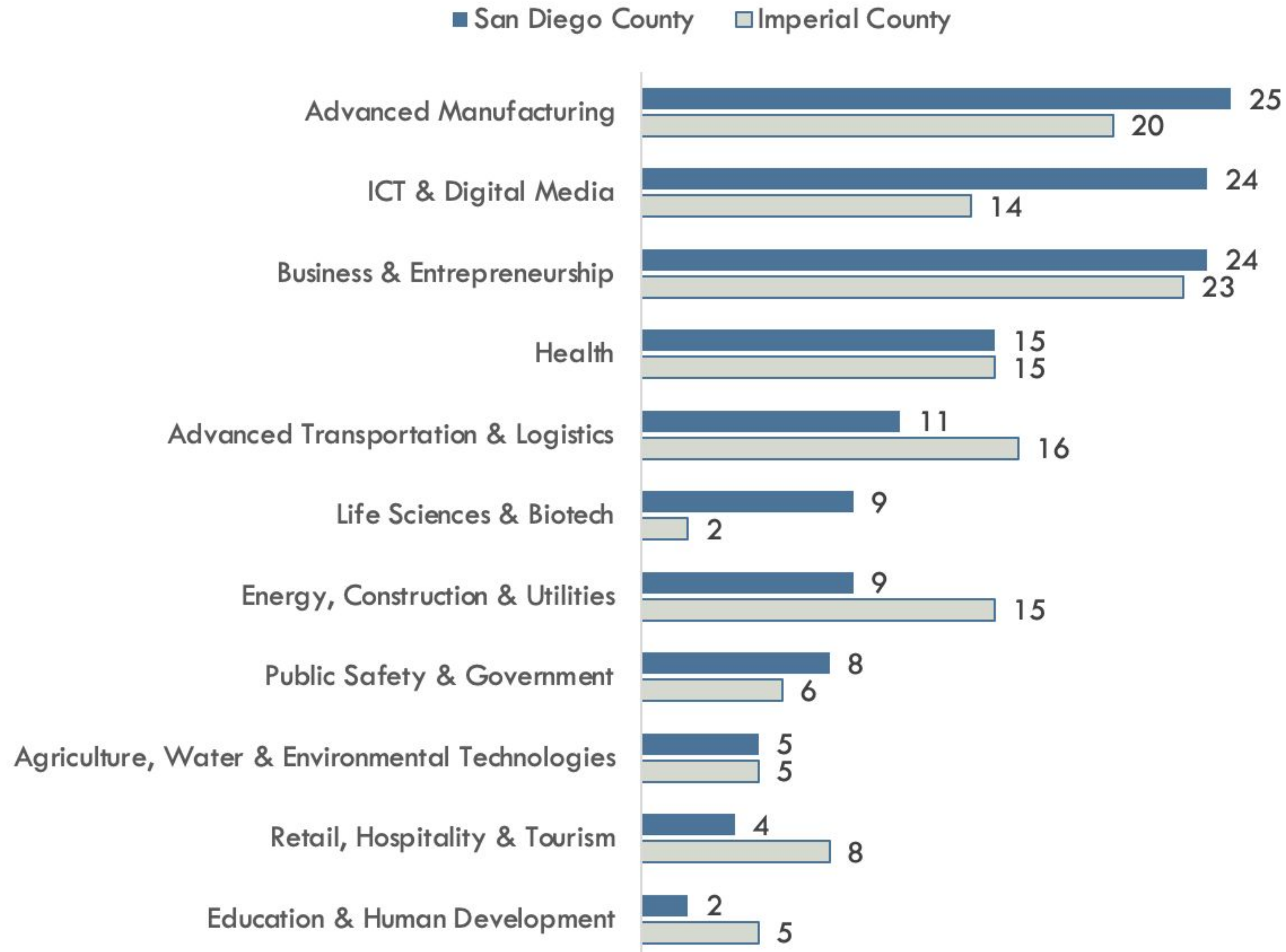


Employers

# RECOMMENDATION

**Recommendation: Use “apprenticeable occupations” list to develop new programs and expand existing programs**

# RECOMMENDATION



**APPRENTICEABLE  
HIGH WAGE  
HIGH DEMAND**

# RECOMMENDATION

## San Diego County

SOC Code	Occupational Title	# Annual Job Openings	Entry-Level Earnings	Median Earnings
<b>Advanced Manufacturing</b>				
11-3051	Industrial Production Managers	204	\$44.65	\$60.26
17-2011	Aerospace Engineers	141	\$42.95	\$55.91
17-3023	Electrical and Electronic Engineering Technologists and Technicians	386	\$29.10	\$31.35
17-3026	Industrial Engineering Technologists and Technicians	66	\$24.12	\$29.20
17-3027	Mechanical Engineering Technologists and Technicians	54	\$22.76	\$29.84
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	243	\$29.00	\$37.62
47-2211	Sheet Metal Workers	206	\$23.87	\$33.31
47-2221	Structural Iron and Steel Workers	148	\$23.07	\$34.11
49-2011	Computer, Automated Teller, and Office Machine Repairers	117	\$17.81	\$21.91
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	88	\$27.34	\$34.99

**136**  
**APPRENTICEABLE**  
**HIGH WAGE**  
**HIGH DEMAND**

## Imperial County

SOC Code	Occupational Title	# Annual Job Openings	Entry-Level Earnings	Median Earnings
<b>Advanced Manufacturing</b>				
11-3051	Industrial Production Managers	5	\$47.00	\$60.19
17-3023	Electrical and Electronic Engineering Technologists and Technicians	4	\$27.18	\$35.03
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	5	\$39.03	\$39.14
47-2211	Sheet Metal Workers	4	\$23.00	\$29.18
49-2011	Computer, Automated Teller, and Office Machine Repairers	5	\$25.65	\$31.44
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	7	\$48.35	\$53.48

**129**  
**APPRENTICEABLE**  
**HIGH WAGE**  
**HIGH DEMAND**

# RECOMMENDATION

**Recommendation: Collaborate with state and regional partners to refine program inventory and outcomes data**

# RECOMMENDATION: PROGRAM INVENTORY

## QUESTIONS WE CAN'T ANSWER RIGHT NOW:

- How many apprentices have completed in our region in the past five years?
- How many apprentices have enrolled in each program offered by a CC in our region?
- Who are all of the Local Educational Agencies (LEA) in our region?

# FINDINGS

1. State and region are at risk of missing registered apprenticeship goals
2. Energy, Construction, and Utilities programs far outnumber other sectors
3. Equity gaps continue to persist, especially in gender
4. Lack of regional coordination to maximize funds and expand programs

# RECOMMENDATIONS

- Develop pre-apprenticeships to increase participation of underrepresented groups and close equity gaps
- Utilize existing intermediary models to establish a regional apprenticeship ecosystem
- Use “apprenticeable occupations” list to develop new and expand existing programs
- Collaborate with state and regional partners to refine program inventory and outcomes data



# Q&A

**What are questions you have about apprenticeships that we didn't cover?**