



Pre-Apprenticeship to Apprenticeship: Noncredit to Credit Building Blocks & Pathway Models



California Adult Education Program (CAEP) Technical Assistance Provider (TAP)
at North Orange Continuing Education (NOCE)

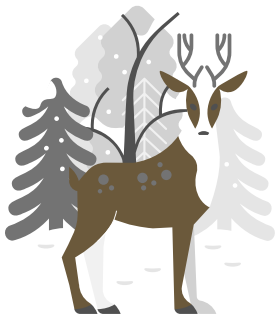
December 5, 2025



Welcome!

In the Chat, please:

Introduce yourself and your affiliation (Consortia or Member, College, etc.)



Agenda

- Housekeeping
- Introductions & Learning Objectives
- Survey Data
- Program Models
- Questions & Discussion
- Closing Activities





Objectives

1. Introduce the department of Apprenticeship Standards (DAS) and Apprenticeship components of this earn-to-learn model: Registered, LEA, RSI, OTJ training
2. Provide an overview of what Pre-Apprenticeship to Apprenticeship pathways provide to adult learners.
3. Share systemwide models of Pre-Apprenticeship and Apprenticeships in the building trades and IACA disciplines.
4. Field questions from the CAEP field on starting, building, and scaling Pre-Apprenticeships and Apprenticeships

Housekeeping



- This meeting is being recorded.
- The recording and PowerPoint will be released on the Cal Adult Ed Website following remediation.
- Please fill out the survey at the end. We value your feedback and use it to improve our webinars.



Gracious Space



Affirming others

Trusting others and being trustworthy

Being open to different and conflicting views

Accepting of other perspectives

Willing to change my mind

Welcoming others not from my comfort zone

Innovative new approaches

Reflecting on assumptions

Being present

Being curious

Being authentic

Being aware of my impact of others

Asking open-ended questions

Bridging boundaries

Assuming other's best intentions

Being comfortable not knowing

Holding off judgement

Being intentional

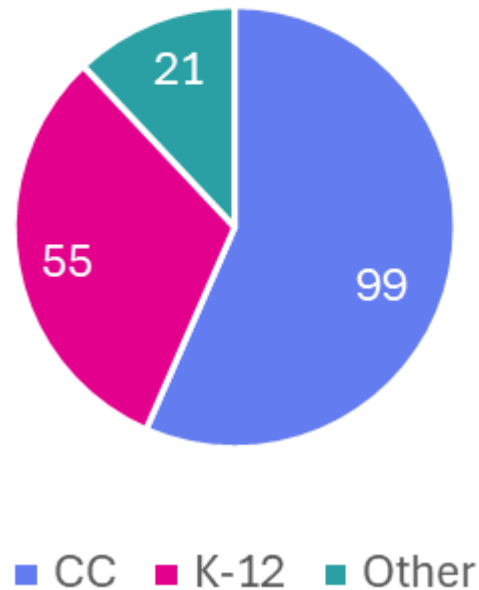
Being collaborative

Sharing power

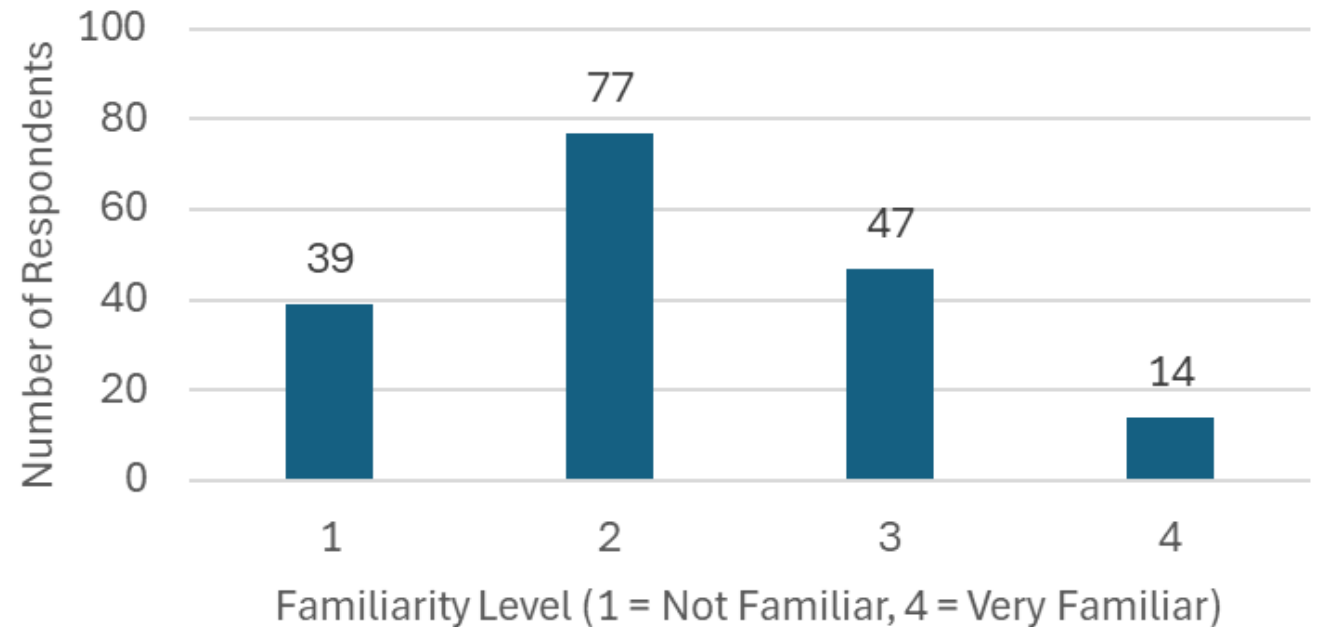


Pre-Webinar Survey Results

Sector Distribution
(n=175)



Familiarity with Pre-Apprenticeship to
Apprenticeship Program Models
(n=177)





Guest Speakers

Adele Burnes



Chief of California's Division
of Apprenticeship Standards

Marlyn Garcia



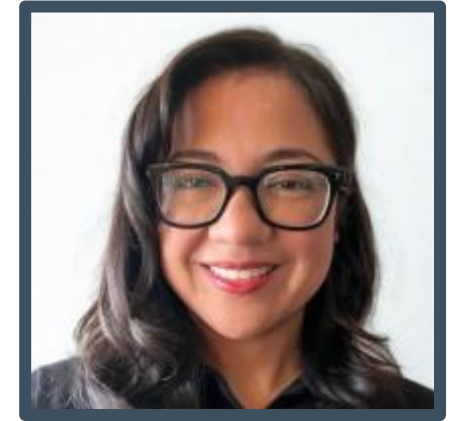
Director of Adult Education,
Santa Rosa Junior College

Heather Rahman



Program Coordinator,
Career Education,
College of Marin

Jasmine Port



Interim Dean of Career Services
& Experiential Learning,
Mt. San Jacinto College



Guest Speaker Adele Burnes

Chief of California's Division of
Apprenticeship Standards

Overview

- DAS Overview
- Apprenticeship Overview
- Pre-Apprenticeship Overview



DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

About Us

The California **Division of Apprenticeship Standards** assists employers and organizations interested in developing a skilled workforce through the **registered apprenticeship** model and supports the expansion of high quality equitable apprenticeships across all sectors.

“...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

What is Registered Apprenticeship

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

On the Job Training (OJT)

- Time based – 2000hrs of working and learning on-the-job
- Competency based
- Equivalent of 1 year of FT work

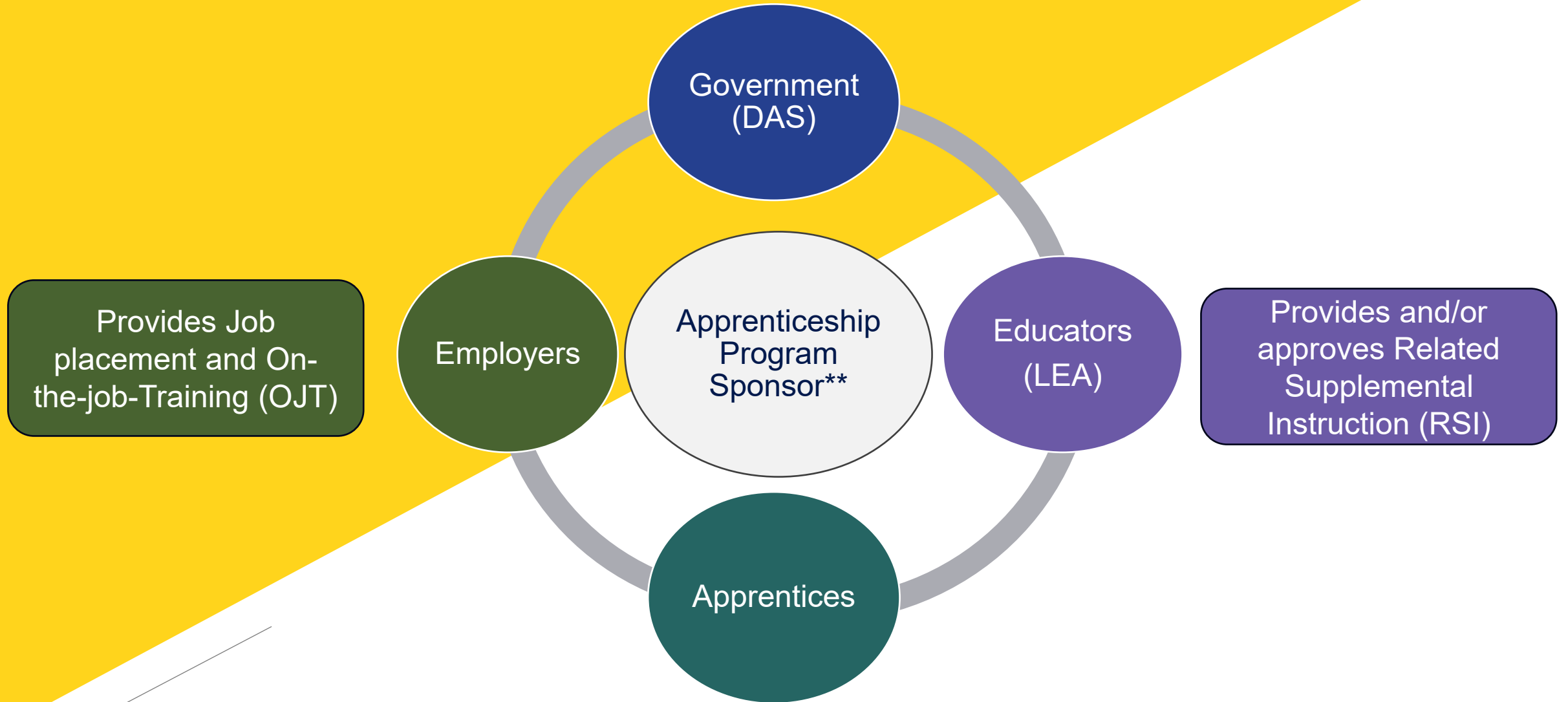
Related and Supplemental Instruction (RSI)

- 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

Necessary* Parts of an Apprenticeship



*Apprenticeships also can include Unions, CBO's, WDB's, multiple LEA's, multiple employers, and 3rd party intermediaries

**Program sponsors can be the employer or Union, the LEA, a CBO or WBD, etc.

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

Hybrid program

Includes both time-based and competency-based requirements.

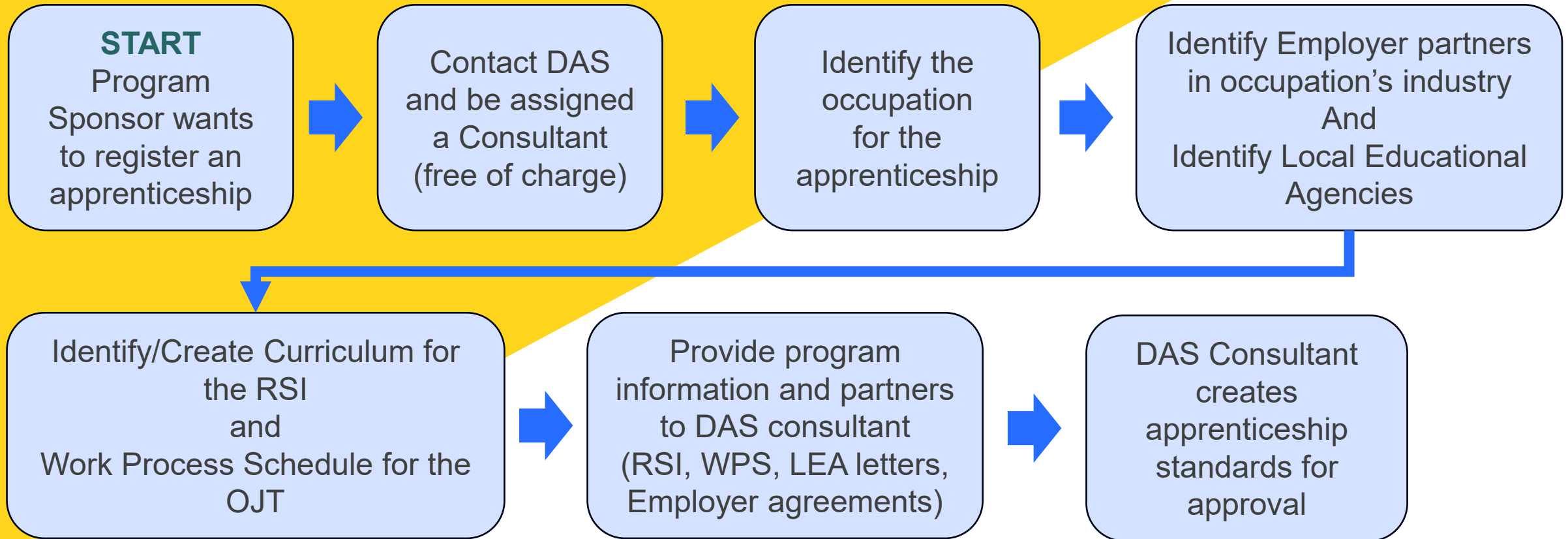
Registered Apprenticeship vs Internship

	Registered Apprenticeships	Typical Internships
Purpose	Cultivate a skilled talent pipeline	Expose young people to an industry
Length	1 or more years (including paid training)	Average 12 weeks
Compensation	Paid with gradual pay increases	Paid or unpaid
Supportive Partnerships	State and/or federal labor agencies, Educational institutions	Educational institution or none
Resulting Credential on Completion	National, State, CCC portable certificate of occupational competence	Usually none
College Credit	Yes, with dual enrollment or articulation agreements with community college	Usually none, sometimes Work Experience
Funding Opportunities	Funding opportunities to support programs	Usually none

What is a Local Education Agency (LEA)

- In relation to apprenticeship, a Local Education Agency (LEA) is the entity that delivers and/or oversees (approves) the related and supplemental instruction (RSI) delivered during an apprenticeship program (as listed in the approved standards)

Registering an Apprenticeship



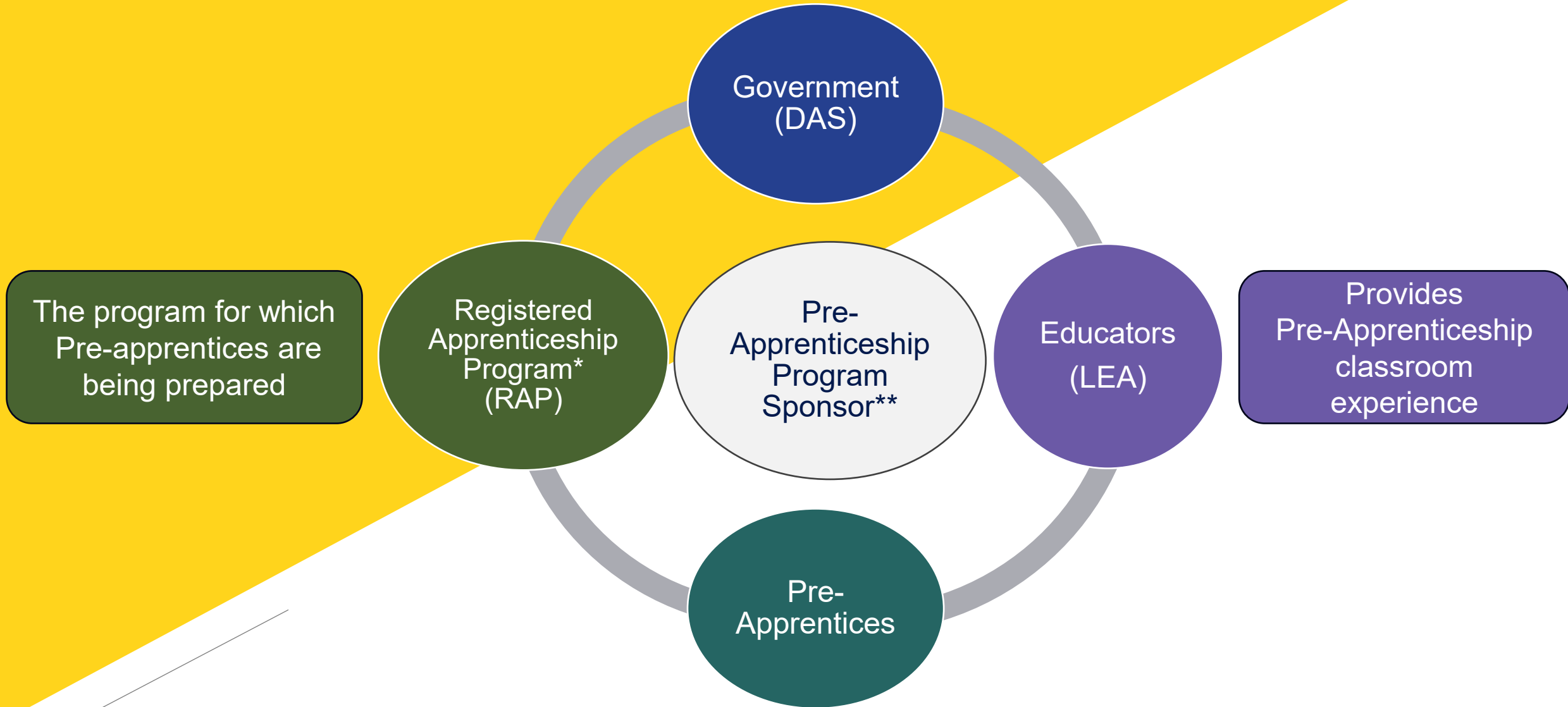


Pre-Apprenticeship

Pre – Apprenticeship (CAEP Program Area)

- California Division of Apprenticeship Standards (DAS) registers Pre-apprenticeship programs which prepare individuals to enter and succeed in DAS Registered Apprenticeship programs.
- A DAS-registered Pre-Apprentice program must be formally associated with at least one DAS-registered apprenticeship program (RAP).
- Together, they expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction.
- DAS cannot guarantee a partnership with any (RAP)

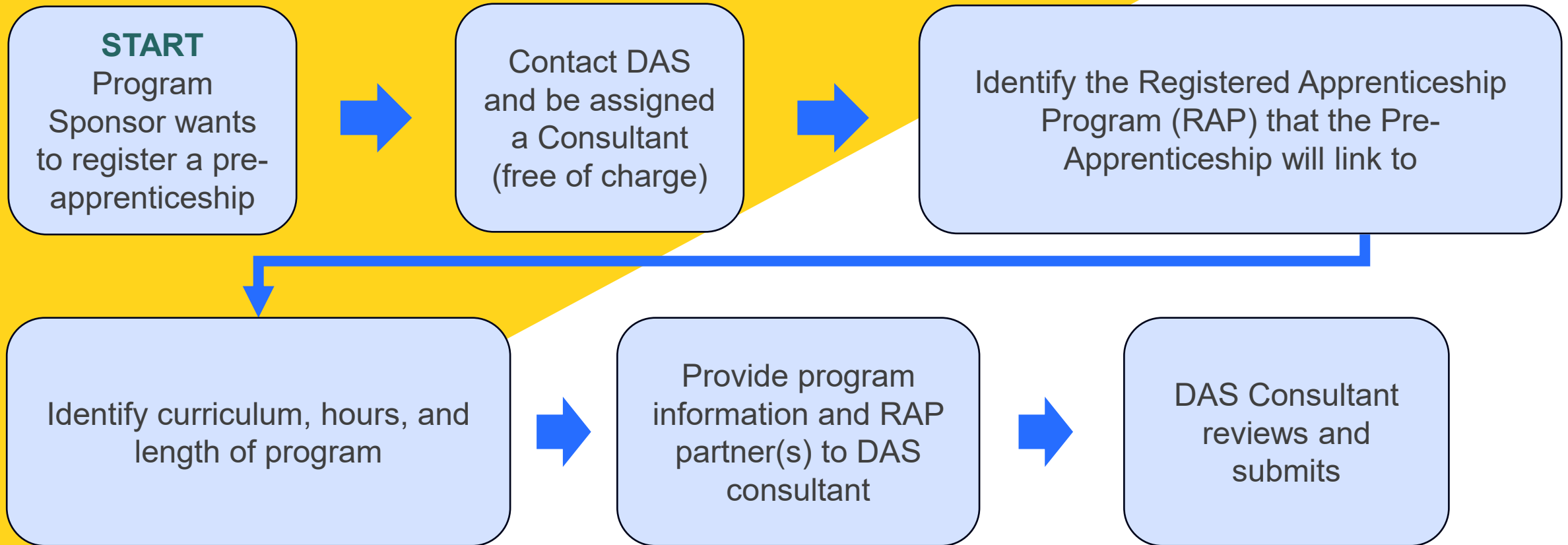
Necessary Parts of a Pre-Apprenticeship



*Pre-Apprenticeships must be linked to a Registered Apprenticeship Program, and do not include OJT or wages

**Program sponsors can be the employer or Union, the LEA, a CBO or WBD, etc.

Registering a Pre - Apprenticeship



Golden Gate Bus Operator Pre-Apprenticeship and Apprenticeship Program



CALIFORNIA TRANSIT WORKS!



MARIN
COLLEGE OF MARIN



Marlyn Garcia
Director, Adult Education
SRJC

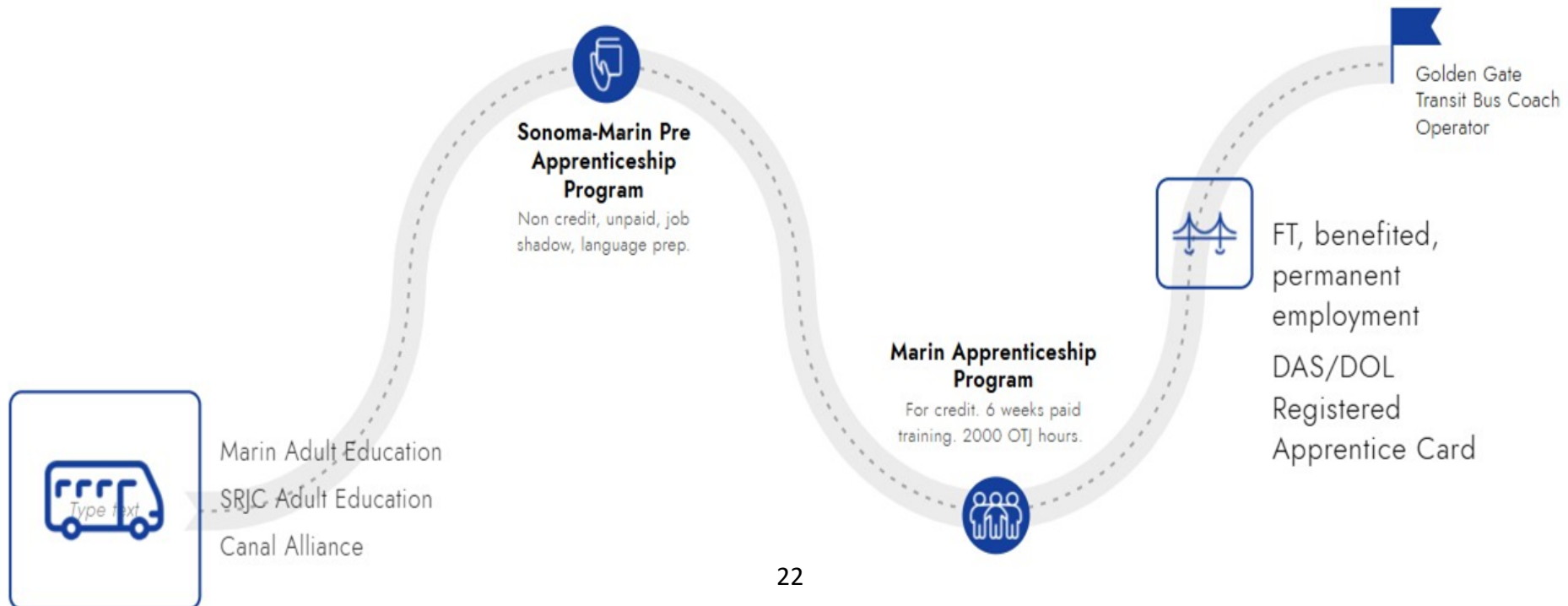
Heather Rahman
Program Coordinator
COM

Golden Gate Bus Operator Pre-Apprenticeship and Apprenticeship Program Graphic

REGIONAL COMMUNITY CONNECTIONS: A NETWORK OF PARTNERS

NATION'S FIRST REGIONAL PRE-APPRENTICESHIP TO APPRENTICESHIP PROGRAM

81% Success Rate to Date with 22 Apprentices Completing June 2025





Golden Gate Bus Operator Pre-Apprenticeship and Apprenticeship Program cont.

- Golden Gate Transit (GGT) and ATU-1575 contacted College of Marin
 - Identification of the dire need for bus operators in our area
 - Golden Gate Transit was experiencing an extreme shortage of bus operators following COVID
 - 50% applicants fail entrance exam or didn't qualify
 - Attrition in year-long training program
 - Identified preliminary training focusing on soft skills would give candidates a strong foundation
 - Developed a model that is evidence-based strategies utilized in both design and delivery

Sonoma-Marin Bus Operator Pre-Apprenticeship Program Timeline

- Fall 2021- CAI Grant Application & curriculum selection
- Spring 2022- Adapt curriculum to GGT; Establish working group & advisory committee
- Summer 2022- Create marketing materials; 1st application cycle
- Fall 2022: Cohort 1; curriculum & registration updates
- Spring 2023: Cohort 2
- Fall 2023: Cohort 3
- Spring 2024: 4th cohort; COM's Apprenticeship Program officially registered (May)
- Fall 2024: 5th Cohort; SRJC submitted DAS application (August)
- Spring 2025: 6th cohort; Pre-Apprenticeship Program approved by DAS (January)



Sonoma-Marin Bus Operator Pre-Apprenticeship Program

Program Required Courses

- **Adult Education 766.2:** Lifelong Learning & Professionalism
12 hours; fully online
- **Adult Education 766.3:** Communication & Customer Service
12 hours; fully online
- **Adult Education 766.5:** Transition to Careers- Practicum
32 hours; 24 hours in-person & 8 hours online



Sonoma-Marín Bus Operator Pre-Apprenticeship Program cont.

Cohort	Applications	Admissions	Completers	Transitions
1- Fall 2022	18	15	7	2
2- Spring 2023	29	16	11	4
3- Fall 2023	27	13	10	5
4- Spring 2024	23	17	10	3
5- Fall 2024	39	16	12	2
6- Spring 2025	52	28	16	8

Golden Gate Bus Operator Apprenticeship Program

- 64 Enrollments
- Certificate of Achievements awarded 22; 27 to be awarded by Spring 2026





Recommendations for Building a Successful Program

- Identify your potential partners and employer/s committed to the program
- Work with various departments way in advance
 - ✓ network with various departments to identify obstacles and develop strategy to overcome these challenges
 - ✓ gain “buy-in” approval and support
- Set realistic goals and timelines to streamline the process
- Account for time delays with DAS program approval
- Hold regular partner meetings and maintain constant communication to ensure alignment, address issues, and support program progress



MSJC Construction Pre-Apprenticeship Program Overview

MSJC | Mt. San Jacinto
College

Jasmine Port

Interim Dean of Career Services & Experiential Learning,
Mt. San Jacinto College





MSJC Construction Pre-Apprenticeship Program

Launched 2019 | CAEP Noncredit CDCP Pathway

- Developed in partnership with the Southwest Mountain States Regional Council of Carpenters
- Designed to prepare adult learners for entry into Registered Apprenticeship
- Operates two cohorts per year (Fall & Spring), 20 students per cohort
- Serves adult learners from ESL, HSE, Citizenship, and workforce re-entry backgrounds

What is a CDCP Pathway?

- State-recognized, structured, stackable CTE pathway
- Earns enhanced noncredit apportionment when students complete the sequence



Program Structure

Hybrid Model

- Mondays (Zoom): Construction content & theory
- Saturdays (In-Person): Hands-on build class at Habitat for Humanity Education Complex

Students Earn

- CPR Certification, OSHA-10 Certification, Tier 1 certificate indicating 40 hours of completed training
- Skills in blueprint reading, applied math, tools, jobsite safety

Partnership Benefits

- Union-led demos

Current Work & Next Steps

Strengths

- Longstanding union partnership (MOU renewal underway)
- Stable enrollment, strong student interest, quality build site with Habitat for Humanity

In Progress

- DAS approval process for formal pre-apprenticeship recognition
- Updated intake & onboarding to support job readiness

Next Steps

- Increase transitions to union employment and strengthen employer engagement
- Continue refining curriculum & supports



Q&A and Discussion





End of Webinar Survey

CC TAP wants to hear from you!

Please scan this QR code to answer a quick survey or use the link in the chat:



CC TAP Listserv



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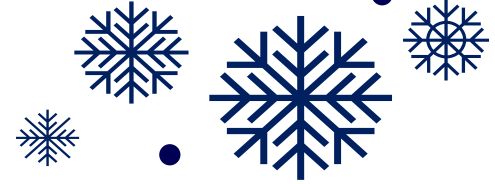


- LISTSERV.CCCNEXT.NET --> Subscribe to CCTAP-LS under List Name



- For Technical Assistance:
tap@caladulted.org

Join our Voices from the Field



Scan to fill out our Voices from the Field Interest Form or share with colleagues who are knowledgeable in one of these areas:

- Adult Education and/or Noncredit Curriculum
- CAEP Fiscal Reporting
- CAEP Three-year plans/Annual Plans
- CAEP Data and Accountability Reporting
- Adult Education Pipeline LaunchBoard
- CAEP Program Improvement and Evaluation
- Adult Education and/or Noncredit Student Services





Thank You for Joining Us!

For any questions:

Dulce Delgadillo, M.P.P
Ddelgadillo@noce.edu

Jasmine Port
jport@msjc.edu

Lisa Mednick Takami, Ed.D.
lisa.mednicktakami@noce.edu

Marlyn Garcia
mgarcia2@santarosa.edu

**Division of Apprenticeship
Standards**
DAS@dir.ca.gov

Heather Rahman
hrahman@marin.edu

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