

2024



LAUNCH

In Partnership with
FOUNDATION for CALIFORNIA COMMUNITY COLLEGES

MILESTONES REPORT

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Message

FROM OUR EXECUTIVE DIRECTOR

As we make our way through 2025, the value proposition made by apprenticeship has never been more clear: a system for supplying and developing talent in our most critical industry sectors, a debt-free education pathway for students and workers building the foundations of their careers, a method of learning and credentialing that combines work experience with relevant training and education, and all of this under a dynamic partnership framework that brings business and education together. It's no wonder that 80% of high school students believe it is important to have on-the-job opportunities, like apprenticeships, as part of their post-secondary education, and only a third of students feel coursework alone represents an ideal learning experience.¹ Policy-makers, economists, and workforce development professionals have always held apprenticeship as the gold standard. With bi-partisan support of the initiative, it appears no one is on the other side of the argument. Perhaps 2024 was the year when it stopped feeling authentic to say apprenticeships are the "best kept secret," and education leaders decided it was past time to make access to apprenticeships a reality for California residents and to deliver on the promises made.

To that end, I am proud of the commitment, innovation, passion, and hard work shown by team members in **LAUNCH** during 2024. I think we've contributed much to the state and national efforts to expand registered apprenticeship. Our team has strived daily to create new opportunities for California residents in partnership with our businesses, public agencies, and education institutions. This work included expanding and developing programs with new regional consortiums, college, and K-12 partners, registering a multi-occupation pre-apprenticeship program, launching new industry committees, and investing in technology solutions that help us streamline services across a network of over thirty education institutions, hundreds of employers, and numerous state, federal, and local government agencies.

In addition, it has also been an honor to work alongside organizational partners who share a similar vision for integrating apprenticeship with our education system. This has included efforts like the Equity and Access Collaborative, which partnered with 16 Community-Based Organizations to build apprenticeship access in alignment with community needs and interests. It also includes the privilege of working with our industry partners who lead the apprenticeship committees across our network. They invested their time, energy, and expertise to support apprentices in their industry. We are grateful for our philanthropic partners who have worked to ensure apprenticeship expansion benefits the residents and communities that need it most.

As we look forward to the year ahead, we are thrilled about the continued growth of apprenticeships in California. Passionate and talented people continue to be our best resource, and we hope **LAUNCH** will continue growing such an amazing team of leaders. We are excited to serve as one of the **Advancing California Apprenticeship Summit** hosts, which will be held in the Inland Empire on October 7 through October 9, 2025. We also look forward to seeing the impact of investments such as the **California Opportunity Youth Apprenticeship Initiative**, as well as the significant efforts of our K-12 partners in creating opportunities for the 80% of young people seeking apprenticeships. We believe 2025 will be an important year for California apprenticeship, and we hope you do, too!



Charles Henkels
EXECUTIVE DIRECTOR



¹ Educational Credit Management Corporation (ECMC). 2023, "Gen Z Teens Have Changed Their Priorities for Education and Work Pandemic-Driven Shifts in Student Outlook Persist."
<https://www.questionthequo.org/media/x5zdjmxu/question-the-quo-june-2023-report.pdf>

Vision and Mission

LAUNCH exists to provide equitable access to quality apprenticeship opportunities for all California residents. By strengthening regional partnerships between industry, community-based organizations, and education leaders,

LAUNCH's mission is to ensure that residents of California have access to apprenticeship employment and training through the state's public education system. **LAUNCH** promotes and develops an integrated apprenticeship-centered higher education model where work-based and career-connected certificate and degree pathways are premier options for students pursuing both academic and career success.



New Programs

2024 was a year of growth in the number of registered programs and occupations

NEW REGISTERED PRE-APPRENTICESHIP PROGRAM

The Division of Apprenticeship Standards (DAS) approved the LAUNCH Pre-Apprenticeship program on March 14, 2024. Career paths include:

- Automotive
- Early Childhood Education
- Healthcare
- Industrial Technology
- Information Technology

NEW REGISTERED APPRENTICESHIP PROGRAMS

- Associate Teacher **(DOL Approved; Pending DAS Approval)**
- Public Relations Media Specialist **(DOL Approved; Pending DAS Approval)**
- Teacher Aide I
- Automotive Master Tech
- Heavy Medium Duty Truck Mechanic Helper
- Statewide Community Health Worker program **(DOL Approved; Pending DAS Approval)**

A Pathway to Healing:

Launching a Community Health Worker Apprenticeship Program Rooted in Empathy and Experience

In 2024, **Berkeley City College (BCC)**, in partnership with the **LAUNCH Apprenticeship Network**, took a transformative step forward in public health by introducing a **Community Health Worker (CHW) Apprenticeship Program** designed to uplift both individuals and communities. The program—developed alongside employer partners **Crisis Support Services of Alameda County, East Bay Innovations, and LifeLong Medical Care**—blends career training with community healing in a deeply personal and powerful way.

At the core of this initiative is a commitment to equity, compassion, and lived experience. Many of the program's apprentices have walked the same paths as those they now support—paths marked by adversity, resilience, and ultimately, hope. By recruiting individuals with lived experience and natural empathy, the program provides a workforce uniquely equipped to serve communities often overlooked by traditional care systems.

The program's impact began well before the first apprentice was hired. Born out of a vision in 2021 and supported by funding from an High Roads Training Partnership (H RTP) grant through Worker Education and Resource Center (WERC), a California Apprenticeship Initiative (CAI) Planning Grant, and subsequent Implementation funding, the initiative aimed to create a relevant, employer-informed curriculum, provide wraparound support for apprentices, and establish a sustainable talent pipeline for local health organizations.

By Spring 2024, the initial pilot program was ready to launch, and interest had surged. Over **300 individuals registered for information sessions** to learn about the opportunity. Of those, **nearly 100 submitted formal applications**, and after screening and interviews, **21 apprentices were selected to join the inaugural cohort**.

Their stories underscore the purpose of the program. One apprentice who had once faced homelessness is now providing compassionate care to unhoused individuals as part of their full-time role with a partner employer. Another apprentice shared that Crisis Support Services—now their employer—had helped save their son’s life during a family crisis years ago. These full-circle moments illustrate how healing becomes a shared journey when care providers reflect the communities they serve.



For the partner organizations, the program offers more than just new hires. It builds long-term capacity through a diverse and mission-aligned workforce.

“We strive to provide services that reflect the community we serve,” said Tom Heinz, Executive Director of East Bay Innovations. “The CHW apprenticeship program serves as a critical staffing pipeline to provide competent, skilled staff from the same communities of focus that we serve. In addition, the program does an amazing job of offering relevant education and training to apprentices that best prepares them for roles in our agency.”

Guided by a dedicated leadership team, which includes representatives from industry and education partners that participate in providing on-the-job learning and related education to apprentices, the initiative is already looking ahead. **Plans are in place to enroll a second cohort in Spring 2025**, with expansion efforts underway to bring additional employers and community colleges into the fold. For example, **Cabrillo College** joined the collaborative and supports an additional cohort of 17 CHW apprentices.

What began as a bold idea has become a model for how workforce development can be both deeply personal and widely impactful. The CHW Apprenticeship Program is not just preparing people for jobs—it is preparing them to be healers, advocates, and changemakers in their communities.



Apprenticeship programs like the **Community Colleges CHW Apprenticeship Program** are run and operated through a cooperative sponsorship agreement between **LAUNCH**, partnering community colleges, and industry partners. Additionally, the program standards are developed and overseen by an apprenticeship committee comprising industry and labor partners involved in the program. We are grateful for the inaugural roster of committee officers:



Committee Chair
NARGES DILLON
Executive Director
Crisis Support Services



Committee Officer
PAOLA ROBLES
Program Manager
LifeLong Medical Care



Committee Officer
REBECCA HANSON
Executive Director
The Education Fund

Partnership Spotlight

In the wake of a global pandemic that widened existing skills gaps and strained the education sector, a unique alliance emerged, transforming adversity into opportunity. A collaborative — San Jose City College, Hartnell College, Cabrillo College, Bay Area Community College Consortium, Careerwise, and LAUNCH Apprenticeship Network (LAUNCH) —uniting to tackle one of California's most pressing challenges: the urgent skills shortage in Early Childhood Education. Backed by a robust \$1.5 million investment from the California Apprenticeship Initiative, this collaborative effort forged innovative pathways for diverse individuals to enter and thrive in education careers. Through the complexities of aligning regional goals, local college needs, apprenticeship standards, and state funding expectations, this first-of-its-kind partnership didn't merely respond to a skills gap shortage—it reshaped futures.



Collaborative

In the dynamic landscape of California's education sector, apprenticeship programs utilizing the expansive California Community College system have historically been limited—until now. Responding boldly to the urgent labor market crisis intensified by the COVID-19 pandemic, an unprecedented partnership emerged, propelled by a visionary \$1.5 million grant from the California Apprenticeship Initiative (CAI). **This groundbreaking collaboration uniquely addresses critical shortages in Early Childhood Education (ECE)**, providing pathways to careers that directly shape the future.

Transitioning strategically in July 2024 to the leadership of the **LAUNCH** Apprenticeship Network, the initiative has scaled dramatically, supported by a powerful regional alliance: **"The Bay Region Invests in Developing Great Educators (BRIDGE),"** chaired by San Jose City College, Cabrillo College, and Hartnell College. BRIDGE is rapidly becoming a catalyst for transformative change, building robust pipelines for educators across transitional kindergarten through 12th grade, alongside vital support roles like teacher aides and after-school staff, directly aligning with regional and statewide workforce demands.



2024 MILESTONES REPORT

Cabrillo College noted **LAUNCH**'s instrumental role in fostering equitable opportunities for students, highlighting the significant impact of their structured guidance, clear objectives, and targeted measurable outcomes. Cabrillo emphasized that **LAUNCH**'s proactive support, strategic leadership, and streamlined processes—including effective use of the **WorkHands, Inc.** platform—created a critical foundation for scaling their apprenticeship programs.



Similarly, *Kathleen White* of the **Bay Area Community College Consortium** reinforced the immense value of **LAUNCH**'s technical support, emphasizing how **LAUNCH** expertly navigated California's specific apprenticeship requirements. She noted that **LAUNCH**'s comprehensive provision of draft forms, templates, procedural updates, and connections with Southern California partners significantly streamlined implementation, enabling colleges to navigate regulatory complexities effectively.



CareerWise

The collaborative handoff from **Careerwise** to **LAUNCH** in mid-2024 proved essential, with **LAUNCH**'s deep California-specific expertise accelerating the regional apprenticeship launch. Collectively, these institutions express strong support for **LAUNCH**'s ongoing intermediary role, emphasizing its critical function in coordinating regional apprenticeships, streamlining processes, and ensuring the successful implementation of programs.

White affectionately dubbed **LAUNCH** "**BAUNCH**," highlighting aspirations for expanded intermediary services across the Bay Area.



A BRIDGE to the future

Over the next three years, these forward-looking institutions have set ambitious milestones: establishing a replicable apprenticeship model poised to transform workforce development statewide, elevating coordination among participating colleges to maximize educational offerings, and aggressively increasing apprenticeship enrollments among high school students. By strategically partnering with stakeholders, this initiative creates seamless transitions from apprenticeship training to professional teaching careers, dramatically enhancing opportunities for diverse communities.



HARTNELL COLLEGE

This exceptional collaborative effort by **San Jose City College, Cabrillo College, Hartnell College, Careerwise, LAUNCH**, and the Bay Area Community College Consortium does more than merely respond to an educational crisis—it pioneers a sustainable, replicable, and inspirational model. Together, they are redefining the future of education in California, transforming lives, enriching communities, and setting a new standard of excellence for apprenticeship-driven workforce solutions nationwide.

Pre-Apprenticeship Growing

2024 was a year of growth in the number of new pre-apprentices at college and K12 level.

+42

NEW REGISTERED LAUNCH PRE-APPRENTICES

With **2** Education Partners (Moreno Valley College and Moreno Valley Unified School District)

1 Occupation - IT/Cybersecurity

+1,986

IE CONNECT PRE-APPRENTICES

- San Bernardino County Superintendent of Schools: **703**
- Riverside County Office of Education: **1,283**
- Across **21** K12 Districts and **43** High Schools
 - Automotive
 - Building and Construction Trades
 - Masonry
 - Mechatronics

8

APPRENTICESHIP OCCUPATIONS

Linking **LAUNCH** and **IE CONNECT** pre-apprentices to **8** apprenticeship occupations



Apprenticeship
Network

2024 MILESTONES REPORT

Partnership & Apprentice Highlight

FROM STUDENT TO AUTOTECH

Leonardo's Journey Through IEConnect and RCOE

The [IEConnect Pre-Apprenticeship Program](#) is a regional initiative in California's Inland Empire, designed to prepare high school students for careers in skilled trades through structured pathways into registered apprenticeships.

[IEConnect](#) was launched by the [San Bernardino County Superintendent of Schools \(SBCSS\)](#) and expanded in partnership with the [Riverside County Office of Education \(RCOE\)](#) to serve as a centralized system for registered pre-apprenticeship programs across high schools in the Inland Empire. Recognized by the *California Division of Apprenticeship Standards (DAS)*, [IEConnect](#) aims to expand access to pre-apprenticeships, streamline processes for business and community college partners, and develop sustainable, high-quality K-12 pre-apprenticeship programs by leveraging existing structures and coordinating efforts through a central intermediary.

The program integrates directly into existing Career Technical Education (CTE) curricula, allowing students to gain industry-relevant skills and experience. For example, at [Summit High School](#) in Fontana, students in the Mechatronics CTE pathway participate in [IEConnect](#), learning electrical and mechanical engineering principles fundamental to robotics and automation. Upon completion, students receive state-recognized pre-apprenticeship certificates, validating their competencies and enhancing their employability.

For Leonardo Rivera Macias, the day before his high school graduation wasn't just a milestone—it was the beginning of a career. As part of the [IEConnect Pre-Apprenticeship Program](#), Leonardo joined a tour of [Moss Bros. Toyota of Moreno Valley](#) automotive dealership. What happened next would set the wheels in motion for his future.

During the tour, organized in partnership with **RCOE** and **LAUNCH**, Leonardo introduced himself to the dealership's Maintenance Manager. His enthusiasm, baseline knowledge, and eagerness to learn stood out. So much so that, on the spot, he was offered an apprenticeship position.

This moment marked more than a lucky break; it was the successful realization of a vision shared by educators, workforce leaders, and employers: to build a clear and supported bridge from high school to meaningful employment.

Leonardo had long dreamed of becoming an auto mechanic and contributing financially to his family. However, like many young people, he found it difficult to navigate the job market on his own. That changed with IEConnect. The program provided him access to guidance, exposure to career opportunities, and a structured path to apprenticeship—a model that had existed, but until then, had seen limited youth success in transitioning from pre-apprenticeship to paid, professional roles.



Now working full-time and continuing his education through community college, Leonardo is steadily building a future rooted in skill and stability. As his expertise grows, so too will his income, directly benefiting his household and setting a powerful example of what's possible when the right support meets ambition.

Leonardo's journey doesn't just showcase personal success—it validates the pre-apprenticeship to the apprenticeship model. For years, the gap between high school and professional careers has been a space where many young people falter, lacking clear options or mentorship. Programs like **IEConnect**, bolstered by **SBCSS** and **RCOE**'s vision, serve as “options multipliers,” providing the structure, confidence, and access students need to thrive.

Leonardo is now preparing for his next move—transitioning from Moss Bros. to Temecula Subaru—demonstrating the growing demand for his skills and the momentum of his career.

His story is proof of what's possible when young people are given a clear runway to launch. Thanks to **IEConnect**, **SBCSS**, and **RCOE**, that runway is now open to many more.



Scan the QR code
to see and hear
Leonardo's story

IEConnect



Apprenticeship Outreach & Education

In 2024, **LAUNCH** continued our mission of providing outreach and education to high school students, community residents, educational staff, faculty, administrators, community organizations, government agencies, and more. We offer a compelling introduction to what apprenticeship is, with options for potential candidates to connect with a Navigator or Success Coach to identify and begin next steps for connecting to apprenticeship opportunities.

8,094

INDIVIDUALS REACHED

9

GOVERNMENT AGENCY PRESENTATIONS AND EVENTS

7

EDUCATOR PRESENTATIONS

29

COMMUNITY EVENTS

112

HIGH SCHOOL STUDENT PRESENTATIONS AND EVENTS

4,500+ Students

Social Media

2024 brought organic growth in our social media interactions.



[LAUNCH APPRENTICESHIP NETWORK](#)

[\(CLICK TO CONNECT\)](#)

30,474 Impressions 1,009 Reactions
790 Unique visitors 741 Total followers



[LAUNCH.IE](#) [\(CLICK TO FOLLOW\)](#)

1,436 Views: 22% from followers / 78% from non-followers
97 Total followers



[LAUNCH_IE](#) [\(CLICK TO FOLLOW\)](#)

584 Views 177 Total followers 64% Women/ 36% Men



[LAUNCH_IE](#) [\(CLICK TO FOLLOW\)](#)

65 Total followers



[LAUNCH APPRENTICESHIP NETWORK](#) [\(CLICK TO SUBSCRIBE\)](#)

31 Subscribers 7,047 Video views: 96% from non-subscribers

Apprentices Served

2024 was a year of growth in the number of apprentices at college and K12 institutions across California.

906

TOTAL APPRENTICES SERVED

Across **14** Programs and **31** Occupations

378

NEW APPRENTICES

Across **10** Programs and **24** Occupations

298

AT INLAND EMPIRE EDUCATION PARTNERS

- IEDRC Colleges: **263**
- California State University, San Bernardino: **9**
- Inland Empire K12 (CNUSD and SBCUSD): **26**

27

AT LOS ANGELES EDUCATION PARTNERS

- Mt San Antonio College Healthcare Program

27

AT BAY AREA EDUCATION PARTNERS

- Berkeley City College
- Cabrillo College

26

AT CENTRAL VALLEY AREA EDUCATIONAL PARTNERS

- Bakersfield College



Apprenticeship
Network

2024 MILESTONES REPORT

Apprentice Highlight

FINDING HER WAY

Julisa's Journey from Uncertainty to Nursing Through Apprenticeship

When Julisa Merwin reflects on her path into healthcare, there's one thing she wishes she could change: discovering the apprenticeship program sooner. Her journey into adulthood was shaped by trial and error, marked by uncertainty and the absence of a strong support system. Without parental guidance or stable housing, she often found herself navigating life's biggest decisions alone.

Julisa first enrolled at **Riverside Community College (RCC)** in 2012, hoping to build a better future. But like many students in vulnerable circumstances, her aspirations were repeatedly sidelined by factors outside of her control. The cost of school supplies, vaccinations, and textbooks—all prerequisites for success in nursing—proved overwhelming. Despite her determination, she had to step away from her studies.

That changed when she joined **RCC's Registered Nurse Apprenticeship Program**, supported by the incredible staff, faculty, administration of **RCC's** nursing department. As part of their mission to develop pathways for nurses already in the workforce, **RCC** leveraged a Department of Labor grant to increase the support nursing students received while going through the program. Combining apprenticeship with the Department of Labor resources meant the program could provide a lot more than just funding. It offered structure, guidance, and critical support that helped Julisa re-enter and persist in her educational journey. With essential expenses covered, she could focus on what mattered most—becoming a nurse.

Now, Julisa is preparing to take the NCLEX exam, the final milestone toward earning her license. She's optimistic that passing the exam will lead to a well-earned wage increase, finally aligning her income with the years of work and perseverance it took to get here. Beyond her own success, Julisa hopes the apprenticeship program can grow to serve more people like herself—individuals navigating life without the safety net of family or financial security. She dreams of a system that not only trains skilled professionals but also recognizes and responds to the broader needs of those in the margins: stable housing, mentorship, and the emotional support so often missing from traditional education paths.



"Programs like this," she says, "don't just help people learn—they help people heal. If I'd had this kind of support earlier in life, who knows how much sooner I could've gotten here."

Julisa's story is a powerful reminder of why apprenticeship programs matter. They don't just fill workforce gaps; they fill emotional ones, too—offering hope, direction, and belonging to those who need it most.



LAUNCH Joined the Apprenticeship Network!

In 2024, **LAUNCH** recognized the need to build our own talent workforce through registered apprenticeship. We committed to hiring and registering our own apprentices, as well as providing additional opportunities for those who completed an apprenticeship program. Meet our LAUNCH apprentices:



ALIYAH BOWERS

LAUNCH Youth Apprentice

I have learned many useful workplace skills while being a youth apprentice such as public speaking with confidence, learning to speak in a professional manner, and being able to collaborate with people of all unique backgrounds! Being a part of the apprenticeship community is such an impactful part of my life, and I would recommend it to so many others. I am truly grateful for the opportunities this apprenticeship has brought me that will guide me to all my future successes.

MARIANA SALGADO
LAUNCH Youth Apprentice

Before taking this position, I truly didn't know what apprenticeship was and how it could help me. Now that I'm an apprentice myself, it's something I recommend for so many reasons. Apprenticeship not only allows you to pursue your career in a quick and cost-effective manner, but it also allows you to join an environment where the people around you are working just as hard as you are to achieve their goals. My own apprenticeship experience here at **LAUNCH** has been motivating, encouraging, and flexible. It has taught me how to work with my own peers, how to communicate in a professional manner, and how apprenticeship can truly change lives.



KARIMA OCEGUEDA

Community Health Worker Apprentice Graduate
LAUNCH Outreach Coordinator

Being a part of an apprenticeship program was a unique and transformative experience, unlike any job I've done before. One of the most significant impacts of this experience was how much I learned about myself. I discovered new strengths, developed better problem-solving skills, and became more confident in my abilities. Working closely with my students, I not only gained insight into their individual needs, but also created strong and lasting bonds with them. These connections became one of the most rewarding parts of the program, as I saw their growth and progress over time, knowing I played a part in it. Overall, being part of an apprenticeship program was a journey that shaped me into a more empathetic, skilled, and confident individual.



SAMANTHA RIOS

Community Health Worker Apprenticeship Graduate
LAUNCH Outreach Coordinator

Being in an apprenticeship program has given me many opportunities to grow as a worker and as a person. It helped me learn my different strengths, and it is helping me show my true potential.

The program has also helped me get connections. Not only am I networking with different companies, I am also forming connections with a wide variety of people. As a whole, being in an apprenticeship program has helped me get a better understanding of who I am, as well as a better understanding of the workforce.

TRE' STONE

Social & Human Services Assistant Apprentice Graduate
LAUNCH Success Coordinator

I had the great opportunity to be part of the first cohort of my apprenticeship pathway at San Bernardino Valley College starting in Fall 2023. My apprenticeship's focus was on Social and Human Services, which is exactly what I wanted to do with my life and aligned with all the jobs I've ever had. During my time as an apprentice, I was able to take classes with people who shared my same goal and desire to help others, which allowed me to help make school something I enjoyed. The professors all had years of experience in their respective fields and were eager and willing to help each of us succeed. To be honest, I am not the best student; however, the apprenticeship program allowed me to only take courses related to my apprenticeship, which made school fun again. I was able to overcome my obstacles and finish out my program by obtaining a 4.0 GPA, which I had never had before.

I was also able to find another job that gave me room to continue growing my skills and deepening my love for helping others with **LAUNCH** Apprenticeship Network. I regained confidence in myself and the skills that I was able to hone through my classes and interactions with other apprentices in my cohort. Without this experience, I don't think I could have found confidence in my natural skills and my lived experience to then advocate for myself to do the work that I do now. The experiences I've been able to have since becoming an apprentice are ones that I cherish because of how much they've challenged me to grow and continue to want more for myself and others.

Being an apprentice is how I invest in myself, my future, and those with whom I surround myself. I am elevating my own life with every class, every assignment, and every interaction that has been a result of me saying yes to going back to school. If my best friend hadn't told me about this opportunity to become an apprentice and had not done this experience with me, I don't think I would be where I am today. Apprenticeship is a great way to make a conscious decision to change your own future and invest in yourself because you have so much to offer the world; we just need a little push!



371



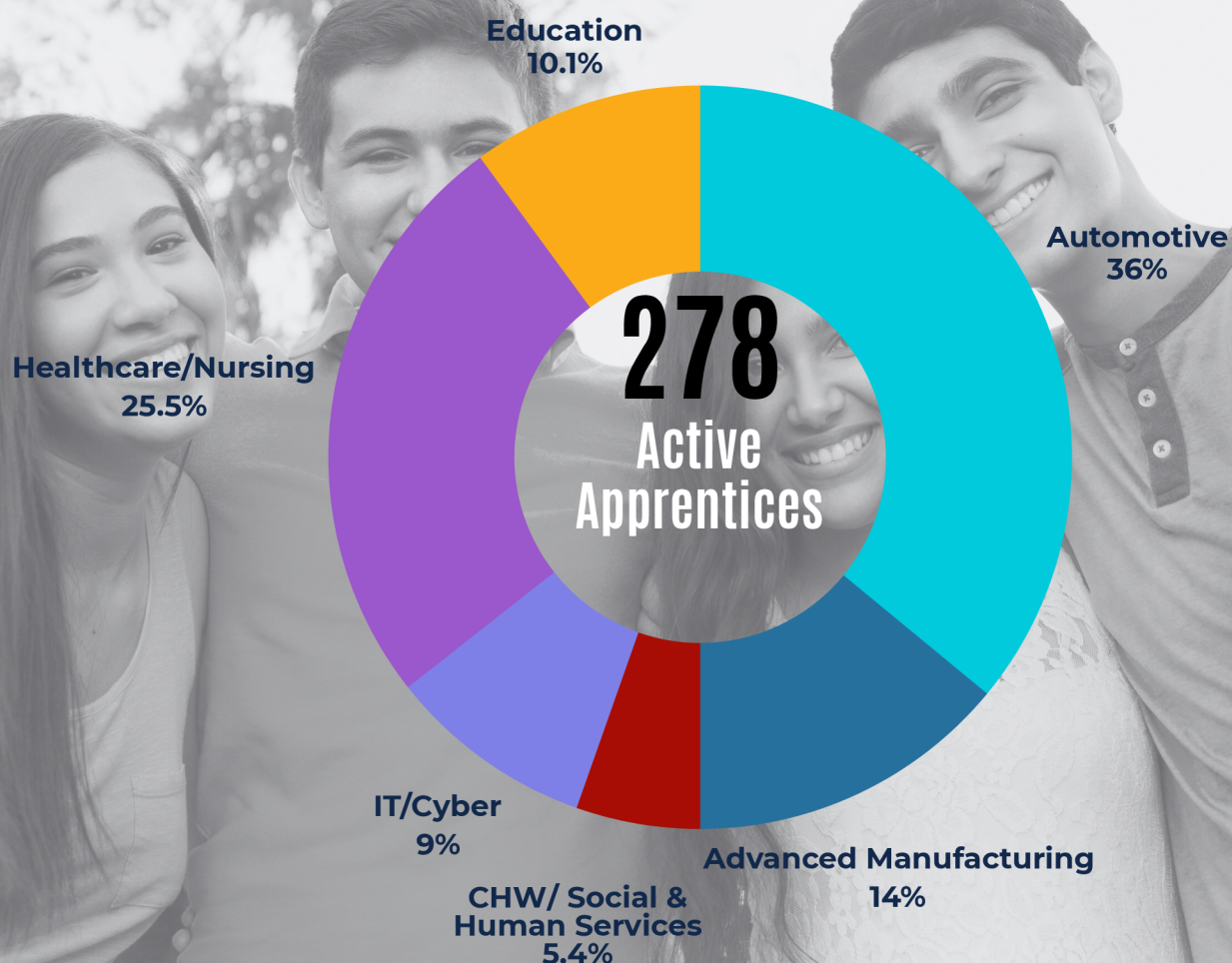
Served

49

YOUTH APPRENTICES COMPLETED PROGRAMS

(Youth is defined as 16-24 years of age)

- 14 Automotive
- 6 Manufacturing
- 12 Community Health Worker
- 13 IT/Cyber
- 3 Healthcare
- 1 Early Childhood Education



Accessible Pathways for Youth

● Appealing ● Accessible

75% vs. 29%

When the **LAUNCH Apprenticeship Network** was formed in **2018**, partners viewed the low youth participation in apprenticeship as one of the first challenges to address. In **2019**, data confirmed that only a handful of young people across the state entered a registered apprenticeship program directly after high school. Given the benefits of apprenticeships, partners considered whether a lack of information and promotion about apprenticeships represented the issue to overcome. However, after a large-scale campaign that introduced apprenticeship to over **4,500 youth**, education and workforce leaders in the Inland Empire discovered a striking conundrum: Young people quickly saw the value of apprenticeship and were decidedly interested, but the vast majority of apprenticeship programs in the area were hard to navigate and decidedly not entry-level in many cases.

This experience echoes recent surveys that show **75% of Americans find apprenticeships appealing**, but only **29% think they are accessible**. As an example, some apprenticeship programs attested to having substantial waiting lists of applicants that were much more experienced and qualified than high school graduates - even those that completed comprehensive CTE pathways. While there were some programs that would be considered more youth friendly, it was extremely challenging to know which ones those were and the process to enter the program was opaque.

Apprenticeship Investment

All of this raised an important question about how well apprenticeship program investment and development should align with the community colleges' commitment to open-access education. Demographically speaking, at approximately **21%, young people suffer from one of the state's highest unemployment rates**, which have increased in recent years. To be clear, this stat reflects young people who want to work but have not secured employment. It does not include the low labor participation rates, which itself is a concerning statistic. Finally, **of California's 16-24-year-olds, 1 in 10 are not working or enrolled in any education**, and all of this combines to produce a staggering figure of over **500,000 disconnected youth**. This brings Governor Newsom's goal of establishing 500,000 apprenticeships into a new light.

It became clear to the network of education and workforce leaders that while an apprenticeship intermediary's role was to simplify and streamline apprenticeship for industry, it was equally important to simplify and streamline apprenticeship for apprentices themselves. To accomplish this, partners in our network focused on integrating apprenticeship pathways directly into the high schools and community colleges that young people were already attending. **This student-centered approach** did not preclude the development of programs that served incumbent workers or allowed employers to build more customized learning for their apprentices, but it actually addressed a serious need expressed by the industry: the need for a visible talent pipeline. By building entry-level apprenticeship pathways aligned with the region's CTE infrastructure, the education system began opening doors to young applicants while serving as an economic development resource for regional businesses.

Has the approach worked?

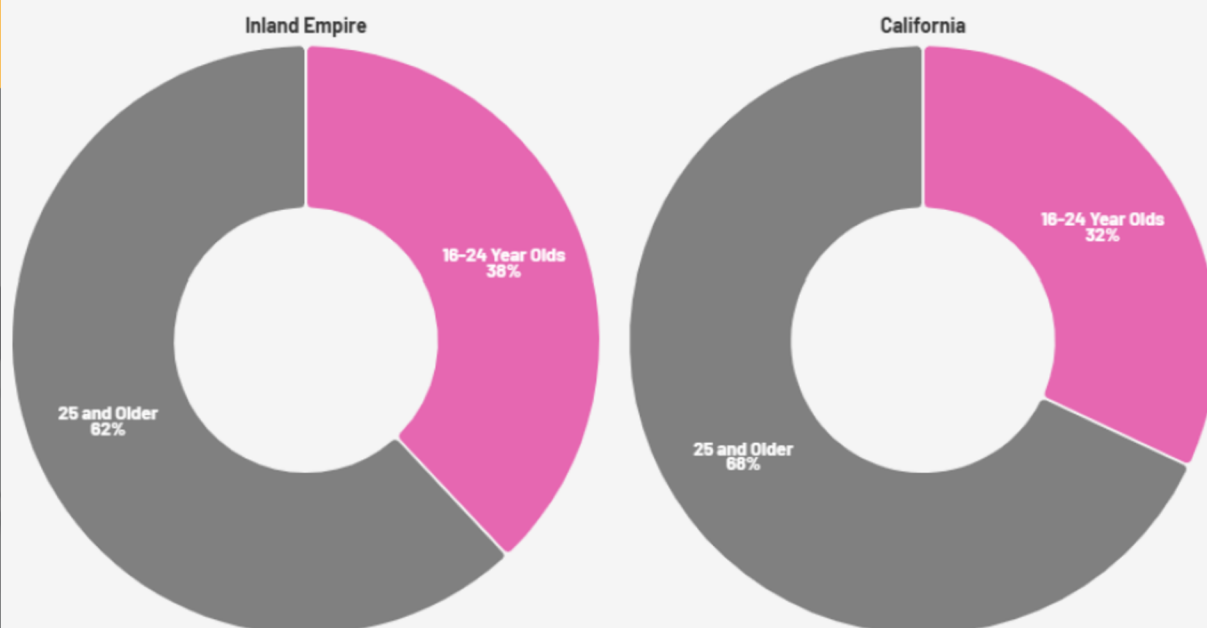
This past year, the **Centers of Excellence** conducted a study of the Inland Empire's apprenticeship system¹. The study demonstrated two major indicators that the apprenticeship-education integrated model has started making a systemic difference for young people in the Inland Empire. The first indicator included reviewing the region's largest apprenticeship programs and the age demographics they served. The automotive mechanics pathway led the region in providing young people access to apprenticeship programs. This program is coordinated regionally by five of the community colleges: Chaffey College, Mt San Jacinto College, Palo Verde College, Riverside City College, and San Bernardino Valley College.



¹ COECCC-Apprenticeship in the Inland Empire

Share of Apprentices Aged 16-24

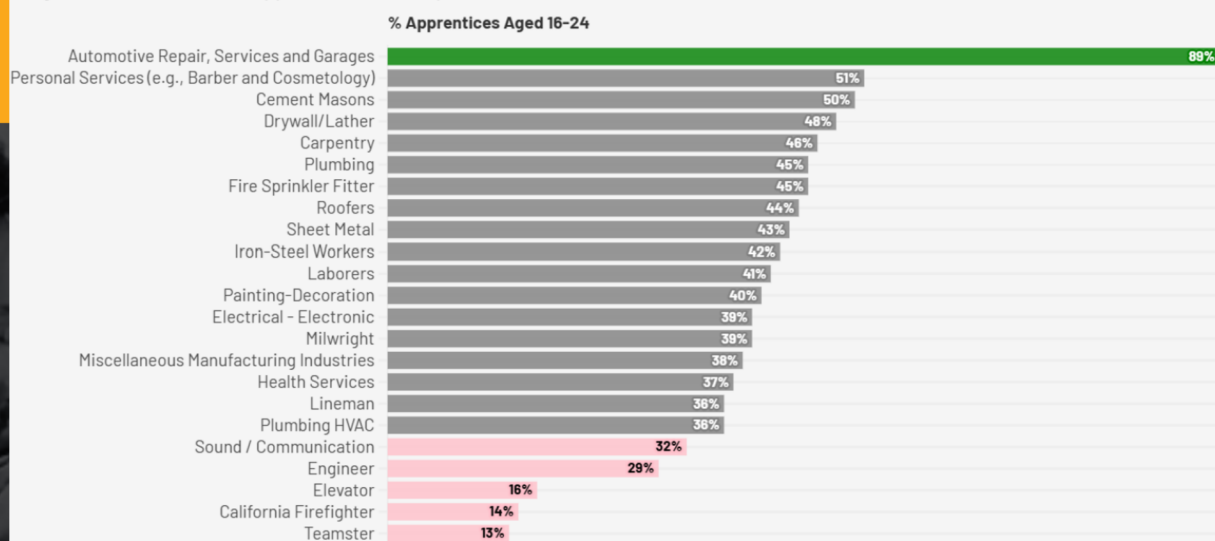
Inland Empire and California
As of September 2024



Source: COE Analysis of California Division of Apprenticeship Standards Apprenticeship Dashboard Data

Share of Apprentices Aged 16-24 by Program in the Inland Empire

Programs with 100+ Active Apprentices as of September 2024



Source: COE Analysis of California Division of Apprenticeship Standards Apprenticeship Dashboard Data



FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT



IEDRC
INLAND EMPIRE/DESERT
REGIONAL CONSORTIUM

POWERED BY



California
Community
Colleges



San Bernardino County
Superintendent of Schools
Transforming lives through education

The Riverside County Office of Education and the San Bernardino County Superintendent of Schools administer county-wide pre-apprenticeship programs in direct partnership to support aspiring students in the automotive pathways.

While the automotive program stands out as a leader, it's important to see it as a leader among leaders. Each pathway within the network is working to establish similar structures to support young people entering the apprenticeship system. Demonstrating this broad success, the **Center of Excellence's** report included a second indicator that took an overall look at apprenticeship access for youth in the Inland Empire compared to the rest of the state. The Inland Empire's apprenticeship system leads the state by 6% in serving young people.



New Partnerships

2024 was a year of growth in the number of stakeholders partnering to advance apprenticeship.

+9

NEW LOCAL EDUCATION AGENCY AGREEMENTS

- Colleges: **8** in the Los Angeles, Central Valley, and Bay Area regions
- K-12 District: **1** in the Los Angeles region

+43

NEW INDUSTRY PARTNER AGREEMENTS

Participating employers across the Inland Empire, Los Angeles, Bay Area, and Central Valley regions

+16

COMMUNITY-BASED ORGANIZATIONS

Increased engagement with Riverside and San Bernardino organizations to work on the equity and access framework

+1

PROGRAM PARTNERSHIPS

- The Bay Region Invests in Developing Great Educators (BRIDGE).
- Existing partnerships include American Medical Response (AMR), CVS Health, Inland Empire Desert Employers Apprenticeship (IDEA), and Mt SAC Healthcare.

LAUNCH Equity & Access Collaborative

In spring 2024, **LAUNCH** engaged **16 community-based organizations (CBOs) in San Bernardino and Riverside** counties to establish the Equity & Access Collaborative. The purpose of this Collaborative is to support CBOs in engaging in regional workforce efforts to develop a more inclusive and equity-centered registered apprenticeship system. LAUNCH intends to work in partnership with CBOs to adopt an equity framework that addresses systemic barriers to access, and increases coordinated efforts between CBOs and our apprenticeship network.

ADVANCING STEPS



Advancing Steps



Anthesis Services



California Family Life Center



Children's Fund



First Serv Foundation



H.O.P.E. Culture, Inc.



Hawkeye Properties Workforce



High Expectation Development Corp.



Inland Empire Black Worker Center



Inland Equity Community Land Trust



Inland SoCal United Way 211+



Pathway from Boys to Men, Inc.



Starting Over, Inc.



The Empowerment Center



The Happier Life Project



VARP, Inc.



2024 MILESTONES REPORT

Projects & Partnerships

2024 was a year of growth in the number of expanding partnerships and funding opportunities to better support our apprenticeship network.

SERVICE AGREEMENTS



Fresno City College



APPRENTICESHIP INNOVATION FUNDING

- Automotive
- Industrial Technology
- Healthcare
- IT/Cybersecurity
- Inland Desert Employers Apprenticeship

STATE GRANTS

- EMS Pre-Apprenticeship Pathways
- Pathways for Inland Empire Opportunity Youth



FEDERAL SUBAWARDS

- DOL RCC Nursing Career Pathway Grant
- DOL Apprenticeship Building America Grant



COUNTY CONTRACTS



PHILANTHROPIC GRANTS



Launching with Regions

27

REGISTERED APPRENTICES

- Advanced Manufacturing - Bakersfield College

24

CONNECTIONS WITH EMPLOYER PARTNERS

4

EDUCATION PARTNERS JOINED

BAKERSFIELD
COLLEGE



3

PRIORITY SECTORS IDENTIFIED

- Advanced Manufacturing
- Automotive
- Healthcare



CVML
CENTRAL VALLEY
MOTHER LODE
REGIONAL CONSORTIUM

Launching with Regions

42%

LOCAL EDUCATION AGENCY AGREEMENTS SIGNED



77

EMPLOYER CONNECTIONS

- 11 Signed Employer Agreements

46

APPRENTICES REGISTERED/SERVED

- Mt. San Antonio College
- LA Harbor College

4

STANDARDS IN DEVELOPMENT

- Cook
- Phlebotomy
- CNA
- Social & Human Services

"The partnership between LAUNCH and LARC, made possible by the generous funding from the Eli and Edythe Broad Foundation, underscores the power of collaboration in advancing apprenticeships in today's competitive marketplace. Together, we are supporting the exceptional work of the LA19 colleges by creating new and expanded opportunities for students and strengthening our regional economy. As an experienced workforce intermediary, LAUNCH ensures our apprenticeship programs give students the skills they need to be job-ready on day one while addressing talent shortages and fostering innovation within LA's dynamic industries. This shared commitment demonstrates the transformative potential of apprenticeship programs and the dedication of our teams."

-Dr. Narineh Makijan, Chair/Assistant Vice President, Los Angeles Regional Consortium (LARC)



Registered Apprenticeship Programs

To learn more about sponsor programs listed below, and others available, visit
www.launchapprenticeship.org



AUTOMOTIVE

- Automotive Technician and Mechanic
- Heavy and Medium Duty Mechanic Helper
- Master Automotive Technician

EARLY CHILDHOOD EDUCATOR

- Associate Teacher (*DOL approved, DAS pending*)
- Teacher
- Master Teacher
- Site Supervisor



- Teacher Aide I

HEALTHCARE

- Community Health Worker
- Licensed Vocational Nurse
- Nursing Assistant (*DAS approval pending*)
- Paramedic (*DOL approved, DAS pending*)
- Personal Care Aide (*DAS approval pending*)
- Registered Nurse
- Social and Human Services Assistant (*DOL approved, DAS pending*)



- Emergency Medical Technician (*DOL approved only*)
- Paramedic
- Vehicle Service Technician (*DOL approved only*)



- Pharmacy Technician



- Medical Assistant
- Pharmacy Technician

INDUSTRIAL TECHNOLOGY

- Avionics/ Electronic Technician
- CNC Operator
- CNC Programmer
- Electro-Mechanical Supply Chain Technician
- Industrial Automation & Mechatronics Technician
- Machine Operator
- Manufacturing Engineering Technician
- Manufacturing Production Technician
- Quality Control Technician



- Industrial Mechanic
- Mechatronics Technician
- Industrial Maintenance Electrician

INFORMATION TECHNOLOGIES, BUSINESS & PROFESSIONAL SERVICES

- Accounting Associate (*DOL approved, DAS pending*)
- Cook (*DOL approved, DAS pending*)
- Cybersecurity Support Technician
- Cybersecurity Professional (*DOL approved, DAS pending*)
- Information Technology Specialist
- Multimedia Specialist (*DOL approved, DAS pending*)
- Public Relations Media Specialist (*DOL approved, DAS pending*)



INTRODUCTION TO:

- Automotive Technologies
- Education
- Healthcare Advanced Manufacturing
- Information Technologies



- IEConnect Construction



- Industrial Electrical & Mechanical

BUILDING & CONSTRUCTION