



FACT SHEET

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Report: **2005-108**

The California State Auditor released the following report today:

Department of Industrial Relations *Its Division of Apprenticeship Standards Inadequately Oversees Apprenticeship Programs*

KEY FINDINGS

The Division of Apprenticeship Standards (division) suspended apprenticeship program (program) audits in 2004 and did not follow up on corrective action related to audits it had started. Until the division resumes its audits and ensures that the apprenticeship committees correct any weaknesses identified, it will have difficulty measuring the success of the programs and the quality of the training apprentices receive.

The division has not resolved apprentice complaints in a timely manner, taking over four years in some cases to investigate the facts of complaints.

The division has not adequately monitored the apprentice recruitment and selection process, making it nearly impossible to determine whether committees are adhering to equal opportunity requirements or to identify potential barriers to women and minorities.

Division field offices could improve their oversight of committees through improved attendance at committee meetings, establishing a formal process for tracking the resolution of issues or questions, and maintaining an up-to-date list of programs.

While the division's staffing levels have not increased in step with legal obligations, the division has failed to document priorities for meeting these obligations for existing staff, which would help maximize the use of existing staff and identify additional staffing needs.

The division does not adequately track and disseminate information to the Legislature, thus missing the opportunity to make it aware of programs and gain valuable feedback.

The department is slow to distribute apprenticeship training contribution funds. It has only distributed as grants \$1.1 million of the roughly \$15.1 million that had been deposited into the training fund by of June 30, 2005.

The division does not properly maintain its data on the status of apprentices. This data, if accurate, could be used to oversee programs.

BACKGROUND

Apprenticeship programs help prepare individuals for careers in the skilled crafts and trades by providing access to classroom instruction and on-the-job training. The division, under the Department of Industrial Relations, has primary responsibility for the oversight of programs. State law requires the division to foster, promote, and develop the welfare of the apprentice and industry; to improve the working conditions of apprentices and advance their opportunities for profitable employment; to ensure that selection procedures are impartially administered to all applicants for apprenticeship; and to cooperate in the development of programs and randomly audit them.

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