

# Understanding “Skilled & Trained Workforce”

There were five pieces of legislation that went into effect in California in 2016 which resulted in [Senate Bill SB 693](#) being passed and signed into law, consolidating these bills into one piece of legislation, effective January 1, 2017. In general, California law now requires that all workers on certain projects either be “skilled journeypersons” or an apprentice and requires that an increasing percentage of the “skilled journeypersons” to be graduates from an apprenticeship program.

*“This bill would establish provisions to be generally applicable when a public entity is required by statute or regulation to obtain an enforceable commitment that a bidder, contractor, or other entity will use a skilled and trained workforce to complete a contract or project. The bill would also authorize a public entity to require that a bidder, contractor, or other entity use a skilled and trained workforce to complete a contract or project. The bill, except as specified, would not apply to contracts advertised for bid or awarded before January 1, 2017.”*

**This bill requires a stepped implementation of what a “Skilled & Trained Workforce” means.** “Skilled and trained workforce” means a workforce that meets **ALL** the following conditions:

(1) All the workers performing work in an apprenticeable occupation in the building and construction trades are either skilled journeypersons or apprentices registered in an apprenticeship program approved by the chief.

(2) (A) For work performed on or after January 1, 2017, at least 30 percent of the skilled journeypersons employed to perform work on the contract or project by every contractor and each of its subcontractors at every tier are graduates of an apprenticeship program for the applicable occupation.

(B) For work performed on or after January 1, 2018, at least 40 percent of the skilled journeypersons employed to perform work on the contract or project by every contractor and each of its subcontractors at every tier are graduates of an apprenticeship program for the applicable occupation.

(C) For work performed on or after January 1, 2019, at least 50 percent of the skilled journeypersons employed to perform work on the contract or project by every contractor and each of its subcontractors at every tier are graduates of an apprenticeship program for the applicable occupation.

(D) For work performed on or after January 1, 2020, at least 60 percent of the skilled journeypersons employed to perform work on the contract or project by every contractor and each of its subcontractors at every tier are graduates of an apprenticeship program for the applicable occupation.

**“Skilled journeyperson” means a worker who either:**

(1) Graduated from an apprenticeship program for the applicable occupation that was approved by the chief or located outside California and approved for federal purposes pursuant to the apprenticeship regulations adopted by the federal Secretary of Labor.

(2) Has at least as many hours of on-the-job experience in the applicable occupation as would be required to graduate from an apprenticeship program for the applicable occupation that is approved by the chief.

[Senate Bill SB 418](#) capped the percent of graduates of certain apprenticeship occupations to 30% for: acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher. All other occupations will be required to meet the increasing percentages of graduates of an apprenticeship program, capping in 2020 at 60%.

**ABC NorCal’s Skills Qualification program provides a pathway to apprenticeship graduation.**

**Contact Dexter Gonsalves at [dexter@abcnorcal.org](mailto:dexter@abcnorcal.org) or 925.960.8509 for assistance.**

