

Date of Hearing: May 6, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 2550 (Caloza) – As Amended April 16, 2026

Policy Committee: Labor and Employment

Vote: 7 - 0

Urgency: No

State Mandated Local Program: No

Reimbursable: No

SUMMARY:

This bill requires the Employment Development Department (EDD) to collect data on construction workers who are women.

Specifically, this bill:

- 1) Requires EDD to collect data on construction workers who are women, including the training and educational capacity to produce trained, certified, and licensed construction workers who are women by specialty and geographical distribution.
- 2) Requires EDD to work with the Department of Industrial Relations' (DIR's) Division of Apprenticeship Standards (DAS) to determine the capacity of state-registered construction pre-apprenticeship and apprenticeship programs to enroll construction workers who are women.
- 3) Requires EDD to transmit a report with this data to the Legislature by July 1, 2027, and every three years thereafter, and post the report on EDD's website.

FISCAL EFFECT:

- 1) Costs of approximately \$900,000 to EDD to collect construction worker data and prepare the initial report, as well as costs of approximately \$900,000 every three years thereafter to prepare subsequent reports (General Fund (GF)).
- 2) Likely absorbable costs to DAS to work with EDD and provide apprenticeship data.

The Legislative Analyst's Office recently warned of GF structural deficits of around \$35 billion per year in the 2027-28 fiscal year and ongoing.

COMMENTS:

- 1) **Purpose.** According to the author:

Women belong on every job site in California. For too long, women have been underrepresented in the construction trades – not because of a lack in skill and talent, but because of inequities in access, opportunity, and data. AB 2550 is a critical step forward, helping us

identify gaps in the construction industry, while creating stronger, clearer pathways for women to succeed and thrive in these careers.

This bill is co-sponsored by Women in Non-Traditional Employment Roles and supported by another workforce equity group.

- 2) **Women in Construction.** Nationally, women comprise just 11% of the construction industry, and only 4.3% of hands-on trades jobs, such as electricians, carpenters, and plumbers. SB 191 (Committee on Budget and Fiscal Review), Chapter 67, Statutes of 2022, established the Women in Construction Priority Unit (Unit) within DIR to assist women and nonbinary individuals in the construction industry, as well as provide resources to employers and project owners to improve worksite culture and address barriers to employment. SB 154 (Committee on Budget and Fiscal Review), Chapter 43, Statutes of 2022, appropriated \$60 million GF to DAS to support the Unit and stated the intent of the Legislature that \$15 million “will be provided on an ongoing basis to support this unit.”

Since the Unit’s inception, DIR has used approximately \$9 million for unit staffing, program evaluation and outreach, and other administrative costs, with the remaining \$51 million awarded through the Equal Representation in Construction Apprenticeship (ERiCA) grant program. The ERiCA grant program provides funding to pre-apprenticeship and apprenticeship programs for recruitment and outreach of women and nonbinary individuals, childcare stipends, and improvements to worksite culture. This bill requires EDD to collect and report data on construction workers who are women, including the training and educational capacity to produce trained, certified, and licensed construction workers through pre-apprenticeship and apprenticeship programs.

- 3) **Related Legislation.** AB 1980 (Caloza) requires in statute that DIR establish the ERiCA grant program upon appropriation. AB 1980 is pending hearing by this committee.

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