

ASSEMBLY THIRD READING  
AB 2550 (Caloza)  
As Amended April 16, 2026  
Majority vote

## SUMMARY

Requires the Employment Development Department (EDD) to collect and report to the Legislature specified data related to the state's construction workforce, including the current number of construction workers who are women.

### Major Provisions

- 1) Requires the EDD to collect all of the following data:
  - a) The current supply of construction workers who are women, by specialty.
  - b) The geographical distribution of construction workers who are women, by specialty.
  - c) The diversity of construction workers who are women, by specialty, including, but not limited to, data on race, ethnicity, and languages spoken.
  - d) The current and forecasted demand for construction workers, by specialty.
  - e) The training and educational capacity to produce trained, certified, and licensed construction workers, by specialty and geographical distribution, including, but not limited to, the number of state registered preapprenticeship and apprenticeship slots, the number of enrollments, the attrition rate, and wait time to enter a program.
    - i) Requires the EDD to work with the Department of Industrial Relations' (DIR) Division of Apprenticeship Standards (DAS) to determine this capacity within state registered construction preapprenticeship and apprenticeship programs, as well as to determine the number of construction preapprentices and apprentices in any given year who are women.
- 2) Requires the EDD, on or before July 1, 2027, and every three years thereafter, to transmit to the Legislature a report of the data collected pursuant to this measure, as specified, as well as post the report to its website.

## COMMENTS

Nationally, women represent just 11 percent of the construction industry. Women make up an even smaller percentage (4.3% in 2025) of the hands-on trades jobs such as electricians, carpenters, laborers, and plumbers.<sup>1</sup> Other populations underrepresented in the building and construction trades include non-binary individuals, justice involved, at-risk youth and certain ethnic minorities.

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<sup>1</sup> Labor Force Statistics from the Current Population Survey. 2025. Bureau of Labor Statistics.  
<https://www.bls.gov/cps/cpsaat11.htm>

The construction industry, like many others, is facing upcoming retirements of record levels of skilled tradespeople and urgently needs a pipeline of new workers. Furthermore, jobs in the building and construction trades offer individuals meaningful work with good pay. This creates an ideal environment for women and other historically-underrepresented populations to enter into and advance in the industry.

*Women in Construction Priority Unit:*

To help more women and underrepresented populations enter the trades, the Legislature and Governor, via the 2022-23 Budget Act, established the Women in Construction Priority Unit at the DIR. The unit was tasked with, among other things:

- 1) Assisting and providing resources to women and nonbinary individuals including apprentices and journeypersons in the construction industry
- 2) Providing resources to employers and project owners to improve worksite culture and address barriers to employment
- 3) Developing materials and training for employers and unions to promote recruitment and retention
- 4) Leadership training to increase the upward mobility of women and nonbinary individuals in construction careers

In each of the Budget Acts from 2022 to 2025, \$15 million was appropriated to support the unit, for a total of \$60 million. That funding was used, in part, to stand up the Equal Representation in Construction Apprenticeships (ERiCA) grant program.

*ERiCA grant program:*

The ERiCA grant program aims to increase outreach to and reduce barriers for women, non-binary individuals, and underrepresented populations to enter the building and construction trades. The program provides funding to pre-apprenticeship and apprenticeship programs for recruitment and outreach, childcare stipends, and improvements to worksite culture.

To date, the DIR has awarded approximately \$51 million in funding through the ERiCA grants. The remaining \$9 million appropriated by the Legislature for the Women in Construction Priority Unit was used for staffing, program evaluation and other administrative costs.

Neither the Women in Construction Priority Unit nor the ERiCA program has remaining funding unless more is appropriated in this or future years' budget acts.

*EDD's Labor Market Information Division:*

The Labor Market Information Division (LMID) is the entity within the EDD that is responsible for collecting, analyzing, and publishing data and reports on California's labor force, industries, occupations, employment projections, wages and other labor market and economic data. The LMID does this work in conjunction with the US Bureau of Labor Statistics (BLS) through a federal-state cooperative program. The LMID conducts local surveys and processes unemployment insurance records, which are then used by the BLS to create standardized national, state, and regional statistics.

**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."

The author adds that the measure promotes equity, per HR 39 (Gipson, 2021), in that "For too long, opportunities for women in construction have felt out of reach. The industry has been historically male-dominated, and too many talented and capable women have been placed on the sidelines. This bill shows young women that a career in construction is not only attainable, but a space where they can lead and thrive."

**Arguments in Support**

Women in Non Traditional Employment Roles, cosponsor of this measure, writes that, "Currently, California lacks comprehensive, statewide data on women in construction, limiting the ability of policymakers, educators, and workforce leaders to effectively address gaps in participation and training pipelines. AB 2550 would require the collection of critical data on workforce supply, geographic distribution, diversity, and training capacity, providing the insights necessary to build more inclusive and responsive workforce systems. Without this data, efforts to expand opportunities for women remain fragmented and less effective. With it, California can better align training programs with labor market needs, identify barriers to entry, and ensure resources are directed where they are most needed."

**Arguments in Opposition**

None on file.

**FISCAL COMMENTS**

According to the Assembly Appropriations Committee:

- 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.

**VOTES****ASM LABOR AND EMPLOYMENT: 7-0-0**

**YES:** Ortega, Alanis, Chen, Elhawary, Kalra, Lee, Ward

**ASM APPROPRIATIONS: 15-0-0**

**YES:** Wicks, Hoover, Aguiar-Curry, Calderon, Caloza, Dixon, Fong, Mark González, Krell, Pacheco, Pellerin, Sharp-Collins, Solache, Ta, Tangipa

**UPDATED**

VERSION: April 16, 2026

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