
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 2550 (Caloza) - Women in the construction industry: report

Version: April 16, 2026

Urgency: No

Hearing Date: August 3, 2026

Policy Vote: L., P.E. & R. 5 - 0

Mandate: No

Consultant: Robert Ingenito

Bill Summary: AB 2550 would require 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.

Fiscal Impact:

- EDD indicates that it would incur costs of \$1 million to collect construction worker data and prepare the initial report, and \$1 million triennially thereafter, to prepare subsequent reports (General Fund).
- The Department of Industrial Relations (DIR) estimates that the bill would result in first-year costs to of \$450,000, and \$400,000 annually thereafter, for its Division of Apprenticeship Standards (DAS) to work with EDD and provide apprenticeship data (General Fund).

Background: Careers in the building and construction trades provide a pathway to the middle class, offering apprentices and journeypersons competitive wages, health benefits, and retirement security. Continued demand for housing, infrastructure, and climate-resilient development has increased the need for skilled workers and resulted in sustained state investments in apprenticeship programs. For example, in April 2026, the State announced \$18.6 million in grants to support apprenticeship opportunities in the building and construction trades.

The construction industry's need for skilled workers presents an opportunity to expand participation among populations historically underrepresented in the trades. Nationally, women comprise approximately 11 percent of the construction workforce and only 4.3 percent of workers in hands-on trade occupations, such as electricians, carpenters, laborers, and plumbers. Other underrepresented populations include nonbinary individuals, justice-involved individuals, at-risk youth, and certain racial and ethnic groups.

As part of the 2022 Budget Act, Legislature established the Women in Construction Priority Unit (Unit) within DIR to support the recruitment, retention, and advancement of women and nonbinary individuals in the construction workforce. The Unit's responsibilities include:

- Providing resources and assistance to women and nonbinary individuals, including apprentices and journeypersons.

- Supporting employers and project owners in improving workplace culture and addressing barriers to employment.
- Developing outreach materials and training for employers and labor organizations to promote recruitment and retention.
- Providing leadership development opportunities to improve career advancement and upward mobility.

The legislation also established a Women in Construction Advisory Committee to develop recommendations for diversifying the construction workforce. The committee includes representatives from construction labor organizations, employers, labor-management organizations, and state entities, including the DIR's Labor Commissioner's Office and its Division of Occupational Safety and Health (Cal/OSHA), and the Civil Rights Department.

Using funding appropriated in the 2022 through 2025 Budget Acts, DIR established the Equal Representation in Construction Apprenticeship (ERiCA) Grant Program. The program provides funding to apprenticeship and pre-apprenticeship programs to expand access to construction careers for women, nonbinary individuals, and other underrepresented populations. ERiCA grants support three primary areas:

- Recruitment: Expanding outreach and recruitment strategies to increase participation by women and nonbinary individuals in construction careers.
- Childcare Support: Providing resources to address childcare-related barriers to participation in apprenticeship programs.
- Worksite Culture: Supporting mentoring, mental health services, and training to improve workplace culture and retention.

DIR awarded \$25 million in ERiCA grants during the program's first funding round (2023-25). The second round of grants, with a performance period from June/July 2025 through June 30, 2027, provided an additional \$26 million in funding.

Proposed Law: This bill would do the following:

- Require EDD to collect the following data: (1) the current supply of construction workers who are women, by specialty, (2) the geographical distribution of construction workers who are women, by specialty, (3) the diversity of construction workers who are women, by specialty, including, but not limited to, data on race, ethnicity, and languages spoken, (4) the current and forecasted demand for construction workers, by specialty, and (5) 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.
- Provide that EDD shall work with 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.

- Require EDD, on or before July 1, 2027, and every three years thereafter, to (1) report the data to the Legislature, and (2) post the report on its internet website.

Related Legislation:

- AB 1980 (Caloza) would direct DIR, upon appropriation by the Legislature, to establish the Equal Representation in Construction Apprenticeships Grant Program (ERiCA Grant Program) to increase equitable access to building and construction career pathways for women, nonbinary individuals, and underrepresented populations in California. This bill is currently pending in this Committee.
- SB 101 (Committee on Budget and Fiscal Review, Chapter 4, Statutes of 2025) among other provisions, appropriated \$14.993 million to support the Women in Construction Priority Unit within DIR.
- AB 107 (Gabriel, Chapter 22, Statutes of 2024) among other provisions, appropriated \$15 million to support the Women in Construction Priority Unit within DIR.
- SB 105 (Committee on Budget and Fiscal Review, Chapter 862, Statutes of 2023) among other provisions, appropriated \$15 million to support the Women in Construction Priority Unit within DIR.
- SB 154 (Committee on Budget and Fiscal Review, Chapter 43, Statutes of 2022) among other provisions, appropriated \$60 million to DAS and required it to be used, in part, to support the Women in Construction Priority Unit within DIR; provided that it is the intent of the Legislature that \$15 million be provided on an ongoing basis to support this unit.
- SB 191 (Committee on Budget and Fiscal Review, Chapter 67, Statutes of 2022) among other provisions, required DIR to establish a Women in Construction Priority Unit to coordinate and help ensure collaboration across DIR's divisions, and maximize state and federal funding to support women and nonbinary individuals in the construction workforce.
- SB 1115 (Skinner, 2022) would have required, upon appropriation by the Legislature, the DIR to establish a Women in Construction Priority Unit to coordinate and help ensure collaboration across the DIR's divisions and maximize state and federal funding to support women and non-binary individuals in the construction workforce. This bill was held under submission on the Suspense File of the Assembly Appropriations Committee.
- AB 133 (Committee on Budget, Chapter 143, Statutes of 2021) among other things, required the Department of Health Care Access and Information to work with the EDD's LMID, state licensing boards, and state higher education entities

to collect, to the extent available, specified data related to the current supply of and forecasted demand for health care workers.

Staff Comments: As noted above, this bill would require 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, the number of state-registered preapprenticeship and apprenticeship slots, the number of enrollments, the attrition rate, and the wait time to enter a program. The bill also would require EDD to work with DAS to determine the capacity within state-registered preapprenticeship and apprenticeship programs as well as to determine the number of construction preapprentices and apprentices in any given year who are women.

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