

Date of Hearing: January 22, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 805 (Fong) – As Amended January 5, 2026

Policy Committee: Labor and Employment

Vote: 7 - 0

Urgency: No

State Mandated Local Program: No

Reimbursable: No

SUMMARY:

This bill establishes the Career Apprenticeship Bridge (CAB) Program to support apprenticeships for certain in-school and out-of-school individuals.

Specifically, this bill:

- 1) Establishes the CAB Program, administered by the Division of Apprenticeship Standards (DAS), to coordinate and establish apprenticeships for in-school and out-of-school individuals, ages 16 to 24 years old, among other purposes.
- 2) Requires DAS to work with the State Department of Education (CDE) and office of the Chancellor of the California Community Colleges (CCC) to: (a) develop parameters and guidelines for the CAB Program consistent with specified program purposes and a November 2025 report by the California Youth Apprenticeship Committee (CYAC), and (b) adopt regulations to develop a fast-track process for approving industry pathways for specified apprenticeship programs.
- 3) Requires DAS to identify certain state, local, and employer partnerships to help implement the CAB Program.
- 4) Requires DAS to submit a report to the Legislature, by January 1, 2028, identifying barriers to employer participation and engagement in the CAB Program, and develop and maintain a dashboard on DAS's website, by January 1, 2030, to track outcomes of program participants.

FISCAL EFFECT:

- 1) Initial costs of an unknown amount, potentially in the low millions of dollars, to DAS to develop the CAB Program parameters, regulations, report, and dashboard. DAS would also incur ongoing costs of a lower amount to maintain the dashboard and work with specified state and local entities to administer and support the CAB Program (General Fund (GF) or special fund).
- 2) Likely minor and absorbable costs to CDE and CCC to work with DAS on program parameters and regulations.
- 3) Annual GF cost pressures, likely in the low tens of millions of dollars, to DAS to create and scale programs for youth participants that meet CAB Program purposes, as prior state efforts to support youth apprenticeship and workforce training programs included budget

appropriations of a similar scale. For example, the Budget Act of 2022 enacted the Youth Apprenticeship Grant Program and provided \$65 million (GF) over three years to develop or expand on existing apprenticeship programs for 16- to 24-year-old individuals facing certain barriers to labor market participation.

COMMENTS:

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

In 2022, the Legislature provided funding for a grant program to develop youth apprenticeship programs, and required [DAS] to convene a committee of diverse individuals to develop recommendations to expand apprenticeship opportunities through a coordinated system beginning in high school and linked to college level programs. This bill sets up a structure to implement some of the recommendations from the report.

This bill is co-sponsored by the Alliance for Boys and Men of Color, California Opportunity Youth Network, and UNITE-LA, and supported by other community and workforce groups.

2) **CYAC Recommendation: Create CAB Program.** SB 191 (Committee on Budget and Fiscal Review), Chapter 67, Statutes of 2022, established the Youth Apprenticeship Grant Program to serve target populations and required DAS to convene the CYAC to develop recommendations for the expansion of youth apprenticeship in California. The CYAC's November 2025 report provides 18 recommendations for statewide system and resource alignments to make work-based learning and youth apprenticeship opportunities more broadly available for in-school and out-of-school youth, including creation of a CAB program, which "would be the first phase of an apprenticeship, and offer students a way to gain paid work experience with aligned classroom instruction, which when possible, would confer early college credit while still in high school." CAB students would earn official recognition from CDE and DAS and have more apprenticeship options upon high school graduation.

This bill requires DAS to establish and administer the CAB Program to coordinate and establish apprenticeships for in-school and out-of-school 16- to 24-year-old youth. However, as noted in the Assembly Labor Committee's analysis of this bill, the "objectives and directives in this bill lack sufficient clarity for implementation." Additionally, "this bill seems to incorporate into the CAB Program some aspects of the CYAC Report that are not part of the CAB Program recommendations...For example, the CAB Program is specifically for in-school youth, not out-of-school youth as described in this bill's purposes."

3) **Related Legislation.** SB 845 (Perez) makes numerous changes to the state's framework for Career Technical Education and work-based learning, including authorizing CDE to form an interagency workgroup with DAS and CCC to establish guidance for school-based youth apprenticeship programs. SB 845 is pending hearing in the Assembly Education Committee.