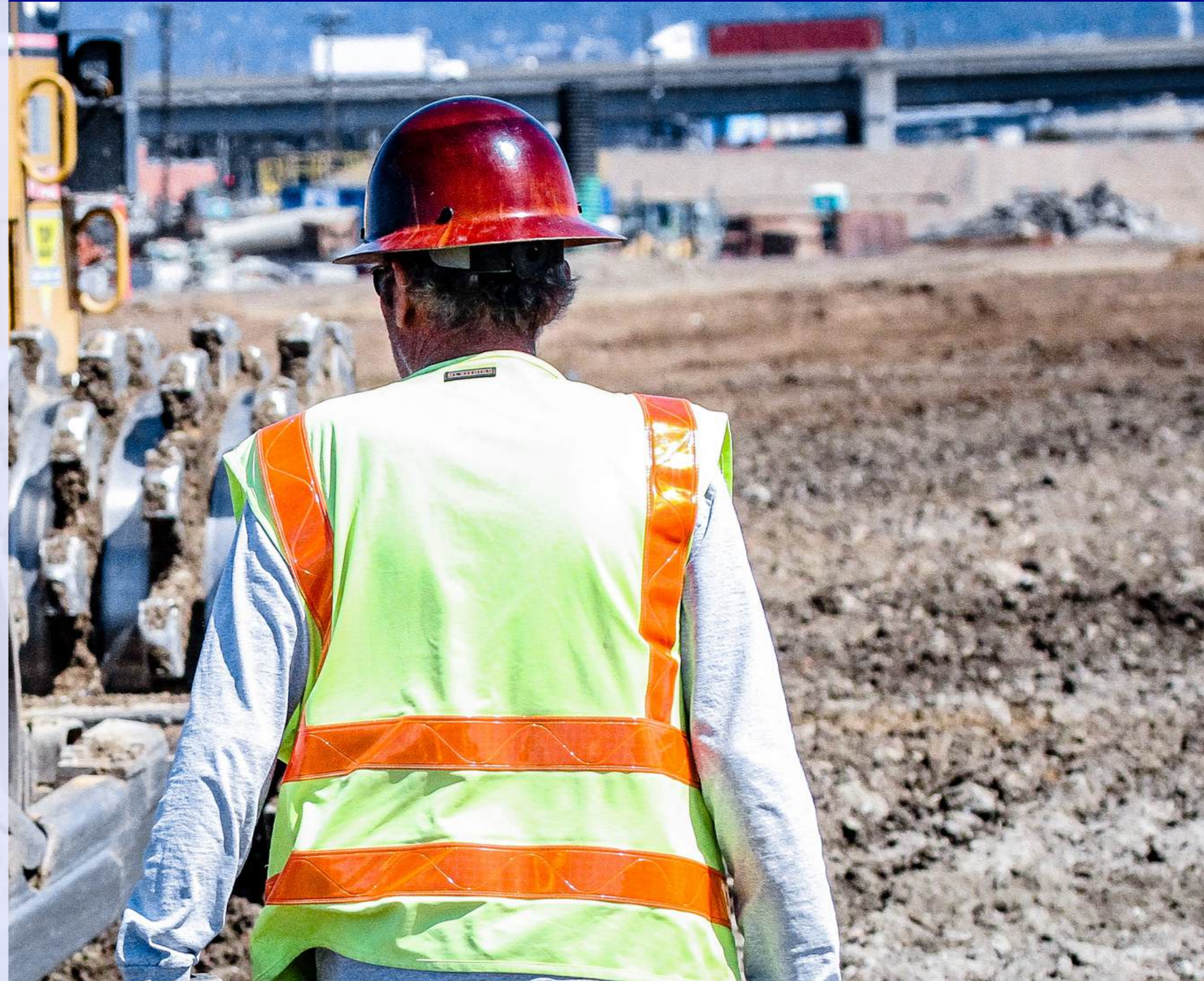


Crafting Careers

Registered
Apprenticeship in
CA's Construction
Industry



Driving the Conversation (through research) *Registered Apprenticeships*

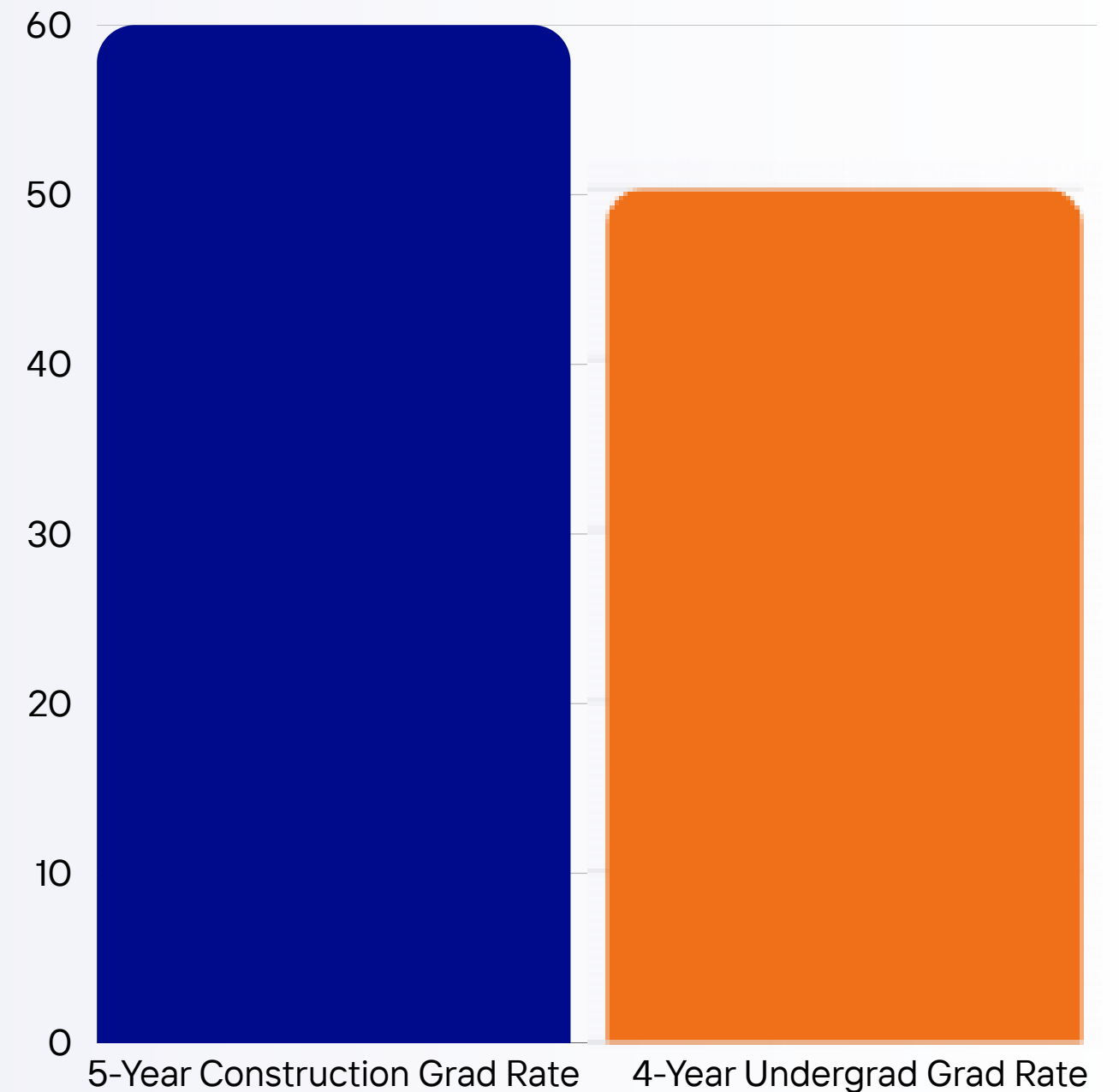
- Longstanding approach to workforce development
- Joint Apprenticeship Training Committee (JATCs) and Unilateral Apprenticeship Committees (UACs)
- Opportunity for upward social mobility

California Apprenticeships

CA has largest number of registered apprentices in the country

Spans 30 trades, 60,000 enrolled apprentices, and 170 programs

Construction apprentices have higher graduation rates than bachelor's degree programs in California



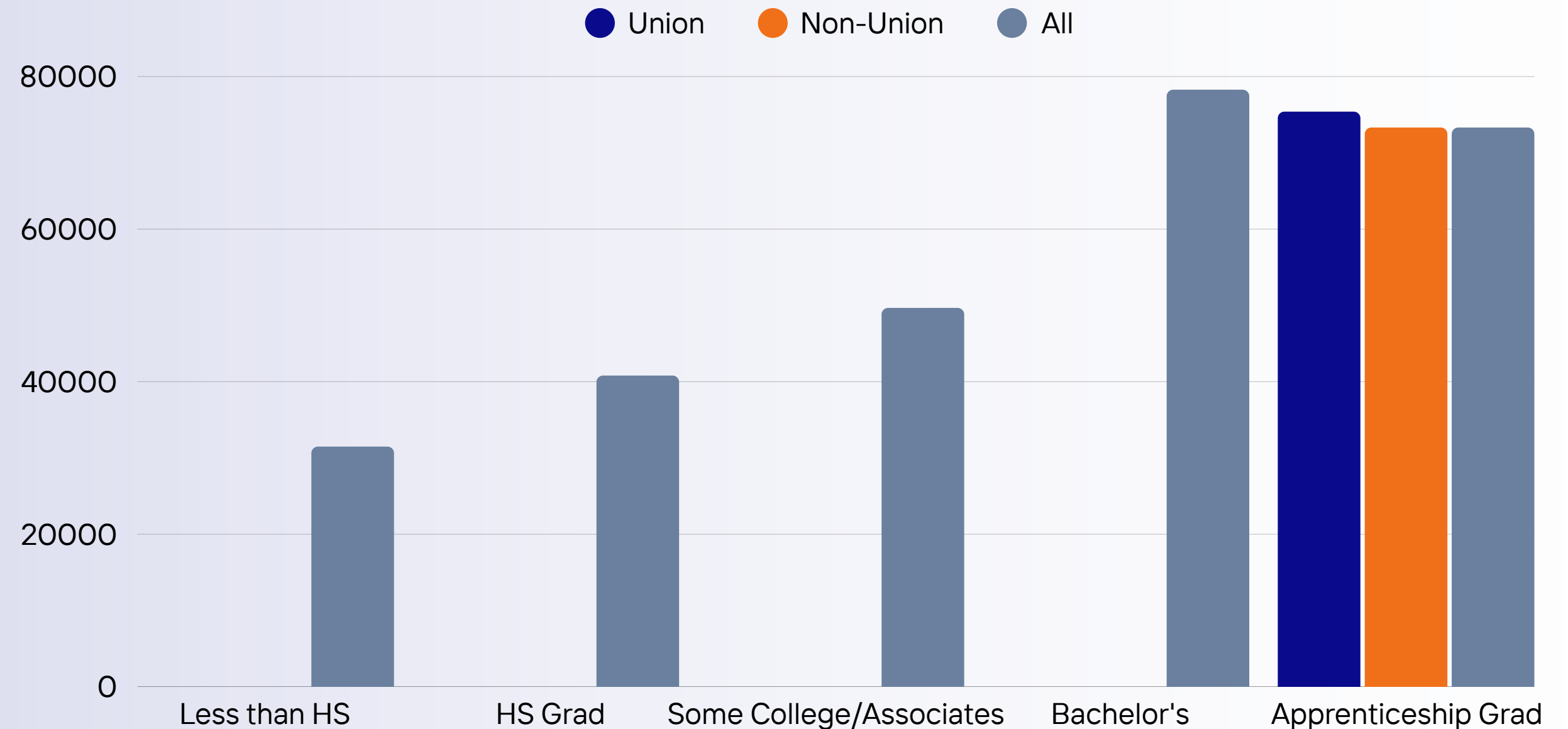
The Apprenticeship Wage Advantage

There is a wage premium for completing an apprentice program

- Construction workers earn about 20% more than the average California worker.
- Apprenticeship grads earn up to 33% more than construction workers without an apprenticeship background.

Apprenticeship Grad Wage Comparison

**CA construction
apprenticeship
graduates earn
comparable
wages to college
graduates,
without student
debt**



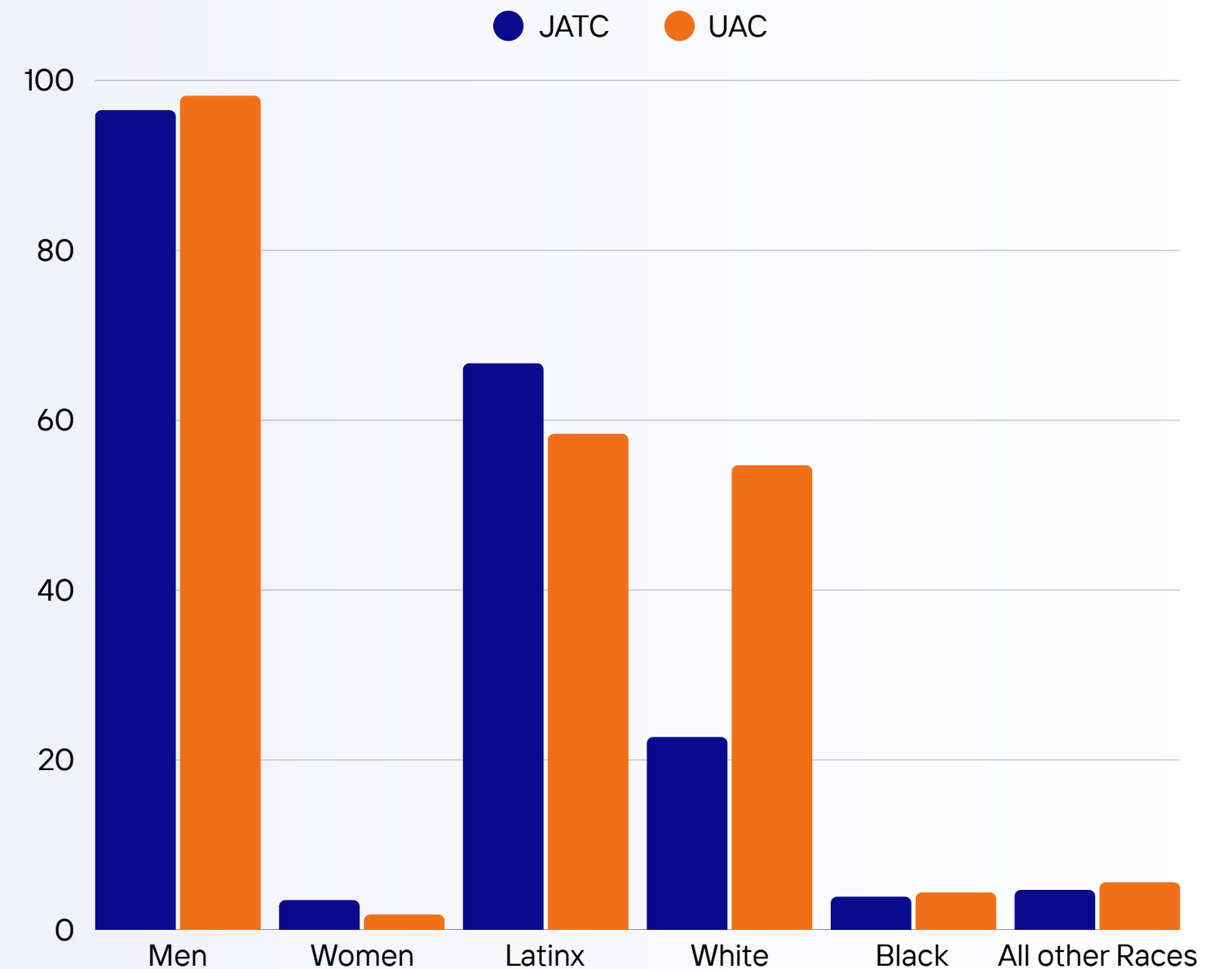
California Apprenticeships: Union Advantage in Enrollment

JATCs train 93% of CA Construction Apprentices

JATC's train apprentices in 149 programs in all 30 of the available trades, and UACs operate 22 programs across 11 trades.

JATCs have greater racial/ethnic and gender diversity compared to UACs

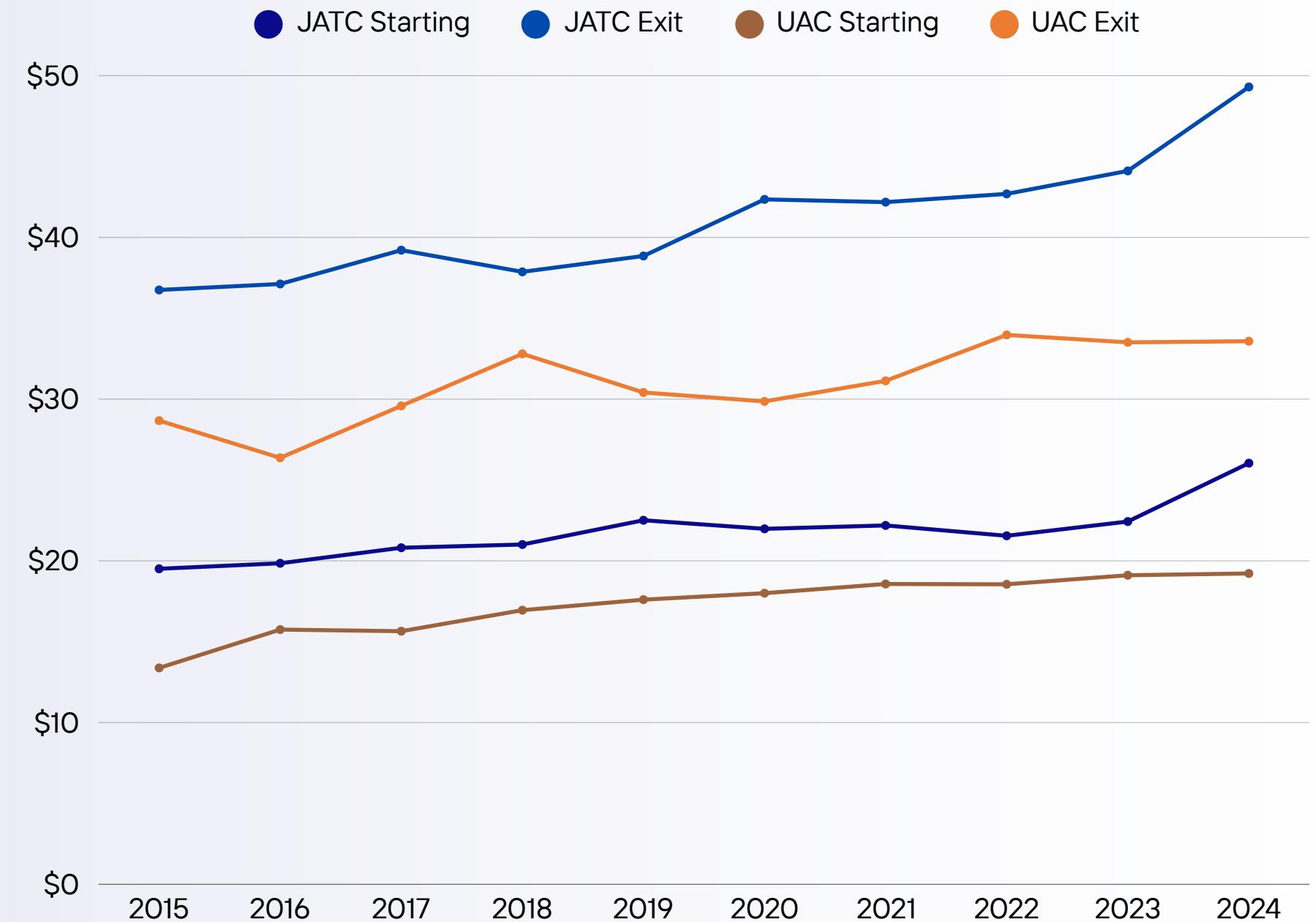
JATCs train the vast majority of women and people of color enrolled in apprenticeship programs



The Union Wage Advantage

JATC program apprentices receive higher pay in increases

From start to exit JATCs program apprentices receive an 89% average pay increase compared to 75% for UACs



The Union Wage Advantage

JATC wages have kept pace with inflation in the last decade; UAC real wages have decreased

UAC real wages have decreased by 12% while JATC wages have kept pace slightly above inflation

Year	JATC Exit	UAC Exit	JATC Wage Advantage
2015*	\$49.04	\$38.26	\$10.78
2024	\$49.30	\$33.58	\$15.72
Percent Change	+0.05%	-12.2%	+45.8%

OCTOBER 2025

PLAs for a High Road Construction Industry



NAFC - 2025

PROJECT LABOR AGREEMENTS IN CALIFORNIA

- Pre-hire collective bargaining agreements permitted by NLRB and CA's Public Contract Code
- 1999 Case: ABC v. San Francisco Airport Commission: "The PLA is not anti-competitive merely because certain bidders would see some of its features as less attractive."
- 2011 SB 922: Prevents local entities from banning PLAs
- 2024 SB 574: Requires PLAs on \$35million+ state projects





PLA Debate: Impacts on Quality Construction?

PROPOSERS

- Collaboration and standardization
- Grow apprenticeship programs and recruit historically excluded workers
- Improve productivity, efficiency, and safety outcomes
- Secure stable workforce

OPPOSERS

- Negatively impact bid competition
- Increase costs
- Lengthy bureaucratic process
- Require union participation and discriminates against non-unions

PLA Research



Cost

Robust, scientific studies show no cost difference. Only studies with few variables find cost increases.



Bidders

The single scientific study finds no difference in bidders on PLAs and non-PLAs in California



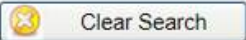
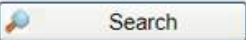
Local Hire

PLAs help to support local hire and workforce development

OBTAINING SACRAMENTO PLA DATA

Search Utility - You may search by DIR Project ID or enter at least one search criteria to display projects matching your search.

DIR Project ID

OR

Awarding Body/Development Proponent Name

Name of Project

Name of Contractor

PWCR Number

License/CSLB Number

Name of Subcontractor

PWCR Number

License/CSLB Number

First Advertised Bid From-Date

First Advertised Bid To-Date

Project Award From-Date

Project Award To-Date

Estimated Start From-Date

Estimated Start To-Date

Estimated Completion From-Date

Estimated Completion To-Date

Classification of Workers:

Contract Amount

Physical Address

☒ Address ☐ Location

Address Line 1

Address Line 2

City

State

Zip Code

Mail Stop

County



 **eCPR Search**

Enter search criteria:

To run a search, enter your search text in one or more of the optional fields below, and enter the dates of your search in the Date Range (To and From) fields.

You can also type part of a word in any optional field to run a wildcard search. For example, if you enter "San" as your search for Awarding Body, your search result set will contain Awarding Body names including "Santa Maria", "San Francisco" and "Sandstone, Inc".

*indicates a required field

DIR Project ID:

PWCR Number:

Awarding Body:

Contractor Name:

Project Name:

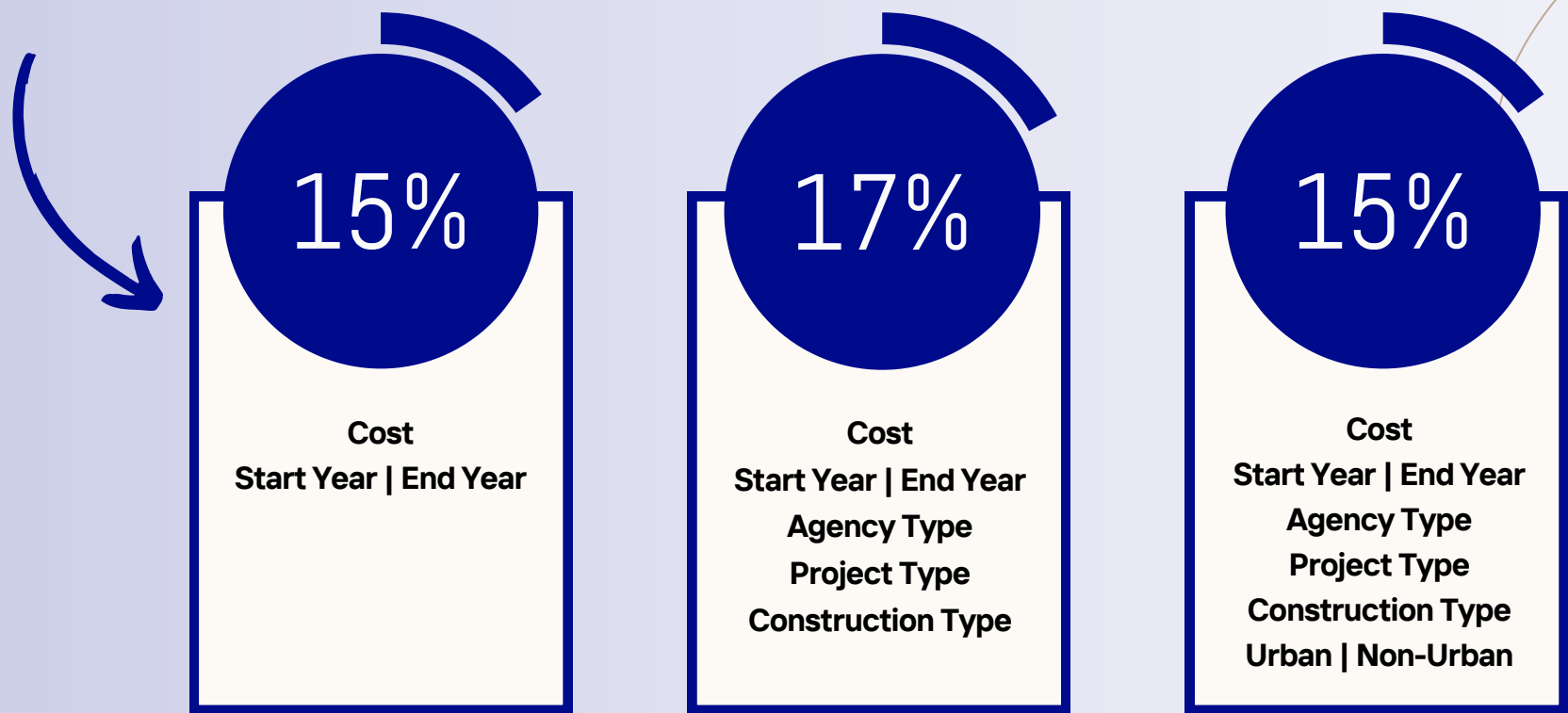
County:

*Date Range From:

*Date Range To:

Factors we
controlled for



Data based on 59 PLA and 233 non-PLA public works construction projects in Sacramento County, CA between 2019 - 2023

TIMELY CONSTRUCTION:
THE EFFECTS OF PLAS ON
PROJECT TIMELINESS IN
SACRAMENTO, CA

PLA projects in Sacramento
County were completed
between 15-17% faster than
non-PLA projects

- Promote timely completion of projects in two ways:
 - Ensuring timely access to skilled labor (union hiring halls matching workers to jobs)
 - Harmonizing collective bargaining agreements across crafts
- Particularly well-suited to address labor shortages during downturns and emergency situations like the pandemic
- Support apprenticeship programs

BENEFITS OF PLAS

- Fewer delays means taxpayers can reap the benefits of projects and new resources faster!
- Fewer disruptions to community services and resources
- More timely road repairs decrease project costs and prevent productivity losses otherwise caused by increased transportation times for workers and goods

WHAT DO FASTER COMPLETION TIMES MEAN FOR THE PUBLIC?

OCTOBER 2025



The Union Difference: The Effect of Union Contractors on Public Works Construction Costs

NAFC - 2025

OBTAINING SACRAMENTO COST DATA

Search Utility - You may search by DIR Project ID or enter at least one search criteria to display projects matching your search.

DIR Project ID

Clear Search

Search

OR

Awarding Body/Development Proponent Name

Name of Project

Name of Contractor

PWCR Number

License/CSLB Number

Name of Subcontractor

PWCR Number

License/CSLB Number

First Advertised Bid From-Date

First Advertised Bid To-Date

Project Award From-Date

Project Award To-Date

Estimated Start From-Date

Estimated Start To-Date

Estimated Completion From-Date

Estimated Completion To-Date

Classification of Workers:

Contract Amount

Physical Address

☒ Address

☐ Location

Address Line 1

Address Line 2

City

State

Zip Code

Mail Stop

County

Starting cost + final cost = percent change

NAFC - 2025

The Union Cost Advantage: Descriptive Statistics

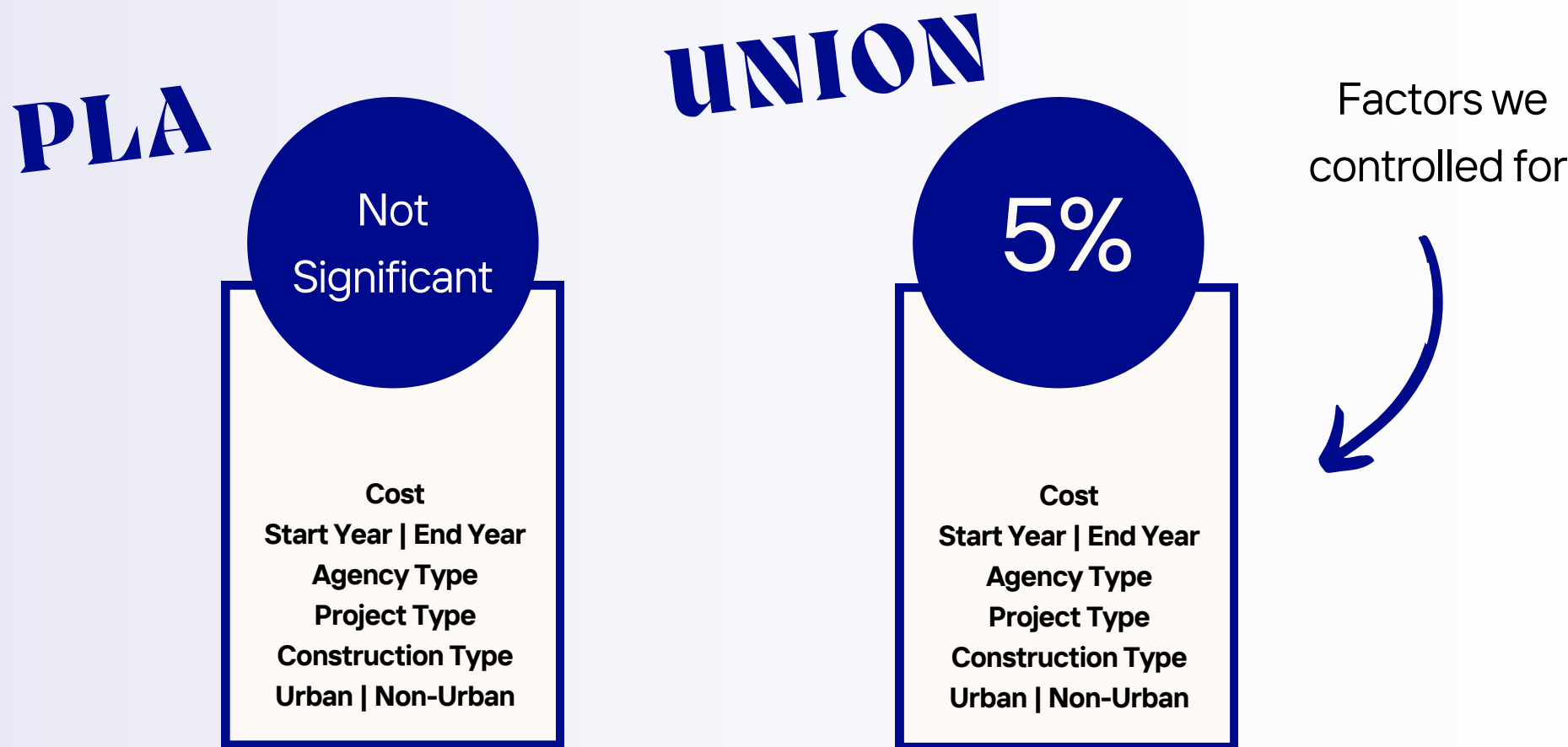
Projects with union prime contractors experience smaller differences between initial and final costs.

On average, final costs on union projects are only 1.9% higher than initial costs.

Prime Contractor Status	Average % Cost Increase
Union (75 projects)	1.9%
Nonunion (53 projects)	4.5%

PLA OR UNION EFFECT? A LOOK AT COST

The difference between initial and final project costs in Sacramento County is 5% lower on union projects than it is on nonunion projects



Data based on 128 public works projects in Sacramento, CA:
71 non-PLA 57 PLA, 53 non-union 75 union

What Does This Mean?

- Labor standards and cost effectiveness are not mutually exclusive
- While providing safer jobsites and better working conditions for workers, union contractors also complete more efficient, cost-effective projects
- Added dimension to the findings of recent 2022 IPA study

Next Steps

- These findings are based on an initial case study of projects in Sacramento County
- Plan to submit more PRA requests for projects outside Sacramento County to build a larger, more comprehensive database
- **Goal:** to create a dataset featuring projects from three counties, all with varying union densities:
 - Sacramento County
 - Santa Clara County
 - Fresno County



Thank You

Matthew
Hinkel

PHONE

616-617-0402

EMAIL

hinkelmp@alma.edu

WEBSITE

<https://www.alma.edu/faculty-staff/matthew-hinkel/>

Larissa
Petrucchi

PHONE

916-759-7985

EMAIL

lpetrucchi@norcalcic.org

WEBSITE

www.norcalcic.org