

AMENDED IN ASSEMBLY JUNE 17, 2025

AMENDED IN SENATE MARCH 26, 2025

SENATE BILL

No. 75

Introduced by Senator Smallwood-Cuevas

January 15, 2025

An act to add and repeal Article 4.5 (commencing with Section 14050) of Chapter 3 of Division 7 of the Unemployment Insurance Code, relating to employment, and repeal Chapter 9.8 (commencing with Section 6275) of Title 7 of Part 3 of the Penal Code, relating to prisons.

LEGISLATIVE COUNSEL'S DIGEST

SB 75, as amended, Smallwood-Cuevas. Employment: ~~Reentry Pilot Project~~. *Preapprenticeship Pathways to Employment Pilot Program*.

Existing law provides for various employment programs to assist formerly incarcerated individuals in finding and retaining employment, including the Pre-Release Construction Trades Certificate Program administered by the Department of Corrections and Rehabilitation and the Prison to Employment Program administered by the California Workforce Development Board.

Existing law establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce.

~~This bill would, subject to an appropriation and until January 1, 2030, require the board to establish a Reentry Pilot Project in the Counties of Alameda, Los Angeles, and San Diego to provide workforce training~~

~~and transitional support to formerly incarcerated individuals committed to careers in the skilled trades. The bill would require the board to designate a qualified nonprofit organization in each pilot county for specified duties, including the management and monitoring of funds. The bill would require a qualified nonprofit organization to provide certain stipends to eligible participants, including a transportation stipend to ensure accessibility to training and employment sites. The bill would require apprenticeship training that is affiliated with a union to be defrayed by underwriting 25% of the total cost per participant. The bill would require the board to evaluate the program based on specified outcomes and submit a report to the Legislature, no later than 6 months following the conclusion of the pilot project, assessing the pilot project's effectiveness and feasibility for statewide expansion.~~

This bill would, by January 1, 2028, require the Department of Corrections and Rehabilitation, in partnership with the Department of Industrial Relations, to establish the Preapprenticeship Pathways to Employment Pilot Program. The bill would, until January 1, 2032, provide incarcerated individuals access to preapprenticeship training in the skilled construction and building trades. The bill would require the program to provide, among other things, instruction based on the Multi-Craft Core Curriculum and content coordinated with joint apprenticeship training committees. The bill would require the Department of Corrections and Rehabilitation to implement the program at one men's facility and one women's facility. The bill would require the Department of Corrections and Rehabilitation, beginning January 1, 2029, to annually report certain data regarding participation in the program to the Legislature.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Chapter 9.8 (commencing with Section 6275) is
2 added to Title 7 of Part 3 of the Penal Code, to read:

3
4 CHAPTER 9.8. PREAPPRENTICESHIP PATHWAYS TO EMPLOYMENT
5 PILOT PROGRAM

6
7 6275. (a) No later than January 1, 2028, the Department of
8 Corrections and Rehabilitation, in partnership with the Department

1 of Industrial Relations and recognized building and construction
2 trades councils, shall establish the Preapprenticeship Pathways
3 to Employment Pilot Program.

4 (b) The purpose of the program is to provide incarcerated
5 individuals with access to high-quality preapprenticeship training
6 aligned with state-registered apprenticeships in the skilled
7 construction and building trades.

8 (c) The Department of Corrections and Rehabilitation shall
9 ensure equitable access to the program across each facility under
10 its jurisdiction, including facilities housing women and
11 gender-responsive institutions. The Department of Corrections
12 and Rehabilitation shall implement the program in at least one
13 men's and one women's facility.

14 (d) The program shall include all of the following:

15 (1) Instruction based on the Multi-Craft Core Curriculum
16 (MC3), recognized by the State Building and Construction Trades
17 Council of California. The instruction shall prepare participants
18 for entry into a wide range of union-affiliated skilled trades,
19 including, but not limited to, each of the following:

20 (A) Carpentry.

21 (B) Ironwork.

22 (C) Sheet metal.

23 (D) Laborers.

24 (E) Operating engineers.

25 (2) Availability to incarcerated individuals who are within 24
26 months of release and express interest in careers in the trades.

27 (3) Career readiness and case management services that are
28 designed to facilitate direct transition into union apprenticeships
29 following release. These services may be provided by existing
30 workforce and community-based programs and shall include, but
31 are not limited to, each of the following:

32 (A) Employment and training services, including job readiness
33 workshops, occupational skills training, preapprenticeship
34 placement, and paid transitional work opportunities.

35 (B) Behavioral health and substance use services, including
36 mental health counseling, cognitive behavioral therapy, substance
37 use disorder treatment, and peer recovery support.

38 (C) Housing support services, including emergency shelter,
39 transitional housing, housing navigation, and rapid rehousing
40 assistance.

1 (D) Transportation assistance, including public transit passes,
2 rideshare vouchers, and driver's license reinstatement support.

3 (E) Family and childcare support, including parenting classes,
4 childcare subsidies, and family reunification services.

5 (F) Legal services, including expungement and record sealing
6 clinics, support with fines and fees, and reentry-related legal
7 navigation.

8 (G) Digital and financial literacy services, including digital
9 skills training, budgeting support, credit repair, and access to
10 communication tools.

11 (H) Basic needs support, including access to work clothing,
12 hygiene items, food assistance, and mobile phone access.

13 (4) Classroom and hands-on instruction in construction safety,
14 trade mathematics, blueprint reading, industry orientation, and
15 other foundational skills aligned with state-registered
16 apprenticeship standards. Content shall be taught by certified
17 instructors and coordinated with local joint apprenticeship training
18 committees.

19 (e) Facilities who implement the program shall not grant
20 preferential treatment based on race, sex, color, ethnicity, or
21 national origin, in accordance with Section 31 of Article I of the
22 California Constitution. Access shall be based on facility needs,
23 proximity to release, and participant interest in skilled trades
24 careers.

25 (f) Participants who complete the program shall receive an
26 MC3 certification from a certified training provider.

27 6276. (a) The Department of Corrections and Rehabilitation
28 shall submit a report to the Legislature, beginning January 1,
29 2029, and each year thereafter, that includes the following
30 information:

31 (1) The number of individuals who have enrolled in the
32 Preapprenticeship Pathways to Employment Program.

33 (2) The number of individuals who have completed the
34 Preapprenticeship Pathways to Employment Program.

35 (3) The number of individuals placed in registered
36 apprenticeships or related employment.

37 (4) The number of individuals from each participating facility
38 and program site who fit the criteria in paragraphs (1) to (3),
39 inclusive.

40 (5) Identified barriers to access and participation.

1 (b) The report submitted pursuant to this section shall be
2 submitted in compliance with Section 9795 of the Government
3 Code.

4 6277. This chapter shall remain in effect only until January 1,
5 2032, and as of that date is repealed.

6 SECTION 1. ~~The Legislature finds and declares all of the~~
7 ~~following:~~

8 (a) ~~The successful reentry of formerly incarcerated individuals~~
9 ~~is critical to reducing recidivism and fostering economic~~
10 ~~self-sufficiency.~~

11 (b) ~~The Counties of Alameda, Los Angeles, and San Diego~~
12 ~~receive a large percentage of formerly incarcerated individuals~~
13 ~~released from the Department of Corrections and Rehabilitation~~
14 ~~and have highly developed public agencies and nonprofits focused~~
15 ~~on reentry services.~~

16 (c) ~~A structured, statewide model for reentry workforce training~~
17 ~~is necessary to optimize resources and create a replicable system~~
18 ~~for future expansion.~~

19 (d) ~~The California Workforce Development Board has~~
20 ~~demonstrated success in administering workforce training programs~~
21 ~~and is well positioned to oversee a Reentry Pilot Project focused~~
22 ~~on training formerly incarcerated individuals for careers in the~~
23 ~~skilled trades.~~

24 SEC. 2. ~~Article 4.5 (commencing with Section 14050) is added~~
25 ~~to Chapter 3 of Division 7 of the Unemployment Insurance Code,~~
26 ~~to read:~~

27
28 Article 4.5. Reentry Pilot Project
29

30 14050. (a) ~~For purposes of this section, “board” means the~~
31 ~~California Workforce Development Board.~~

32 (b) ~~The board shall establish a Reentry Pilot Project in the~~
33 ~~Counties of Alameda, Los Angeles, and San Diego to provide~~
34 ~~workforce training and transitional support to formerly incarcerated~~
35 ~~individuals committed to careers in the skilled trades.~~

36 (c) ~~Under the pilot project, the board shall designate a qualified~~
37 ~~nonprofit organization in each pilot county to manage and monitor~~
38 ~~funds and be accountable to the board for proper expenditure and~~
39 ~~reporting.~~

1 ~~(d) A qualified nonprofit organization shall provide the~~
2 ~~following stipends to eligible participants:~~

3 ~~(1) A transportation stipend to ensure accessibility to training~~
4 ~~and employment sites.~~

5 ~~(2) An equipment stipend to cover necessary tools and protective~~
6 ~~gear.~~

7 ~~(3) A living cost and technology stipend to support housing~~
8 ~~stability and access to digital resources.~~

9 ~~(e) Under the pilot project, apprenticeship training that is~~
10 ~~affiliated with a union shall be defrayed by underwriting 25 percent~~
11 ~~of the total cost per participant.~~

12 ~~(f) The board shall evaluate the program based on the following~~
13 ~~outcomes:~~

14 ~~(1) Participant employment rates and retention in skilled trade~~
15 ~~careers.~~

16 ~~(2) Reduction in recidivism rates among program participants.~~

17 ~~(3) Long-term fiscal impact, including cost savings from reduced~~
18 ~~incarceration rates compared to program expenditures.~~

19 ~~(g) (1) No later than six months following the conclusion of~~
20 ~~the pilot project, the board shall submit a comprehensive report to~~
21 ~~the Legislature assessing the pilot project's effectiveness based on~~
22 ~~outcomes evaluated under subdivision (f) and feasibility for~~
23 ~~statewide expansion.~~

24 ~~(2) A report to be submitted pursuant to paragraph (1) shall be~~
25 ~~submitted in compliance with Section 9795 of the Government~~
26 ~~Code.~~

27 ~~(h) (1) This article shall become operative only upon an~~
28 ~~appropriation of funds by the Legislature for the purposes of this~~
29 ~~article.~~

30 ~~(2) This article shall remain in effect until January 1, 2030, and~~
31 ~~as of that date is repealed.~~