

Employment Training Panel - Trainee Wages

Minimum Wages for Calendar Year 2026

(Health benefits of up to \$2.50 may be used to meet all wage requirements, subject to Panel approval)

STANDARD WAGES			REDUCED STANDARD WAGES HIGH UNEMPLOYMENT AREA (HUA)	
COUNTIES	NEW HIRE	RETRAINEE	NEW HIRE	RETRAINEE
	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION	MINIMUM WAGE AFTER RETENTION
Alameda, Marin, San Mateo, Santa Clara, and San Francisco	\$22.43	\$26.91	\$16.90	\$20.18
Contra Costa	\$21.31	\$25.57	\$16.90	\$19.18
Los Angeles	\$20.66	\$24.79	\$16.90	\$18.59
Orange	\$20.18	\$24.67	\$16.90	\$18.50
San Diego	\$20.48	\$24.67	\$16.90	\$18.50
All Other Counties	\$20.18	\$24.67	\$16.90	\$18.50
Note: Trainees must earn at least the State of California or local minimum wage rate (whichever is higher) that is in effect at the time of Final Payment, regardless of the ETP Minimum Wage set forth in this Chart.				
STATEWIDE AVERAGE WAGE SPECIAL EMPLOYMENT TRAINING (SET)		MODIFIED STATEWIDE AVERAGE WAGE SPECIAL EMPLOYMENT TRAINING (SET)		
TERM BEGINNING DATE		<i>Trainees may earn up to 25% below the State average hourly wage. Workers must work in a priority industry sector or be funded for training under a Critical Proposal. This wage modification will be determined on a case-by-case basis</i>		
Jan. 1, 2026 - Dec. 31, 2026	\$44.85			\$33.64