

FLORIDA APPRENTICESHIP ADVISORY COUNCIL MINUTES

July 13, 2006 – Orlando, Florida

Members Present:

Bonnie Marmor, Chairperson
Cindy Johnson
Donna Beasley John Spinella
Billy Campbell Arnold Pruitt
Al Herndon Lori Blake
Jerry Thomas Wm. James Nolan

Members Absent:

Henry Gonzalez

The Chair, Dr. Bonnie Marmor, opened the Florida Apprenticeship Advisory Council Meeting at 1:00 p.m. at the Apprenticeship Building on the Mid-Florida Tech campus in Orlando, Florida following the Pledge of Allegiance. The Chair welcomed those in attendance and thanked them for their interest. The State Apprenticeship Advisory Council members were introduced.

Department of Education Staff and Area Apprenticeship Representatives were introduced, including Mr. Richard Melton, the USDOL Apprenticeship Representative in Florida.

The minutes of the April 19, 2006 Apprenticeship Council meeting were reviewed. A motion was made by Donna Beasley and seconded by Lori Blake that the minutes from the April 19th Council Meeting be approved as submitted.

Steve Campora, Director of the Office of Apprenticeship, made the following reports as an update from the April Council Meeting:

- Affirmative Action Contacts (Activities): Mr. Campora introduced Janet Skipper, who is with the Orlando Electrical JATC. Ms. Skipper is a nationally recognized expert concerning the issue of women in registered apprenticeship. She gave a comprehensive report about her program's affirmative action activities in greater Orlando, supported by a federal grant to assist in implementation. The federal grant was for women to enter into apprenticeship and to attract females into the Construction Trades. Strategies that came out of the grant are still being used, but the grant is no longer available. All union building trades apprenticeship programs were involved in the implementation and operation of the grant. Other activities that worked well were:
 - Coordination with community-based organizations that included Beta House and the Housing Authority. Their representatives visited the various Apprenticeship Program sponsors to review training activities.
 - The Department of Corrections was involved with a four-week overview of Apprenticeship.

- Job fairs and support groups were held for apprenticeship candidates.
- Mentoring by journeypersons.
- Evening classes were held for women who might be interested in construction jobs.
- Thirty nine women have been placed in Construction or other jobs with industry due to this project.

A Question-and-Answer period followed.

- Sixty participants have completed the program since its inception in 1998.
- U.S. Department of Labor Apprenticeship Representative, Richard Melton, noted that the BAT Women's Bureau is a good source for Grant Application and Affirmative Action Information.
- A recommendation was made to develop an Affirmative Action Contact List and post on the Apprenticeship web site for assistance in recruiting females and minorities.

Nancy Cordill, DOE -Workforce Education, provided follow-up information requested during the previous Council meeting.

- A Level 2 background check for people coming on to school property is still required, as outlined in the "Jessica Lunsford Act."
- Child Labor Law - Student Learner Exemptions for Hazardous Occupations:
The 1996 Senate Bill 2062 amended Chapter 450.161 Child Labor Law providing an exemption on the section of the law that restricts students from working in hazardous occupations as part of their educational program. The exemption applies when students are enrolled in a Career & Technical Education (CTE) Training Program under a recognized State or Local Educational Entity.

Ms. Cordill - Florida reBuilds Program: The Florida reBuilds program has re-engineered the delivery system as of July 1, 2006. The legislature provided \$12 million from general revenue funds to continue the program through 2006-07. The main changes in the program operations include:

- Currently operated totally through the Regional Workforce Boards
- Expanded eligible occupations from 7 to 44
- Monica Elliott is the Florida reBuilds Coordinator. E-mail:
monica.medlicott@awi.state.fl.us – call (850) 245-7433 for information

Ms. Cordill also provided a Legislative Update:

- The Ready to Work Initiative will provide students with a pre- and post-instruction assessment. The assessment will assist students in identifying specific skills and the competency level needed to enter a specific occupation. The pre-assessment will identify individual skill gaps; then the system will provide occupation specific targeted instruction.
 - Chairperson Marmor explained that the Ready to Work program is the Governor’s Initiative. The Ready to Work certification program is designed to be available to anyone in Florida. There is a proposed three-year funding cycle of \$39 million. The Legislature approved one-year funding at \$13 million and \$250,000 to cover the cost for DOE Administrative Oversight.
- Ms. Cordill gave a brief overview of Senate Bill 7087 that addresses Middle and High School Reform. Two aspects of the bill that affect career and technical education are:
 - All middle school students must take a Career Educational course and have a Career Education Plan before entering the 9th grade.
 - Students entering high school will be required to declare a major area of interest. CTE programs are eligible for major designation. A student must take four courses in their major area of interest to complete his/her major.

Ms. Cordill provided an update on the Workforce Education Awareness and Recruitment Plan. The plan provides for the development of a link from Career and Technical Education to Industry – The DOE, Workforce Education web site provides additional information: http://www.firn.edu/doe/workforce/industry_partners.htm. Fred Mattingly is project leader. His contact information is: 1-800-406-5555, Fred.Mattingly@fldoe.org.

Mr. Campora provided the Apprentice Office Update:

- Mr. Campora referenced a document that outlines changes in the U.S. Department of Labor rules for Apprenticeship. The document provided a side-by-side comparison of the changes that have been proposed. A chapter 29CFR Part 29 Draft from the Federal Apprenticeship Committee was provided for public input.
- DOL staff members, Franchella Kendall (Washington, D.C.) and Garfield Garner (Atlanta), conducted the state level “Compliance Review” and have “recommended that the state of Florida be officially approved and recognized as an Apprenticeship Registration Agency for Federal Purposes.” This was in the form of a recommendation that is working its way through the DOL process.
- Progress on the Web-Based Data System is at a temporary standstill due to a major upgrading of new software language for all new programs in the DOE. This will require

additional time but will increase user-friendliness of the application. The web site may be available in the fall with preliminary plans to establish a pilot in each region (eight regions).

Presentation:

Pat McLaughlin, Director of the Florida Masonry Apprentice & Education Foundation, Inc., made a comprehensive and informative presentation regarding the implementation, history and successes of the Masonry Foundation. McLaughlin stressed the importance and need to train apprentices. The entire masonry industry, including the supply side, in Florida is involved and participating. The Foundation represents a solid effort to establish training mechanisms with an emphasis on registered apprenticeship. It is funded by the industry that has set growth goals for qualified journeymen in the masonry trade. Some highlights of his presentation noted that over \$2.5 billion were spent in construction activity in Florida; 528 million concrete blocks were produced and installed, and over 8,800 masons and tenders are working in Florida. He noted that new Apprenticeship and Pre-apprenticeship programs have been developed through the efforts of Foundation activities.

COMMITTEE REPORTS:

Rules and Regulations – Lori Blake – Chair:

Ms. Blake reported that the committee met in Ocala and reviewed 38H-16 changes as recommended by the Office of Apprenticeship. The committee will work with DOE to submit recommendations that represent the apprenticeship community. The promulgated rule 38H20 was deleted with no recommended replacements. The committee chair inquired of Mr. Campora why there were not any recommended changes to 38H20. Mr. Campora explained that the previous rule related to the statutes that established the previous advisory council. There is a new statute relative to the organization of the new Florida Advisory Council. Consequently, since there was a new statute for the organization of the Council that was very different than the old statute, it was appropriate to now completely re-write 38H20 (rules for the Council).

Public Awareness and Marketing – Wm. James Nolan – Chair:

Mr. Nolan made a presentation about committee activities that included a radio and newspaper marketing article. Mr. Nolan asked Dave Islitzer (DOE Apprenticeship Representative) to introduce and discuss the committee project of developing a three-fold pamphlet as a draft that will be utilized for marketing to military. There was a positive response from the Council and audience. Input followed from Council members and program sponsors with suggestions on organizations that should receive the brochure; funding sources for printing, distribution and implementation were discussed. Committee Chairman Nolan discussed radio, TV and public service announcements with a suggestion that telephone number contacts accompany marketing. It was agreed that the pamphlet should be refined with the addition of color and then brought back to the Council for final approval. Reproduction costs were discussed. Chairperson Bonnie Marmor suggested that DOE staff will coordinate with Fred Mattingly (DOE staff member) to discuss costs, process, etc.

Motion made by Mr. Nolan and seconded by Al Herndon to proceed with PSA announcements and brochure printing, costs, and development.

Committee member Al Herndon presented a marketing video developed by the Milwaukee, Wisconsin Vocational Students that depicted apprentices and journeymen working in the different construction trades at Brewers Stadium (a baseball facility). He stated that this is an example of what can be done.

Program Expansion and Development – John Spinella – Chair:

The committee met in Orlando prior to the Council Meeting and revisited past actions and recommendations of the committee:

- Affirmative Action Contacts – A listing of Affirmative Action Contacts be available on the Apprenticeship web site for use by registered apprenticeship programs.
- Work on coordination with DOE representatives, apprenticeship sponsors and veterans groups to make presentations at military sites where veterans are being transitioned out of the military.
- A suggestion made from the audience was that the Office of the State Adjutant General be contacted for coordination with the apprenticeship community regarding veterans.
- Helmets to Hardhats program and process were discussed and included in the Direct Interview Recruitment Program.

Public Input and Comments:

Discussions continued regarding the Florida reBuilds program and the process for coordination between Workforce Boards and the Apprenticeship Community.

Another inquiry regarding a process in DOE to hire a public relations firm for marketing, and funding sources for Apprenticeship was briefly discussed.

Next Council Meeting Location:

Tallahassee - the week beginning on October 16th was chosen, with the Council meeting held on October 19, 2006 at 10:00 a.m. **(Editorial Note: The next Council Meeting has been changed to 9:30 a.m. on the 20th of October at the Turlington (DOE) Building in Tallahassee, 17th floor, Room 1703.**