

STATE APPRENTICESHIP ADVISORY COUNCIL
March 9, 2011 – Tallahassee, Florida

Meeting Minutes

Members Present:

Chairperson Loretta Costin, Chancellor of the Division of Career and Adult Education,
Ken Olsen, Program Director of Apprenticeship
Jerry Thomas, Training Director, Jacksonville Plumbers & Pipefitters JATT
Billy Campbell, Director of Education, Central North Florida Carpenters & Millwrights
Ruth Tirado, Vice President of Apprenticeship Training, Florida Association of Builders and
Contractors, Inc.
Cindy Johnson, Apprenticeship Administrator, Palm Coast Joint Training Association, Inc.
John Spinella, National Coordinator, National Elevator Industry Educational Program
Arnold Pruitt, Owner, Florida Construction Apprenticeship Corporation Training Program
Al Herndon, Apprenticeship Coordinator, Florida Masonry Apprenticeship & Educational
Foundation
William James Nolan, Training Director, Jacksonville Electrical JATC
John Small, Senior Director for Workforce Education, Polk County Schools

In addition, present from the Department of Education were Apprenticeship and Training
Representative (ATR) Dave Islitzer, and Juanita Warren, Administrative Assistant.

Call to Order: The meeting of the State Apprenticeship Advisory Council (SAAC) was called
to order at 12:55 p.m. at Workforce Plus, in Tallahassee, Florida.

Welcome, Pledge of Allegiance and Introductions: Chairperson Costin welcomed the Council
Members and all other attendees. The roll was called and a quorum was present. Council
members and audience members introduced themselves.

Approval of Minutes: The minutes of the August 3, 2010 meeting were unanimously approved
as read in a motion by Mr. Spinella and seconded by Mr. Pruitt.

Recognition of Apprenticeship Council Member: Chairperson Costin addressed the Council
and apprenticeship audience regarding the passing of Ms. Donna Beasley. She read the tribute
that was delivered at Ms. Beasley's memorial service held in February 2011 in Lee County. She
extended her gratitude to the entire staff of Tri-County Apprenticeship Academy for the many
contributions Donna contributed to apprenticeship and her dedication to the Academy and
extended an invitation to the council members to share any tributes or reflections of his/her work
with Donna. Mr. Herndon shared that he attended the memorial service for Donna and stated
that the program was renamed the *Donna J. Beasley Tri-County Apprenticeship Program*, in her
honor. A moment of silence was held for Donna briefly during the Council meeting.

Follow-Up Items from Last Meeting (Old Business):

Apprenticeship Section

Chairperson Costin announced that Mr. Ken Olsen has now been appointed permanent Program Director for the Apprenticeship Section. Another organizational change in the Division of Career and Adult Education was that a Bureau was created consisting of the Career and Technical Education (CTE) Programs Section, the Adult Education Programs Section, and the Apprenticeship Section. It is known as the Bureau of Standards, Benchmarks & Frameworks and Ms. Kathleen Taylor was appointed Bureau Chief for the newly created Bureau. Ms. Costin, Ms. Taylor and Mr. Olsen are there to provide assistance on all matters relating to apprenticeship.

State Apprenticeship Advisory Council Committee Structure (SAAC)

Chairperson Costin provided an update related to the current membership structure of the State Apprenticeship Advisory Council (SAAC). She shared that at the last meeting, concerns were raised by Council members pertaining to SAAC membership compliance with 446.045 Florida Statutes, Chapter 2009-40, which establishes the SAAC and the membership structure of the SAAC. Prior to the 2010 legislative session, membership on the advisory committee was to be comprised of ten (10) members, five (5) members representing joint (union) organizations and five (5) members representing non-joint (non-union) members. During the 2010 legislative session, 446.045 F.S. was amended to comply with Federal Title 29 CFR Part 30 (a) (2).

Membership on the SAAC is now required to be comprised of four (4) members representing employee (union or joint) organizations and four (4) members representing employer (non-union/non-joint) organizations. In addition, membership will consist of two (2) public members who are knowledgeable about registered apprenticeship and apprenticeable occupations, one of whom shall be recommended by joint (union) organizations, and one of whom shall be recommended by non-joint (non-union) organizations.

Chairperson Costin stated that currently, there are ten (10) members serving on the SAAC, representing joint and non-joint apprenticeship programs. Of the ten council members, the terms of two members representing the joint apprenticeship programs and three members representing the non-joint apprenticeship programs have technically expired and new members have not been appointed. She shared that as long as those members are willing to serve on the SAAC, they may continue to do so until such time as Governor Scott appoints new members.

She further shared that the Florida Department of Education does not appoint and approve appointments to the SAAC. However, she shared that a letter to the Governor's appointments coordinator is currently under development to provide background information related to the change in Florida statute that occurred in 2010 to bring Florida apprenticeship law up to compliance with Federal Title 29 CFR Part 30 (a) (2). The letter will also detail the number of positions to be filled.

For those interested in SAAC membership, she advised interested parties to access the Governor's appointments website for the appointment submission application.

Since the last Council meeting in August 2010, two SAAC committees have changed their names-- the Marketing Committee has now become the Workforce Awareness and Marketing Committee. The Expansion and Development Committee has now become the Apprenticeship and Preapprenticeship Expansion and Development Committee.

Apprenticeship Office Update: Mr. Ken Olsen, newly appointed program director, presented a PowerPoint presentation that included apprenticeship updates, as well as updates from the United States Department of Labor (USDOL) as it relates to Greening of Apprenticeship, the Collaboration for Success, and other apprenticeship activities. (The PowerPoint presentation is included on the website with the minutes.)

Mr. Olsen reported that reassignments of apprenticeship programs were made beginning in January 2011 due to the retirement of Mr. Richard Melton, of the United States Department of Labor (USDOL). USDOL closed the Jacksonville office upon Mr. Melton's retirement in December 2010 and will not fill the position vacated by Mr. Melton. The programs previously assigned to Mr. Melton were reassigned to ATRs with the intent of aligning to the appropriate regional workforce boards.

Mr. Olsen reported that the current staffing within the Apprenticeship Section consists of one program director, one administrative assistant, one standards reviewer, and five field-based apprenticeship training representatives (ATRs) servicing Florida. One ATR position remains vacant.

Mr. Olsen reported the Apprenticeship Section's general revenue operating budget (excluding associated staff salaries and benefits) is \$9,808.03 for the current fiscal year. USDOL grant expenses so far (including travel, expenses, contracted services, and equipment) total \$28,583.57.

Mr. Olsen announced that in the near future a Division of Career and Adult Education (DCAE) Guidebook will be available for viewing, which will include information about all bureaus within the Division.

Three PowerPoint slides were shown that represent three (3) years of total active programs, apprentices and completions. There is a slight increase in apprentices as the economy shows signs of improvement.

As a result of the updated Title 29, CFR Part 29 and existing Title 29, CFR Part 30, there is now a requirement that completion rates be included when Quality Assurance Assessments are conducted. With this new requirement the U.S. Department of Labor (USDOL) and the Office of Apprenticeship (OA) has provided data on the completion rate, cancellation rate, and retention rate for the past five years.

Mr. Olsen spoke to the realignment of registered programs, which on the next two slides, show the Apprenticeship regions are now aligned with Workforce Board regions.

New Business:

- **Recognition of State Apprenticeship Agency Title 29, CFR Part 29 and Title 29, CFR Part 30:**

Mr. Olsen reported that the Florida Department of Education (FLDOE) was notified by the USDOL-OA on December 23, 2011 that FLDOE was granted “continued recognition” as the Registration Agency for Federal Purposes.

There do not seem to be any additional issues with the Registered Apprenticeship Partners Information Data System (RAPIDS) with the exception of obtaining certain statewide reports. When needed OA staff are very helpful in providing reports and data requested by the State.

Mr. Olsen reported the apprenticeship website is updated as needed and the instructor online training course is available online through a link on the website. There have been 103 instructors that have completed this training to date.

There are two Greening Apprenticeship workshops remaining to be offered. One is scheduled in Port St. Lucie on March 17, 2011, and the last one is scheduled in Fort Lauderdale on June 9, 2011.

Mr. Olsen provided information on the “Pathways to Prosperity Project conducted by Harvard Graduate School of Education February 2011”. This is a major study, which includes the roles of apprenticeship and Career Technical Education as part of the report.

- **Collaboration for Success Clinic Update:**

Mr. Olsen reported that the regional plans are updated each quarter by the ATRs and a Quarterly Narrative report is sent to the Federal Project Officer. There is quite a bit of information about the Collaboration for Success in the second portion of the PowerPoint presentation.

Chairperson Costin reiterated the two parts that Mr. Olsen wanted to present to the Council and audience, as it relates to apprenticeship. The first is the realignment of the programs with the Workforce Board, number of active programs and apprentices, completion and cancellation rates. The second is the need to develop partnerships with the workforce development system and regional workforce boards. Chairperson Costin asked if there were any questions or comments concerning the first part of the PowerPoint presentation. Ms. Tirado asked a question about retrieving report from RAPIDS, regarding reports that are in need of modification for Florida, and does that pertain to the Department, or will the sponsor pull reports for the providers themselves or both. Mr. Olsen stated that the data is not pulled by the Department of Education, rather the sponsors enter the data and the data is then approved (signed off) by the ATRs. There are reports that other states have access to, but not Florida. Florida would have to contact the federal office to pull the data Florida needs from RAPIDS. The federal office has complied with Florida’s requests for data.

Chairperson Costin said in the second presentation that apprenticeship is losing programs and apprentices due to the economy. Apprenticeship is doing the best it can to work with new sponsors and new businesses to try to develop new programs. There is a great interest at the state and federal levels related to the return on investment, and apprenticeship is vital to the economy in producing results related to return on investment. Chairperson Costin asked if there were any questions or comments concerning the second part of the PowerPoint presentation. A council member stated the information provided to the sponsors and the Council would be good to share with the legislature, and another council member said this would also help guide the sponsors to continue in providing services for apprenticeship whether the economy is good or bad. There was a final comment by a member that apprenticeship was mentioned in a new broadcast by Tom Brokaw, and the broadcast positively addressed apprenticeship as a valuable asset to the workforce.

- **Legislative Update**

Chairperson Costin gave a legislative update letting the Council know session officially started on March 6, 2011, and the state is facing an approximate \$3.6 billion dollar deficit along with desire to have funds in reserve. The legislature is looking at several reductions, which include apprenticeship, school districts, and colleges as part of the new line item, and we do not know what the impact will be at this time.

New Bills: Chairperson Costin referred to House Bill 0279, which, if passed, allows for a corporate tax credit, when apprentices are hired, and meet certain conditions. House Bill 1407 relates to journeymen and the intent seems to be cleaning up old language. The Council was informed about the Governor's intent to create a "Jobs Agency" which would resemble the once operational Department of Commerce.

- **Pinellas WorkNet**

Ms. Jackie Skryd spoke of the Statewide Weatherization Grant that Pinellas Worknet received from the U.S. Department of Energy and introduced James Robinson, of Pinellas WorkNet, who provided a PowerPoint presentation on the Statewide Weatherization Grant. The center was funded by WorkNet Pinellas and the U.S. Department of Energy in 2010, to create training in weatherization of homes. The training will take place at the Pinellas Technical Education Center in St. Petersburg, and they are offering three (3) courses: Weatherization Installer, Weatherization Building Auditor, and Building Performing Institute (BPI). For more information on the project, visit its website at www.worknetpinellas.org/weatherization.

Committee Report Out:

- **Rules and regulation**

Chair Jerry Thomas reported there are no new reports and all apprenticeship rules have been approved by the State Board of Education, and are waiting for final adoption by the Department of State, which usually takes 4-6 weeks.

- **Workforce Awareness & Marketing Committee**

Chair Wm. James Nolan reported that Apprenticeship Day will be held March 10, 2011 at the Capitol. They are looking forward to lots of participation at this event. Promotion of apprenticeship will be essential at this year's Florida Association for Career & Technical Education (FACTE) conference to be held at the end of July. Ms. Marsan Carr, Director of FACTE, said there would be an apprenticeship strand at the conference, and she was working with Chairperson Costin, Mr. Olsen, and Cindy Johnson. There was a suggestion that resulted in a discussion concerning the meeting schedules of FACTE, Workforce Florida, Inc., and regional Workforce Board meetings.

- **Apprenticeship and Preapprenticeship Expansion & Development Committee**

Chair John Spinella reported on the USDOL OA and Florida concerning some possible apprenticeship programs in state correctional facilities. There was a discussion concerning this issue, and we will need to wait on further developments.

Council Round Table:

There was a discussion concerning contacting council members to see which committee they would be willing to serve. Individuals who are interested in serving on the SAAC would need to submit or resubmit an application to Governor Scott's Appointments Office.

Ms. Christine Rodriguez, Intern Director of Tri-County Apprenticeship Academy, was recognized in the audience; and Ms. Rodriguez thanked those who attended Donna Beasley's Celebration of Life ceremony, and stated that Ms. Beasley was her mentor and would continue the legacy of her dedication in serving apprentices entering into its program. Ms. Rodriguez announced that the program was renamed in honor of Ms. Beasley, saying that she did good work and was a great person to work with in making Tri-County an excellent program for its participants.

Public Input

When the meeting was opened for public input, Mr. Melton stated that he was involved for 40 years with registered apprenticeship programs in Florida. He also informed those who did not know, that he retired on December 31, 2010 from working with the Bureau of Apprenticeship and training (BAT). He said how he had enjoyed working with programs and intended to stay involved. He further thanked those who had worked with him in apprenticeship.

A comment was made from the audience concerning the Department of Corrections and apprenticeship programs. Mr. Melton explained how apprenticeship programs worked in the federal prisons, and that the inmate must have a short time left on their sentence to be eligible. There was further discussion concerning what could or could not be done with apprenticeship and incarceration.

A concern was raised regarding completion of apprenticeship. A few years ago, the USDOL OA changed some of the rules regarding exit points. The individual further explained that there is some confusion as to whether or not any of those exit points are captured as completions. The Council was encouraged to consider exit points that have trade-related occupations. Chairperson Costin asked the question of whether this includes partial completers, which are Occupation Completion Points (OCP). She was told that it is not included; it is the federal methodology of calculating completions that is utilized.

A question was raised from the audience about the adoption of the revised apprenticeship rules, and when did they become effective. Rules are approved then adopted by the Secretary of State, which usually takes about 4-6 weeks. Another question was raised regarding the change of the apprentice to journeyman ratio. The sponsor voiced concern about the new apprenticeship ratios and potential changes to the program standards. She shared that the regional ATR indicated that no changes to the standards would be required. This was a great concern because so many of the programs deal with Davis-Bacon wage-typed occupations. Mr. Olsen and Chairperson Costin suggested that the sponsor's concerns be sent to Mr. Olsen via e-mail in order to research the question.

Future Meeting Date:

Chairperson Costin suggested the next Council to meet in conjunction with the FACTE conference, in Clearwater Beach, at the Clearwater Hilton. The Council agreed to hold the meeting on July 25.

The meeting adjourned at 2:48 P.M.