

STATE APPRENTICESHIP ADVISORY COUNCIL

March 11, 2010 – Tallahassee, Florida

Workforce Plus, Inc.

*Meeting Minutes*

**MEMBERS PRESENT:** Chairperson Designee Robert Grisar, Program Director of Apprenticeship, Jerry Thomas, Cindy Johnson, Billy Campbell, Ruth Tirado, John Spinella, Arnold Pruitt, James Nolan and Al Herndon

Also present from the Department of Education were Administrative Assistant Juanita Warren and Apprenticeship and Training Representative (ATR) David Islitzer, and from the United States Department of Labor (USDOL) Richard Melton, Apprenticeship Training Program Specialist.

**CALL TO ORDER:** The meeting of the State Apprenticeship Advisory Council (SAAC) was called to order at 1:00 p.m. at the offices of Workforce Plus-Leon, 2525 South Monroe St., Suite 3A, Town South Plaza, Tallahassee, Florida 32301.

**WELCOME, PLEDGE OF ALLEGIANCE AND INTRODUCTIONS:** Mr. Grisar welcomed the Council Members and all other attendees. The roll was called and a quorum was present. Council Members and the audience introduced themselves. Mr. Grisar thanked the staff of Workforce Plus and the Leon County One-Stop Center for hosting the Council meeting.

**APPROVAL OF MINUTES:** The minutes of the November 10, 2009 meeting were unanimously approved as read in a motion by Ms. Johnson and seconded by Mr. Campbell.

**RECOGNITION OF APPRENTICESHIP COMMUNITY MEMBERS:** Mr. Grisar noted the passing of former Council Member Mr. William “Bill” Howard, Jr. The following tribute was read:

*William "Bill" Howard, Jr. passed away at age 65 on Sunday, December 6, 2009. Bill was born in Buffalo, NY and graduated from McKinley Vocational High School in the sheet metal trade.*

*Bill was a US Navy veteran. In 1978, he came to Brevard County and worked in construction at the Kennedy Space Center and at many construction projects in Cocoa Beach. He owned two companies, New Prospect Enterprises, Inc. and Niagara Associates, Inc.*

*Bill founded and for many years served as Executive Director of the Academy of Construction Apprenticeships and the Academy of Construction Preapprenticeships in Palm Bay. He was instrumental in the founding and, as President, the stewardship of the Open Shop Apprenticeship Administrators Association and deeply involved in a host of apprenticeship activities throughout the years. And, of course, Bill was appointed to the State Apprenticeship Advisory Council by Gov. Lawton Chiles, where he served for many years. As all who knew him can attest, he was happiest teaching and mentoring his apprentices.*

## **FOLLOW-UP ITEMS FROM LAST MEETING:**

### **Electronic meeting methods**

At the prior meeting Mr. Jim Sullivan of Central Florida Electrical JAC asked if the Council could perhaps use a better electronic meeting method than conference calling, such as “Go-to-Meeting” or “Elluminate-Live”. Mr. Grisar researched this concern and was informed by Division staff that conference calling is what is available for use at this time. The apprenticeship section budgeted \$300 for this fiscal year for conference calls in order to provide for the Council meetings, as well as staff use.

**APPRENTICESHIP OFFICE UPDATE:** Mr. Grisar reported the current status of the Apprenticeship Section. Active apprentices in the Registered Apprenticeship Partners Information Data System (RAPIDS) total 11,202 in 242 programs. There have been 1,044 new apprentices registered and 612 completed. Eight new programs have been registered, six in manufacturing and IT and two in construction.

Some staff members continue to engage in short distance travel at their own expense. Because of the travel issue, only two compliance reviews have been conducted this quarter. For the same reason, on-site training for Sarasota and Miami ATRs in compliance reviews has been tabled for the moment.

Jon Goins retired at the end of January. His position will not be filled. Consequently, the Largo office has been closed and responsibility for his territory has been shifted to other ATRs. Mr. Steve Lindas will cover Hernando and Pasco Counties, Mr. Bill Lauver will cover Hillsborough County, and Mr. Steve Seville will cover Pinellas County.

As previously reported, all state policies were forwarded to USDOL for review and concurrence. A response has not yet been received.

The Code revision was completed and a copy sent to USDOL for review on January 31. Their review was completed and returned on Monday, March 8, 2010 and staff members are reviewing the comments. Public hearings will be scheduled in Tallahassee, Orlando and Miami to take final input from the apprenticeship community. With those hearings completed and comments reviewed for inclusion in the Code along with USDOL’s mandated changes, the code revision process will be near completion. A final edit will be done at that point, the USDOL will be notified of any substantive changes in order to again get their concurrence, then it will go back to the General Counsel’s Office for review, then to the Chancellor’s Office and finally, to the Commissioner. A notice with the rule will be published in the Administrative Weekly at least 28 days prior to the State Board meeting and then the Board votes on it.

Program sponsors are now all on RAPIDS. Apprenticeship staff members no longer do the data entry. Instead, completed paperwork is forwarded to them for approval online. Some minor issues arose during implementation, but nothing that could not be resolved easily. Mr. Grisar

will continue to push work down to the appropriate authority level granted in RAPIDS. This should not affect sponsors, but will affect some of the RAPIDS procedures followed internally.

The Apprenticeship Section is continuing to update and expand the information available on the website. There are now sections covering preapprenticeship, as well as green/sustainable resource apprenticeship training efforts. A section on the website also features a list of business partners. The companies that support apprenticeship by employing and training apprentices are the primary partners in the apprenticeship system. The site lists those employers by company name and by the programs in which they participate. There are over 5,000 entries on the list.

Mr. Grisar stated that it is very important that everyone realize that we are not just 242 programs, but that we are really thousands of companies across the state coming together to train and employ Florida's talent pool.

In relation to grant operations, in February, Mr. Grisar participated in a three day conference in Washington, D.C., co-sponsored by USDOL and the National Association of State and Territorial Apprenticeship Directors (NASTAD). The NASTAD agenda included the following:

- Policies for implementation of Title 29 CFR Part 29;
- State efforts at meeting the new state recognition requirements;
- Grants available for apprenticeship;
- IT issues;
- Meeting with the Deputy Assistant Secretary of Labor; and,
- Revision of Title 29 CFR Part 30 which, like Title 29 CFR Part 29, had not been revisited since the 1970's.

Mr. Grisar advised Council to expect to see a Notice of Proposed Rulemaking published shortly. USDOL has a short timetable on the revision. Mr. Grisar suggested that the apprenticeship community should be prepared to provide comment.

The Florida Association for Career and Technical Education (FACTE) has indicated that they will be able to assist in the development and delivery of a curriculum for apprenticeship instructors. Ms. Marsan Carr informed Mr. Grisar that the work is just about completed. As soon as it is available, he will notify the apprenticeship community.

Ms. Tirado asked if persons certified by the NCCER "Train the Trainer Seminars" will still be required to go through the training. Mr. Grisar answered that the USDOL was not specific as to the instruction. The training being developed is meant to be a basic course for those programs not in a position to provide such training on their own. If better or alternate training were available, then that training would be acceptable. Ms. Tirado also pointed out that, although

there would be no charge for the proposed online training, the instructor's time still needs to be paid and, therefore, such training is not really free.

Mr. Thomas commented that the competency and hybrid methods of achieving apprenticeship completion were not part of the Council's recommendation, but are in the current draft. Mr. Grisar stated that Florida was compelled to comply with the USDOL on that issue and the issue of reciprocity. Mr. Grisar mentioned that Florida is not providing interim credentialing because of the added workload and cost.

Mr. Grisar conducted 21<sup>st</sup> Century Apprenticeship Workshops to go over federal rule revisions in Fort Myers, Sarasota, Pensacola and Tallahassee at One Stop Centers, and a Green Apprenticeship Workshop in St. Petersburg. He also conducted Apprenticeship 101 training for One Stop staff at all those locations, as well as Gainesville. Additionally, he participated in the Workforce One Annual Meeting, in Gainesville at the invitation of the Workforce Board Executive Director. Additionally, the contractor conducted a Green Apprenticeship workshop at Tallahassee Community College last week.

Most importantly Mr. Grisar met with the Workforce Board directors on February 9 at the State Workforce Board meeting to discuss efforts at collaboration between workforce and apprenticeship and invited them to the Collaboration for Success Clinic in April in Gainesville.

McLaughlin Management Associates, Inc. has received the contract to conduct six green apprenticeship workshops, facilitate the Collaboration for Success Clinic, as well as the follow-up meeting later in the year. The company will produce reports for planning purposes on all these activities, as well as material to be used by ATRs for outreach and education to Workforce Board staff and other partners.

## **NEW BUSINESS:**

- **Council Committee Structure**

At the last Council meeting Mr. Nolan suggested a review of the standing committee structure. After discussion, it was agreed that the current committee structure be examined by Mr. Herndon and Mr. Nolan and that a proposal be made as to how the committees might be changed to serve the needs of the Council.

- **Partnering with the Publicly Funded Workforce System**

Mr. Grisar pointed out that under Title 29 CFR Part 29.13(a)(4), which deals with recognition of state apprenticeship agencies, the federal rule requires that, in addition to all the other items to be included in a submission for recognition, the state must "...demonstrate linkages and coordination with the State's economic development strategies and publicly-funded workforce investment system..." Mr. Grisar noted that included in the Council Members' information packet were copies of three Training and Employment Guidance Letters (TEGL) that outline the USDOL vision of how this partnering with workforce might be accomplished. While the Apprenticeship Section has already been going about partnering efforts based on staff interpretation of the TEGLs and discussions with USDOL staff at the national office, Council input is definitely needed on this matter.

Mr. Grisar mentioned that partnering, cooperation and collaborative efforts are going to be extremely important as Florida's apprenticeship program moves into compliance with the directions emerging from the USDOL. Every effort should be made to work with the local workforce boards as well as with the Agency for Workforce Innovation (AWI).

A discussion raised questions as to whether an AWI representative as well as someone from the Workforce Board should sit on the SAAC as an ex-officio member. Mr. Grisar pointed out that the makeup of the SAAC is stipulated in s. 446.045, Florida Statutes, and that would need to be amended to include other ex-officio members. Mr. Herndon suggested the Council wait until after the Collaboration for Success Clinic to see what the best strategy might be and Council Members agreed to that proposal.

### **COMMITTEE REPORTS:**

- **Rules and Regulations**

No report.

- **Public Awareness & Marketing**

Mr. Nolan suggested the website be edited to shift away from a listing of specific apprenticeship openings to a site that listed the programs where applications for apprenticeship are being accepted. Mr. Grisar requested Mr. Nolan provide specific input regarding editing of the existing site and send that to him for consideration. Ms. Johnson suggested that good models for promotion can be seen in the recent work of both FACTE and CTE. She asked how we could more closely tie apprenticeship with CTE in order to draw younger apprentices into our training. In addition, she encouraged the Council as well as the audience to become more actively involved with FACTE this year.

- **Program Expansion & Development**

No Report

### **COUNCIL ROUNDTABLE:**

Mr. Spinella asked if an apprentice has to leave due to layoff, do they have to be cancelled from the program if not working for two years. Mr. Melton from USDOL said it is up to the committee, in that the committee can grant a leave of absence that is open-ended and not within the two-year rule.

### **PUBLIC INPUT:**

Mr. Richard Melton announced that on January 3, 2011 he is planning to retire.

Mr. Gerald Smith urged the Council and audience to keep a close watch on the Senate's request to examine everything that granted exemptions to fees being collected. It is clear that eliminating fee exemptions would have a negative impact on registered apprenticeship programs.

**FUTURE MEETING DATE:**

Mr. Grisar noted that the Council is required to have two meetings per year. He suggested that the next meeting may be held in conjunction with the FACTE Conference in August if Council concurred. Members agreed that such an in person meeting would be preferable. Mr. Grisar indicated he would pursue the August meeting at FACTE. An alternative would be a teleconference, if needed.

Mr. Spinella moved to adjourn, the motion was seconded by Ms. Johnson and unanimously approved. The meeting adjourned at 2:16 p.m.