



STATE APPRENTICESHIP ADVISORY COUNCIL (SAAC)
March 15, 2017 – Tallahassee, FL



Meeting Minutes

Voting Members - Present:

Mr. Clarence “Billy” Campbell, Director of Education, Central North Florida Carpenters & Millwrights Training Trust Fund
Dr. Eric Kennedy, President, EDK Management Consultants, Inc.
Mr. Wm. James Nolan, Training Director, Jacksonville Electrical JATC (Joint Apprenticeship and Training Committee)
Mr. Boyd Worsham, Vice President of Construction, the Haskell Company

Voting Members - Not Present:

Mr. Ronald “Ron” Cox, President, Cox Fire Protection, Inc.
Ms. Reina Mora-Blackwelder, Executive Director, Independent Electrical Contractors (IEC)
Ms. Ruth Tirado, Vice President of Apprenticeship Training, Florida Associated Builders and Contractors, Inc. (ABC)
Dr. Curtis “Todd” Bowden, Executive Director, School District of Sarasota County
Mr. Timothy Hinson, Corporate Training Director, Miller Electric Company
Mr. John Spinella, National Coordinator, National Elevator Industry Educational Program (NEIEP)

Non-Voting Ex-Officio Members - Present:

Designee Chairperson, Mr. Rod Duckworth, Chancellor, Florida Department of Education (FDOE), Division of Career & Adult Education
Ms. Linda Mills, Multi-State Director, USDOL-ETA-OA (United States Department of Labor, Employment & Training Administration, Office of Apprenticeship)

In addition, present from the Florida Department of Education were Ms. Kathleen Taylor, Bureau Chief in the Division of Adult Education for CTE Programs, Adult Education Programs, and Apprenticeship Programs, Mr. Ken Olsen, Program Director of Apprenticeship and the Executive Secretary of the SAAC, Ms. Juanita Warren, Government Operations Consultant, Mr. Bill Lauver, Region 1A Apprenticeship, Mr. Patrick Wright, Region 1B Apprenticeship, Mr. Steven Lindas- Region 2 Apprenticeship, Mr. Stephen Seville- Region 3 Apprenticeship, Mr. Randy Holmes- Region 4 Apprenticeship and Ms. Valvery Hillsman- Region 5 Apprenticeship. Also, Dehryl McCall from CareerSource Florida and Daniel DeCoursey from Florida State College at Jacksonville (FSCJ) were in attendance.

Call to Order: The meeting of the SAAC was called to order at 1:30 P.M. at the CareerSource Capital Region, 2601 Blairstone Road, Building C, Suite 200, Tallahassee, Florida.

Welcome, Pledge of Allegiance, Roll Call and Introductions: Chancellor Duckworth welcomed everyone to SAAC and reminded everyone that Apprenticeship Day on the Hill would be the following day. He then led the Pledge of Allegiance, and welcomed the Council members and all attendees. Roll was taken and a quorum was not present.

Approval of Minutes: The minutes from the July 26, 2016 meeting were not approved since there was not a quorum. Chancellor Duckworth said there would be a follow-up phone call meeting notice so that the minutes could be reviewed and approved.

Council Opening Statements:

Mr. Worsham said he felt in the industry that this is a prime time for apprenticeship, prime time for really doing something about Workforce Development and thanked everyone for their involvement. Eric Kennedy provided background on his career in apprenticeship and what he is currently doing in post-secondary education.

Mr. Nolan discussed his background and current involvement with CareerSource serving on their Executive Board. He also mentioned that his sub-committee for rules and regulations met that morning and he would discuss it further later during the meeting.

Clarence “Billy” Campbell stated that he had been on the board since 2004.

FDOE Update: Chancellor Duckworth introduced himself, Ms. Taylor and Mr. Olsen as they prepared to discuss the following items affecting apprenticeship:

- Minutes from the July 26, 2016 meeting. Since there was not a quorum, the minutes could not be approved.
- Chancellor Duckworth discussed the beginning of the legislative session.
- He discussed the various programs the Division of Career and Adult Education have responsibilities for including Adult Basic and General Ed, GED, and the Farm Worker Career Development Program.
- He discussed funding issues and challenges, but until the session is over, we will not know what will happen.

Ms. Taylor discussed the various bills that the Division was following. The House and Senate bills she mentioned were HB 525, SB 978, HB 1021, SB 1312, SB 374 and HB 929. HS 1021 addresses moving the Apprenticeship Office from the DOE to the Department of Economic Opportunity. It also expands the definition of Local Education Agencies (LEAs). After Ms. Taylor was finished, there were questions and comments from Mr. Worsham and Dr. Kennedy.

CareerSource and the Workforce Innovation and Opportunity Act (WIOA): Dehryl McCall from CareerSource Florida discussed the State Workforce System and WIOA. The following were presented.

- Twenty-four local Workforce Development Bureaus throughout Florida and the 100+ One Stop Centers.
- The Workforce Innovation and Opportunities Act (WIOA) and the Sector Strategies initiative.
- Statistics on their services they have provided between July and February.
 - Served 61,844 businesses
 - Provided 96,000 high value services like improvement training and hiring
 - They placed 271,575 individuals into employment
 - They have 235,000 job openings in Florida
 - The unemployment rate is at 5% while the national is about 4.7%
- Sector Strategy workshops that have been held around Florida, with the last one scheduled on April 18th in Ocala.

American Apprentice Initiative Grant: Daniel DeCoursey from FSCJ discussed The Florida Apprenticeship in the 21st Century Grant, which was awarded to FSCJ as the lead agency along with Broward College and St. Petersburg College. The following were presented and addressed:

- The grant calls for the implementation of 20 new apprenticeship programs in Florida, to expand ten existing programs and 1000 new apprentices.
- Discussed the work with Jacksonville Electrical Alliance in Gainesville and Jacksonville on articulation agreements leading to an AA degree.
- Work with Black Knight Financial in developing an IT program.
- Work with GE Oil and Gas to establish a CNC Milling and Turning program.
- Work with Mission College to establish high tech programs.
- Work with Marine Industry Association of South Florida to setup a program.

ApprenticeshipUSA State Accelerator Grant: Patrick Wright, grant manager for the State Accelerator Grant, discussed the following on what was happening with this grant:

- \$200,000 grant ends next May 2018.
- Intent is to hire a subject matter expert (SME) to travel the state promoting apprenticeship to groups and employers.
- After a great deal of work with their DOE Grants Office, we contracted with FACTE to hire Ms. Betsy Levingston as the SME.
- Should anyone need further assistance promoting apprenticeship, please contact Betsy.

Department of Economic Opportunity: Isabelle Potts from the Department of Economic Opportunity (DEO) discussed the following regarding the Expansion Grant and what DEO plans to do with the funds:

- The Expansion Grant is meant to expand registered apprenticeship into new industries and underrepresented populations.
- The DEO and CareerSource are working together on the Expansion Grant.
- Focus on industries that have not had a lot of apprenticeship, such as information technologist, healthcare and advanced manufacturing.
- She addressed the concerns that employers are having to turn away employers because they don't have a trained workforce.
- She discussed the computer management program called Sales Force that will allow everyone to communicate better with each other.
- She introduced Jennifer Brailsford as the grant manager for the Expansion Grant. She will also be working on statistical and data information.
- She discussed the use of Maher and Maher as their technical advisors.

US Department of Labor, Office of Apprenticeship: Linda Mills, from the Office of Apprenticeship in Atlanta, GA provided an updated on what is happening at the Federal level as it relates to apprenticeship.

- She acknowledged the support that Ken Olsen provides to her office.
- She discussed the new apprenticeship management program, RAPIDS 2.0 that is coming online this spring.
- She discussed a Registered Apprenticeship (RA) program at our local federal prison for women that is training the inmates to work at a call center.

Apprenticeship Office Update: Ken Olsen provided the office update and discussed the following:

- There are six new Registered Apprenticeship programs and 192 active programs with 10,500 active apprentices.

- Pre-apprenticeship has 367 registered adults in nine programs.
- The office conducted 36 quality assessments and 33 EEO program compliance reviews.
- Ken discussed one of the largest federal apprenticeship programs, UPS, that is handled by the Office of Apprenticeship (OA).
- Five core components of Apprenticeship: employer involvement, structured on the job training, related instruction, good compensation and a national occupation recognized throughout the United States.
- Project Crosswalk which is trying to show the tie-ins between apprenticeship and CareerSource.
- Ken discussed the three types of programs: time-based, competency based and hybrid apprenticeship programs.
- With the 50/50 split between joint and non-joint programs in Florida, we don't have the issues that are found in other places.
- Approximately 80% of our programs receive their related instruction from LEAs (state colleges or state technical colleges).
- The move now is to try to register more manufacturing, IT, and health related programs.
- The new EEO Rules and Regulations that came out on December 19, 2016.
 - The reason for the change is to extend protection against discrimination and provide flexibility if you have an Affirmative Action Plan
 - The registered programs have two years in which to come into compliance with this rule
 - The Rules Committee headed by Mr. Nolan is working on this rule
 - The State of Florida has one year in which to submit its updated EEO Plan to the OA
 - The Florida statute will have to be updated to incorporate the new language from 29/30.

Mr. Olsen completed the update from the Apprentices Office by having each ATR report out on their regions.

Subcommittee Reports:

- **Strategic Partnership** - Eric Kennedy, standing sub-committee chairperson, made a report to the Council regarding their meetings held at 10:00 am today:
 - Mr. Kennedy discussed how they are working with PSAV programs to bring in apprentices into programs as second year apprentices.
- **Rules and Regulation** – Mr. Nolan, standing sub-committee chairperson, made a report on the meeting that was held at 11:00 am today:
 - They reviewed 29 CFR 30 and how it effects 29 CFR 29 as well as Rule 6A-23, F.A.C. and Section 446 Florida Statutes.

Public Comment:

- Phillip Rodin asked about legislation that would impact Davis-Bacon.
- Rick Pazos discussed non-registered apprenticeship programs and how private providers were getting funds from CareerSource to pay for training of workers.

Future Meeting: The next SAAC is scheduled for July 18, 2017 and will be held during the FACTE conference in Orlando, FL. The meeting was adjourned at 4:30 p.m.