

**State Apprenticeship Advisory Council (SAAC)**  
**March 19, 2014**  
**Tallahassee, Florida**

**Members Present:**

Jerry Thomas, training director, Jacksonville Plumbers & Pipefitters Joint Apprenticeship Training and Trust

John Spinella, national coordinator, National Elevator Industry Educational Program

Arnold Pruitt, Florida Construction Apprenticeship Corporation Training Program

John Small, senior director, Workforce Education, Polk County Schools

Billy Campbell, director of education, North Central Florida Carpenters and Millwrights Training Trust Fund

Al Herndon, apprenticeship coordinator, Florida Masonry Apprentice & Education Foundation

Wm. James Nolan, training director, Jacksonville Electrical Joint Apprenticeship and Training Committee

Ruth Tirado, vice president, Florida Association of Builders and Contractors, Inc.

In addition, Kathleen Taylor, chief, Bureau of Standards, Benchmarks & Frameworks; Ken Olsen, program director of apprenticeship, and all five Regional Apprenticeship Training Representatives (ATRs) were in attendance.

**Call to Order:**

The meeting of the SAAC was called to order at 1 p.m. by Chairperson Duckworth.

**Welcome, Pledge of Allegiance:**

Meeting began with the Pledge of Allegiance. Roll call confirms a quorum of eight (8) Council members present for the SAAC meeting.

**Approval of Minutes:**

The minutes for the October 9, 2013 were unanimously approval as submitted in a motion by Wm. James Nolan and seconded by Billy Campbell.

**Florida Department of Education Update:**

The concrete masonry legislation is currently moving in the House and Senate for discussion and approval, with great support. Mr. Pat McLaughlin, President of McLaughlin Management Associates, Inc. and the Executive Director of the Florida Masonry Apprenticeship and Educational Foundation, Inc. addressed the Council and the audience about the Masonry Education Act (House Bill 147 and Senate Bill 286), a private/public partnership. Mr. Laughlin shared that the economy appears to be doing well. The problem with this industry is finding apprentices to participate and complete the masonry program, and find employment. This bill educates the legislature about the benefits of preapprenticeship and apprenticeship programs.

**Florida 2014 Legislative Update**

Kathleen Taylor informed the council that the Division and Career and Adult Education maintains a tracker, entitled "Legislation" on its homepage, in order to watch for key legislation that impacts the CTE, apprenticeship, and adult education programs. This is categorized as Tier 1

legislative issues, whereas Tier 2 legislative issues, although equally as important, does not have a great impact on the programs operating in the division.

The division has not seen any bills filed for amendment or recommended changes to Chapter 446. However, there are some recommended technical changes that the Division would like to see incorporated into the existing apprenticeship statutes. These are technical changes that the Division received on the advice of the Office of Apprenticeship (OA) USDOL. The Division continues working with OA to insure that Florida maintains its recognition status as the registration agency for apprenticeship and recognize its apprentices as they complete the apprenticeship program.

The Florida Legislature and Governor Rick Scott signed the 2014 General Appropriations Act (GAA) into law last May, which provided targeted performance funding areas in the Florida College System and technical centers. Approximately \$5 million dollars are available for performance funding for technical centers, and \$5 million dollars for institutions in the Florida college system. Automotive service technology, cyber security, cloud virtualization, advanced manufacturing, welding, FAA airframe mechanics and power plant mechanics, pharmacy technician and HVAC are specific targeted areas of funding. A student must enroll in a particular targeted area to earn an industry certification as the condition for the school to receive \$1,000 performance funds per certification earned. Certifications must be taken and earned by the students this year. There is a great deal of interest and support to add healthcare and construction industries to the targeted area for 2015 performance funding.

Proposed legislation to monitor House Bill 7057 (co-sponsored by the House Higher Ed and Workforce committee and Representative Rodriguez) and companion Senate Bill 1202 (Senator Monford) related to technical centers in Florida. If passed and signed into law, the bill would provide school district technical centers the authority to offer college credit certificate programs, and Applied Associate in Science (AAS) degrees. There are conditions in that those schools would have to submit applications to the State Board of Education for approval to award an AAS degree. House Bill 7057 will be heard in House Education, Room 102H, on March 20, beginning at 9 a.m.

Staff continues to monitor any bills that would impact K-12 education. They will report to the Council on the results of those bills at the next meeting in July.

### **Follow-up Items from Last Meeting**

Major changes took effect in January to the assessment relative to GED. Many registered apprenticeship programs require students to have a GED, or a State of Florida High School Diploma. Florida implemented a new assessment program, delivered to all test takers via computer-based testing environment. Staff is gathering data to see what past rates looks like.

The Workforce Estimating Conference met in September and put together the final 2014-15 statewide demand list of critical occupations to Florida's economy requiring a two-year degree or less. It is located on the website. CareerSource Florida (formally Workforce Florida, Inc.) is in the process of reviewing how it makes determinations of those demand occupations. The Division will update the Council when the organization has finalized the work on this issue. This is also listed on its website.

Little or no movement so far has taken place regarding appointments to vacancies on the Council. Ms. Taylor hopes to see some changes to the council by the summer.

Sean Friend, Career and Professional Education (CAPE) industry certification manager with the Division, addressed the Council on industry certification, and answered questions or concerns in postsecondary education—the funding of performances based on students obtaining an industry certification. The Comprehensive Industry Certification List is maintained and created by the Department of Economic Opportunity (DEO) and a cooperative effort with CareerSource Florida. They recommend additional industry certifications to the Comprehensive List. This can be done by district members, industry, vendors, and recommendations are reviewed by the Florida Department of Education (FDOE), DEO or CareerSource Florida, and finally the list must be approved by the CareerSource Florida Board. The comprehensive list serves as the basis for great interest in the Industry Certification Funding List. Industry Certification Funding List (a.k.a. CAPE Secondary List), is created by the Division of Career and Adult Education, and approved by the State Board of Education each year. The criteria to meet in order to be on this list are: 1) Must be on Comprehensive Industry Certification List, 2) Shall be achievable by secondary students and 3) Shall require a minimum of 150 hours of instruction. The State Board of Education gave the division the authority to differentiate age, work experience requirements; however, it must not be a requirement to take the exam. Exemption can be found on the list posted on the division's website. Postsecondary Industry Funding List is \$1,000 per certification, with dual enrollment students eligible to receive this certification, and funding provided on certifications earned during the 2013-14 school year. It is too late to add curriculum for academic year 2014-15. The district, vendor or industry may apply to add to the list for the academic year 2015-16. First, apply to have the curriculum added to the Comprehensive Industry Certification List; next, the district, vendor or industry, can request to have the curriculum added to the Industry Certification Funding List. Test administration practices for both secondary and postsecondary require that all certifications undergo a review and test validity measures. The exams must be third-party, not graded by the instructor of record, and exams must be given in a proctored environment (certified location). If the exam is not computer-based, paper exams must be sealed and sent to the third party to grade.

Comment made from Mr. Nolan encouraging others to include their curriculum on the comprehensive funding list as benefits to both students and employees. The three agencies will make sure that they collect as much information as possible regarding the review process for each funding list. He encouraged others to have a website that contains as much information as possible, especially with the implementation of the test administration practices. Ms. Taylor also stated to the council if window is opened to receive request for additions to the postsecondary list, the division will send those request to the council for their review and distribution. It was also noted that should anyone identify other industry certifications out there that need to be added to the list, one must work with their local districts, industries and vendors to get those submitted to the division.

#### **Apprenticeship Office Update:**

Mr. Olsen provided a report to the council on the status of the apprenticeship office. As of December 31, 2013, there were 7,866 active apprentices, up from 7,002. There was an increase in new apprentices for the current calendar year with 3,308, up from 1,508. The number came from the Registered Apprenticeship Partners Information Data System (RAPIDS) with the exception of the certificates awarded to the completers. There are nine new programs registered

for the current calendar year, up by five from calendar year ending December 2013. Staffing remains the same. The total operating expense as of June 25, 2013 was \$76,512.43, under General Revenue Funding.

For the Federal Fiscal Year (FFY), with data coming from RAPIDS, it was noted that in 2012 the Office of Apprenticeship (OA) conducted a recalibration, with concerns of large discrepancies in 2011 and 2012 in its completion and retention rates. Completion rate was 46.5 percent in 2012, compared to 37 percent in 2011, and 7.6 percent retention rate, compared to 20 percent in 2011. Completion rate Florida in 2012 was 39 percent; Federal completion rate remains at 37 percent for 2011. Florida's completion, cancellation and retention rates were at 39 percent, 52 percent and 9 percent, respectively in 2012.

Ongoing activities include Florida's continued SAA recognition as a registration agency through OA. Florida will notify OA towards the end of the legislative session of technical amendments needing corrections. Division continues to wait on the finalization of the vacant and current Council appointments. Changes continue in RAPIDS, with an increase in workload for the State Apprenticeship Agency (SAA), and a positive outlook on apprenticeship activity. Certain reports continue to be requested through OA. The staff continues to keep the web information up-to-date, attend monthly conference calls, and conduct quality assessments and compliance reviews of their programs. This year, the ATRs were able to travel to Tallahassee to attend the SAAC meeting and participate in its second in-service training, from March 19-20.

Should anyone like a copy of the PowerPoint presentation of other information shared with the Council, please contact Mr. Olsen by phone or email.

The U.S. Department of Labor, Secretary Perez visited Tampa Electric Company (TECO) on November 14, 2013. Secretary Perez toured the apprenticeship facility, interacted with registered apprentices and TECO management and staff. His visit was posted on the United States Department of Labor Employment and Training Administration, Office of Apprenticeship website. The USDOL-OA would like set up more visits to registered apprenticeship programs throughout Florida look at the facilities, learn the operations of the program, and communicate with the apprentices on their experiences and the benefits of participating in an apprenticeship program. USDOL-OA requested a list from each SAA of its apprenticeship programs that may be suitable for a high-level visit.

#### **New Business:**

Mr. Olsen talked about the Training for Success, prepared by the Center for American Progress. He gave a brief overview of what was included in the report, such as apprentice completion, average salaries for apprentices, and comparable jobs seekers of tradition search for employment, and returns on investment when one participates in an apprenticeship program. Links to those studies may be found on the apprenticeship website, and can also be found on the USDOL-OA website.

#### **ATR Reports**

**Bill Lauver (Region 1)** – Mr. Lauver developed the Gator Fire Extinguisher INJ apprenticeship program, located in Gainesville. No programs in this region were cancelled. He is in the process of developing an INJ electrical program in Bay County. Still working on the development of standards for Mescos Dive apprenticeship program, but right now has held back into converting

the trade into an apprenticeable occupation, within the sovereign state of Florida, as opposed to just being an OJT program. Some things still need to be worked out with OA on getting those occupations taken care of in RAPIDS. He worked with the City of Jacksonville Beach to develop an apprenticeship program with their office. Malnove, Inc., a packaging company in Jacksonville, contacted him for assistance in setting up a die cut operator and printing apprenticeship program. No new reports to present on the Department of Corrections. On track to conduct ten quality assessments this year, and seven compliance reviews. As a side note, he listened to NPR's report on the German apprenticeship system's potential visit to the United States. He stated that although the employers wanted to gain more information about the apprenticeship, could not grasp the concept because their goals are short term.

Steve Lindas (Region 2) – Mr. Lindas has four active preapprenticeship programs, 1,867 active apprentices, indentured in 51 registered apprenticeship programs, in nine counties, 40 occupations. Hopefully, by the end of May, ten compliance reviews and quality assessments will be completed and submitted for review to the Central Office. He is in the process of developing three new apprenticeship programs - two in telecommunication and one in building maintenance - all in the later stages of development. There were no programs canceled in the past year. He reminded the Council about the last teleconference to conduct a presentation to the statewide workforce in Orlando, with the help of Mr. Olsen. Westside Tech Director Anita Ganz, and Steve Paroli, Assistant Training Director with F.E.A.T., were in attendance. There was a great turnout of participants at the presentation, with lots of questions addressed.

Stephen Seville (Region 3) – Eight fire and rescue apprenticeship programs are active. Early in January the region had a Veteran's program put on by a local television station, newspaper, and Workforce Board at Ed Smith Stadium. Many attended to support this event, with success in informing veterans of available resources to find employment. Mr. Seville is receiving more apprenticeship program standards as it relates to competency-based and hybrid teaching. He recently revised the Tampa Ironworkers JATC program standards to reflect hybrid teaching; Tampa Area Electrical revised its standards to reflect hybrid and time-based teaching. He is also in the process of adding eight trades to the Tampa Bay Machining apprenticeship with five competency-based and three will be time-based teaching. Workforce Board received a grant to develop an IT program called the Tampa Bay IT Apprenticeship Program GNJ. There will be three trades incorporated into the standards for registration: health test technician, applications developer for software, application developer for web-based items. Mr. Seville will have quality assessments and compliance reviews completed this year.

Randy Holmes (Region 4) – Mr. Holmes is working on three sets of program standards to revise and update in order to make them current. The Construction Craft Laborers apprenticeship program is working with him to resurrect their program. He will complete the registration process, although the program will be housed in Region 5's West Palm Beach area. Mr. Holmes is making plans to conduct seven quality assessments and compliance reviews this year. He is working with Mr. Pruitt on developing a set of preapprenticeship standards in the Indian River County area, for an electrical trade, and pipefitter/sprinkler fitter trade. The program that wanted to create a prosthetic eye apprenticeship has decided not to participate in the program. Mr. Holmes plans to participate and attend the Hiring our Heroes job fair, on April 8, in Ft. Lauderdale. He will have flyers available at the Apprenticeship Day on the Hill for those who would like to attend.

Valvery Hillsman (Region 5) – There are 40 apprenticeship programs and one preapprenticeship program registered for Region 5. There are many interests from the apprenticeship community to create preapprenticeship programs in her region. She is working with G. L. Holmes, a high-end, multimillion dollar new home developer, to develop and register program standards for five occupations. One apprenticeship program is interested in creating a preapprenticeship program for high school students. Amended seven sets of standards, and revised four apprenticeship programs' pattern standards to national standards. This includes revising two occupations to reflect the new term lengths for four of the registered apprenticeship programs. She completed West Palm Beach Sheet Metal, ABCI Sheet Metal, and Palm Beach County Plumbing, A/C and Pipefitting revisions to their standards. Ms. Hillsman plans to participate in the April 8 jobs fair in Ft. Lauderdale. She finished three compliance reviews, with seven more to conduct by the end of May.

**Committee Reports:**

Rules and Regulation Committee: No report. The committee continues to waiting on the technical changes to the statutes that are to be in alignment with Title 29 CFR 29 and Title 29 CFR 30. Once the changes are made, they will make arrangement to meet.

Workforce Awareness and Marketing Committee: No report. Chairperson Herndon attended the Workforce Board meeting with Steve Lindas and Ken Olsen. He encouraged the council to attend any of the workforce board meetings in their area to get more information and possibly inform others about what is happening in apprenticeship. As for marketing, Mr. Herndon also received a call from NCCR who sponsored a NASCAR driver named David Starr, a career and technical education (CTE) graduate student, from Houston. Mr. Star conducted a CTE presentation to Deland High School students. Mr. Star and NASCAR are interested in getting the staff to conduct other presentations with the students to promote CTE programs through their organization.

Apprenticeship and Preapprenticeship Expansion & Development Committee: No report. Chairperson Spinella requested an updated list of contact information of the committee so that he would set up a phone conference regarding apprenticeship expansion issues. As far as the preapprenticeship expansion and development, the state gives a report on all that is happening before the Committees have an opportunity to share with the council. He would like to see more interjection in presenting preapprenticeship expansion issues that are happening throughout the state.

Mr. Thomas motioned and Mr. Campbell seconded the motion at 1:32 p.m. to suspend the council in order for the Florida Apprenticeship Association to conduct its meeting. Council convened at 2:54 p.m.

**Council Round Table:**

Mr. Campbell shared with the council on looking for Siemens, Westinghouse and other larger electrical power industries to take them through his millwright program to provide insight on how they operate and especially for those who are interested in doing millwright work. Mr. Thomas asked the council and the audience to talk with their legislature on the vitality of apprenticeship to Florida's economy during Apprenticeship Day on the Hill. Mr. Nolan was contacted by the Jacksonville Fire Fighters Association about creating a four year apprenticeship program. Mr. Nolan also informed the council about a certified diving school that wants to create

an apprenticeship program for its trade. Mr. Herndon's concrete masonry journeymen competed in the trowel competition and placed first and third in the nation. A third-year apprentice from the Orlando area placed 2<sup>nd</sup> in the nation in the masonry competition. Ms. Tirado announced to the Council that Mr. Dennis Duke, one of her graduates from the ABC Institute program, has pancreatic cancer. Ms. Tirado acknowledged the support he has given to his family, and his determination in completing the apprenticeship program.

**Public Input:**

Ms. Dickerson, a graduate student for her PhD at the University of South Florida, attended the meeting. She is a supporter and advocate for the apprenticeship program. She had studied under the apprenticeship program in Germany. Ms. Dickerson visited the millwright, electrical and ironworker apprenticeship programs in Hillsborough County. At the moment Ms. Dickerson is working on her dissertation researching female's work and experience in the electrical apprenticeship program, and will submit her research findings to the council to reiterate the importance of participating in an apprenticeship program, for Apprenticeship Day on the Hill.

Mr. McLaughlin stated that in the DEO report released on March 17, in its construction jobs category, that from January 13 through January 14, over thirty-six thousand construction jobs were created. That is an increase of 10.5 percent largely in the United States. This is also an 11.2 percent increase in construction for the specialty trade contractors. Of all the jobs that were reported under the DEO, construction had the highest percentage increase in job creation. This is something to keep in mind when talking with the legislators about apprenticeship and the positive ways it impacts the community.

A member in the audience suggested that the handouts and slides presented during the Council should be shown during Apprenticeship Day on the Hill so that the legislators may have an illustration of operations of apprenticeship, turn on investments and other apprenticeship-related issues that are vital to informing the community about apprenticeship.

**Future Meeting Date:**

The next SAAC meeting is scheduled for July 29, 2014, at the Saddlebrook Resort, in Wesley, Chapel Florida, in conjunction with the 48<sup>th</sup> Annual FACTE Conference and Trade Show.

Council adjourned at 3:03 p.m.