

STATE APPRENTICESHIP ADVISORY COUNCIL

August 4, 2009 - Orlando, Florida  
Florida Hotel and Conference Center  
*Meeting Minutes*

**MEMBERS PRESENT:** Chairperson Loretta Costin, Vice Chancellor for the Division of Career and Adult Education, Nora Carlton, United States Department of Labor [USDOL], Al Herndon, Cindy Johnson, Billy Campbell, Arnold Pruitt, John Small, John Spinella, Ruth Tirado and Jerry Thomas. James Nolan and Donna Beasley were excused.

Robert Grisar, Program Director of Apprenticeship, was present as well as Department of Education [DOE] regional apprenticeship representatives Bill Lauver and Steve Lindas.

**CALL TO ORDER:** The meeting of the State Apprenticeship Advisory Council was called to order at 9:30 a.m. at Florida Hotel and Conference Center, Orlando, Florida.

**WELCOME AND INTRODUCTIONS:**

Loretta Costin, Chairperson, welcomed the Council members and attendees. Council members introduced themselves to the audience. Attendees introduced themselves and stated their program affiliation.

Ms. Costin recognized and thanked the Florida Association for Career and Technical Education (FACTE) for the room provided for the council meeting.

**APPROVAL OF MINUTES:**

Minutes of the November 13, 2008 State Apprenticeship Advisory Council meeting were unanimously approved with a motion by Mr. Thomas, seconded by Mr. Spinella.

**RECOGNITION OF APPRENTICESHIP COMMUNITY MEMBERS:**

Ms. Costin briefly recounted the careers of Mr. Joseph “Joe” Stephens and Mr. John Somers who both passed away this year. She noted their many years of service to the apprenticeship community. A moment of silence was observed by all in attendance.

Ms. Carlton reported that 12 of 25 State Apprenticeship Agencies use the Registered Apprenticeship Partners Information Data System (RAPIDS). She is prepared to help Florida any way she can. She noted the recent revision of Title 29 CFR Part 29 and invited inquiries from the Council and audience.

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

- Letter to Kelly Polson: Mr. Grisar reported that he corresponded with Ms. Polson via email and included the email exchange in the report to Council.
- Apprenticeship Day Proclamation: Copies were included in the Council information packet.

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**APPRENTICESHIP OFFICE UPDATE:**

Mr. Grisar updated the Council on current apprenticeship office statistics. He noted that 240 apprenticeship programs are currently registered with 12,646 active apprentices. New apprentices were 1,861 and 1,762 had completed their apprenticeships. The division is now fully staffed at seven ATRs, with newly hired staff in Regions 6 (Stephen Seville) and 8 (Crispin Fife). In Tallahassee Dave Islitzer, Region 1 ATR, has been cross-trained to assist Brenda Jackson in processing amendments to registered program standards.

The funding issue has resulted in travel restrictions for the ATRs. Ms. Costin explained the funding structure and reported that she and Chancellor Lucy Hadi have done all they can to secure funding for apprenticeship, but we are at a critical juncture. Florida gets no federal funding for apprenticeship, so all funding for this function is derived from general revenue. Ms. Costin noted that Mr. Grisar applied for a federal grant on behalf of the Apprenticeship Office. The grant was awarded to help in those areas covered by the scope of work covered by the grant application.

Mr. Grisar reported that the website has been updated with policies and forms for programs to download. The devolution of RAPIDS to the sponsor level was tabled for the near future. This was due to budget and staffing issues, but remains a goal for this year.

With regard to the USDOL review of Florida's performance as a State Apprenticeship Agency, Mr. Grisar reported that the compliance review plan has been submitted and accepted. Compliance reviews of programs will take place every two years, provided staffing and funding allow. The Legislature passed requested revision to the Florida statute regarding the composition of the State Apprenticeship Advisory Council and Governor Crist signed the bill. It was submitted to USDOL and approval is anticipated. The revision process for 6A-23 and 6A-24, Florida Administrative Code, was reviewed. Mr. Grisar indicated that by the end of 2010 all rule changes should be complete.

Mr. Grisar provided details on some of the specifics of the revised federal regulations. He reported on the new requirement for program instructors to be certified to instruct adults. For most large programs, this is not an issue because they perform instructor education and credentialing. For the smaller programs, Mr. Grisar is working on a way for them to certify their instructors at little or no cost via a computer based instructional program.

Workshops given by ATRs will begin in the near future. The intent is to reach out to organizations such as One-Stop Centers and other stakeholders as a way to make these entities more aware of apprenticeships and especially the need to put preapprenticeship more in the forefront.

Mr. Grisar invited questions for him from the Council. Mr. Herndon mentioned Juvenile Justice might be an avenue to look into for funding preapprenticeship. Mr. Grisar noted that programs

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will have to comply with instructor certification requirements and grandfathering of current instructors will not be permitted. Mr. Campbell mentioned that courses for instructors are available through internationals on the joint side.

**COMMITTEE REPORTS:**

**Rules and Regulations: Chairperson Jerry Thomas**

Mr. Thomas noted that his committee has spent many hours with assistance by ATR Lauver in completing their task. Handouts were supplied for all Council Members, reflecting changes to 6A-23 for compliance with 29 CFR Part 29. He went over the changes, as well as noting, that there were no further changes to 6A-24, that had not been previously approved by the Council. No questions were raised by Members or the audience. A motion was brought by Mr. Thomas to accept the changes made to 6A-23 and forward it for review and approval. It was seconded by Mr. Herndon and unanimously approved. A motion was made by Mr. Thomas to accept 6A-24 and forward it for review and approval. The motion was seconded by Ms. Johnson and unanimously approved.

**Public Awareness and Marketing: Cindy Johnson**

Ms. Johnson reported on the six-question survey this committee sent out and its findings. Handouts were provided. She reported the next Apprenticeship Day would be March 10, 2010. Mr. Small discussed what they are doing in Polk County addressing eighth-graders about apprenticeship. Mr. Herndon mentioned the Banner Center for Construction has an exhibition trailer that will travel to schools for no charge. Ms. Costin noted that educating legislators to the positives about apprenticeship is an annual process. She reported our website now had success stories.

**PRESENTATION:**

Mr. Herndon shared a web video titled "Work in America" by Mike Rowe from the TV show "Dirty Jobs". The video covered the value of skilled labor and the need to change perceptions in this country to return to a time when skilled labor was held in a higher regard.

**COMMITTEE REPORTS CONTINUED:**

**Program Expansion and Development: Chairperson John Spinella**

Mr. Spinella reported on the 12 newly registered apprenticeship programs. Mr. Grisar gave the numbers of apprentices in the programs, noting that number will rise with the beginning of the school year, as well as possibly having up to 20 new programs by the end of the year. Gerald Smith reported on the Tampa/St. Petersburg Fire Department possibilities for participation in apprenticeship, as well as licensure issues.

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**COUNCIL ROUNDTABLE:**

Mr. Thomas recognized Gerald Smith, about to retire, for his many years of service to the apprenticeship community. Mr. Herndon reported on Orange and Marion County law to require registered apprentices be used by contractors.

**PUBLIC INPUT:**

Mr. Melton reported on an August meeting with Wage and Hour staff in Jacksonville about stimulus work and Davis Bacon requirements.

Gerald Smith encouraged all to write letters to their local representatives to fund apprenticeship properly. He also mentioned the new G.I. Bill that leaves apprenticeship out the funding process. He suggested the Council send a letter to have apprenticeship funding restored. Ms. Carlton stated the issue is under federal review. Ms. Costin advised of DOE's approval process for such letters, since she would have to sign any letter as the Chairperson. She suggested that individual members write and send letters. A motion was made by Mr. Spinella to write individual letters requesting that veterans not be left out of the legislation. Ms. Johnson seconded and it was unanimously approved.

Jaime Fugate mentioned that employers do not clearly understand how much they contribute to apprenticeship, suggesting the marketing committee address the issue. Mr. Small made a motion for this action item to be added to the marketing committee. It was seconded by Ms. Tirado and unanimously approved.

**FUTURE MEETING DATE:**

Mr. Grisar suggested that, because of the cost of meetings and the statute change that permits telephonic meetings, the next Council meeting be conducted via telephone in November. There was no dissent and Mr. Grisar said the public would be notified so they may participate.

Meeting adjourned at 12:10 p.m.