

STATE APPRENTICESHIP ADVISORY COUNCIL

November 10, 2009 - Tallahassee, Florida

Turlington Building Teleconference

Meeting Minutes

MEMBERS PRESENT: Chairperson Designee Robert Grisar, Program Director of Apprenticeship, Nora Carlton, United States Department of Labor [USDOL], Al Herndon, Cindy Johnson, Billy Campbell, John Small, Ruth Tirado, James Nolan, and Donna Beasley .

Department of Education [DOE] Apprenticeship and Training Representatives [ATR] Bill Lauver and Jon Goins, and Richard Melton, USDOL Apprenticeship Training Program Specialist, Florida were also present.

CALL TO ORDER: The meeting of the State Apprenticeship Advisory Council was called to order at 9:31 a.m. at the Turlington Building, Tallahassee, Florida via teleconference.

WELCOME AND INTRODUCTIONS:

Mr. Grisar welcomed the Council members and all other attendees. The teleconference audience was advised not to comment until the agenda progressed to the public input portion of the meeting. All attendees were advised the teleconference was being recorded.

APPROVAL OF MINUTES:

The minutes of the August 4, 2009 State Apprenticeship Advisory Council meeting were unanimously approved as read in a motion by Ms. Tirado and seconded by Mr. Campbell.

APPRENTICESHIP OFFICE UPDATE:

Mr. Grisar reported the end of year statistics for 2009, with a comparison to 2008, with some current numbers. The Department registered 12 new programs during the last federal fiscal year [FFY]. At the close of FFY 2008-2009 there were 238 active registered apprenticeship programs with 12,403 active registered apprentices; 2,074 apprentices completed their training and 2,518 new apprentices were registered. During the prior FFY the department registered eight new programs and there were 14,569 active apprentices participating in 262 active programs with 2,092 completing apprentices and 4,453 new registrations. The decline in the number of programs is due both to the downturn in the economy and efforts to cancel programs that have been inactive for lengthy periods of time.

The Department conducted 29 compliance reviews, which is 37% of the projected goal. The outcome was hampered at times by no staff and/or untrained staff in some areas and by lack of funds for travel expenses.

In the current FFY that began October 1, 2009 there are 11,979 active apprentices participating in 239 active programs with 129 apprentices completed and 145 apprentices newly registered. One new program was registered, Arthrex Corporation INJ.

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The Department may not be able to conduct the required number of compliance reviews during the current FFY due to budget. Mr. Grisar may seek a change in the agreement with the USDOL Office of Apprenticeship regarding that issue.

The following programs are approved for registration pending sponsor signatures: Mosaic Corporation IJ (four (4) individual programs in different areas of the state) in the trades of Maintenance Electrician and Millwright.

Many sponsors have reported either low enrollment or no enrollment this year and this may lead to a shortage of apprentices in late 2010 or early 2011. A statewide Preapprenticeship Work Group was convened to address this issue and others related to preapprenticeship and to come up with a plan to expand preapprenticeship during this low employment period.

The budget is currently only covering necessary operating costs. Apprenticeship is fully staffed. Mr. Grisar reported the following in regards to staffing. In Sarasota, Mr. Seville's training is going well, but he is not trained in compliance reviews and that training will have to wait for the availability of funds. In Orlando Mr. Lindas is fully trained. In Miami, Mr. Fife's training is progressing well, but total training is going to be an issue, again due to the lack of available funds.

USDOL Office of Apprenticeship has approved the State's statute amendment regarding the makeup of the Council. For this legislative session, Mr. Grisar has recommended technical amendments to the statute to change the term "journeyman" to "journeyworker" in two places to comply with the USDOL and state rule changes. All state apprenticeship policies were sent to USDOL for review and approval some time ago and the reply is pending.

Mr. Grisar transferred the Council approved version of 6A-23 and 6A-24 of the Florida Administrative Code to the Division's legislative assistant. He has been working with her to further edit and prepare the code sections. Notices of Rule Development have been published in the Florida Administrative Weekly for state rule 6A-23 and the notice for 6A-24 should be posted shortly. The rules will next go to the General Counsel's Office for review.

Most, if not all, programs are now on RAPIDS as users and inputting their own apprentice data. A new RAPIDS Apprenticeship Agreement is on the Department's website for use by program sponsors.

The USDOL grant reported to the Council at the prior meeting is operating close to plan. Mr. Grisar will seek a contractor to do meeting facilitation, prepare presentations and printed materials and conduct other grant-supported activities. The first multi-media projector has been purchased and Mr. Grisar is using it in workshops.

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Under regulation implementation in the grant, Mr. Grisar attended the National Association of State and Territorial Apprenticeship Directors/ USDOL conference held in Seattle, Washington in August. 21st Century Apprenticeship Workshops are being conducted. They are presentations on rules changes and have been delivered to the Florida Association of Apprenticeship Administrators in Daytona Beach in July and to the Florida Apprenticeship Association in Orlando in August, as well as to program sponsors and others in the Palm Beach County area in October. Mr. Grisar plans to do the same in Tampa possibly in December and then in 2010 tentatively in Naples in January, Miami and Ft. Lauderdale in February; Pensacola and Tallahassee in March and Jacksonville in April.

Under the partnership expansion category of the grant, Mr. Grisar conducted a Green Apprenticeship Workshop in Lake Worth on October 3rd with the assistance of Palm Beach Community College. The next one may be scheduled in the Tampa area in December.

The Collaboration for Success Clinic will be scheduled in the March to May 2010 time frame. Mr. Grisar conducted a teleconference with the Apprenticeship Work Group, which consisted of representatives from Agency for Workforce Innovation (AWI) staff and three Directors of regional Workforce Boards in August with a follow-up meeting to be held later this month or early December.

A Statewide Preapprenticeship Work Group convened in Orlando on September 29. Follow up actions are ongoing with the Department of Corrections and the Department of Juvenile Justice.

The Department added a preapprenticeship section to the website. There were plans to develop a preapprenticeship data system, but to save funds staff is working on a no-cost system of data collection that may suffice.

Mr. Grisar also reported that USDOL is planning a regional Collaboration for Success Clinic in Atlanta, Georgia. The proposed date is sometime in March 2010.

The floor was opened to Council members for comments and questions. Mr. Nolan remarked that committees under the Council should be reviewed because Council members have left. Mr. Thomas is the only remaining member for the Rules and Regulations Committee. Mr. Grisar agreed that such a review should be done.

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COMMITTEE REPORTS:

Rules and Regulations: Chairperson Jerry Thomas

No report

Public Awareness and Marketing: Chairperson James Nolan

Mr. Nolan encouraged people sign up for Helmets To Hardhats, and use You-Tube, Face-Book, Craig's-List and the Florida Department of Education apprenticeship web sites to list job openings. He also urged everyone to remain involved with local schools and community activities to promote and make everyone aware of apprenticeship programs. He also advised that Apprenticeship Day will be on March 11, 2010.

Program Expansion and Development: Chairperson John Spinella

Mr. Campbell reported that Mr. Spinella was in New York performing journeymen testing. Because Mr. Spinella travels the country, with his new job, the Committee had not had a chance to have a meeting, so there was nothing to report.

COUNCIL ROUNDTABLE:

- Ms. Tirado requested any update on instructor certification. Mr. Grisar reported he was trying to find a source, and has been in contact with one of the public school systems and the Florida Association for Career and Technical Education. He advised all Council members and the audience of the change in the federal regulation that requires apprenticeship instructors to be trained in adult learning styles. Mr. Grisar also reported he had made a commitment in the grant to find a way to provide that training for instructors in some format that would be free of charge and produce a certification for those instructors so the programs would be able to meet the federal code requirement. This will be in place hopefully by the end of 2010, but whenever the training program is ready, it will be made available to program sponsors.
- Ms. Beasley reported some apprentices are only working 25 - 30 hours a week due to the economy and asked if they can continue in the program. Mr. Grisar stated it was program sponsor decision. The apprentices can be continued and extended in the programs if they have not yet met their obligation of on-the-job learning.

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PUBLIC INPUT:

Mr. Grisar solicited comments from the public alphabetically by last name.

- Ms. Pam Anderson, Florida Electrical Apprenticeship, wanted to know if there is someone to report what she thinks is a glitch in the RAPIDS system. Mr. Grisar advised all programs to contact their local ATR regarding any questions or issues with RAPIDS.
- Ms. Carlton reported that the Davis Bacon Certification in RAPIDS was in the development process and would be forthcoming in the near future.
- Mr. Melton noted that he was participating in the teleconference.
- Mr. Jim Sullivan, Central Florida Electrical Joint Apprenticeship Committee, suggested the Department try to engage participants for future teleconference meetings by using systems such as “Go-To-Meeting” or “Elluminate-Live”. That way all participants would have something in front of them when someone is doing a presentation. Mr. Grisar stated he was unaware of the Department’s capabilities current in this regard, but that the teleconference was what was made available for our use and is currently budgeted at \$300.00 for the fiscal year. Mr. Grisar also stated he would check to see if there are other options available in the building for future meetings.

FUTURE MEETING DATE:

Mr. Grisar suggested an in person Council meeting for Wednesday, March 10, 2010, if Council members were willing to bear the expense. They can no longer be reimbursed for travel. If any Council members cannot make the trip, they can participate via teleconference. This is the day prior to “Apprenticeship Day”, which is scheduled for Thursday, March 11, 2010. Mr. Grisar will check on a location, since there is no public parking available in the parking garage across from the Turlington Building. Mr. Herndon suggested checking with Tallahassee Community College. Mr. Nolan suggested starting around one or two o’clock in the afternoon. Mr. Grisar will poll the Council for a meeting start time. There were no objections from any of the Council members, so Mr. Grisar will pursue scheduling the meeting as discussed.

The November 10, 2009 meeting of the Florida State Apprenticeship Advisory Council was adjourned at 10:04 a.m. by unanimous vote on a motion by Ms. Beasley, seconded by Mr. Herndon.