

STATE APPRENTICESHIP ADVISORY COUNCIL (SAAC)

March 20, 2013 – Tallahassee, Florida

*Meeting Minutes*

**Members Present:**

Chairperson, Rod Duckworth, Chancellor, Division of Career & Adult Education

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

James Nolan, Training Director, Jacksonville Electrical Joint Apprenticeship and Training Committee

John Spinella, National Coordinator, National Elevator Industry Educational Program

Al Herndon, Apprenticeship Coordinator, Florida Masonry Apprenticeship & Educational Foundation

Billy Campbell, Area Coordinator, North Florida Carpenters Joint Apprenticeship Training Trust Fund

Ruth Tirado, Vice President of Apprenticeship Training, Florida Association of Builders and Contractors, Inc.

In addition, present from the Department of Education were Ms. Kathleen Taylor, Chief, Bureau of Standards, Benchmarks & Frameworks, Mr. Ken Olsen, Program Director of Apprenticeship and Apprenticeship and Training Representative (ATR) Bill Lauver.

**Members Not Present:**

John Small, Senior Director for Workforce Education, Polk County Schools

Arnold Pruitt, Owner, Florida Construction Apprenticeship Corporation Training Program

**Call to Order:** The meeting of the SAAC was called to order at 1:00 P.M. at the Workforce Plus office, in Tallahassee, Florida.

**Welcome, Pledge of Allegiance and Introductions:** Chairperson Duckworth welcomed the Council Members and all other attendees. The Pledge of Allegiance was given. The roll was not called, however a quorum of at least six (6) was notably present during introductions of all SAAC members as well as the members of the audience.

**Approval of Minutes:** The minutes of the July 23, 2012, meeting were unanimously approved as submitted in a motion by Member Nolan and seconded by Member Tirado.

**FLDOE Updates:** Chairperson Duckworth gave a briefing of what is happening in preparing the students on the secondary level to go on into the job market, through the tech centers and entering apprenticeship opportunities around the state. He also discussed the higher emphasis on industry certifications.

He urged all present to share the importance of apprenticeship programs with their legislators during Apprenticeship Day on the Hill, Thursday, March 28, which is one of the strong options available for students to go into after graduation. He urged them to do so, because some people do not realize that apprenticeships still exist. Chairperson Duckworth shared with the SAAC that he enlightened the State Board of Education on Tuesday, March 26, that apprenticeship was one of, if not the oldest training opportunity available in the world, that it was still in existence today, and that it dated back to medieval times.

**Florida 2013 Legislative Updates:** Ms. Taylor gave some Department updates:

- An Executive Summary of the Appropriations Budget from the Revenue Estimating Conference Report was shared with the SAAC, which had been released this past Friday (March 22, 2013). Though the Executive Summary shows we are operating in a budget surplus, the Estimating Conference is cautiously optimistic not knowing the impact of the Federal Sequestration as well as potential economic impact on State revenues relative to the Affordable Care Act.
  - Draft allocations were quickly crafted and released by the House on March 18, the Senate on March 19, and the Senate Education appropriations the morning of March 20. We hope to see allocations from the House Education appropriations this week. These are all allocation summaries; therefore, we are unable to provide what types of allocations would be received by the colleges and the school districts.
- Ms. Taylor reported that, with the inordinate amount of bills filed, the only ones of concern to the Department of Education were those dealing with education reform.
- There were some fundamental changes to the high school graduation requirements being watched.
  - The House has a proposal for the following pathways to a standard high school diploma: Industry, College and Career Readiness, and Scholar Pathways. However, each pathway as the language is currently crafted would require different course requirements and state assessment requirements.
  - The Senate language is not identical, but it does make changes to the standard high school requirements currently in place. The Senate's position is that it would bring more flexibility for students who could earn industry certification in lieu of taking courses such as Algebra II or Chemistry. We anticipate some form of compromise in the language, but the substantive policy bills are moving rapidly through the policy committee.
- In relations to statutes Chapter 446 and 6A-23 and 6A-24 Florida Administrative Code, there have not been any bills or amendments filed relative to affecting any change to "Apprenticeship".
  - There have been technical amendments recommended to this statute and code, but none have been sponsored as of this time in either the House or the Senate. These technical amendments have to do with the Florida Department of Education's recognition by the Federal Department of Labor as the State Apprenticeship Registration Agency.
- In both the House and Senate, language has been seen authorizing school districts to develop "Technical Center Governing Boards" or to be part of a system of "Technical Center Governing Boards" for the purpose of aligning the educational programs of the technical center needs in that region.

**Follow-up Items from Last Meeting:** Ms. Taylor provided some updates to:

- SAAC – An update on the status of the council vacancies was provided.
  - There has been some movement with the Governor's Appointments Office through the release of Executive Order #1337 last month, which identified a council vacancy due to the passing of Ms. Donna Beasley.
  - Member Wm. James Nolan has been requested by the Governor's Appointments Office to re-submit his application for membership and he has received confirmation of its receipt.

- Member Ms. Lucinda Johnson-Monroe submitted a letter of resignation to the Governor's Office on 1/30/2013, with an effective date of 9/20/2011.
  - A conversation continued in that an appointed member continues to serve until they have been removed by the Governor's Office or after they have submitted a letter of resignation and that, if any current member has not re-submitted an "Appointment Questionnaire", it may be a good idea to do so if they so choose.

**Apprenticeship Office Update:** Mr. Olsen made a report to the SAAC with the aide of a PowerPoint presentation on the following:

- Slides were viewed showing:
  - A comparison of calendar year 2011 to calendar year 2012 showing:
    - The total of new apprenticeship programs registered.
    - The total of new preapprenticeship programs registered.
    - The total of new on-the-job training programs registered.
    - The total of active programs.
    - The total new apprentices.
    - The total completions.
  - Staffing in the Central Office showing an Administrative Assistant and an Operations & Management Consultant (OMC)-1 with five (5) Field Office ATRs.
  - A listing of all the newly approved apprenticeship programs was shared with the SAAC. It was reported there were five (5) new registered apprenticeship programs and two (2) new preapprenticeship programs.
  - There was a synopsis of the Apprenticeship Office's Budget shown as of June 25, 2012.
  - Program Completion Rates and Cancellation Rates that come out in a program's Quality Assurance Assessment along with the use of the Registered Apprenticeship Partners Information Database System (RAPIDS) data. The national average Completion Rate in 2011 was 37%, and in Florida we had a 40% rate with the Cancellation Rate nationally at 43% and ours at 51%. Florida is more of a transient state with people moving in and out of the state, which has definite impact on the completion, cancellation and retention rates. The retention rate nationally has come down 2%. The 2012 National Cancellation, Completion and Retention Rates are not out at this time, but Florida's are available in RAPIDS and our statewide Completion Rate is 39%, the Cancellation Rate is 52% and the Retention Rate is 9%.
  - A slide of the Workforce Florida, Inc., Regional Workforce Boards' regions was shown and an explanation provided that the Apprenticeship Regions be aligned with the Local Workforce Board Regions. At the last Workforce Conference in December, 2012, we gave presentations on Apprenticeship, which is the first time we have been invited to this conference. We were very well received and expect to be invited back next year.
  - A slide of the current (effective 3/1/12) ATR Regions was shown.
  - A slide on "On-Going Activities" was shown.
    - USDOL Compliance: United States Department of Labor (USDOL) Title 29 Code of Federal Regulations (CFR), Part 29 revisions required Florida to address technical issues in Florida Title XXXI, Chapter 446 Florida Statutes (FS). The USDOL Office of Apprenticeship (OA) is trying to get more common language between all of the State Apprenticeship Agencies' (SAA) rules. The SAAC has continued recognition. The proposed revisions to Chapter 446 FS have been submitted to the legislature, but they have not been sponsored and could have to wait until next year.

- We still have to get certain reports that aren't available through RAPIDS with the Office of Apprenticeship.
- Forms with instructions are maintained on our website for program sponsor usage.
- A slide on "Apprenticeship Staff Activities" was shown:
  - ATRs continue to provide additional services to their programs.
  - Monthly Phone Conference Calls:
    - Council Members were provided copies of all the agendas and were advised of when the phone conferences occur and if any of them were interested in attending, they were invited to participate.
  - In-Service Meeting:
    - This may not take place this year and, if not, it is anticipated that meeting may occur early next year.
  - Forms and Instructions:
    - This had previously been discussed.
  - ATR Manual:
    - Updated on a regular basis.
  - RAPIDS Issues:
    - The Federal Office of Apprenticeship staff were helpful in providing continual technical assistance in regards to the RAPIDS database
- A slide on "Quality Assurance and Compliance Reviews" was shown.
  - Forty-six (46) quality assessments (QA) and forty-one (41) compliance reviews (CR) have been performed and completed by the ATRs in the 2012 Calendar Year.
- A slide on "Why 21<sup>st</sup> Century Registered Apprenticeship? Cost Benefit Analysis by Mathematica, Inc. was shown.
  - A bar graph showing a comparison of Average Gains in Earnings by Registered Apprentices – (Participants and Program Completers) over a thirty-six (36) year career. This data was from five (5) Federal Apprenticeship States and five (5) State Apprenticeship States.
- 80 percent of the apprentices are in the construction trades, but we are seeing an increase in manufacturing and information technology.

**U.S. Department of Labor Updates:** This agenda item had previously been addressed in Ms. Taylor's agenda item of "Follow-up Items from Last Meeting".

**New Business:**

- **Florida Department of Corrections (DOC) Update on Apprenticeship Programs - ATR** Lauver addressed the SAAC and audience members with a short presentation showing the ATR Jurisdictional Areas and the DOC Jurisdictional Areas, also the three (3) Phases the DOC has for implementation of new apprenticeship programs for inmates. Mr. Lauver introduced DOC employees, Ms. Fuller and Ms. Lockwood in the audience and explained why Ms. Landrum was not performing the presentation.

## **Committee Reports:**

- **Rules and Regulations Committee**

Chair Jerry Thomas reported that OA had requested minor language changes to the State rules due to language within Title 29 CFR, Part 29. Mr. Olsen commented that Title 29 CFR, Part 30 was still a few months away and is about a two (2) year process from start to finish.

- **Workforce Awareness & Marketing Committee**

Chair Al Herndon placed training and employment notices, given to him by Mr. Nolan, at each desk about ETA paper on preapprenticeship. He reviewed and thought the information was good, and will meet with Chair Spinella on a date and time to set up a meeting to discuss the notice with the preapprenticeship committee.

On the subject of marketing, Chair Herndon talked with John Small, member of the Lakeland Schools Workforce Board. Mr. Small would like the committee to meet with Traviss Career Center. Its students want to develop a video to promote apprenticeship for the manufacturing and/or construction trades. A date to meet with the group to plan a draft presentation, free of charge, is pending. Once all is complete, the committee will report to the Council, show a snippet of the video product, and receive input from the Council.

- **Apprenticeship and Preapprenticeship Expansion & Development Committee**

Chair John Spinella reported that the committee had its meeting the first week in March. He has asked everyone to promote HB 133 - high school career and technical training. This bill is essential to apprenticeship and students in Florida to successfully get students ready for the workforce.

Chair Spinella thanked Mr. Olsen for the ATRs' Randy Holmes Region 4, and Stephen Seville for Region 3, attendance at the March committee meeting. Mr. Holmes spoke at the Florida Farm Workers Jobs and Education Program Quarterly Training about apprenticeship and his belief of an avenue for apprenticeship in this program. He was unsure as to how much progress has been made with promotion of apprenticeship. Florida is a large agricultural state, and with working with the farm workers' program, apprenticeship would benefit by expansion of registered apprenticeship programs and apprentice participation. Mr. Seville spoke of his meeting with TechNet to develop IT programs within apprenticeship. He was not sure if the standards had been completed for review, or if they are still in the developmental stages of the standards. Four (4) new programs are in the works, as well as twelve revisions of current programs. Economy is turning around, and as a result, many people are moving to the state, and more people are contacting the ATRs to assist in developing new registered apprenticeship programs.

**The Agenda was suspended under Robert's Rule of Order by Chairperson Duckworth at 1:59 PM, to convene the meeting of the Florida Apprenticeship Association (FAA)**

With no objections, the SAAC meeting was suspended.

**The Assembly was reconvened by Chairperson Duckworth at 2:23 PM.**

**Council Round Table:**

Chairperson Duckworth asked if there were any additional comments or items to discuss by any council members at this point. Member Spinella commented that it was good to see a big turnout for the meeting and to spread the word for the next meeting. Hearing no others, Chairperson Duckworth opened the floor for public comments.

**Public Input:**

Mr. Jim Sullivan, Training Director, Central Florida Electrical Joint Apprenticeship and Training Committee (JATC) and as the FAC Marketing Committee, commented that there were several on-line courses available to FACTE members. Member Nolan asked if one had to be a member of FACTE to take advantage of the courses. Ms. Marsan Carr commented that they were funded under the Perkins Act; therefore, the course is open to anyone. She also commented that the “Adult Learning Styles” was one that was funded by FACTE themselves, and it is also offered to interested parties. Chairperson Duckworth asked for additional comments to the Council. Ms. Carr stressed how important the FAA was to former SAAC member Mr. Bill Howard, and for the joint and non-joint to come together to push forward the issues pertaining to apprenticeship. She offered her services to all, if there was ever a need to find out what was going on in the legislature without causing any issues.

Dr. Kerensa P. Lockwood, Operations Management Consultant Manager, Department of Corrections, Re-Entry Program commented that they were looking to expand their program behind the fence and are still exploring the best avenues to do so.

**Future Meeting Date:**

Chairperson Duckworth stated that there had been previous comments on the next meeting date and through comments from Mr. Ken Olsen and Ms. Marsan Carr, it was determined the next meeting date would be July 30, 2013, which is the first day of the FACTE Conference. Hearing no objection, the date was set as such.

Chairman Duckworth thanked the SAAC and the audience for their participation and stated that he looked forward to seeing everyone on July 30.

The meeting adjourned at 2:29 P.M.