

STATE APPRENTICESHIP ADVISORY COUNCIL
August 28, 2008 - Orlando, Florida
Mid-Florida Tech – 2900 West Oak Ridge Road – Orlando, FL
Meeting Minutes

MEMBERS PRESENT:

Chairperson Loretta Costin, Vice Chancellor for the Division of Workforce Education, Donna Beasley, Lori Blake, Billy Campbell, Al Herndon, Cindy Johnson, James Nolan, Arnold Pruitt, John Small, John Spinella and Jerry Thomas.

Also present were Robert Grisar, Program Director of Apprenticeship and DOE regional apprenticeship representatives Jon Goins, William Lauver and Steve Lindas.

CALL TO ORDER:

The meeting was called to order at 9:30 a.m. at Mid-Florida Tech, 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 recounted her previous service with the Florida Department of Education, and her return to the current position as Vice Chancellor. She complimented the apprenticeship educational system and expressed her appreciation. She recognized and introduced the new Program Director of Apprenticeship, Robert Grisar.

Ms. Costin thanked the host committee, including Joseph McCoy, Director of Mid Florida Tech, Jamie Fugate, Training Director of Florida Electrical Apprenticeship and Training GNJ and Dave Cohen of the Fire Academy for their assistance with the meeting arrangements. She recognized Robert Clark, former Director of Mid Florida Tech, who was instrumental in the development of the building in which the meeting was being held.

APPROVAL OF MINUTES:

Minutes of the September 21, 2007 Council meeting were approved with a motion by Ms. Blake, seconded by Mr. Thomas and a unanimous affirmative vote by Council members.

FOLLOW-UP ITEMS FROM LAST MEETING:

- Use of electronic signatures: Approval was received by letter from the USDOL for use of electronic signatures for apprenticeship documents. Mr. Grisar explained that procedures must be developed for this to go into effect.
- Meritorious service awards: Mr. Grisar discussed the draft policy for presentation of meritorious service awards and asked Council members for comments.

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- Web site project: Ms. Costin reviewed current apprenticeship web site developments and noted budgetary constraints preventing further expansion and development. Current staff will update the web site since funding does not presently exist for a dedicated position.
- Florida Trend magazine: There is no current arrangement with Florida Trend Magazine for a promotional program. Ms. Costin is hopeful that a future marketing effort can be developed.
- Certificates of completion and journeyman recognition: Mr. Grisar discussed the issue of placing journeyman recognition on the apprentice completion certificate. He noted the conflicts that may occur with licensing boards and other organizations, as well as the fact that the term journeyman is not applicable in many apprentice occupations. Due to these concerns there will be no change in the wording for apprenticeship completion certificates.

APPRENTICESHIP OFFICE UPDATE:

Mr. Grisar presented an update on the activities in the Apprenticeship Office. Current statistics indicate that 268 apprenticeship program sponsors and 29 pre-apprenticeship programs are registered. This year 2,731 new apprentices were registered and 1,894 were completed. A total of 13,614 apprentices are currently registered and eight new programs were registered in the past year.

He commented that final action on the proposed revision of Title 29 CFR Part 29 would likely not occur until after the national elections in November of this year. He also noted that the Governor signed Senate Bill 1908. As a result, the TABE test is no longer required for apprentices.

Mr. Grisar recognized Steve Lindas, who was recently selected as the DOE regional Apprenticeship Representative for central Florida.

Mr. Grisar discussed the status of the USDOL state review. Revisions are needed in Chapter 446 FS and attendant rules. He summarized his plans for the Office of Apprenticeship to conduct EEO Compliance Reviews to meet USDOL requirements. He has conducted reviews of Apprenticeship Representatives' offices and will continue to do these reviews in the coming months.

He also discussed a draft policy regarding electronic record keeping procedures and acceptance of apprenticeship records. He indicated that work is ongoing to draft policies on distance learning activities in the apprenticeship training delivery system. Also, the issue of mixing

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private and government entities in apprenticeship programs was discussed and processes are being formulated to address that issue.

Ms. Johnson posed a question regarding staff recipients of meritorious service awards. Mr. Grisar indicated that award systems are already in place for state and federal employees.

Ms. Costin discussed the process that will continue to be followed in policy development.

PRESENTATION:

Florida Ready to Work:

Ms. Costin discussed credentialing in state and federal legislation. She then introduced Mr. Warren May, Project Coordinator with Florida Ready to Work. Mr. May gave a detailed presentation on the Florida Ready to Work Program and the advantages of its credentialing program for industry and job seekers. His presentation included a brief film with testimonials from employers and employees on the program's effectiveness. He provided all attendees with pamphlets for their information and use. Mr. May indicated that further information is available at www.floridareadytowork.com.

Ms. Costin thanked the presenter and opened the floor for Council and audience questions.

COMMITTEE REPORTS:

Rules and Regulations: Chairperson, Lori Blake

Before her formal presentation, Ms. Blake thanked her Committee and others who had worked on the 38H FAC revision project during the last couple of years. She recognized committee members for their dedication and help and presented gifts to members Jerry Thomas, Council member and Apprenticeship Director of the Jacksonville Plumbers and Pipefitters JATC, Jamie Fugate, FEAT Apprenticeship Director, and Bill Lauver, DOE Apprenticeship Representative. She also thanked the Ocala Electric Utility for providing the meeting room for many of the Committee meetings and requested that DOE send a letter thanking Mr. Gary Wilson for his assistance.

Ms. Blake presented a memorandum and copies of the Committee's draft revision of Chapters 38H-16 and 38H-20 FAC to Council members and attendees. She recounted activities and actions leading to the draft revision. She then presented the report for Council action.

Mr. Grisar discussed the pending revisions to Title 29 CFR Part 29 and its possible impact on the process for revision of the Florida rules. He commented that provisions of Title 29 CFR Part 29

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impact suggested changes in Chapter 38-H16 and 38-H20 FAC. He provided Council members with a projected timeline for the process of revising the rules.

Ms. Costin further discussed the complications that are present in revising federal and state regulations and legislation. She commented that if the Council recommended approval of the suggested revisions to the rules, the rule making process will move forward to its next step.

Ms. Beasley asked if the Council were to approve the suggested revision to the rules, would that action jump-start the process. Both Ms. Costin and Mr. Grisar answered in the affirmative.

Ms. Blake commented that the revisions reflect comparisons to current and projected rules. She then moved that the Council approve the revisions as presented. Ms. Beasley seconded and the motion received unanimous approval from the Council members.

Ms. Costin recognized Lori Blake for her dedicated work on this project and her service as a member of the Council. Ms. Blake received a standing ovation from all attendees.

Public Awareness and Marketing: Chairperson, William James Nolan

Mr. Nolan reviewed activities on Apprenticeship Day in Tallahassee last year with the proclamation noting and marketing the occasion. He also discussed the pamphlet regarding veterans and the suggestion that it be available for use by apprenticeship programs. Mr. Grisar will follow through on the pamphlet and make it available on the DOE web site. He also noted that many pamphlets and publications are available on the USDOL website that market the apprenticeship education system. Mr. Nolan further suggested that the internet, U-Tube and other outlets would be a good resource for marketing apprenticeship.

Mr. Nolan reviewed the recent FACTE Conference and the activities of the Apprenticeship Section of FACTE. He encouraged all attendees to join and participate in the Apprenticeship Section of FACTE. An apprenticeship banner is being developed for marketing and promotional activities at FACTE, career fairs, and other educational meetings.

Mr. Nolan thanked Mr. Grisar for his apprenticeship presentation at the recent FACTE Conference. He also praised former Department of Education staff Bonnie Marmor, Nancy Cordill and Steve Campora for their dedication, help and service to the apprenticeship community.

Program Expansion and Development – Chairperson, John Spinella

Mr. Spinella discussed some aspects of the current economy and its impact on the apprenticeship community and, specifically, in the construction industry. He suggested that the economy has had some limited impact on expansion and development of apprenticeship. However, he noted that the Office of Apprenticeship has registered 17 new apprenticeship programs in the last two

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years in diverse trades. Current development activities are on going in the information technology field, rapid transit entities, shipbuilding and electric power distribution industries. Preliminary meetings have also been held with AFSCME (American Federation of State, County and Municipal Employees) to develop apprenticeship programs for government employees.

The Committee report reviewed legislative activity that mandates career choices for K-12 students and activities by various school districts that have established Centers of Excellence Career programs in various trade areas. The Committee emphasized that the apprenticeship education training system can be expanded and enhanced by the sponsorship of pre-apprenticeship programs in the K-12 education system that will offer an excellent career choice for students to enter into registered apprenticeship programs.

Several examples of registered pre-apprenticeship programs that provide career choices in the K-12 education system were noted and discussed. One pre-apprenticeship program in the Tampa Bay Area has been suggested for recognition as a “Center of Excellence” in the construction trade area. Other apprenticeship sponsors, outside the construction trades, are actively discussing and planning pre-apprenticeship program development in the electric power distribution, information technology, rapid transit, manufacturing, shipbuilding and automotive technology trades.

Mr. Spinella noted that with some segments of the economy down, there is still the need for expansion and development in current apprenticeship programs. Industry apprenticeship programs and careers are a proven model and in high demand to develop the necessary skills to meet the workforce needs of Florida and the nation.

COUNCIL ROUND TABLE:

Council members had no new issues to discuss.

PUBLIC INPUT:

Gerald Smith, Learey Technical Center, Hillsborough County Public Schools, discussed funding formula development and noted that the apprenticeship community was not included in the committee that is formulating policy. Ms. Costin provided background on the funding and budgetary process in the Department of Education. Ms. Beasley asked if the funding committee meetings are meetings that must be advertised, and Ms. Costin replied that she would research that question and advise the council.

Suggestions were received that the apprenticeship community be represented on the funding committee. A motion was made, seconded and unanimously approved that an apprenticeship community representative be added to the funding committee. A subsequent motion was offered, seconded and unanimously approved that Gerald Smith be recommended as that person.

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Patrick McLaughlin, Director of the Florida Masonry Apprenticeship and Educational Foundation, discussed the Governor's recently announced *Accelerate Florida* economic stimulus plan and asked if the apprenticeship community may be included. Ms. Costin will research the initiative to determine the involvement of the apprenticeship community.

Mr. McLaughlin discussed the development of a video ("Builders Care") by the Northeast Florida Builders Association and in partnership with the Tony Boscelli Foundation. The video promotes the builders' community involvement, including the services of their apprentices, to help build homes and a recreation center for use by under-privileged children of the greater Jacksonville area.

FUTURE MEETING DATE:

Tampa was chosen as the site for the next Council meeting in November 2008, date and time to be determined. The meeting adjourned at 12:30 p.m.