



STATE APPRENTICESHIP ADVISORY COUNCIL (SAAC)
February 10, 2016 – Tallahassee, FL



Meeting Minutes

Voting Members - Present:

Ms. Reina Mora-Blackwelder, Executive Director, Independent Electrical Contractors (IEC)
Mr. Clarence “Billy” Campbell, Director of Education, Central North Florida Carpenters & Millwrights Training Trust Fund
Ms. Ruth Tirado, Vice President of Apprenticeship Training, Florida Associated Builders and Contractors, Inc. (ABC)
Dr. Curtis “Todd” Bowden, Executive Director, School District of Sarasota County
Dr. Eric Kennedy, President, EDK Management Consultants, Inc.
Mr. Wm. James Nolan, Training Director, Jacksonville Electrical JATC (Joint Apprenticeship and Training Committee)
Mr. Timothy Hinson, Corporate Training Director, Miller Electric Company
Mr. John Spinella, National Coordinator, National Elevator Industry Educational Program (NEIEP)

Voting Members - Not Present:

Mr. Ronald “Ron” Cox, President, Cox Fire Protection, Inc.
Mr. Boyd Worsham, Vice President of Construction, the Haskell Company

Non-Voting Ex-Officio Members - Present:

Designee Chairperson, Mr. Rod Duckworth, Chancellor, Florida Department of Education (FDOE), Division of Career & Adult Education

Non-Voting Ex-Officio Members - Not Present:

Ms. Linda Mills, Multi-State Director, USDOL-ETA-OA (United States Department of Labor, Employment & Training Administration, Office of Apprenticeship)

In addition, present from the Florida Department of Education were Mr. Ken Olsen, Program Director of Apprenticeship and the Executive Secretary of the SAAC, Ms. Juanita Warren, Government Operations Consultant, Mr. Patrick Wright, Program Specialist, Mr. Steven Linds- Region 2 Apprenticeship, Mr. Stephen Seville- Region 3 Apprenticeship, Mr. Randy Holmes- Region 4 Apprenticeship and Ms. Valvery Hillsman- Region 5 Apprenticeship. Mr. Bill Lauver, Region 1 Apprenticeship was not able to attend the meeting.

Call to Order: The meeting of the SAAC was called to order at 1:00 P.M. at the CareerSource Capital Region - Town South Center, Tallahassee, Florida.

Welcome, Pledge of Allegiance, Roll Call and Introductions: Chancellor Duckworth welcomed everyone to SAAC and reminded everyone that Apprenticeship Day on the Hill would be the following day. He then led the Pledge of Allegiance, and welcomed the Council Members and all attendees. Roll was taken and a quorum was present.

Approval of Minutes: The minutes of the July 28, 2015 meeting were unanimously approved as submitted with a correction to page 1, Voting Members - Present, Reina Mora-Blackwelder name was misspelled, i.e. the spelling of “Mara” to be corrected to read “Mora”.

Council Opening Statements:

Wm. James Nolan commented that there were not any pre-apprenticeship programs in Duval County schools. He felt the state should have some kind of program in the schools to assist kids.

Reina Mora-Blackwelder announced that their apprenticeship Program was selected as the apprenticeship Program of the Year, at the National Independent Electrical Contractors (IEC) Association convention. She attended the kickoff of the apprenticeship grant in Jacksonville at Florida State College at Jacksonville (FSCJ). She said the Local Education Agency (LEA) in Hillsborough/Pinellas has shown increased interest in apprenticeship programs. They have seen an increase of 55% in their enrollment.

Billy Campbell said the construction industry in apprenticeship has picked up tremendously over the last few years and will hopefully keep going.

Todd Bowden mentioned that today was Career and Technical Education (CTE) Day on the Hill and the Governor has a \$20 million initiative on CTE programs. He discussed CTE programs in high school and the challenge with promoting CTE programs and Pre-apprenticeship programs in the high schools.

John Spinella agreed with Todd Bowden’s comments. When he was in high school, the shop classes were full, but funding went away. He discussed the success of apprenticeship in his family and that there is a need to spread the word.

Eric Kennedy discussed the reauthorization of the Workforce Innovation and Opportunity Act (WIOA) and the emphasis the Act has had on apprenticeship training. The Florida Legislature passed a bill that created a Task Group that consisted of 16 state agencies that were involved in training. Ken Olsen and he were scheduled to present for 30 minutes on apprenticeship, but they ended up presenting for 1 ½ hours on apprenticeship training at the August 2015 task force meeting.

FDOE Update: Chancellor Duckworth discussed the following items affecting apprenticeship:

- The WIOA Plan, which presents an opportunity for all the state agencies and different partners to work together for a common goal. Apprenticeship is now seen as a partner in the plan.
- When adult education students get their high school equivalency degree, that is not the end, it is the beginning. They will have a career pathway and a plan for what they will do. We have to continue to tell the story of apprenticeship. College is not the only opportunity. Completing an apprenticeship program debt free is a big selling point.
- Legislative: For the last three years, the Division has been trying to get the federal language into Florida’s statutes. Representative Rayburn is leading the effort to get the house bill passed. Senator Ring is supporting the Senate companion bill. In addition to apprenticeship language, the bill has career and tech language, language on the Florida Apprenticeship Grant (FLAG) and general technical center language. There is also the FDOE agency bill, Senate Bill 1060 (Senator Legg), which has the apprenticeship language. The Chancellor stated we need to be in a position to move our programs forward.

Apprenticeship Office Update: Ken Olsen provided the office update and discussed the following:

- There are 9 new Registered Apprenticeship programs and 200 Active programs with 9,172 active apprentices.
- Staffing – Patrick Wright is a new hire, will handle new program registrations, revision of existing program standards and be an Apprenticeship Training Representative (ATR) handling programs from Leon to Escambia Counties. Juanita Warren has been promoted to government operations consultant to focus on the amendments to the standards.
- Pre-apprenticeship has seen an increase in the adult programs.
- Twenty-four new programs standards were approved for 2015.
- There was a question about whether the apprenticeship system can track completions and retention rates excluding the first year. He will check on this.
- There was a question about whether we can get information on new and active apprentices, and how many have been reinstated due to the hardship in the economy. He would try to get this data for the next report. There was additional discussion on reinstatement into an apprenticeship program, the two year limit on returning hurts a lot of people. Ken has asked the USDOL about this, but has not gotten an answer.
- USDOL is working on RAPIDS 2 database which we expect to see in the next 2-3 months.
- Ken discussed how employers become apprenticeship sponsors.
- He discussed the Quick-Start Toolkit available on the USDOL website.
- He listed the Workforce Education Top 10 Enrolled apprenticeship programs.

Workforce Innovation and Opportunity Act (WIOA): Michelle Dennard, Esq. discussed the WIOA and answered questions from the audience.

- She acknowledged Ken Olsen and Eric Kennedy for participating in the WIOA Task Force.
- WIOA does not provide a lot of specifics, but leaves it up to the states to determine the best way to combine the programs and services to work together.
- The first WIOA unified plan for the state of Florida is out for review and comments.
- The Eligible Training Provider List is another way that WIOA uses to emphasize apprenticeship.
- Apprenticeship programs will be automatically added to the list.
- There was a question about the Target Occupation List (TOL) which she addressed.
- There was also a question about the funding differences between public and private schools.

American Apprentice Initiative Grant: Linda Woodard, VP for Workforce Education at Florida State College at Jacksonville (FSCJ) discussed The Florida Apprenticeship in the 21st Century Grant, which was awarded to FSCJ as the lead agency along with Broward College and St. Petersburg College.

- It is a 5 year, \$5 million dollar grant that will go through 2020.
- The colleges are to serve 1,000 apprentices through the grant by working with businesses and industries.
- The Florida Apprenticeship Kick-Off Forum was held on December 7, 2015 at FSCJ which had about 60 people attending from various groups and organizations to include business and industry.
- The colleges are going to be using the RAPIDS 2 reporting system to report their data once they start registering their apprentices and employers.
- FSCJ is working with Duval Public Schools to identify pre-apprenticeship programs.
- They are going to start their pre-apprenticeship in April.
- On a question about funding and how employers are going to pay for their training, Linda Woodard discussed the medical employer who is looking at registering a program in medical coding.

- For the education institutions, their focus is on an Associate in Science (AS) degree or Postsecondary Adult Vocational (PSAV) while companies want their employees to have a degree, so the articulation also helps to sell the apprenticeship program.

New Business:

- **Program Information:** Ken Olsen discussed the following topics:
 - The Office of Program Policy Analysis & Government Accountability (OPPAGA) report that would be coming out soon concerning apprenticeship.
 - The Omnibus Bill has \$100 million set aside for apprenticeship. State Apprenticeship Agency (SAA) and Office of Apprenticeship (OA) will be eligible to apply for a portion of this money, \$50 million, through a grant process. The rules are expected on April 1st and the funds will be available from April 2016 thru June 2017.
- **State Apprenticeship Agency (SAA) Regional Updates:** The ATRs gave reports for regions 1, 2, 3, 4, and 5

Subcommittee Reports:

- **Rules and Regulation** - No Report due to no activity:
- **Outreach & Marketing** - Reina Mora-Blackwelder, standing sub-committee chairperson, made a report to the Council regarding their meetings held on January 29, 2016:
 - Mission: To promote the visibility of events and activities of registered apprenticeship.
 - Apprenticeship Day on the Hill 2017- the sub-committee will work to promote this event next year and ensure that organizations know how to get space if they so desire. They will work with the Apprenticeship Office to assist with this effort.
 - She wanted to get additional information on CareerSource, which was provided at this meeting.
 - She wanted to know how the Grant Initiative was getting promoted.
 - She stated there is a need to get the word out on Pre-apprenticeship.
- **Strategic Partnership** - Eric Kennedy, standing sub-committee chairperson, made a report to the Council regarding their meetings held on January 29, 2016:
 - Mission: The SAAC decided to create this committee a year ago to engage with our partner to use all the resources available, with CareerSource being a strategic partner.
 - He met with Bob Crawford at Atlantic Technical College to pursue the strategic partner.
 - He discussed his and Ruth Tirado's involvement with the ACE (Architectural Construction and Engineer) mentoring program.
 - He discussed aligning their apprenticeship programs with the FDOE PSAV frameworks.
 - He recommended that a representative from each of the strategic partners be on the committee.
 - He recommended that the committee focus on two areas that have resources that the Apprenticeship Office does not have access to:
 - CareerSource Regions
 - Providers of postsecondary education programs and work to put all postsecondary efforts on the same level and not have college at one level, CTE schools at a lower level and then have apprenticeship at the bottom.

Public Comment:

- Frank Lopez from the National Elevator Industry Educational Program thanked John Spinella for bringing up the language on the two year limit on restarting an apprenticeship program. Also thanked Ken Olsen, Chancellor Duckworth and Eric Kennedy for looking into this issue.
- Richard Melton noted the death of Larry Turk, Insulator Apprenticeship Training Director.

- Bob Crawford from Atlantic Technical College appealed to members to contact their legislator to help with the passage of the Florida Apprenticeship Grant (FLAG).
- Richard Pazos asked for clarification on funding available from WIOA from CareerSource. Chancellor Duckworth appreciated the comments. He sits on the CareerSource Board and it is important for him to be aware of issues.

Future Meeting: The next SAAC is scheduled for July 26, 2016 and will be held during the FACTE Conference in Orlando, FL. The meeting was adjourned at 3:32 p.m.