



STATE APPRENTICESHIP ADVISORY COUNCIL (SAAC)
March 10, 2015 - Tallahassee, Florida



Meeting Minutes

Voting Members - Present:

Timothy Hinson, Corporate Training Director, Miller Electric Company
Ronald Cox, President, Cox Fire Protection, Inc.
John Spinella, National Coordinator, National Elevator Industry Educational Program
James Nolan, Training Director, Jacksonville Electrical Joint Apprenticeship and Training Committee (JATC)
Reina Mora-Blackwelder, Executive Director, Independent Electrical Contractors
Boyd Worsham, Vice President of Construction, the Haskell Company
Ruth Tirado, Vice President of Apprenticeship Training, Florida Associated Builders and Contractors, Inc.
Dr. Curtis Bowden, Executive Director, School District of Sarasota County
Eric Kennedy, President, EDK Management Consultants, Inc. (via phone conference)

Voting Members - Not Present:

Clarence "Billy" Campbell, Director of Education, Central North Florida Carpenters & Millwrights Training Trust Fund

Non-Voting Ex-Officio Members - Present:

Chairperson, Rod Duckworth, Chancellor, Florida Department of Education, Division of Career and Adult Education
Ms. Linda Mills, Multi-State Director, United States Department of Labor, Employment & Training Administration, Office of Apprenticeship (USDOL-ETA-OA)

In addition, the following people from the Florida Department of Education were present:

Ms. Kathleen Taylor, Chief, Bureau of Standards, Benchmarks & Frameworks
Mr. Ken Olsen, Program Director of Apprenticeship and the Executive Secretary of the SAAC Apprenticeship and Training Representatives (ATRs)

Call to Order: The meeting of the SAAC was called to order at 1:00 P.M. at the CareerSource Capital Region, in Tallahassee.

Welcome, Pledge of Allegiance, Roll Call and Introductions: Chancellor Rod Duckworth welcomed everyone to the meeting of the SAAC. Roll was taken and all members were present. Chancellor Duckworth led the Pledge of Allegiance and welcomed the Council Members and attendees.

Approval of Minutes: The minutes from the July 29, 2014 meeting were unanimously approved as submitted in a motion by Mr. Spinella and seconded by Mrs. Mora-Blackwelder.

Council Round Table:

Mr. Nolan shared that there are many undergoing activities in JATC, especially with the American Apprenticeship Grant. He also mentioned issues with a forthcoming Senate bill where Rules and Regulations will be discussed.

Dr. Bowen communicated that some or half of the technical institutes and technical centers across the state (governed by the local school districts) were excited about the transition to technical colleges, which began in early November. The move was positive because it represents who they are and what they can do to better serve the community. As such, it is vital to know the importance of apprenticeship and how it can serve the community in the future.

Mr. Hinson - Expressed interest in some legislative issues and grants.

Ms. Tirado shared that Associated Builders and Contractors (ABC) completed its national conference, held in Ft. Lauderdale. This included its national craft competition, which apprentices participated from all over the nation, representing 13 trades, and 187 competitors. Hope to increase the number of competitors next year. She is working with the local school districts in hopes to establish preapprenticeship programs in the future. She is excited about the growth of apprenticeship, the recognition received by the community, and its continuation to be an important part of preparing people for the workforce.

Mr. Spinella shared that the elevator industry is seeing an increase of recruitments at several of its locations. He consulted with one of his co-workers to find that he has received over 500 requests for applications for the elevator program. This is a great sign that the economy is growing and employment is available for those looking for work.

Mrs. Mora - Blackwelder related that the Independent Electrical Contractors program is busy with a couple of grants including the (American) apprenticeship grant. A lot is happening with the Chamber of Commerce, in Tampa. Commerce is expecting building and renovations to the airports, and the medical college/university. She is also making sure that they have the labor force to manage all of the projects to take place. One of her concerns is the lack of transparency of the allocation of workforce development funding to the community colleges, etc. and how those funds are used, especially when there are some school districts stating that there is no money in the budget provided to their districts for use in workforce development (i.e. apprenticeship). She has suggested to the Council that a correspondence should be drafted to the Governor and the people responsible for allocating those funds regarding the transparency of the allocations of those dollars. After continuous discussion, comments and concerns regarding this issue among the Council members, and since this issue was not placed on the agenda as an action item, Ms. Taylor and Chancellor Duckworth suggested that a conference call workshop in the near future can be scheduled to explain and address these concerns.

Mr. Worsham - Expressed that he is excited to be a part of apprenticeship. Although his job as a contractor involves providing staff needed to get the projects completed, he stated that apprenticeship is a vital force in the community and he also commended that the program sponsors for the continuous recruitment of apprentices.

Mr. Cox - Attended the national crafts competition in Ft. Lauderdale and was pleased with the representation of apprenticeship. This illustrates that apprenticeship plays an important role in the

communities throughout the state. He announced that his program won a third place bronze winner in the competition. In Tampa, the ABC program continues to expand and apprenticeship remains to be an important part of getting participants in apprenticeship programs to join the growing workforce.

Ms. Mills (USDOL-ETA-OA, joined later after conducting compliance review) - Ms. Mills has an extensive background with USDOL, beginning with the SAC state of Virginia, later to the federal level, and finally relocating to the regional office in Atlanta, Georgia. She supports the continuous relationship between the national offices and the state of Florida. She stressed the importance of apprenticeship, the needs of a growing industry, and pointing out the educational components that are vital in getting apprentices trained and ready for the workforce. She was excited to know that apprenticeship is gaining momentum in the White House, and as a result, a grant was put together for the sole purpose to help start new programs and bring in potential apprentices to train for apprenticeship.

Florida Department of Education (FLDOE) Update: Chairperson Rod Duckworth addressed the vast amount of attention and interest focused on apprenticeship. The legislators are trying to determine in what ways they can help in increasing the number of apprenticeship opportunities in Florida. In early January, the Higher Education and Workforce Education committee held discussions about apprenticeship. The overview of apprenticeship, the purpose of apprenticeship, the benefits of implementing an apprenticeship program, and the increase in numbers of registered apprenticeship programs and apprentice participation was addressed during the panel discussion. As a result, the Chancellor attended a 9:00 a.m. meeting with Higher Education and Workforce Sub - Committee on March 10, 2015. The Sub-Committee Chair presented a draft copy of the proposed committee bill on apprenticeship. This bill contains information related to technical centers and career and technical education, but also information specifically related to the apprenticeship program. There is flexibility to add other related items that may have been overlooked in the bill that were previously overlooked; however, one must be specific as to what should be included, as changes may not be made until the next session. At the next Sub-Committee meeting, the Sub-Committee is expected to take a vote on assigning a bill number and moving it forward for further processing and approval. Draft legislation is available at www.myfloridahouse.gov on the Higher Education and Workforce Sub-committee page under General Publications.

Florida 2015 Legislative Update: Ms. Taylor reported briefly on the House Sub-Committee and Higher Education Workforce workshop. This podcast (January 21, 2015), the video archive (January 21, 2015) and the meeting packet (January 21, 2015) can be found at www.myfloridahouse.gov, on the Higher Education and Workforce Sub-Committee's page. No bill number is available for the proposed committee bill for apprenticeship. As soon as it is available, it will be posted on the Division's legislative tracker, which can be found at <http://www.fldoe.org/academics/career-adult-edu/legislation>. The chair for the sub-committee is Ms. Elizabeth Porter and the staff director is Dr. Heather Sherry.

In addition to the House bill, a bill was filed in the Senate that contained technical changes to Chapter 446, primarily at the request of the USDOL-OA. These changes are vital in order for FDOE to continue its recognition as the registration agency for apprenticeship. Ms. Taylor continued her update on the following:

- Senate Bill 938 - Education – Senator Gaetz - Technical Changes
- Senate Bill 1522 - Workforce Training – Senator Detert - Technical/Policy Changes

- House Bill 7019 - Authorizing a legislative taskforce comprised of a number of stakeholders to gather to give input and recommendations to the governor for the Workforce Innovation and Opportunities Act (WIOA). Unified State Plan due to Washington next spring
- K-12 - Florida Standards Assessments - legislative changes to the statewide mandates and technology infrastructure/digital classroom
- Postsecondary - changes in proposals to serve the educational needs of adult students with disabilities, the lifting of the moratorium of the baccalaureate degrees and how they identified and offered at the various postsecondary institutions, and performance funding
- Governor's budget of \$20 million
 - Rapid response program development fund included for school districts and technical colleges for the purpose of program expansion, student performance and attendance

Apprenticeship office updates: Mr. Olsen report to the SAAC via PowerPoint presentation on the following:

- Current positions related to new registered apprenticeship programs, and active/inactive apprentices
- Staffing
- New Registered Programs
- Program completion, cancellation and retention percentage rates (Based on National Average and Florida Average of Federal Workload through RAPIDS)
- Ongoing Activities of apprenticeship;
- Quality Assurance and Compliance Reviews
- Types of Program (Joint/Non-Joint) based on percentage of registered programs and apprentices;
- Benefits of apprenticeship model for training and how does an employer become a sponsor of apprenticeship
- Federal Initiatives - \$100 million for grants – 25 grants from \$2.5 million to \$5 million will be awarded to public/private partners consisting of employers, business associations, community colleges, etc. Monies will be used to create new programs and align with postsecondary education, etc. The grant will encourage more access to apprenticeship opportunities in unrepresented areas, and veterans and transitioning service members. Applications due April 30, 2015
- WIOA– Signed into law on by President Obama on July 22, 2014. Law enforces connections with registered apprenticeship to integrate, promote, create, support, and recognize in various programs through workforce alignment
- Apprenticeship Enrollment – 2013-14
- Workforce Education of the Ten Largest Enrolled Apprenticeship Programs – 2013-14
- District and Florida Colleges Outcome Data
- Cost Benefits Analysis by Mathematica, Inc.
- Average Gain Received by Apprentices
- RAPIDS Program Information Data for Florida (Federal Fiscal Year July 1 thru June 30)

Notes: There are 13 state colleges (25%) and 16 school districts (75%) participating in the LEA proportion of the program. However, there is a need to assemble a work group to address the funding and how it is distributed (or the formulas) for state colleges, school districts and technical centers/colleges. This is one question that should be addressed at the workshop.

Follow-Up Items from Last Meeting: Remote in-service was scheduled in October 24, 2014 to address issues that the Council may have concerning the Sunshine Laws, legislative authority of the Council, the rules for Council activity, and other general information in order to prepare themselves for their role on the Council. Council also requested information on WIOA. The act was signed into law and the Council is ready to begin presenting an overview of the law and the impacts and benefits this law will have on apprenticeship in the state.

WIOA Update (CareerSource): Ms. Michelle Dennard, Senior Policy Director, gave a brief overview of the *CareerSource Florida* Network, the purpose of the WIOA signed into law, and what this means for apprenticeship in Florida. Ms. Dennard reported to the Council on the following:

- An overview and responsibilities of the Workforce Policy and Investment Board: policy direction, budget approval, workforce system performance guidance, charter regional workforce boards (RWB), and RWB local workforce plan approval
- The purpose and responsibilities of *CareerSource Florida*, the Florida Department of Economic Opportunity and the 24 Regional Workforce Boards
- Overview of WIOA: require state alignment with workforce development programs; promote accountability/transparency of program; foster regional collaboration; streamline and strengthen the role of workforce development boards
- WIOA and Apprenticeships - Integrating apprenticeships into Workforce Planning and Policy
- Registered Apprenticeships in WIOA Performance: Employment Outcomes, credential attainment, skills gains, The benefits and performance for Apprenticeship programs in working with WIOA
- The listing of Task Force Members; and
- A timeline to submit resulting plan for full WIOA Implementation

New Business: Program Information: Mr. Olsen gave an overview of the Status of Apprenticeship Section information that was included in the packet, as well as a brief highlight of the White House Summit on American Apprenticeship on its \$100 million in grants to transform apprenticeship into the 21st century, and a list of resources available for seeking information about the American Apprenticeship Initiative.

ATRs Regional Updates – The following highlights were reported by each the five ATRs:

Bill Lauver – Region 1: Registered Post Electric, Inc. Electrical Apprenticeship Program INJ (Panama City, Florida). Ocala Utility Services INJ is adding the Substation Electrician trade back into its registered program standards. JEA working on adding the Electric Meter Installer/Repairer trade back into their program standards. Exactech, Inc. INJ is moving forward for CNC machinists and maintenance mechanic trades, with plans to be training apprentices by August 2015. On task to perform at least 10 quality assessments and approximately 7 compliance reviews. Currently there are 824 participating employers, 1,186 registered apprentices, and 44 registered apprenticeship program.

Steve Lindas – Region 2: The region has 1,871 active apprentices, 48 registered apprenticeship programs, 3 preapprenticeship programs, and 35 occupations. Ten compliance reviews and quality assessments for registered apprenticeship programs will take place in April, May and June this year. Region is ready to submit the S & R Enterprise LLC, INJ (Structural Steel Worker) standards to Tallahassee for approval. Region also registered the Central Florida Building Maintenance Apprenticeship GNJ. Mr. Lindas also introduced Mr. Pat McLaughlin, with the Masonry Apprentice & Education Foundation, Inc., to give a

brief summary of what the masonry association was able to achieve with the legislation. The Masonry Education Act of 2014 was passed by the legislature and expressed gratitude to the Council members for helping to make this happen. The Concrete Masonry Council, consisting of a 13 member government-appointed board, was created under this act, which addresses education at the masonry and construction trades, and preapprenticeship levels. Kickoff began last week at Mid Florida Tech, signing up 7 producers for a voluntary assessment of a penny per block, calculating the results to show a representation of 72-percent of all masonry production in Florida - target is 85-percent. He also introduced Keith Summer, former VP of Pyramid Masonry, as the Director of the Masonry Apprenticeship for the state of Florida. He will be a vital force on the contractor's side for this trade in making sure apprentices get the training needed to get the job completed.

Stephen Seville - Region 3: Currently, this region has 51 registered apprenticeship programs, 4 youth apprenticeship programs, 3 adult preapprenticeship programs, 41 trades, and 2,242 active apprentices. The region's office was relocated to Venice at the Career Suncoast Center, where he has the ability to reach out to *CareerSource* employees, veteran representatives and vocational rehabilitation staff to talk to them about the apprenticeship program. The region revised the Tampa Bay Machining Apprenticeship GNJ and the St. Petersburg Fire & Rescue IJ program standards. The Powertown Line Construction Apprenticeship Program INJ, T & D Solutions LLC Apprenticeship Program INJ, and City of Seminole Fire & Rescue IJ standards were submitted for review and approval. The Tampa Bay Advanced Manufacturing Skills Initiative has formed. It is an American skills initiative based on the German Model for Apprenticeship, with hopes to establish this program in the Tampa Bay area. This model has been successful in North Carolina. The program will have four trades: Industrial Mechanic Precision Machinist/Tool Maker, Electronic Technician for Industrial Engineering, and Mechatronics Fitter. Region plans to complete 12 compliance reviews and quality assessments.

Randy Holmes - Region 4: The region currently has 32 registered apprenticeship programs, 4 preapprenticeship programs, 26 trades, in 10 counties, 750 participating employers, 1,303 active apprentices. The region completed 3 quality assessment and three compliance reviews, with one pending in May, followed by two to be completed by June 30. Rep met with the *CareerSource* staff last week to show a presentation to market apprenticeship and stress to them the benefits for the employees and businesses getting involved in this program. Mr. Holmes hopes to conduct more of these presentations in the future with both the north and south *CareerSource* offices. The rep completed 4 signature page amendments, 5 wage amendments, revised 2 sets of standards, and is near completion of submitting a set of security guard program standards to Tallahassee for review and approval. Mr. Holmes conducted a training to provide technical assistance for new staff of their registered apprenticeship programs at Indian River State College. There were 9 participants from 5 programs. The U.S. Super Yacht Association contacted the Randy to do a 45 minute presentation on apprenticeship.

Valvery Hillsman - Region 5: Three new programs were installed in this region: ABC Institute Roofers, ABC Institute Sheet Metal, and Florida Finishing Trades Institute JATC. A. P. Pest Control (Termite Exterminator) Trade is in its developmental stages of the program standards. Region has reinstated the Florida East Coast Chapter AGC of America, Inc. (Carpenter) trade. Ten compliance reviews and quality assessments were completed so far, and attended the Veteran Hiring CareerSource, Hiring our Heroes, and Dave Thomas Education Center job fairs, and participated and attended the Florida Air Conditioning Apprenticeship Program completion ceremony, the ABC Craft championship event, the Florida College System webinar, and the preapprenticeship open house. Currently, there are 15 joint programs with 543 active apprentices, 20 non-joint programs with 1,084 active apprentices, 2 preapprenticeship programs

with 106 active preapprentices. There are 31 occupation total for both joint and non-joint, 7 of those occupations in are in pre-apprenticeship.

Standing Committee Reports: A chart of the SAAC Standing Committee and Government in the Sunshine State rule to set up a meeting were given to the Council for review. Mr. Olsen reiterated to the Council that all must adhere to the Sunshine requirements: meetings must be open to the public, reasonable notification of meeting date, time and location must be provided, and minutes must be taken during the meeting. A phone conference system may be utilized, providing a call-in number and a feature to use to record the meetings if need be.

The Agenda was suspended under Robert’s Rule of Order by Chancellor Duckworth at 1:47 PM to convene the meeting of the FAA (Florida Apprenticeship Association).

On a motion by Ms. Tirado, 2nd by Dr. Bowden and with a majority vote, the SAAC meeting was suspended.

The Full Assembly was reconvened by Chancellor Duckworth at 2:09 PM.

Public Input:

- Lisa Boyette, Director of Education, Associated Builders & Contractors (ABC) – Tampa: A concern was addressed that in the past it was difficult to get added to the eligibility list of the training provider list. Needed to be sure that this will not happen again as a result of the WIOA law. Ms. Dennard hopes that the process will not be difficult, but cannot say for sure. However, because WIOA has prioritized registered apprenticeship to be a part of that list. Ms. Boyette would like to host the next meeting for *CareerSource* and WIOA.
- James Sullivan, Director, Central Florida Electrical JATC: Looking at the report that Mr. Olsen presented today at a legislature point of view, there is going to be a lot of interest in outcomes of apprenticeship, especially concerning completion, cancellation, and retention rates. Bases on this, the question was asked about probationary statuses counted in those numbers. The answer that was no, those number do not count. Unfortunately RAPIDS does not give accurate data information. Few have taken upon themselves to come up with a system to get an accurate count of completion, cancellation, and retention.
- Ms. Dickerson, PhD Research Student: Ms. Dickerson completed her research on the case study of women electricians, has received her PhD in August, and stopped by to give a brief overview of her findings. She interviewed four women for the case study. Of the four women interviewed, the major factors that encouraged them to continue training in this trade was 1) family members who were electrician that can provide training, 2) gain independence in providing for themselves through high wages and benefits in retirement and health benefit plans, and 3) they had journeyworkers and instructors as mentor to help them gain the skills needed to become a successful electrician. The women took the initiative to learn more by staying late on the job, gathering more information to help them get through the related instruction and on-the-job training. They stated that many of the men treated them as colleagues, which made them feel as though they are part of a team. Major challenges in getting through the program were 1) trying to find a sponsor (especially if they are not part of the Joint apprenticeship program) to get them through the electrical training, 2) entrance process, and 3) lack of communication or time to interact with those entering into the program with others who were already established in the training. The recommendations to legislature to make the transitioning into the training better or

remove some barriers would be: 1) provide formal or informal mentoring to women entering training into these programs, and 2) more recruitment of women in these electrical trades.

- Wm. James Nolan, Executive Director, Masonry Association of Florida, Inc.: Mr. Nolan had a concern with potential changes to Chapter 446, dealing with the definition of journeyworkers, but left out CFR Title 29 in order to be in compliance of this title. Another concern is that legislature is recommending the changes to the makeup of the Council. The change does not include equal representation of the Council (Joint and Non-Joint) which is in direct violation of Title 29 CFR. There were also concerns of Chapter 446, 92 striking out 5 and 6. Some may think this opens the possibility for selling of apprenticeship or for management of occupations, thus taking away the traditional model of apprenticeship. However the main reason this is taking place is to maintain SAC registration and this had been requested by the Office of Apprenticeship (OA). Should you have further comments or concerns regarding the changes, please get those to the Division for review.
- Tony Roman, Farmworker Career Development Program: Mr. Roman shared with the Council about their program and the purpose of their program. Their goal is to educate, train, employ, and keep employment retention of their trainers. Many of the farmworkers want to learn other trades to help them gain more skills and be a financial support to their families. Their upcoming conference will be held in November, in Miami. He also stated how important farmworkers would benefit from apprenticeship training. Asking those to visit the 10 to 12 program sites throughout the state for recruitment into the program. Ms. Mills asked if he reviewed the apprenticeable occupation list and familiar with ONet. If so, he can put in the occupation their program is using and see if it crosswalks to an apprenticeship occupation. Suggested that Mr. Olsen or his representative can help with this project. Mr. Holmes received an invitation to the conference and plans to make a presentation to the audience about apprenticeship.
- A question was asked concerning preapprenticeship regarding its effectiveness in other states and the possibility of this program growing more in Florida as well. First, the program must meet the requirements and guidelines to identify themselves as a preapprenticeship program; however, the program continues to grow and becoming an important part of training in apprenticeship.

Future Meeting Date: The next SAAC will be held at the Sawgrass Marriott Resort, in Ponte Vedra, Florida, on July 28, 2015. This will be in conjunction with the 49th Annual Florida Association for Career and Technical Education (FACTE) Conference, July 27-29, 2015.

There being no objections and no further business, the meeting was adjourned at 3:41 p.m.