



STATE APPRENTICESHIP ADVISORY COUNCIL (SAAC)  
July 28, 2015 – Ponte Vedra Beach, FL



*Meeting Minutes*

**Voting Members - Present:**

Ronald Cox, President, Cox Fire Protection, Inc.  
Reina Mara-Blackwelder, Executive Director, Independent Electrical Contractors (IEC)  
Clarence “Billy” Campbell, Director of Education, Central North Florida Carpenters & Millwrights Training Trust Fund  
Ruth Tirado, Vice President of Apprenticeship Training, Florida Associated Builders and Contractors, Inc. (ABC)  
Dr. Curtis Bowden, Executive Director, School District of Sarasota County  
Dr. Eric Kennedy, President, EDK Management Consultants, Inc.

**Voting Members - Not Present:**

Wm. James Nolan, Training Director, Jacksonville Electrical JATC (Joint Apprenticeship and Training Committee)  
Timothy Hinson, Corporate Training Director, Miller Electric Company  
John Spinella, National Coordinator, National Elevator Industry Educational Program (NEIEP)  
Boyd Worsham, Vice President of Construction, the Haskell Company  
*(All those absent had called or emailed the Executive Secretary prior to the meeting and provided an explanation as to their inability to be present, but might be able to call in and attend via conference call if needed to make a quorum)*

**Non-Voting Ex-Officio Members - Present:**

Designee Chairperson, Rod Duckworth, Chancellor, Florida Department of Education, 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 Department of Education were Mrs. Kathleen Taylor, Chief, Bureau of Standards, Benchmarks & Frameworks, Mr. Ken Olsen, Program Director of Apprenticeship and the Executive Secretary of the SAAC, and Bill Lauver, Region 1 Apprenticeship.

**Call to Order:** The meeting of the SAAC was called to order at 1:30 P.M. at the Marriott at Sawgrass, in Ponte Vedra Beach, Florida.

**Welcome, Pledge of Allegiance, Roll Call and Introductions:** Chancellor Duckworth welcomed everyone to SAAC and the Florida Association for Career and Technical Education (FACTE) Conference, led the Pledge of Allegiance, and welcomed the Council Members and all attendees. Roll was taken and a quorum was present.

*Ms. Mora-Blackwelder stated enrollment for apprenticeship increased for Independent Electrical Contractors (IEC) Association, but funding not keeping pace. IEC covers the entire state now as far as*

*their jurisdiction. They are working to register a new preapprenticeship program. Concerns addressed about deadlines for getting on the Career and Professional Education Act (CAPE) Industry Certification Funding List.*

*Ms. Tirado and Associated Builders and Contractors (ABC) sponsored the Mayor's Forum for Miami-Dade County to which she is also a panelist. ABC joined with the Florida Builders Association for a training program called Ready-Set-Build.*

*Mr. Cox, of Cox Fire Protection, Inc., hired high school interns over the summer in his company.*

*Mr. Campbell addressed concerns over funding for contractors and not enough apprentice applicants.*

*Dr. Kennedy addressed a need for skilled workers & hesitance for subs not hiring apprentices, a concern for programs not wanting to pay apprenticeship funding, the Advanced Funding Grants.*

*Dr. Bowden commented on new strategic plan including apprenticeship at technical centers.*

**Approval of Minutes:** The minutes of the March 10, 2015 meeting were unanimously approved as submitted with a correction to page 2, paragraph 2, i.e. the spelling of "Dr. Bowen" to be corrected to read "Dr. Bowden", in a motion by Ms. Mora-Blackwelder and seconded by Ms. Tirado.

**FDOE Update:** Chancellor Duckworth presented the following items affecting apprenticeship:

- The proposed bills related to apprenticeship, including the bill that makes state rules in compliance with federal rules on apprenticeship, was not addressed before the close of the 2015 legislative session. The Division will present the bills again at the next legislative session in 2016.
- Will try and work with individuals sponsoring the bill to be certain to have common and consistent language when it comes to apprenticeship.
- The Florida Apprenticeship Grants (FLAG) is a piece of proposed legislation intended to support apprenticeship programs across the state. It was not passed.
- Special Session over the summer was primarily about the budget.
- Upcoming committee meetings in the fall about apprenticeship will take place. FDOE plans to reach out to the apprenticeship community for support and assistance.
- There is a reauthorization of the Workforce Innovation and Opportunity Act (WIOA). Three Task Force meetings were held since the last SAAC meeting to determine how it will be implemented in the state. With every new piece of legislation approved, a "Regulatory Guidance" was written. It will not be issued until January 2016. The State Plan is due in March 2016 to the Federal Government.
  - It might be prudent to schedule a call with the SAAC at a later date to reiterate some of the points of WIOA and how it relates to Registered Apprenticeship.
- FDOE continues to be involved with the FACTE Conference and excited to see this year's conference grow and to see different groups involved. This is an excellent way to provide professional development to the teachers and administrators in the field.

**Council Round Table:** Dr. Kennedy suggested that at some time the SAAC should have an opportunity to address the features of the WIOA.

**Florida-2015 Legislative Updates:** Ms. Taylor made a report to the SAAC of the substantive policy changes proposed. In the final days of session, bills including Career & Technical Education (CTE) content were not reported favorably. Last year, the Concrete & Masonry Education Act became significant. Similar concepts were embedded in several proposed bills by Senators Detert and Gaetz on apprenticeship. Those bills incorporated the technical changes needed for apprenticeship, but they also included additional language such as Industry Certification. Amendments to Chapter 446 will be addressed for the fourth time by the Legislature. Changes must be submitted to the Federal Government to keep State Apprenticeship statutes and rules in alignment with the Code of Federal Regulations (CFR) on Apprenticeship, and keep the Florida Department of Education as an Apprenticeship Registration Agency. Mr. Olsen sent a letter to Mr. Ladd and advised that the same agreed upon language would be resubmitted next Legislative Session to get technical amendments to State Board Rule 6A-23 and 6A-24 F.A.C., so Florida can attain Unconditional Compliance and recognition with the Federal Office of Apprenticeship and the CFR. Members of the apprenticeship community, community colleges and Chancellor Duckworth made a presentation before the House Higher Education Committee.

Technical centers and state colleges received separate line items for performance funding. School districts received \$4.5 million and Colleges received \$5 million in reward system for students that receive industry certifications, which includes apprentices.

Ms. Tirado questioned Ms. Taylor regarding the lack of legislative approval of Chapter 446, F.S. and when attempted again this year and if it fails, is there a point in time when the federal government would intervene. Ms. Taylor's reply was that the division received a non-comital response, but do not believe they have the infrastructure or capacity to take this on with other states having similar issues.

On behalf of the division, Ms. Taylor asked the SAAC to consider writing a letter of support for the Department regarding the revision of the rules to achieve full compliance with the federal language and registration. A motion was properly made by Ms. Tirado and seconded by Ms. Mora-Blackwelder that a letter be drafted for submission to the legislative partners and stake holders in support of the federal legislative changes. The motion moved and passed unanimously.

**Apprenticeship Office Update:** Mr. Olsen made a report to the SAAC on the following:

- New Registered Apprenticeship & Preapprenticeship Programs and participants
  - A comparison of calendar year 2014 to calendar year 2015 showing a 10% increase in apprentices.
- Staffing – one vacancy
- Preapprenticeship participants from 12/2014 to 6/2015
- New Programs Registered
- Overview of Program Standards i.e. new, revised, reinstated, cancelled.
  - Question from Dr. Kennedy: Is it known how many new programs are registered in new disciplines? Mr. Olsen answered that information is not currently tracked, but he is sure they could get it.
- Program Completion Rates and Cancellation Rates that come out in a programs' Quality Assurance Assessment along with the use of RAPIDS data.
- On Going Activities.
  - Member Tirado questioned if there was any way to go back more than 5 years to retrieve an apprentice's certification information via records or the federal database. *ATR Lauver explained the apprentice certification and records retention procedures.*
- Quality Assurance & Compliance Reviews.

- Ms. Christine Rodriguez, Tri-County Apprenticeship Academy GNJ asked “How often does an ATR resubmit his/her participating employers’ agreements and do the agreements expire?” *ATR Lauver explained the agreement does not expire as long as they are participating; however, when an ATR requests the program update the agreement listing and the program responds, that is how an agreement becomes inactive. Therefore the program does have to get a new agreement.*
- USDOL Apprenticeship Fast Facts
- The benefits of the Apprenticeship Model for Training
- How do employers become apprenticeship sponsors?
- Federal Initiatives - \$100 million for grants
- Workforce Innovation and Opportunity Act
- Types of Programs – Joint & Non-Joint percentages
- Apprenticeship Program Enrollment, 2013-14 – with Colleges and School Districts
- Workforce Education Top 10 Enrolled Apprenticeship Programs, 2013-14
- District Apprenticeship Outcome Data 2011-12 Participants
- Florida Colleges Apprenticeship Outcome Data 2011-12 Participants
- Average Gains Received by Apprentices from Mathematica Policy Research
- Program Information – Florida Fiscal Years (FY) July 1, 2011 – June 30, 2015
  - Mr. Olsen will email Ms. Tirado the PowerPoint presentation of the information discussed during the council.

**Follow-up Items from Last Meeting:** The division held an in-service session on funding for SAAC on June 24, 2015.

Participants in the audience questioned and requested data that compares individuals that go into the programs that are not registered apprenticeships versus those that are registered apprentices and their wages. Mr. Olsen asked that if she mail him the request he would provide to her the information. Ms. Taylor provided additional insight to participant’s question. She spoke about Postsecondary Adult Vocational (PSAV) and Clock-Hour Programs. The following are items for consideration: there is the Basic Skills Requirement from which registered apprentices are exempt, the Clock Hour programs have the ability to have a student leave at a certain OCP (Occupational Completion Point). There are a variety of factors involved when doing a comparison of why a student may not want to complete the entire program.

Ms. Dennard asked if data is collected on apprentices’ locations and where they are hired so they can be identified by the utilization of programs in relation to a region or area. Mr. Olsen replied that the information was not available from RAPIDS and the regional areas the apprenticeship office has are not the same as that of an employer or a group. Mr. Lauver stated that the apprentices employed in Jacksonville may be working in Gainesville, but they are employed in Jacksonville. Ms. Taylor added that FDOE knows through FETPIP (Florida Education and Training Placement Information Program) if someone were still employed in the trade that they completed or working elsewhere. Though there are limitations in its reporting in that if an apprentice completed an IT (Information Technology) program and is now working in IT at a Health Care facility, they will show up in Health Care.

**CareerSource Florida:** Ms. Michelle Dennard, Esq. stated that apprenticeship is the best example of market development to labor supply for responding to the needs of businesses. CareerSource Florida is working on developing a “Market Intelligence Portal”. It would take some DOE information and match it with Labor Supply Information to actual job opportunities from businesses. It is intended to provide

real-time labor supply and demand information to their area partners. She spoke about WIOA and the need to align workforce investments, education investments, and economic development, and utilize the needs of the business community to make those investments. Questions and concerns were aimed towards what Florida's workforce regions should look like in the future and what should an individual expect when he/she access the One-Stop. Other items addressed to the Council were:

- The CareerSource website: [www.careersourceflorida.com/wioa](http://www.careersourceflorida.com/wioa) on how Florida is working to implement the new law;
- Eligible Training Providers List and how it relates to apprenticeship (registered apprenticeships are on the lists as it pertains to the Florida CareerSource network
  - What changes for each entity or organization should be required to provide some very detailed performance information?
- In favor of a conference call for further discussion on apprenticeship and stronger partnerships.

The procedures for the Eligible Training Providers Lists had been grandfathered into the existing procedures through the end of the 2015, so the State Board acknowledged the list as it is today. Local boards will have to establish the process by which they will determine the new lists in the coming fiscal year and is certain apprenticeship would automatically be on the list and that the list is automatically renewed.

Question was raised about overlay of the apprenticeships' regions with the Workforce Boards planning map. As of now, there are 24 Workforce Boards and no changes to take place to those boards. WIOA asks that Planning Regions be established. CareerSource Florida looked at different maps including Apprenticeships. They took the approach of looking at the Department of Transportations' districts and used it as a starting point for building Florida's Planning Regions. Dr. Kennedy asked Ms. Dennard about the current region concept and its consistency with the Florida Eight map released approximately four years ago. She replied it was not, but another one of the maps that was reviewed. The Task Force consisted of 18 state agencies. She encouraged members from SAAC to address the Task Force on apprenticeship at its meeting scheduled for August 6, 2015, in Tallahassee. Dr. Kennedy and Ms. Mora-Blackwelder plan to attend the meeting. Plans are to review the Task Force recommendations August 27, and present the recommendations to the CareerSource Florida Board during the Workforce Development Summit, in Orlando, on September 21. Then take into account, the Board's recommendations, and any public comments that appear with a final draft to post onto their website for additional comments. There will be a final vote by the CareerSource Florida Board the 1<sup>st</sup> week in November, but the timeframe is so compressed due to such an early legislative session next year.

### **New Business**

- **Program Information**: Mr. Olsen presented the following items that were placed in the Council folders:
  - The Status of the Apprenticeship Section.
  - Synopsys of the \$100,000,000 Presidential Grant – apprenticeship section submitted five letters of intent for those individuals sending in a grant proposal. Deadline was April 30, 2015.
  - Copy of letter to Mr. John Ladd, USDOL Administrator, Office of Apprenticeship
  - A list of the largest apprenticeship programs by region
  - A list of preapprenticeship programs registered
- **Federal Update**: The Federal Initiative is to double the amount of registered apprentices in the next five (5) years.

- State Apprenticeship Agency (SAA) Regional Updates: ATR Lauver read the 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 May 27, 2015 and July 22, 2015.
  - Mission: To promote the visibility of events and activities of registered apprenticeship.
  - What is the Current Marketing used for by colleges? Reach out to ATRs and see what they are using.
  - Use of Funds and possible sources:
    - The Florida Apprenticeship Association has funds available that may possibly be used for marketing.
    - There was a suggestion to try and tap into CareerSource for possible marketing of apprenticeships.
    - An audience member asked whether grants funding, filtered down to the state level, could be used for marketing purposes. Chancellor Duckworth replied those federal funds cannot be used for marketing, but his thought is to request Division funds to be used for marketing for all their programs, including apprenticeship.
      - Dr. Kennedy commented that within each of the five (5) pending American in Apprenticeship Grants applied for in Florida, there should be funds available in those grants for specific recruiting of populations & groups of individuals that those grants apply to include job websites, recruiting efforts, job fairs, etc.; which is an interim, not a long term sustainable, approach.
  - Subcommittee reports are available to the Standing Committee member, but will not be placed on the apprenticeship website.
  - Mr. Olsen reported that he was unsure that monthly meeting could be held due to the financial responsibility of the division, and the staff time involved to set up and participate on the conference calls. He had not had time to talk with the appropriate people regarding this at this time, but would contact Ms. Mora-Blackwelder with an answer.
    - Ms. Kathy Schmidt, career & technical director, St. Lucie County Public Schools, asked a question on marketing preapprenticeship and hearing small participant numbers with small new program numbers and getting a push from her industry people to do it, is there a value in terms of it being a tool for marketing what a full apprenticeship is and is there a value to the individuals and the communities economic development – is it worth the efforts?
    - The Sub-committee Chairperson answered that she felt the way they were not getting the results they were looking for because of the way they were originally promoting preapprenticeship. However, when they changed the program to now spell out the articulation agreement, it explained what the student will get at the program completion, what the Local Education Agency (LEA) are going to do, and add in the on-the-job training during the summer months. One must make it his/her program and not just another generic class. ATR Lauver made Ms. Schmidt a recommendation, that the preapprenticeship committee not be recognized as the schools advisory council for that occupation because over time and as member replacements are appointed by the school, they become ineffective, inefficient, and defunct. They need to be their own committee from industry and those other vested interests.

- Mr. Cox had a comment and suggestion that they get an individual's name and who they represent when speaking to the council.
- **Strategic Partnership** – Dr. Kennedy, standing sub-committee chairperson made a report to the Council regarding their meetings held on July 22, 2015.
  - Recommendation #1: they need more committee members.
  - Objectives: Provide more support in a manner characteristic of the State Registration Agency and that of the ATRs by enhancing and embellishing their efforts.
    - Expanding the currently registered apprenticeship program.
    - Expanding apprenticeship in emerging occupations.
    - Engaging with other private industry associations, organizations and participating employers in providing mentorships.
    - Optimizing funding opportunities and sustainable funding opportunities.
    - Build strategic partnership where there is not enough staff or funds to accomplish this with:
      - 47 - Tech Institutions in the State with probably 1/3 of them involved with apprenticeships and 28 of them being designated as Technical Colleges.
      - 28 - State Colleges with probably less than 1/4 of them involved in apprenticeship now. The State colleges have a different operational plan than they had 10 years ago.
      - CareerSource Florida and selected CareerSource Regions.
      - DEO (Department of Economic Opportunities), which is the State agency that oversees the operation of the CareerSource region.
      - Enterprise Florida.
  - Ms. Tirado advised reaching out to human service partners to include the Salvation Army, Urban Leagues, Religious Groups, Faith Based Organizations, etc.
  - Hugh Herman, of Orlando Tech, offered to share some marketing information and strategies during his involvement in apprenticeship and technical education in Wisconsin.
  - Martha Myers, Manatee Technical College, concerned that was not much discussion about branding and marketing, but more on apprenticeship and changing its appeal and perception.
  - Dr. Bowden urged Council and audience to make certain there are employers and on-the-job training opportunities when recruiting new apprentices.

**Public Comment:**

All 4<sup>th</sup> year apprentices with Tri County Apprenticeship Academy qualified for the CAPE Postsecondary Industry Certification Funding List. The Academy used computerized testing this year through the National Center for Construction Education and Research. The Academy received \$38,000.00. Ms. Christine Rodriguez asked what it would take to get her 2<sup>nd</sup> and 3<sup>rd</sup> year levels of all registered trades on the Postsecondary Industry Certification Funding List to financially assist her program. They had to put in a computer lab and have a 3<sup>rd</sup> party test proctor, but it was well worth the money invested in their program to get this kind of reward. The Academy works with their CareerSource Office called Workforce Connect. Participants must be income eligible in order to participate in any of their programs, i.e. to have a portion of their wage paid to the employer, etc. Sean Friend or Tara Goodman's team may answer questions regarding Postsecondary Industry Certification Funding List. Deadline to be added to the list has passed.

Ms. Mora-Blackwelder stated the conference call on funding was great; however, state colleges still need clarification on the funding process. She suggested an information fact sheet that includes frequently asked questions on the funding issues.

- a. Dr. Bowden answered how the funding works from a Technical College perspective.

Chancellor Duckworth commented that there would be a new College Chancellor starting in August and that might be a good time to sit down with her and her staff and put together this FACT Sheet.

Kathy Schmidt, career & technical director, St. Lucie County Public Schools - Colleges are reporting apprentice enrollments in the state, so they are generating funds.

Ms. Mora-Blackwelder - SAAC needed funds for marketing apprenticeships.

- b. Chancellor Duckworth commented that each agency puts together their Legislative Budget Requests (LBR) and the Department is close to being concluded. Finds that it is much to request the funds for next year' budget proposal because the Division would be in a better position.

**Future Meeting:** The next SAAC is scheduled for February 10, 2016, followed by Apprenticeship Day on the Hill, February, 11, 2016. There being no objections and no further business, the meeting was adjourned at 4:34 p.m.