



STATE APPRENTICESHIP ADVISORY COUNCIL (SAAC)
July 29, 2014 – Wesley Chapel, 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
Reina Mora-Blackwelder, Executive Director, Independent Electrical Contractors
Clarence “Billy” Campbell, Director of Education, Central North Florida Carpenters & Millwrights Training Trust Fund
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.

Voting Members - Not Present:

James Nolan, Training Director, Jacksonville Electrical JATC (Joint Apprenticeship and Training Committee) (absent due to him being at the Electricians National Training Institute (NTI) Training)

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. Also present were Apprenticeship and Training Representatives (ATRs): Bill Lauver, Region 1; Steve Seville, Region 3; and Randy Holmes, Region 4.

Call to Order: The meeting of the SAAC was called to order at 1:00 P.M. at the Saddlebrook Resort, in Wesley Chapel, Florida.

Welcome, Pledge of Allegiance, Roll Call and Introductions: Chancellor Rod Duckworth welcomed everyone to the meeting of the SAAC and to the Florida Association for Career and Technical Education (FACTE) Conference. Roll was taken and all members were present. Chancellor Duckworth led the Pledge of Allegiance, welcomed the Council Members and attendees, and spoke about the importance of apprenticeships and the purpose of the Council.

Approval of Minutes: The minutes of the March 19, 2014 meeting were unanimously approved as submitted in a motion by Mr. Spinella and seconded by Ms. Tirado.

Chairman Duckworth temporarily moved away from the agenda for an awards presentation to former council member, Jerry Thomas.

Former council members Al Herndon and John Small received awards earlier in the day at the FACTE Awards luncheon. All former council members were awarded the State Certificate of Meritorious Service Award and received a plaque from FACTE for their services on the Council.

The Regional Apprenticeship Representatives present were asked by Mr. Olsen to introduce themselves to the new/current council members.

FLDOE Update: Chairperson Duckworth stated that this has been an exciting year for apprenticeship. He urged all present to promote the importance of apprenticeship and its great impact to the economy.

Florida-2014 Legislative Updates: Mrs. Taylor reported to SAAC the hopes of getting technical amendments to Chapter 446 of the apprenticeship statutes approved in the next legislative session. She continued her update on the following:

- District Workforce Education Highlights
- House Bill 851-Residency and Adult General Education Tuition Rates
- House Bill 7015-Tuition - Tuition Waivers
- Senate Bill 850-Industry Certification Funding List (ICFL)
- Senate Bill 850-Florida Education Finance Program (FEFP) Calculation
- SB 286 Concrete Masonry Education
 - Mr. Pat McLaughlin, Executive Director, Florida Masonry Apprentice & Educational Foundation, Inc. was asked to speak on this bill:
 - The Concrete Masonry Education Act, Senate Bill 286, was signed into law on June 20, 2014 by Governor Scott, effective July 1, 2014. The law creates the Florida Concrete Masonry Council, Inc. as a nonprofit corporation operating as a direct-support organization of the Department of Economic Opportunity. Administrative powers and duties of the council include the power to plan, implement, and conduct educational programs related to the field of concrete masonry, particularly for individuals seeking employment. The law provides the appointment of fifteen members to the governing board. This law allows the Council to accept grants, donations, contributions, gifts, and collect self-imposed, voluntary assessments on concrete masonry units produced and sold by concrete masonry manufacturers in the state. Manufacturers may choose to remit assessments, which are to be paid quarterly for not less than one year.
- Workforce Innovation and Opportunity Act (WIOA)
 - Mr. Kennedy commented that under WIOA, funding mechanisms are to be more facilitated, and maybe the SAAC could have some meetings with CareerSource to talk about apprenticeships and preapprenticeships in relation to WIOA.
 - Chairperson Duckworth commented that he had already reached out to CareerSource Florida to have conversations about this and other items related to WIOA.

- Ms. Mora-Blackwelder asked if funding was through the State and CareerSource – or if that includes going down to the college level – since many of the colleges are saying that they have no funding for apprenticeship.
 - Chairperson Duckworth commented that it would be a great opportunity to see how the funds would be utilized.
- There was a discussion concerning Statewide Articulation Agreements.

Follow-up Items from Last Meeting:

All vacancies for SAAC are filled. Mr. Olsen & Mrs. Taylor plan to set up an orientation for the SAAC members, along with the General Counsel’s Office.

Mr. Kennedy commented on the Post-Secondary Adult Vocational (PSAV) programs housed at the career centers, tech centers or the state colleges. Those programs can also segue into an apprenticeship program and completers can receive credit for 1, and sometimes up to 2 years for continuing their education into apprenticeships. There are a couple of models in the state that are functioning this way. Mr. Spinella commented on this same item and it is available for an apprentice to “challenge” a portion of their related instruction.

Apprenticeship Office Update: Mr. Olsen reported to the SAAC via PowerPoint presentation on the following:

- New Registered Programs;
- Apprenticeship Section Operating Budget as of June 25, 2014;
- Program Completion Rates and Cancellation Rates that come out in a programs’ Quality Assurance Assessment along with the use of RAPIDS data;
 - Member Dr. Bowden asked for clarifications of what the cancellation & completion rates were used for and how they were determined. Mr. Olsen and Mr. Lauver answered his question.
- Workforce Florida, Inc., Regional Workforce Boards’ regions;
 - Apprenticeship Staff Activities (The Chair commented on the activities provided by apprenticeship during Apprenticeship Day on the Hill, and the taped events created by the Communications Office.)
- Quality Assurance & Compliance Review;
- USDOL (United States Department of Labor) Secretary Perez’s visits Tampa Electric Company on November 14, 2013;
- “Why 21st Century Registered Apprenticeship? Cost Benefit Analysis by Mathematica, Inc.;
- Comparison of Average Gains in Earnings by Registered Apprentices;
- Three (3) slides on a study on apprenticeship by the “Center for American Progress”;
- Apprenticeship Monetary Advantages data by FETPIP (Florida Education and Training Placement Information Program);
- School Districts and Colleges with Enrollment of Apprentices;
- Florida’s Fiscal Year and five (5) year trend numbers from Registered Apprenticeship Partners Information Data System (RAPIDS); and
- High Tech Apprenticeships (Mr. Kennedy made a point to get a Cost Analysis for the Employers’ Return on Investment of apprenticeship training, and Mrs. Taylor explained the disjointed data between the final report and back to the entity that started the training process for an individual, and the ability to count the individual as a completer in a specific program).

New Business

- Program Information: Mr. Olsen used a PowerPoint presentation to report the following:
 - School Districts and Colleges with Enrollment of Apprentices;
 - Enrollment in Targeted Areas;
 - Two (2) slides each on the Return on Investment for electrical and A/C, refrigeration and heating technology;
 - Federal Data: New and current apprentices: Six (6) slides with RAPIDS data and Florida Data with comparisons by Fiscal Years, by Industries and by Occupations;
- Apprenticeship Accomplishments: Mr. Olsen reported to the SAAC on the:
 - First-Ever White House Summit on American Apprenticeships, held July 14, 2014 and how much “Apprenticeship” is magnified; and
 - The \$100,000,000.00 federal grant that is to debut later this year to reward partnerships that are expanding apprenticeships.
 - Mr. Kennedy asked if Mr. Olsen knew the allocation of funds for this grant.
- State Apprenticeship Agency (SAA) Regional Updates by ATRs

Subcommittee Reports

Chairperson Duckworth gave a background on the current standing committees with changes in the SAAC membership. Those changes impacted the subcommittee chairs and the members of those three (3) committees and their chair responsibilities.

Mr. Olsen went into more detail about the history and concerns regarding the Rules and Regulations, Workforce Awareness & Marketing and the Apprenticeship & Preapprenticeship Expansion & Development subcommittees. The greatest concern was the lack of funding for the subcommittees to assist them in promoting apprenticeship. Mr. Olsen presented the following questions for feedback and/or recommendations:

1. Should the subcommittees continue to function? and;
2. Should there be changes and/or restructures of the current subcommittees?

Some said webinars and phones may be used to meet with subcommittees as a way to cut back on cost of travel. This will also allow greater participation from all members to meet more often, and continual support to meet the goals necessary to provide feedback, make changes, and promote apprenticeship. Others expressed how often the subcommittee should meet, but not too far apart so that cohesiveness can be built and maintained. In addition, due to several legislative initiatives to be discussed, one suggested creating a “legislative committee” to look into these issues. There is a meeting later in September involving the Department of Economic Opportunity, Enterprise Florida, Florida Chamber of Commerce, and CareerSource to address legislative initiatives to legislative committees in December. Chancellor Duckworth is aware of the open-forum meeting in Tallahassee and plans to attend. The Chancellor gave a quick summary of what the staff needs to do:

1. Establish a time-line for future meetings for the subcommittees and the regular SAAC meetings;
2. Provide some additional information as to subcommittee suggestions so that we have subcommittees that have a focus and purpose; and

3. Establish a date and time of orientation for SAAC members, and organize method of communication to accommodate all SAAC members and work with the General Counsel's Office.

The Agenda was suspended under Robert's Rule of Order by Chancellor Duckworth at 3:18 PM to convene the meeting of the FAA (Florida Apprenticeship Association).

On a motion by Mr. Cox, 2nd by Mr. Bowden and with a majority vote, the SAAC meeting was suspended.

The Full Assembly was reconvened by Chancellor Duckworth at 3:27 PM.

Council Round Table:

Many of the SAAC expressed gratitude of appointment and their opportunity to serve on the Council, look forward to making apprenticeship accessible and vital for current and new apprentices, business and program sponsors, and the orientation to better understand their role on the Council. Point was stressed on the importance for everyone to get involved in FACTE and Apprenticeship Day. Another member wants a workshop conducted to the Council for the purpose of understanding funding utilized for apprenticeship at the technical centers, and community and state colleges.

Public Input:

- Lisa Boyette, Director of Education, Associated Builders & Contractors (ABC) – Tampa: A member of the Business Advisory Board, Hillsborough Community College, Ms. Boyette has 6 trades registered in her program. She asked if maybe Mrs. Taylor could help with some of the dollars from CareerSource, Career & Technical Education (CTE), and WIOA. Was recently invited through ABC National, to sit on the Workforce Programs & Initiatives Board. Included are national education directors, national presidents, and national industry professionals. She was on a Marketing Subcommittee for them and thinks that a Marketing & Awareness Committee is one that should be maintained with the SAAC in order to get the word out to high school and junior high school students through electronic media. Marketing also needed to get the word out to the contractors and employers the advantages of apprenticeship participation. Diversity training a must in apprenticeship. Carpentry diminishing on the commercial construction side; therefore, wants to see about making carpentry a shorter program with managerial skills that could articulate into a 2 or 4 degree.
- Dave Frangione, Training Coordinator, Bricklayers Local 8: Familiar with a different apprenticeship database they use up north and not RAPIDS. He hopes that with the help from Mr. Seville and additional assistance from SAAC, he plans to have a very successful apprenticeship program.
- Bill Campbell, North Florida Carpenters and Millwrights: Bricklayers i.e. merging jurisdictions; same thing happened to carpenter and millwright trade, but still had a training center in Tampa. However, the local union was merged into Orlando.
- Pat McLaughlin, Executive Director, Masonry Association of Florida, Inc.: The legislative DOE staff actually reached out to apprenticeship through the Chancellor to ask what is needed regarding legislative issues for apprenticeship in the State of Florida. Shown great appreciation for the current chancellor and staff keeping everyone informed on the tasks associated with apprenticeship. Asked if the Apprenticeship Day on the Hill 2014 video with Chancellor Duckworth could be made available to everyone.

- Justice Jones, CEO, 24/7 Teach: wanted to know how entrepreneurship was infused into apprenticeship across the state. Chancellor Duckworth, Ms. Tirado, Ms. Boyette explained that in many programs, it is an element of a program's related instruction, plus some programs have articulation agreements with educational institutions for advanced degrees.

Future Meeting: It was suggested by the Chair, that this item be tabled until after the SAAC Orientation Meeting. There being no objections and no further business, the meeting was adjourned at 3:53 p.m.