

**Connecticut State Apprenticeship Council
Meeting Minutes
May 18, 2017 at the
Connecticut Department of Labor
200 Folly Brook Boulevard
Wethersfield, CT
Conference Rooms A & B at 1:30 p.m.**

I. Call to Order at 1: 35 p.m.

II. Roll call of Committee Members

Members in Attendance- Chairman, Commissioner Scott D. Jackson, Laurence Vaillieres, Richard A. Dupont, Kelly Vaillieres, Frank DaCato, Melvin E. Olsson

Members Not in Attendance- Dr. Nivea L. Torres, Jeffrey Merrow, Gregory Raucci, Martin Alvarenga, Robert Berkmoes, Chris Brown

Others Present

Deputy Commissioner Kurt Westby, Todd Berch, Charles McNeil, Pat Ciarleglio, Mark Mastropasqua, Larry Satchell, Paul Femia, Cindy Cook, Don Keener, Janita Hamel, John Neuman, Cameron Champlin, Chris Syrek

Recorder

P. DePhillips

III. Minutes of the Previous Meeting

Minutes of the February 16, 2017 meeting were unanimously passed.

IV. Correspondence- None.

V. Public Comment- David Roche, Connecticut Building Trades President, informed the Council that Jeffrey Merrow has retired and has resigned his position as a member of the SAC council verbally to him. Comr. Jackson publicly thanked Mr. Merrow for his service and informed the committee that Dr. Nivea Torres has resigned her position in State service and was no longer a board member. A letter will go out to both thanking them for their service. The Commissioner stated that since apprenticeship is a highlighted topic of workforce development, he would speak to the governor regarding new appointments to this council.

VI. Apprenticeship Update

Program Manager Todd Berch stated there was an increase of active apprentices by 1,684. Currently, there are 6,035 registered apprentices. Todd informed everyone that Renewal time for Sponsors participating in the Registered Apprenticeship program has begun. Invoices have been mailed.

Grants- Building Pathways has a goal to increase the number of women in trades.

Todd worked with Charles McNeil (USDOL) to create the standards for the first Registered Nurse-Registered Apprenticeship program in the state of Connecticut. Yale- New Haven Hospital will be the first partner of this new program. Approximately, 200 Registered Nurses will participate in the program.

VII. Old Business- Pre-Apprentice Ratio

Todd Berch informed everyone that the subcommittee for Ratio relief convened and has decided sponsors should be able to have one pre-apprentice position that will not count against one full-time apprentice for hiring ratio purposes. Larry Vaillieres believes this will encourage sponsors to hire a pre-apprentice. Pre-apprentices will gain an overview of the trade and can decide if they want to pursue a career in that particular trade. Rich DuPont and Kelly Vaillieres both expressed support of this new rule and believe that many students (pre-apprentices) will decide to pursue a career path in the trades after gaining exposure by working part time for businesses. Kelly noted that manufacturing is growing and her business is trying to increase outreach to youth and encourage them to pursue careers in manufacturing, metal working etc. Larry said that pre-apprentices can also be adults who want to make a career change or ex- military people who want some experience working in the trade to see if it is a good fit before deciding to pursue it as a career.

Frank DaCato (a member of the ratio-relief subcommittee) informed everyone that he has changed his opinion since the subcommittee met and now believes a pre-apprentice should be counted as a full - time apprentice. He thinks pre-apprentices will take an apprenticeship slot in a company away from a full-time apprentice. He also stated that there is a Bill (Bill 353) passed by the Senate and is currently on House calendar regarding this issue. Larry Vaillieres countered that there will still be a one to one ratio of apprentices on the job-site. The hiring ratio is three to one. Each sponsor can only hire one pre-apprentice and not count toward the hiring ratio is the motion on the floor.

Commissioner Jackson put a motion on the floor and called for a vote to not count the first pre-apprentice against hiring ratio request. Kelly Vaillieres seconded the motion. The motion carried five to one. Frank DaCato opposed.

VIII. New Business- Action Item- Ratio Relief Subcommittee Recommendation

- Mandating ratio relief applicants advertise open journey person position for 30 days in CTHIRES prior to subcommittee review of application and action taken by committee starting on January 1, 2018.

Commissioner Jackson noted that the subcommittee process will not be triggered until after an applicant (company) has advertised for 30 days in CTHIRES. Larry Vaillieres explained the subcommittee will now have a way to track that a company has advertised for journeypersons before seeking apprentices through ratio relief. This will ensure journeypersons are actively pursued to fill jobs by companies. Commissioner Jackson called for a vote and the motion carried unanimously.

- Recommend AT-8 form is amended to add numbers of pre-apprentices registered as a line item on the form.

Frank DaCato made a motion that the AT-8 form for ratio relief consideration be amended. The motion was seconded by the Commissioner. Commissioner Jackson called for a vote and the motion carried unanimously. Larry Vaillieres explained this line item will help subcommittee members with their decisions regarding ratio relief.

Veteran's Update- Business Services Representative Paul Femia of The Vet's Subcommittee informed Council members about Veteran activity. In March- there were 71 contacts from veterans, April- 52 contacts and in May-53 contacts as of the date of this meeting.

The Navy sub-base in Groton, CT has also added Electrical, and two HVAC trades (Oil Burner Servicer and Installer (B-2) and the Warm Air Heating and Cooling Mechanic (D-2).

IX. Good and Welfare:

- **ESAC** - Charles McNeil (of Federal DOL) thanked Commissioner Jackson for allowing Todd Berch to present at the ESAC (Eastern Seaboard Apprenticeship Conference) held in Providence, Rhode Island. It was great to have Todd discuss the advantages that the grants have given the Apprenticeship program in Connecticut Pre-apprentice programs were also discussed at the event.
- **New Apprenticeship Program**- Todd informed the Council that the Hartford Insurance Company worked with the Office of Apprenticeship, federally and State of Connecticut, in the creation of a national program to expand apprenticeship into the Insurance sector. Apprenticeship jobs in insurance will be rolled out nation-wide and publicized. The Governor, Commissioner and Charles McNeil will participate in the announcement of this new apprenticeship program.
- **Barber Apprenticeship** - Pat Ciarleglio of CT Technical High Schools System - stated that he has been working with Business Services Representative Larry Satchell of the Office of Apprenticeship and Training on the standards for the licensed barbering apprenticeship and they are now complete and the program will start in the fall semester.
- **Apprentice Wages** - Larry Vaillieres asked Council members to consider raising the starting wage for apprentices. He believes doing this will increase the number of apprentices because many people reject the idea of becoming an apprentice due to the low wage. It is very difficult for apprentices to live on minimum wage in the state of Connecticut. Commissioner Jackson requested that the minutes reflect the issue of raising the minimum recommended starting wage to be the first point of discussion at the next State Apprenticeship Council meeting.
- **Building Pathways** - Mel Olsson informed everyone that there is a website [www. ctula.org](http://www.ctula.org) (Rocky Hill, CT) designed to attract women to the trades in Building Pathways. Information and applications for apprenticeship are also available on the website.

- **Certificates** - Todd said pre-apprentice students studying manufacturing at traditional high schools will now be issued a certificate of completion as a few schools have come forward seeking accreditation for their courses. He also pointed out that shop classes are being brought back as part of the high school curriculum. This will help to restructure our work force towards the manufacturing sector.

Commissioner Jackson thanked Todd, Charles and staff from the Office of Apprenticeship and Training for their work in creating the RN standards for the Nursing occupations. He also thanked colleagues from the Department of Consumer Protection. CTDOL will be working with DCP to ensure the protection of workers.

X. Date of Next Meeting - The meeting adjourned at 2:25 p.m. The next State Apprenticeship Council meeting will be held on September 21, 2017 at 1:30 p.m. at the Connecticut Department of Labor.