

**Connecticut State Apprenticeship Council  
Meeting Minutes  
November 16, 2017 at the  
Connecticut Department of Labor  
200 Folly Brook Boulevard  
Wethersfield, CT  
Conference Rooms A & B at 1:30 p.m.**

**I. Meeting Call to Order at 1: 30 p.m.** Chairman Jackson informed everyone that it is National Apprenticeship Week and welcomed newly appointed council member Paul Costello. Mr. Costello is the President of the Joint Apprenticeship Training Directors Committee of Connecticut

**II. Roll call of Committee Members** – There was a quorum.

**Members in Attendance-** Chairman Scott D. Jackson, Melvin E. Olsson, Laurence A. Vaillieres, Martin Alvarenga, Frank Dacato, Paul Costello, Christopher J. Brown, Kelly Vaillieres

**Members Not in Attendance** Richard DuPont, Robert Berkmoes, Gregory Raucci

**Others Present**

Deputy Commissioner Kurt Westby, Joe McGloin, Bret Wells, Jeffrey Boone, Paul Femia, Winfield Cheske, Charles McNeil, Terence Brennan, Lynn Raicik, Mark Mastropasqua, Judith Hahn, Mary Cleary, Stacie Walsh, Elena Cappannelli, Cathy Alvarez, Mark Antonio, Carli Facondini, Victoria Flagg, Kerri Maciejko, Nick Nguyen, Juan Reyes

**Recorder**

P. DePhillips

**III. Minutes of the Previous Meeting**

Minutes of the September 21, 2017 meeting were passed. Two abstentions, Frank DaCato and Christopher Brown; the motion carried.

**IV. Correspondence-** Paul Costello appointment letter, NASTAD proclamation honoring the 3<sup>rd</sup> annual National Apprenticeship Week.

**V. Public Comment** None.

**VI. Apprenticeship Report-** There are **1570** Employers participating in the Apprenticeship program. There are currently **5,892** apprentices- a gain of **366** apprentices and **128** Apprentices have completed their apprenticeship in the last quarter. Commissioner Jackson reported that he and Todd went to Hill House High School in New Haven recently to qualify the pre- apprenticeship program. He praised the school's shop area which enables students to take an apprenticeship styled comprehensive program in construction. Students also receive certificates at the completion of their instruction.

**VII. Apprenticeship Veterans Committee-activity report and Certificate of Appreciation-** Commissioner Jackson presented a Certificate of appreciation to Terence Brennan, Director of the Office for Veterans' Workforce Development for his service. The Council recognized him for bringing veterans into the apprenticeship program and his outstanding work in getting veterans employed in the trades. Terence expressed his thanks to everyone he has worked with over the years as he is retiring at the end of the year. He praised his staff and the staff of the office of Apprenticeship & Training including Program Manager Todd Berch and Paul Femia for their efforts regarding Veterans and apprenticeship.

**VIII. Old Business-** Council member Melvin Olsson reported on the Eastern Manufacturing Pipeline. 205 Certificates have been issued for pre-apprenticeship of the 296 graduates from Eastern Connecticut Manufacturing Pipeline. Commissioner Jackson commented that the Eastern Manufacturing pipeline is recognized nationally as a prototype of a quality pipeline.

Commissioner Jackson noted that Larry Vaillieres had identified a problem with an advertising agency trying to hire apprentices. He stated that CTDOL and the Department of Consumer protection investigated and have issued a cease and desist order.

**IX. New Business** - Certificate of Appreciation presentation to Joe McGloin- Commissioner Jackson thanked Mr. McGloin and stated the Apprenticeship program requires leaders outside of CTDOL to be actively engaged in informing people about the Apprenticeship program and the value in it.

**X. Good and Welfare- LIUNA pre apprenticeship ceremony 11/17/17**

Chairman Jackson informed members that the New England Laborers' Apprenticeship Program is having an open house to celebrate National Apprenticeship Week on November 17, 2017 in Pomfret CT.

**XI. Yale New Haven Healthcare Nurse Residency Apprenticeship Announcement-**

Commissioner Jackson explained that Todd Berch and staff have adopted the model of Apprenticeship to the Nursing Industry. He announced that Yale New Haven Hospital has become a sponsor of a Registered Apprenticeship program for nurses. He noted that CT resident William Fitzgerald, (US Representative and later CTDOL Deputy Commissioner) introduced the national Apprenticeship Act 80 years ago. The original model of apprenticeship was focused on work in manufacturing. We are expanding the footprint today to include nursing.

Several staff of Yale New Haven Hospital (YNNH) were invited to the podium to speak about Yale's partnership with apprenticeship including Judith Hahn, PHD, RN Director of Nursing Professional Practice. Dr. Hahn led the effort to implement the program and secure USDOL funding. She noted that Yale hires approximately 300 new graduate nurses per year. She thanked Apprenticeship staff members Todd Berch and Eleanor Lennon for explaining the Apprenticeship program to her and their work on getting YNNH registered. Yale accepts experiential preceptor based learning that aligns with apprenticeship. Nurses will receive a certificate nationally recognized as an apprentice who has completed an apprenticeship program. Yale New Haven Hospital is a magnet designated hospital; this recognition is international and only seven percent of hospitals receive this designation. The designation is focused on nursing and means that if a person receives care from a magnet designated hospital they are less likely to receive inadequate healthcare.

Mary Cleary, Manager of Nursing Education also spoke about the benefits of YNNH's new partnership with apprenticeship. Stacie Walsh Nurse Residency Program Coordinator; Education Specialists Elena Cappannelli; and Cathy Alvarez- also explained how nurses will benefit from apprenticeship. Yale New

Haven Hospital partnered with American Association College of Nursing (AACN) to focus on nurse retention and new nurse retention using the apprenticeship program model to help in retention increases.

Stacie emphasized the visiting AACN nursing program is the gold standard program that educates nurses through their first year of residency. An important objective of the program is to transition newly licensed nurses from advanced beginner to competent practitioner in a clinical environment. The nurse residency program currently has 389 enrolled and the objective is to reduce first year turnover.

Elena Campanelli- spoke about turnover and retention of new nurses. She explained that nursing school prepares your mind; however, it doesn't necessarily prepare your hands for the work they'll do. Nurses have a better chance of succeeding with support.

Cathy Alvarez- She helped create a program for Nurse centered stress management. This program has been nationally recognized. Other hospitals have duplicated the program Yale has initiated. Nurses practice self- care each month for stress reduction.

Charles McNeil, Regional executive Assistant/ Deputy Regional Director for USDOL Office of Apprenticeship Region 1, spoke about National Apprenticeship Week. Part of his job involves compliance reviews and he has found that many of the country's best programs are in Connecticut. He said the YNHH program is one of three registered apprenticeship programs partnering with nurses in the nation. Charles thanked Yale New Haven Hospital staff and CTDOL for establishing this new innovative program. He said we are over seeing health care centers of excellence. Apprenticeship helps people better themselves at the least cost and the most effective way.

Several nurses including Nick Nguyen, Carli Facondini, Victoria Flagg, Juan Rayes and Kerri Maciejko spoke about participating in the apprenticeship program and shared their personal experiences about working as nurses and the benefits of the program.

Commissioner Jackson thanked Program Manager Todd Berch and staff member Eleanor Lennon for their efforts in creating the partnership with YNHH. He also thanked Kathy Marioni for her key role in grant writing and Deputy Commissioner Kurt Westby for his contributions.

Commissioner Jackson presented a Certificate of Good Standing issued to Yale New Haven Hospital to Dr. Hahn from the office of Apprenticeship and Training.

**XII. Date of Next Meeting** - The meeting adjourned at 2:35 p.m. The next State Apprenticeship Council meeting will be held on Thursday, February 15, 2018 in Conference rooms A & B at the Connecticut State Department of Labor.