

**May 19, 2016**  
**Connecticut Department of Labor**  
**200 Folly Brook Boulevard**  
**Wethersfield, CT**  
**Conference Rooms A & B at 1:30 p.m.**

Call to Order

Commissioner Jackson introduced himself and made welcoming remarks.

The meeting was called to order at 1:30 p.m.

**Members in Attendance**

Chair, Commissioner Scott D. Jackson, Frank DaCato, Laurence Vaillieres, Robert Berkmoes, Martin Alvarenga, Melvin E. Olsson, Christopher J. Brown, Richard A. DuPont

**Members Not in Attendance**

Dr. Nivea L. Torres, Jeffrey Merrow, Gregory Raucci

**Others Present**

Deputy Commissioner Kurt Westby, Program Manager Todd Berch, Mark Stankiewicz, Paul Femia, Jon Waleski, Larry Satchell, Tammie Whiting, Paul Costello, Michael Komaromi, Jeremy Zeedyk, Lynn Raicik, Gail Kinney, John P. Livingstone, Jessica Skuby

**Recorder**

P. DePhillips

**I. Call to Order**

**II. Roll call of Committee Members:** Chairman – Comr. Scott D. Jackson

**III. Minutes of Previous Meeting**

- There was a motion to accept the minutes from the last meeting. Seconded and approved.

**IV. Correspondence**

- None.

**V. Apprenticeship Update:**

Program Manager Todd Berch stated there are 6,125 registered apprentices, 1,687 active sponsors and in the past year there has been an increase of 778 registered apprentices in the state of Connecticut and as construction season begins, the numbers will increase.

### Outreach:

- The Apprenticeship staff has been participating in a variety of job fairs to increase knowledge and awareness of current apprenticeship programs. In addition to the skill trades, programs are expanding and now include healthcare, manufacturing and IT coding. Deputy Commissioner Westby recently joined Todd at a construction fair attended by high school students. Todd also addressed seven graduates of The Independent Electrical Contractors of New England of 2016. The valedictorian of this class is a female and he contacted The Hartford Courant to write a feature story on this student. Todd also informed everyone about the achievement of a young apprentice named Hannah Lenoce, a graduate of a manufacturing apprenticeship program. She has received a National Manufacturing Leadership award and will be profiled on the cover of the Harford Business Journal to highlight women who are seeking careers in the trades through apprenticeship.
- Renewal letters have been mailed to active participating sponsors.
- An activity report with details of our outreach efforts was submitted to the Council members.
- There has been an increase from 2012- 2016 of 93.6 % in Manufacturing. There are 255 apprentices currently enrolled in manufacturing.
- Information on funding opportunities in the Manufacturing Innovation Fund (MIF) grant was also distributed to the council. Our initiative uses a service based model; our partners are the community colleges, department of education and community development and consumer development.

### American Apprenticeship Initiative (AAI) Grant:

- Program and Services Coordinator Mark Stankiewicz stated Apprenticeship has reached out to 36 agencies/organizations since December 2015 to explain the benefits of the AAI grant for sponsors/employers as well as jobseekers. Our staff has been marketing the program and has given 28 overviews on the subject to other state agencies, workforce development within CTDOL, chambers of commerce, libraries that provide re-employment work group sessions for dislocated workers. The Apprenticeship unit has also met with the Business Services unit within CTDOL to help inform job seekers such as dislocated workers and other under- represented populations of this program.
- Some strategic partnerships include Central Connecticut State University, Institute of Technology and Business development, Pre-apprentice New Britain High School Academy of Finance (for students working for a degree in insurance), New England Healthcare employees union, Connecticut School for Nursing (nursing gap program, Capitol Community College (insurance focus). Apprenticeship is also working with the Project Management unit to update and improve our website as a result of feedback provided during outreach activities. Improvements will include a complete listing of apprenticeship trades, the work schedules of the program sponsors and contact information.
- **Expand AAI-** non-traditional programs: health care, business information technology, advanced manufacturing, working with 1199 union focusing on a behavioral health care specialist, continuum health care worker program in partnership with Danbury hospital. A coding program is also being

developed in the New Haven region. Classroom training has been approved by the SDE with Assistance from Jon Waleski. Todd Berch, will develop the on- the- job training (OJT) piece which will complete the approval process and make the program a viable apprenticeship program for our customers.

- There is a general insurance worker program also being developed based on the Zurich model looking at claims to create another career pathway, with the Hartford Insurance Company.
- **Feedback:** Staff has found that many employers view CTDOL as an unfriendly regulatory agency. This perception makes it difficult to attract sponsors/employers to participate in the grant program. Our staff is working to mitigate negative perceptions by stressing how apprentices can help eliminate a skills gap in the workforce. Some employers also prefer to grow their business with interns rather than apprentices.

Commissioner Jackson thanked Mark for his leadership of the Apprenticeship unit before Todd's arrival.

**Barbershop Apprenticeship-** Business Services Representative Larry Satchell – provided an update of the Barbershop apprenticeship- a new initiative being developed in collaboration with the Department of Public Health (licensing division). The apprenticeship program requires 2000 hours of on the job training and 144 hours of school and apprentices must attend an approved barbering school. Larry stated there is a huge demand for this program and great need, especially in urban settings. He has five interested applicants. He has been working with licensing officials at DPH to finalize the curriculum of this program. The Apprenticeship staff is checking to see if money from the AAI grant can be used toward this new program.

**Legislative Bills** – Todd Berch informed the council about new bills pending approval. One bill is about the Apprenticeship website as part of an Omnibus bill asking middle and high school students to consider careers in manufacturing. Another bill awaiting approval involves tax credits for manufacturing.

**Veteran Apprentices-** Business Services Representative Paul Femia chairs the Veterans Committee for Apprenticeship. Members include Laurence Vaillieres, Frank DaCato, Jeremy Zeedyk, Pat Ciarleglio and Andy James of the Veterans unit.

There are currently 260 Veterans enrolled in Apprenticeship. Chairman Paul Femia provides initial review of applications. There are presently two apprentices from the Coast Guard academy and one in the navy sub-base enrolled in electrical apprenticeships.

### **Comments on Apprenticeship Update**

Member Martin Alvarenga of the United Brotherhood of Carpenters, Local 43 stated they have many applicants for construction trades and they can't intake all and would like to guide those applicants to other apprenticeships such as manufacturing or barbershop trades. He also suggested that CTDOL should advertise apprenticeship through billboards on Connecticut's major highways. He said the majority of people don't realize that apprenticeship is more than construction and don't know of the other trades and programs.

Commissioner Jackson noted that the apprenticeship website is a work in progress and will never be done. Improvements will be implemented and the site will be constantly assessed and updated to inform the public about apprenticeship.

Mel Olsson- commented on Electric Boat- He has recommended that they work with community colleges to hire apprentices. He is working within the committee to try to re-focus the model of training at Electric Boat.

Commissioner Jackson commented there should be not only a statewide but also a national model on workforce training development.

Laurence Vailleres- We must improve the promotion of apprenticeship trades other than construction to employers. He also suggested our website feature a story/testimonial from the apprentice and employer (sponsor) viewpoint. We must reach out to employers and emphasize the benefits to their companies if they decide to participate in the apprenticeship program.

Robert Berkmoes- There was a period when we lost manufacturing jobs. We need to attract new businesses to our state and show that we have the ability to train our work force better.

**VI. Apprentice Related Instruction:** Jon Waleski explained a report detailing an Apprenticeship construction cluster related instruction audit. The related instruction audit began in 2014 with a request to all related instruction providers to send copies of all curriculums used in delivery related instruction. By August 2015, 28 related instruction providers received approval for materials sent to the Office of Apprenticeship Training. Jon read from a summarized report. Included in this report is an approved list of related instruction providers (See attachment).

After this report was read- A vote was taken by Chairman Jackson and all approved the list of related instruction providers with no abstentions.

**VII. Old Business:** None.

**VIII. New Business:** Todd Berch suggested to the Council about forming a three person subcommittee to address ratio relief which is expected to increase due to the economy improving. The motion was passed and this item was added to the agenda to add this item to the agenda. Chairman Jackson then called for a vote to establish the three person subcommittee and it was passed by Council members.

- Commissioner Jackson advised council members to think about new ways to promote Apprenticeship programs to the public. He advised members to continually think about rebranding the way we sell the program to improve outreach. Commissioner Jackson will take on the role of sharing the unit's progress as well as successes with legislators. Deputy Commissioner Westby suggested Apprenticeship coordinate with staff in our job centers to ensure the unemployed are informed about this career path.

**IX. Public Comment:** Jessica Skuby of Central Connecticut State University (Institute of Technology and Business Development) - suggested using social media to appeal to a younger audience and publicize apprenticeship. She also suggested our website should have testimonials from people who have gone through the apprenticeship program; succeeded and are now working in manufacturing.

Charles McNeil of the Federal ETA noted that there has been a pendulum shift and now school systems are beginning to stress the trades again as a strong career path. He informed Council members of the EARNS Act.

EARNS ACT- Legislation was introduced into Congress this year, (a bi-partisan bill supported by Senators Hatch and Murray) stressing that Apprenticeship is the “other 4 year degree” and equally as important as a four year degree in higher education. Apprenticeship will be congressionally mandated and funded. There is a need to educate students about the benefits of apprenticeship; however, there is also a need to sell employers about benefits to their businesses if they participate in the program. We need to have the jobs available in companies for apprentices. The council needs to focus on selling this program to sponsors.

Gail Kinney- of AFL-CIO- Ms. Kinney responded to Mel Olsson’s prior comments on increasing participation in apprenticeship. In terms of employer outreach she reminded council members of the potential for reaching out to employers through the unions. She noted that unions can help bring the employers to the table to implement registered apprenticeship and that collective bargaining includes the discussion of employee training, in addition to basic discussion of wages and working conditions. She also stated that no one has thought about engaging the most experienced workers and their union representatives to make manufacturing training more effective for apprentices.

There is a vested interest on the part of unions as well as businesses to retain a highly skilled work force. Also, with an aging workforce there is a keen interest within the unions on how they are going to replace their members.

**X. Good and Welfare:** Mel Olsson commented that Todd Berch was a great addition to the Apprenticeship office.

**XI. Date of Next Meeting:** September 15, 2016.

Meeting adjourned at 2:50 p.m.