

**Connecticut State Apprenticeship Council
Meeting Minutes
February 16, 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 - 1:36 p.m.

II. Roll call of Committee Members

Members in Attendance - Chairman, Commissioner Scott D. Jackson, Laurence Vaillieres, Richard A. Dupont, Robert M. Berkmoes, Kelly Vallieres, Frank DaCato, Christopher J. Brown, Melvin E. Olsson

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

Others Present

Deputy Commissioner Kurt Westby, Todd Berch, Charles McNeil, Paul Costello, Amy Blackwood, Pat Ciarleglio, Tracy Ariel, Mark Mastropasqua, Joseph DeFusco, Larry Satchell, Paul Femia, Owen Golding, Joe Caparco

Recorder

P. DePhillips

III. Minutes of the Previous Meeting

Minutes of the November 17, 2017 were passed unanimously. There was one abstention – Frank DaCato.

Item IX. Public Comment- A motion made by Commissioner Jackson to amend the agenda and move Item IX after Item III was approved. (Joseph DeFusco submitted written testimony regarding the Pre-apprentice program). He spoke about the difficulties of getting sponsors/employers to hire a student for the summer as a part-time or temporary employee. (The problem is that a pre-apprentice as a part-time or temporary employee uses up one full time apprenticeship position which is why sponsors/employers are reluctant to hire pre-apprentices).

IV. Correspondence - None

V. Apprenticeship Update

Website Upgrade- Program Manager Todd Berch informed everyone that Public Act 16- 114 requires the Office of Apprenticeship to update our website. Regional Apprenticeship Representatives Owen Golding and Maricel Pathammavong worked with the Communications Department at CTDOL on the revisions. The website was updated and has been on line since December 2016. Our page can now be accessed from CTDOL's homepage.

Owen Golding gave a power point presentation of the new web pages. An overview and definition of Apprenticeship has been added. Information has been re-organized and it is now easier for the public to access. Three major sections consist of Employers, Apprentices and General Information. There are links to fillable forms for employers interested in becoming Apprenticeship sponsors. Todd pointed out this is a great cost saving measure for our office.

Charles McNeil (of the Federal USDOL) complimented the office on the website. He also suggested adding some links to the federal apprenticeship website.

Current Enrollment Status- Total Active Sponsors - 1,672 and 6,054 Registered Apprentices

Todd stated that there has been an increase in Manufacturing Sponsors due to initiative of our Agency as well as our partners, the community colleges and Voc-Tech schools.

Regional Apprenticeship Representative Paul Femia- heads the Veteran's Subcommittee- He informed every one that in the month of January 2017 there were 57 contacts with veterans and 42 contacts for the month of February. We are trying to increase veteran participation in apprenticeship along with the assistance of community colleges.

Grant program overviews - Federal and State

- **American Apprenticeship Initiative (AAI)** – Electric Boat created with Labor and Management a new apprenticeship program for building and designing Submarines. There was press for this program; Governor Malloy, U.S. Representative Joe Courtney and Commissioner Jackson participated in an event publicizing these apprenticeships at Electric Boat. Commissioner Jackson stated it was a great event and the expansion of these apprenticeships is critical for Connecticut's workforce. Electric Boat has identified apprenticeship as a top priority because they need to replace an aging workforce. They believe on- the- job training of apprenticeship is the most effective way to ensure the needs of their company will be satisfied.
- **Healthcare-** Apprenticeship office is also working with a few hospitals on developing the first nurse apprenticeship in the state of Connecticut. New hired nurses will be considered apprentices. Also, working on a national guideline idea regarding medical coding. Charles McNeil (Federal USDOL) has been working with Todd on developing this guideline for the health care sector.
- **The Hartford** - working on an insurance apprenticeship. Pilot a partnership with Capital Community College for this apprenticeship tailored to the state of Connecticut but it is also a national program.
- **Culinary apprenticeship** – Another new program that is being developed. Our office is working on the specifics of the related instruction program.
- **Accelerator Grant** - Building Trades- Trying to increase the number of women in the Building trades occupations. Community Colleges working on integrating pre-apprenticeship and apprenticeship into the advanced manufacturing programs.

- **Expansion Grant** - Jet mechanics- A &P (Air frame and power plant license). Once apprentices finish this program, they can work for employers such as Sikorsky and Pratt and Whitney and other jet manufacturers.
- **Building Pathways**- Developing program for training women in various building trade occupations is on- going.
- **Manufacturing Innovation Fund (MIF)** - State grant initiative. Deputy Commissioner Westby and Todd have been working to promote participation from employers to become sponsors by publicizing the incentives. Wage subsidies and tuition reimbursement is available. Keri Lamontagne is the representative for manufacturing within our office.
- **Food Service** - Tracy Ariel, Director of Advanced Manufacturing & CT ECO programs at the Connecticut State Colleges and Universities, noted that food service was also approved as a new apprenticeship trade for Capital Community College.

Commissioner Jackson commended the Office of Apprenticeship for broadening the footprint of trades in apprenticeship.

VI. Apprenticeship Related Instruction - WIOA (Workforce Innovation and Opportunity Act) update of Sponsors and related instruction

Todd explained that apprenticeship is not a required partner of WIOA but only a recommended partner. Our office sent out ETPL (Eligible Training Providers List) letters on December 8, 2016. The letter explained to businesses that if they decide to become sponsors of potential apprentices WIOA has access to training funds. Commissioner Jackson emphasized the importance of WIOA.

VII. Old Business - Mark Mastropasqua’s question regarding using the term completion rather than terminated was addressed. The Council reviewed the letter sent by Mr. Mastropasqua to the Office of Apprenticeship (dated October 12, 2016). Todd explained how our office interprets policy. When an apprentice completes on the job training, they are completed not terminated. We will no longer classify students as terminated once they have completed their on the job training. We will also no longer use a pending status, in order to eliminate the tying of licenses to the apprenticeship program. Todd agreed with Mark’s assertion that apprentices trained for trades such as architectural sheet metal that don’t require a license should not be categorized as terminated. They have completed their obligation and received a certificate for the hours that their trade requires. A motion was made by Council Member Mel Olsson, second by Frank DaCato to eliminate the status of pending (until apprentices received their licenses) and now declare apprentices as complete. Apprentices of all trades – licensed or not will be considered complete (journeypersons) when they have completed their programs. We will not predicate completion of the apprenticeship program on those who obtain a license. We will stop tying licenses to the apprenticeship program. The “completed apprenticeship but not licensed” motion carried by a unanimous vote.

For those that require a license they can go back and take the test when they desire. Charles McNeil said this policy will stop the problem of “the eternal apprentice” a person who may not be able to pass the test so they continue to work for an employer at a lower wage long after they have completed the apprenticeship program.

VIII. New Business - Larry Vailleries discussed Sponsors/Employers reluctance to hire Pre-Apprentices because hiring part-time pre apprentices affects the hiring ratio (number of full time registered apprentices that an employer can hire). Larry introduced a motion to no longer consider pre-apprentices as Full apprentices. Sponsors are hampering pre-apprentice participation due to hiring ratios. Commissioner Jackson tabled the motion and suggested that the Council do some research on what other states are doing to mitigate the problem of the pre-apprentice hiring ratio.

IX. Public Comment – Moved to Agenda Item III.

X. Good and Welfare

Mel Olsson thanked the Commissioner, Todd and the apprenticeship office for their efforts in getting the new programs at Electric Boat approved.

Eastern Seaboard Apprenticeship Conference will be held in Providence, R.I. at the Omni Hotel from May 8 - May 12, 2017. Charles McNeil announced there will be a federal National Apprenticeship Conference on May 4 and May 5, 2017. There will also be a State Apprenticeship Council Chair meeting on March 23 and March 24, 2017.

The meeting adjourned at 3 p.m.

XI. Date of Next Meeting

The next meeting will be held on Thursday, May 18, 2017.