

Connecticut State Apprenticeship Council
Meeting Minutes
September 20, 2018
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.

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

Members in Attendance- Chairman Kurt Westby, Melvin E. Olsson, Christopher J. Brown, Richard DuPont, Frank DaCato, Robert M. Berkmoes, Kelli Vallieres, Paul Costello

Members Not in Attendance Larry Vallieres, Gregory Raucci, Martin Alvarenga

Others Present

Todd Berch, Acting Deputy Comr. Daryle Dudzinski , Charles McNeil, Paul Femia, Keri Lamontagne, Vinnie Valente, Tammie Whiting, Eleanor Lennon, Maricel Pathammavong, Owen Golding, Gina Knox, JoAnn Ryan, Pat Ciarleglio, Tracy Ariel, Thomas Lavorgna, Ruth Levy, Louis Padua, Krista Karch, Craig Outhouse, Matthew Peel, Joe Caparco, Charles Daniels, Jemiel Rose, Sue Loud, Pamela Brown, Matthew Sargeant, Harold Mackin, Marcie Addy, Mike Harris, Amy Blackard, Beth Furnari, Victor Black, Beth Hayes, Carol Labelle, David Goldblum, Edgardo Figueroa, Tim Malone, Win Cheske, Mary Glassman, John Nimmons, Taylor Van Antwerp, Ray Johnson, Timothy Sullivan, Janita Hamel

Recorder

P. DePhillips

III. Minutes of previous meeting – May 24, 2018 minutes passed unanimously.

IV. Correspondence- None.

V. Public Comment – None.

VI. Apprenticeship Director Report- Program Manager Todd Berch congratulated Commissioner Kurt Westby on his first Chairmanship of the SAC Council. There are currently **1,689** sponsors of Apprenticeship. There are **6,441** apprentices enrolled. **464** Apprentices have completed into their occupations.

Todd informed members that there are multiple articles on apprenticeship in the current Hartford Business Journal which highlights the work that apprenticeship and industry partners have been doing.

There are now 18 registered apprentices in barbering. Todd commended Regional Apprenticeship Representatives Larry Satchell and Owen Golding for their efforts in developing this program.

VII. Apprenticeship Veterans Committee- Activity Report

Regional Apprenticeship Representative Paul Femia reported 81 Veteran Contacts for August. He will represent our office at Vets “Stand Down” event held in Rocky Hill, CT on September 21, 2018 which offers workforce assistance, including employment and training guidance, to veterans.

Commissioner Westby spoke about expanding apprenticeship at CTDOL particularly in manufacturing. We have also been expanding incumbent worker training and addressing the skills gap. It is the goal of the agency to keep growing Apprenticeship by reaching out to students beyond technical schools and Community colleges. Todd has been working with Charles McNeil to get programs started in corporations that are headquartered in Connecticut, such as Barnes Industry in Bristol. Regional Apprenticeship Representative Keri Lamontagne who focuses on manufacturing has also been essential in developing programs.

VIII. Discussion with Invited guests – Various School Superintendents, principals and coordinators of Pre-apprenticeship programs briefed the Council on program development, implementation and success with a goal of furthering outreach to the industry sectors with advice of the Council

The following people shared their experiences from partnering with the Office of Apprenticeship at the meeting:

Ruth Levy Ph.D., of Valley Regional High School spoke about collaborating with the Office of Apprenticeship to expand manufacturing internships at the High School. The program has expanded to businesses in Essex, Chester and Deep River. A new council is being organized to meet with manufacturers and tradespeople to expand apprenticeship options and course offerings.

Louis Padua, Ph.D., principal of Waterbury Career Academy High School - He has been working with Todd and Manufacturing Apprenticeship Representative Keri Lamontagne to motivate and encourage students to pursue careers in manufacturing. Students can earn 17 credits toward an advanced manufacturing degree at Naugatuck Valley Community College. Cly- Del Manufacturing has hired apprentices from the school. Students are encouraged because it's a high tech area and they can also receive college credits. There is also a Pharmacy Technician program which is the first one created in collaboration with CVS.

Tom Lavorgna of Cly-Del Manufacturing in Waterbury spoke about the 14 apprentices currently working at the company. Twelve apprentices came from various city schools in Waterbury. They have a 100 percent retention rate. Tom read some student comments regarding the benefits of working for Cly- Del and apprenticeship. Cly-Del now has a designation so that the students will be state certified toolmakers upon completion of the program. Cly-Del also pays for the apprentices to receive additional schooling twice a week to take classes on Blue print reading etc.

Krista Karch, Ph.D., Assistant Superintendent of Schools, Cromwell - Cromwell High School has a career technical education program. She and staff are working with Pat Ciarleglio, CT Technical High Schools, to improve curriculum and provide more career pathways for students. They are addressing the skills that are needed to succeed in the trades for technical programs such as technical math. They are also talking to businesses to identify key math and science skills courses that are needed to succeed. Students receive credit toward technical programs.

Craig Outhouse, Principal, Synergy High School, East Hartford, CT - Synergy High School is an alternative school for disconnected, disengaged students. Staff developed a career readiness program for students to succeed. They partnered with the Office of Apprenticeship and CCAT to implement the pre-apprenticeship program. The School is focusing on manufacturing and seeks to bridge the skills gap and give students the tools needed for employment. Various businesses in East Hartford and Manchester are participating as sponsors. They recently had two students complete the program and they were offered full time employment with the sponsor/company.

Matthew Peel, Principal, Bacon Academy, Colchester - comprehensive public High School comprised of approximately 800 students. They have all industry standard tools, for ex. milling machine, 3D printer. They are addressing the needs of students that want to pursue the trades, not just the college bound by establishing a program in manufacturing and building relationships with local manufacturers. They are also partnering with a local community college aimed at students who graduate from the High School with a one year Associates manufacturing degree. The students leave now with pre-apprenticeship certificates and also many college credits. This gives students a head start on their lives and careers.

Joe Caparco, Apprenticeship Coordinator- Construction and General Laborers' Local Union 271 - Hillhouse High School in New Haven- The School has the first pre-apprenticeship building apprenticeship program in the state of Connecticut. It grants students at Hillhouse credit toward their apprenticeships. Pre-apprentices receive ten percent credit toward their wages. Last year the second class graduated and five students became members of the Laborers' union. The apprentices start at \$22.00 when they graduate from the program.

Charles Daniels, Wepco Plastics - The Apprenticeship program is critical to Wepco's future workforce because many employees will be retiring. They have been finding it difficult to fill well- paying jobs. The company is solving this problem by training the future workforce. They currently have three apprentices and will be adding two more apprentices. The company is very passionate about workforce development and has developed a new relationship with the Hebron school system and grades pre k-6. Wepco helped secure a \$10,000 grant for the school which was used to purchase a digital printer and software.

Jemiel Rose, Industry Liaison at Electric Boat - At Electric Boat, a third of the workforce is within ten years of retirement so the goal is to get their workforce to 20,000 employees. The apprenticeship program is a pathway to transition people into the workforce and hire future employees. A highly skilled workforce is needed to construct submarines. Apprentices gain experience working on high tech multi-million dollar machines that they don't have access to in technical schools. Students are paid and receive certificates after six weeks. The program has been very successful, mentors have shared their knowledge with the students and management, unions and students are pleased with the results.

Council Member Mel Olsson reported about the Building Pathways CT program

- Building Pathways CT has run 1 year and 2 months
- 54 Graduates (6sessions)
- 27 female graduates (56% women of color)
- 27 male graduates (100 % males of color)
- 100 % of graduates were underemployed or unemployed
- Graduates receive 11 portable construction credentials
- Current overall placement rate is 69 %
- 7th session started in Waterbury on 9/10
- 8th session starts at PSEG in Bridgeport in October

JoAnn Ryan –President & CEO of the Northwest Connecticut Chamber of Commerce, Chair of CTEC State Workforce Investment Board - Northwestern CT - Just won a substantial grant that will be geared toward cradle and camp to career and college. There is a strong manufacturing coalition in this part of the state to participate in the Apprenticeship program. The next meeting of CTEC will be held on October 19, 2018.

Suzanne Loud- CT State Department of Education, CT Learns & Works – there are two final breakfast symposiums in 2018. **September 27, 2018 - Winsted at Northwestern Community College** and there is also an event in **October 19 at Norwalk Community College**.

IX. Old Business- None.

X. New Business- Commissioner Westby congratulated Daryle Dudzinski on his new position of Acting Deputy Commissioner of Labor.

XI. Good and Welfare - Charles McNeil of Federal DOL made a few announcements.

- **National Apprenticeship Week is from November 12 – 17, 2018.**
- 149 million dollars was given to the federal DOL for fiscal year 2018 from Congress. They have decided to take a portion of that 79 million and put it in placement of formula grants for states.
- The Registered Nurse program that was started by Office of Apprenticeship with Yale New Haven Hospital will be implemented at other hospitals across the nation. It is now a nationally recognized apprenticeship occupation.

Council member Rob Berkmoes congratulated the Office of Apprenticeship on the presentation and the successful growth of Apprenticeship programs.

XI. Date of Next Meeting – November 15, 2018, 1:30 p.m. at the Connecticut Department of Labor, Conference Rooms A & B. Todd announced that in celebration of National Apprenticeship Week – the next meeting will be on the road. He asked Council for suggestions about the location.

The meeting adjourned at 2:55 p.m.