

**Connecticut State Apprenticeship Council**  
**Meeting Minutes**  
**February 21, 2019**  
**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/Commissioner Kurt Westby, Melvin E. Olsson, Larry Vallieres, Frank DaCato, Paul Costello, Christopher J. Brown, Robert M. Berkmoes

**Members Not in Attendance** Kelli Vallieres, Gregory Raucci, Martin Alvarenga, Richard DuPont

**Others Present**

Todd Berch, Deputy Comr. Daryle Dudzinski , Deputy Comr. Dante Bartolomeo, Paul Femia, Keri Lamontagne, Owen Golding, Gina Knox, Juliette Khan, Maricel Pathammavong, Michael Komaromi, Tom Sportini, John Daddona, Janita Hamel, Ray Johnson, John Jones, Cynthia Cook, Matt Connell, Mark Buono, Kate Bolduc, Cliff Therrien

**Recorder**

P. DePhillips

**III. Minutes of previous meeting** – May 24, 2018 and November 15, 2018 minutes passed unanimously.

**IV. Correspondence**- Regional Apprenticeship Representative Owen Golding informed Council about a sponsor's complaint regarding employers that his apprentices worked for in the past not properly registering Apprentices. New companies/sponsors hire apprentices and then become aware that previous companies have failed to register these individuals as apprentices. The affected companies would like SAC to explore policy and consider crediting previous earned hours of the apprentices.

**V. Public Comment** None.

**VI. Safety Marking Inc. and Goodwin College**

President and owner of Safety Marking Inc., Mark Kelly spoke about the founding of his successful business that was established in 1973. He said that he started the company with a small loan from the bank, one push machine and a van. Today, his company in Bridgeport, CT has grown to 180 employees with 125 trucks and offices in three states. They also serve 12 major airports. Mr. Kelly explained that he struggled during his school days due to a learning disability but that did not hinder his desire to succeed. Mr. Kelly believes an Apprenticeship program will help motivate his employees and ensure that they succeed in their jobs. His HR Director Daniel King and Kelly Lavoie have created an apprenticeship program in safety marking and seek Council approval of the program. Mr. King gave a power point presentation detailing the safety marking process and outlining the details of the trade. The company's goal is to produce a professional, well rounded and highly capable employee to continue along the career path of Safety marking. Their program includes on the job training as well as classroom training

(6,000 operational on the job hours). The Apprenticeship program syllabus includes a wide range of topics such as vehicle inspection reports, daily maintenance, teamwork accountability and road crew readiness, OSHA and safety and preparing a work zone.

Program Manager Todd Berch reminded Council members that this is a hybrid apprenticeship program. Chairman/Commissioner Westby noted that this type of program is not just focused on craft and that a lot of industries are hybrids and credentialed listed skills fall within a new apprenticeship model in these growing industries.

Council member Larry Vaillieres put a motion for a vote to approve the Apprenticeship program for Safety Marking Co. Council member Frank DaCato asked Todd to wait for the vote and go through the details of the program. Todd explained the program has already been thoroughly vetted. The motion continued and Council members voted unanimously to accept Safety Marking Inc.'s program.

A good standing certificate was presented to Mr. Kelly and his HR staff certifying his company Safety Marking Inc. as a new Apprenticeship sponsor.

**Goodwin College** - A motion was made to add Goodwin College Insurance Institute to the agenda that was passed by Council members. A presentation was then given by Kate Bolduc, Director of Business Innovation, Business and Advanced Manufacturing at Goodwin College Insurance Institute. Ms. Bolduc explained the details of a new apprenticeship program for insurance agents that she and Cliff Thermer, Ed.D. have been developing. Program Manager Todd Berch and Regional Apprenticeship Larry Satchell have been assisting them in this process.

Goodwin College launched the insurance agent program in January 2019 and ten students are presently enrolled. The twenty two and a half week program consists of six courses with accreditation and each student will earn their license upon completion. Students will earn 18 credits when they complete the program and the credits are transferrable to Associates and Bachelor's degree programs. They will be paid \$12.00 an hour.

Students are eligible for grants, college and debt relief. This program will help fill a projected shortage of insurance agents who have average age of 60 years old and are approaching retirement age. Ms. Bolduc also noted that the apprenticeship is a student centered model and can be replicated by other institutions.

Council Member Frank DaCato brought a motion to accept approval of the insurance agent program as a new apprenticeship program. The motion was approved by a unanimous vote.

## **VII. Apprenticeship Director Report- Todd Berch**

Program Manager Todd Berch reported that there are currently **6,094** registered apprentices, **549** are newly registered apprentices, **295** apprentices have completed the program in the past quarter and there have been **160** terminated apprentices.

Apprenticeship Veterans Committee- Activity Report

Todd reported **794** Veteran Contacts for the 2018 calendar year.

**VIII. Old Business:** None.

**IX. New Business:** Deputy Commissioners Daryle Dudzinski and Dante Bartolomeo were introduced to the Council by Chairman Westby.

Local Veteran's Employment Representative Tim Rockefeller announced that there will be a "Heroes for Hire" job fair on April 9 at Rentschler Field in East Hartford. The career fair offers employment and training guidance for veterans.

Companies have requested that SAC recommend guidance regarding employers failing to properly register apprentices that they hire. Council Member Larry Vaillieres suggested that CTDOL refer the companies that are in violation to Department of Consumer Protection (DCP) since this is a licensing violation subject to penalties. Janita Hamel of DCP explained to the Council that her Agency does not investigate old cases regarding employers that violated the rules. She said it is up to CTDOL to decide if credit can be granted to apprentices in this circumstance. Chairman Westby said Council members need to thoroughly review and discuss the issue before referring the matter to DCP. Chairman Westby said the discussion regarding this problem can resume at the next SAC meeting. No action will be taken at this time.

**X. Good and Welfare-** SAC reappointment decision.

Heidi Lane, Esq., CTDOL said that current members will continue on the Council until they hear otherwise. Commissioner Westby thanked all the members for their excellent service and expressed a desire for the Council to remain intact.

Council Member Paul Costello announced that the 75<sup>th</sup> Anniversary Eastern Seaboard Apprenticeship (ESAC) conference will be held from May 20 to May 24, 2019 in Portland, Maine.

The next State Apprenticeship Council Meeting will be held on May 16, 2019 at 1:30 p.m. in Conference Rooms A & B at the Connecticut Department of Labor.