

Arizona Apprenticeship Advisory Committee (AAAC)

Arizona Pipe Trades Training Center
2950 W Thomas Rd
Phoenix, AZ 85017

Public Meeting

Tuesday, January 7, 2020

12:30pm

Meeting Minutes

(Draft manuscript. Subject to approval at the next meeting.)

Committee Members Present

Mr. Dennis Anthony, Chairman (Arizona Public Service)
Mr. Charles Hankins (Palo Verde Nuclear Generating Station)
Ms. Karen King (Tucson Electrical Apprenticeship)
Ms. Linda Vedo (Central Arizona Project)
Ms. Cindy Gutierrez (Department of Education, CTE)
Ms. Victoria Kamm (Arizona Industrial Commission)
Mr. Frank Grijalva (International Brotherhood of Electrical Workers - IBEW International)
Mr. Rob Stenson (City of Phoenix)
Mr. Tom Dunn (Arizona Builders Alliance)
Ms. Lisa Prichard (Arizona Contractors Association)

COMMITTEE MEMBERS ABSENT

Mr. Douglas Howell (U.S. Department of Labor, Office of Apprenticeship)
Mr. James Jones (Maricopa Community Colleges)
Business & Industry - Vacant

STAFF PRESENT

Willie Higgins, Arizona Apprenticeship Office (Department of Economic Security)
Cheri Czerwinski, Arizona Apprenticeship Office (Department of Economic Security)
Rick Carrillo, Arizona Apprenticeship Office (Department of Economic Security)

CALL TO ORDER

Chairman Mr. Dennis Anthony called the meeting to order at 12:30 pm.

WELCOME AND INTRODUCTIONS

Chairman Mr. Dennis Anthony welcomed all committee members and asked all in attendance to introduce themselves.

ACCEPTANCE OF October 1, 2019 MINUTES

Chairman Mr. Dennis Anthony requested a motion to accept the AAAC meeting minutes of October 1, 2019. Victoria Kamm (Industrial Commission) asked for a few corrections to be made to the written

minutes for October 2019. Motion was moved by Mr. Rob Stenson and seconded by Mr. Tom Dunn. Motion to accept minutes were approved as corrected.

New business:

Arizona Apprenticeship Office (AAO) at DES has been assigned a liaison/coach from Maher and Maher – Susan Muha to help with recruiting efforts. She has expertise working with Community Colleges and Community based organizations. She has expertise in Healthcare, IT and the Manufacturing industry as well as pre-apprenticeship program creation. We have a scheduled meeting on January 9,2020 with Susan and AAO staff. Pre-apprenticeship has become high on our agenda for our office. Pre-apprenticeship programs tend to show retention rate of 90% compared to other programs without pre-apprenticeship programs, these tend to have a low retention rate in comparison. Applicants can focus on the occupations of their choice through pre-apprenticeships.

Update on the EEO plan for CFR 29:30.

It is ready to be approved at our agency (DES) before being sent to the USDOL for approval and signature

Any new updates on IRAPs grants

Nothing significant has been reported from the USDOL

STATUS REPORT

Chairman's Report:

Chairman Anthony reported that APS begun their hiring process for the pre-apprentice program. APS added 22 pre-apprentices – 16 Linemen and 6 Substation Electricians. For 2020 that is a normal size group.

Chairman Anthony thanked everyone involved in the Apprenticeship award ceremonies. Karen, Linda, Chuck and Darla. Every year it seems to get better and better. Thank you to everyone who contributed.

Karen King reported that there is currently a total of \$27,600 in sponsorships for the award ceremonies. Over the years the highest balance in the account was \$14,000. Many thanks to all the sponsors and programs that gave sponsorship funding or other support this year.

APPRENTICESHIP ACTIVITY REPORT:

Mr. Carrillo from the Department of Economic Security Apprenticeship Staff reported there are currently 215 programs and 4,647 active apprentices. The number for Veterans is at 9.5% (396) and Females at 6.25% (323).

Mr. Higgins reported that Pima Community college in Tucson is our 1st intermediary sponsor and we have Central Arizona College close to be an intermediary sponsor. Apprentices that are

attending are going to get college credits through the college for their related training instruction towards an Associate Degree.

Mr. Higgins also reported that Pascua Yaqui tribal members and a tribal contractor have expressed interest in using Pima CC for their RTI for Operator Engineers

COUNCIL MEMBER REPORT

Mr. Tom Dunn (Arizona Builders Alliance) – Mr. Dunn reported that ABA is in the midst of hiring a new apprenticeship director. They are interviewing the finalists on Thursday and they have 2 outstanding finalists.

Pima Community College flew in a trainer from Florida the first week in December 2019 to provide master class training for NCCER curriculum in Tucson. Mr. Dunn reported completing the program himself and is now a Master Trainer for NCCER

Mr. Rob Stenson (City of Phoenix) – Mr. Stenson reported for the ARIZONA@WORK. City of Phoenix are revisiting their processes for work-based learning and apprenticeship programs. Revising the allowances for On The job training type programs. These will be reimbursement type programs and will be approved by the City of Phoenix workforce board

Mr. Frank Grijalva (International Brotherhood of Electrical Workers - IBEW International) Mr. Grijalva reported that the Miami apprenticeship program has hired a new training director. IBEW International will be leasing space at the local union office and they will use the union hall for their training. ASARCO is on strike and there is not much communication. There are apprentices that have been out of work for 3 months. The programs are currently active and are not suspended as it is an internal issue.

Ms. Cindy Gutierrez (Department of Education, CTE) Ms. Cindy Gutierrez reported that they are working on a High School Pre-apprenticeship model. They have invited the committee to a January 24th meeting. It is a meeting that brings together community colleges, employers and state representatives. CTE is looking for various industry pathways for students from High School into apprenticeship. WESMEC has a couple of good examples they put together showing High School students that are getting credit towards the apprenticeship while the students are still in High School taking the CTE program. We are creating a very good model that can be shared across the state.

Ms. Victoria Kamm (Arizona Industrial Commission) Ms. Kamm reported that Director Steve Welker retired on Friday and the new director is Lisa Padgett. I have informed Lisa about the AAAC and she is aware of what is going on.

Ms. Karen King (Tucson Electrical Apprenticeship) Ms. King reported that TEA currently has 144 apprentices and all are working. The JATP committee is thinking about changing their program to a 4 year program to replace the current 5 year program. The requirements would still be the same 900 hours in the classroom 8000 hours in the field.

Mr. Charles Hankins (Palo Verde Nuclear Generating Station) – Mr. Hankins reported that they currently have 45 apprentices and 4 maintenance interns. 16 new hires starting tomorrow

morning. They will have 50 more apprentices and 10 interns. First year courses lined up and they will keep doing what they do.

Ms. Lisa Prichard (Arizona Contractors Association) they are getting ready for another round of interviews. They are looking to kick off the school year and looking at 65 to 70 registered apprentices between their 2 programs.

Agenda for next meeting:

Chairman Dennis Anthony brought up a valid point to be address by the committee. Completed apprentices that do not receive their completion certificates through no fault of theirs because there was no one to sign their certificate or because of a split in the committee or other circumstances beyond their control. We as a committee need to set up a contingency plan and a procedure to address this situation when it occurs. If we can verify that the apprentices have completed all their requirements in an apprenticeship program the committee chair can sign off on creating documents for that apprentice. We need to put together a review committee and the Chair and the Co-chair of the committee can sign off on the certificate. We do not want our apprentices treated unfairly. We can put down the reason into the Rapids system as to why the situation calls for this course of action. A plan will be created by the apprenticeship office and submitted for review at the next meeting of the AAAC.

CALL TO THE PUBLIC: None

NEXT MEETING

Next meeting will be on April 7, 2020, location Phoenix Electrical JACT - 1520 E Indianola Ave, Phoenix, AZ 85014 from 12:30 pm to 2:30 pm.

ADJOURNMENT

Motion to close was made by Chairman Anthony, Approved by Tom Dunn and seconded by Mr. Stenson. Meeting adjourned at 1:30 pm.