

Arizona Apprenticeship Advisory Committee (AAAC) Public Meeting Minutes for January 8th, 2024

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

Attendance

Committee Members Present

Mr. Dennis Anthony, Chairman (Integrity Project Services and Consulting)
Ms. Deb Furlong (City of Phoenix Workforce Development)
Mr. Frank Grijalva (International Brotherhood of Electrical Workers)
Ms. Jill Smith (Careers through Culinary Arts Program)
Ms. Karen King (Tucson Electrical JATC)
Ms. Kimberly Faust (Maricopa Community College District)
Ms. Linda Vedo (Central Arizona Project)
Mr. Michael Malloy (Arizona Pipe Trades)
Mr. Mike Greenawalt (Rosendin Electric)

Committee Members Absent

Vacant (Business & Industry)
Vacant (Department of Education)
Vacant (Arizona Industrial Commission)
Vacant (DOL Office of Apprenticeship)

Staff Present For Dept. Of Economic Security (DES)/Arizona Apprenticeship Office (AAO)

Joann Bueno, State Apprenticeship Program Director
Betsy Nelson, Registered Apprenticeship Supervisor
Connie Thomas, Registered Apprenticeship Supervisor
Gina Revere, Lead Apprenticeship and Training Representative
Robert Demeter, Lead Apprenticeship and Training Representative
Brynn Gieron, Apprenticeship Compliance Specialist
Andre Prince, Apprenticeship and Training Representative
John Aguirre, Apprenticeship and Training Representative
Alejandro Garcia, Apprenticeship and Training Representative
Mariah Charley, Apprenticeship and Training Representative
Ms. Corinna Pereira, Multi-State Navigator (Invited by AAO Staff), DOL Office of Apprenticeship

Minutes of the Meeting

Call To Order

Mr. Dennis Anthony called the meeting to order at 10:02 am.

Welcome And Introductions

Mr. Anthony welcomed all Committee members and asked all in attendance to introduce themselves.

Acceptance Of October 9, 2024 Minutes

Mr. Anthony requested a motion to accept the AAAC meeting minutes of October 9, 2024. Mr. Mike Greenawalt moved the motion, which was seconded by Ms. Deb Furlong. The motion to accept the minutes was unanimously approved by those present as submitted.

New Business

Notice of Proposed Rulemaking (NPRM)

Ms. Joann Bueno shared with the Committee that the Department of Labor officially withdrew the NPRM originally released on January 17, 2024. The NPRM was intended to propose Title 29 Code of Federal Regulations Part 29 changes. The withdrawal was officially released on December 27, 2024. The existing 29 CFR Part 29 continues to be in effect.

National Apprenticeship Day

Ms. Joann Bueno also shared changes to National Apprenticeship Week (NAW). In the past ten years, NAW had been celebrated in the third week of November, preceding the Thanksgiving week. NAW has now been moved to April, with this year's celebration on April 30, 2025. Due to the short period between the last NAW and this year's, NAW will be celebrated for just one day in 2025. However, NAW will be a week-long celebration beginning in 2026 and thereafter during the last week of April.

Ms. Bueno also shared that the AAO has already requested the Governor's Office to proclaim Arizona Apprenticeship Day for April 30, 2025, to coincide with National Apprenticeship Day.

This opened the discussion for the possibility or the need to move the David G. Hollis Outstanding Apprentice Awards to coincide with the celebration of NAW. Ms. Bueno emphasized that Arizona had been celebrating the apprentice awards long before NAW had been in place. The apprentice awards event is independent of the NAW, and therefore, the Committee is not obligated to move the event to the spring. However, Ms. King made clear that there is still a need to confirm the date of the outstanding awards for 2025.

In light of the date change for NAW, Ms. Jill Smith expressed concern over its proximity to Youth Apprenticeship Week (YAW), which was previously celebrated in the second week of May 2024. Ms. Bueno shared that there have not been confirmed dates for YAW 2025 and will update the Committee as the information is received from the Department of Labor.

Department of Labor (DOL) State Apprenticeship Agency (SAA) Compliance Review

Ms. Joann Bueno shared with the Committee that representatives from the DOL Education and Training Administration (ETA) Office of Apprenticeship conducted a comprehensive compliance review of the Arizona Department of Economic Security's (DES) Registered Apprenticeship Program. DOL OA was represented by Regional Director Erica Johnson, Deputy Regional Director Aaron Wall, and Multi-State Navigator Corinna Pereira. The review assessed DES' status as a recognized SAA. The report of findings has been submitted to the DOL's solicitors for evaluation and is expected to be released to DES by mid to late January 2025.

AAAC Membership

Ms. Joann Bueno discussed with the Committee the resignation of two committee members during the last part of 2024. The positions for the Department of Education and one for Business and Industry are now vacant, along with the spot intended for the Industrial Commission and the DOL Office of Apprenticeship. It was recommended that any appointments of new members be held off pending the findings from the recent SAA compliance review.

Old Business

BuildItAZ

Mr. Dennis Anthony shared a brief update on the BuildItAZ, summarizing the recent "Increase Apprentices Workgroup" meeting held in November 2024. At said meeting, sector representatives identified goals and metrics for the initiative. Mr. Anthony clarified that the Project Manager for the workgroup initiatives is Stacey Faulkner from the Office of Economic Opportunity. Mr. Anthony was named its executive sponsor, and various key stakeholders, including Ms. Joann Bueno, were its contributing members. Ms. Bueno added that the next meeting is on January 22, 2025, and will provide Committee members with updates at the next meeting.

Update On The State Apprenticeship Expansion Formula, Year 1 & 2 (SAEF1 AND SAEF2)

Ms. Betsy Nelson shared information regarding the combined SAEF 1 and 2 grants. Ms. Nelson explained that the primary goal of the grants was to expand the AAO team, which has successfully been accomplished. Contract details for two activities are being finalized. Ms. Nelson also discussed an outreach initiative in development aimed at promoting RA throughout Arizona, which will include the creation of podcasts, flyers, and videos

Additionally, Ms. Joann Bueno noted that, in addition to the increased funding to support the AAO team, SAEF1 and SAEF2 have also created opportunities for educational outreach through flyers, videos, and podcasts.

Registered Apprenticeship (RA) Summit April 10, 2025

Ms. Joann Bueno reiterated that the RA Summit will be on April 10, 2025. The event will be at Desert Willow Conference Center in Phoenix, AZ. Ms. Bueno further added that Ms. Connie

Thomas will be the project lead for this event, coordinating with American Meeting & Management, LLC in planning and execution. The event is slated to be limited to two hundred guests, including representatives from local workforce development boards, AAAC committee members, the Office of Economic Opportunity, Arizona Commerce Authority, and ARIZONA@WORK Business Service Teams, to name a few. Ms. Bueno hopes the event will be successful enough to become a regular event celebrating the Arizona Apprenticeship.

Registered Apprenticeship Training for Committee Members

Ms. Joann Bueno reemphasized the need for the Committee members to undergo refresher training on Registered Apprenticeship. The AAO plans to conduct the training in the first quarter of 2025. The training design will incorporate findings from the DOL SAA review. The training aims to ensure that all AAO teams and Committee members, both new and existing ones, have the necessary knowledge and skills to contribute effectively to the Registered Apprenticeship Program and state system.

Recap of Outstanding Apprentice Awards 2024

Ms. Karen King shared a recap of the recent 62nd Annual David G. Hollis Outstanding Apprentice Awards Ceremony 2024, held on November 23, 2024. Ms. King shared that 540 attendees were present. Ms. Karen King thanked all committee members for their assistance during the event.

During this discussion, Mr. Grijalva shared observations of conduct during the event. For the most part, the majority enjoyed and celebrated the event but cited a few isolated incidents of misconduct and unruly behavior. Chairman Anthony committed to looking into it and contacting those responsible for the parties involved.

Moving forward, the Committee has decided that a statement of responsibility will be included in the invitations and nomination forms for the event, putting the onus of ensuring the appropriate behavior of their representatives and their guests on the program sponsors.

Status Reports

Chairman's Report

Mr. Anthony shared that he continues to work with Ms. Bueno to develop standards for the Registered Apprenticeship Program and is in contact with several potential sponsors throughout the state.

Apprenticeship Activity Report

Ms. Joann Bueno reported that 7,713 apprentices actively participate in apprenticeship programs throughout the state: 11% are female, 4.8% are veterans, and 1.8% are people with disabilities.

Ms. Bueno shared that the AAO engaged in many innovations in the past quarter, such as strengthened relationships with the Vocational Rehabilitation Employer Outreach Team at DES to promote and foster diversity and inclusion in Registered Apprenticeship and increase opportunities for people with disabilities. To further support DEIA efforts, the AAO continues to

partner with community-based organizations like Fresh Start for Women and the YMCA in Southern Arizona to help increase female participation in RA. Another notable innovation that aims to increase opportunities for underrepresented populations is registering the Arizona Department of Corrections, Reentry and Rehabilitation's (ADCRR) apprenticeship program, which will employ incarcerated individuals and provide them the nationally-recognized credentials upon release. These opportunities are for customer service, sales technicians, automotive technicians, and warehousing.

Ms. Bueno stated that the AAO will enhance its program oversight and compliance efforts further in 2025. Apprenticeship and Training Representatives (ATRs) will receive training from the AAO's Compliance Specialist and will begin conducting Apprenticeship Program Reviews (APRs). This initiative empowers ATRs to conduct compliance checks independently, ensuring that all programs meet the current apprenticeship standards. The AAO aims for all ATRs to start conducting APRs by the second quarter.

Additionally, the AAO is adopting a more proactive stance by providing Office Hours to apprenticeship program sponsors once or twice a month. These office hours will cover various topics, including RAPIDS, Affirmative Action Plans, and expanding outreach opportunities, among others.

Ms. Bueno also informed the Committee of the first Teacher RA program, which the Arizona Department of Education will sponsor. This registration is anticipated to happen after the Teacher Apprenticeship Conference at the end of the month.

US DOL Multi-State Navigator Report

Ms. Corinna Pereira shared with the Committee that the findings from the SAA compliance review are currently under evaluation with the DOL Solicitor's Office with hopes of being released by February 1, 2025.

Ms. Pereira also provided a brief background and explanation regarding the movement of National Apprenticeship Week to April. By focusing outreach efforts during the Spring and aligning them with key events like National Apprenticeship Week, RAPs can increase the chance of securing valuable sponsorships and achieving recruitment goals.

Ms. Pereira also reiterated the withdrawal of the NPRM, noting no regulatory changes.

Ms. Pereira reported on Circular 2025-01 providing information and clarity about tribal programs. OA has explored exemptions to EEO policy and will work with SAAs to put similar policies and structures to Tribal Apprenticeship Programs so they can be registered locally. This will limit some of the requirements of their EEO plans, offering exemptions to focus recruitment efforts on Native American preference. Once policies and measures are put in place, Ms. Pereira will work with AAO to transfer tribal programs under the SAA.

Ms. Pereira also shared that there will be various grant information from the DOL.

To conclude, Ms. Pereira thanked and commended the AAO and the Committee for the wide variety of events and celebrations during NAW, especially citing the Outstanding Apprentice Awards, which Nevada and Colorado have since emulated.

Council Members Report

Ms. Jill Smith (Careers through Culinary Arts Program) was unable to share updates.

Mr. Michael Malloy (Arizona Pipe Trades) was unable to share updates.

Ms. Karen King (Tucson Electrical JATC): The program has 175 apprentices. Tucson Electrical JATC has been awarded an EDA Grant but has not received the formal notice of award (NOA). Ms. King also added that they are finishing their proposal for the second round of BuildItAZ grants. Tucson Electrical JATC received \$90,000 in the last round of funding, which allowed the hiring of additional trainers for conduit bending and fire alarms.

Ms. Linda Vedo (Central Arizona Project): The program currently has nine apprentices, and another apprentice is anticipated to be registered this year.

Mr. Mike Greenawalt (Rosendin Electric): Rosendin has over 200 apprentices in the Phoenix market area. Last year, Rosendin started a mid-level program, taking CECWs and placing them into apprenticeships. Mr. Greenawalt also reminded the Committee of the consistent success of their pre-apprenticeship partnership with Grand Canyon University.

Ms. Deb Furlong (City of Phoenix Workforce Development) shared that the City of Phoenix Workforce Development Board has three occupations after registering two of them in the last quarter, with TSMC as the single employer. TSMC anticipates having up to 75 apprentices in three different cohorts starting in 2025.

Ms. Furlong added various ways the City of Phoenix is partnering to apply most of its workforce development funding, namely a partnership with Grand Canyon University (GCU) to tap into WEX dollars for student funding; a Mobile Career Unit, which can assist in job fairs and community outreach events; and collaboration and partnerships with employers to use their funds from the On-the-Job Training program.

Ms. Furlong also shared the approval of the City of Phoenix City Council to create a non-profit organization. The goal was to help leverage funding to employers and change the process of these funding opportunities.

Mr. Frank Grijalva (International Brotherhood of Electrical Workers) Mr. Frank Grijalva shared that his company is working with the 9th District to create a Manufacturing Apprenticeship Program. Mr. Grijalva expressed concerns regarding a customer employing multiple contractors and removing incentive pay and how it may directly impact journey workers. Mr. Grijalva noted that TSMC will ramp up, and journey workers and apprentices will continue to be needed within the next month.

Ms. Kimberly Faust (Maricopa Community College District) Maricopa Community College has been actively pursuing grant opportunities to build apprenticeships, ensure the apprenticeship programs are identified within the 10 sister colleges, and provide resources. Ms. Faust anticipates more activity with partners and apprenticeships in 2025.

Call To The Public

Mr. Anthony asked the public for any comments.

Next Meeting

The next meeting will be on April 9, 2025. It will be a Hybrid format, offering in-person and virtual options for attendees.

Committee members will be notified with an invitation to the next meeting, which will include an agenda for the meeting and draft minutes of this meeting. Future meetings are scheduled on the second Wednesday of that month (January, April, June, and October) from 10 am to 12 pm. This schedule is subject to change, pending the logistics for the next meeting.

Adjournment

Mr. Anthony adjourned the meeting at 11:31 am.