

Arizona Apprenticeship Advisory Committee (AAAC)

Public Meeting

Wednesday, January 10, 2024

8:00 am

Meeting Minutes

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

COMMITTEE MEMBERS PRESENT (Virtually)

Mr. Dennis Anthony, Chairman (Arizona Public Service)
Ms. Cindy Gutierrez (Arizona Department of Education Career and Technical Education)
Ms. Deb Furlong (City of Phoenix Workforce Development)
Ms. Denise Kingman (Pima Community College)
Mr. Frank Grijalva (International Brotherhood of Electrical Workers)
Ms. Karen King (Tucson Electrical JATC)
Ms. Katie Chapman (Salt River Project)
Mr. Mike Greenawalt (Rosendin Electric)

COMMITTEE MEMBERS ABSENT

Vacancy (Arizona Industrial Commission)
Vacancy (Business & Industry)
Mr. Paul Cozza (TechOne IT)
Ms. Linda Vedo (Central Arizona Project)

STAFF PRESENT for Department of Economic Security/Registration Agency

Joann Bueno, Arizona Apprenticeship Office (Interim State Apprenticeship Director)
Gina Revere, Arizona Apprenticeship Office (Lead Apprenticeship and Training Representative)
Robert Demeter, Arizona Apprenticeship Office (Apprenticeship and Training Representative)
Brynn Gieron, Arizona Apprenticeship Office (Apprenticeship Compliance Specialist)
Betsy Nelson, Arizona Apprenticeship Office (Apprenticeship Supervisor)
Connie Thomas, Arizona Apprenticeship Office (Apprenticeship Supervisor)

CALL TO ORDER

Mr. Anthony called the meeting to order at 8:01 am.

WELCOME AND INTRODUCTIONS

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

ACCEPTANCE OF October 11, 2023, MINUTES

Mr. Anthony pointed out that Deb Furlong's designation still indicated "Maricopa County" rather than the City of Phoenix Workforce Development. Ms. King also reported that there was an error in the notes where it had said "deployment" rather than "employment."

Mr. Anthony requested a motion to accept the AAAC meeting minutes of October 11, 2023, with the corrections. A motion was moved by Mr. Grijalva and seconded by Ms. King.

The motion to accept minutes with corrections was unanimously approved by those present.

NEW BUSINESS

NOTICE OF PROPOSED RULE MAKING (29 CFR 29)

Ms. Joann Bueno provided information about the Notice of Proposed Rule Making (NPRM) of the National Apprenticeship System Enhancement. On December 14, 2023, the Department of Labor (DOL) transmitted to the Office of the Federal Register an NPRM titled National Apprenticeship System Enhancements (Regulatory Identifier Number 1205-AC13), which would update the regulations under 29 CFR part 29. The document is 779 pages and will be open to public comment soon. There will be a webinar on January 11th at 12:00 PM Arizona time. Ms. Bueno will send out the information to members so that they may attend.

Ms. Bueno provided information regarding the highlights of the NPRM containing the following enhancements:

- There is an added burden of compliance for apprenticeship sponsors/programs.
- Encourages career advancement and sponsors must show meaningful career growth for apprentices. Must lead to quality careers.
- Prevents occupation splintering. Ms. Bueno provided an example of the Solar Industry, as there are occupations that already exist in Construction and Electrical that complete this work.
- There will be more oversight of RTI Providers and instruction methods.
- More oversight of Wage Schedule-No less than 75%
- Focus on Ratios
- Apprenticeship Agreements
- End Point Assessments
- Prohibit Non-complete causes for apprentices.
- Require program sponsors to provide proof of financial capacity.
- Possible CTE Apprenticeship collaboration. Provide a bridge for post-secondary education and apprenticeship. Ms. Bueno mentioned that Arizona SAA already had an ongoing collaboration with the CTE Quality Skills Commission and the alignment of programs.
- Reduce the reporting window to 30 days from 45 days.
- Functions of SAA-States can't not delegate responsibilities. Can't not delegate to Apprenticeship Advisory Committees.
- Remove the word "regulatory" to "advisory" when referring to state apprenticeship councils (SAC). SACs should only serve in an advisory capacity and are under the direction of the State Apprenticeship Agency (SAA)
- Enhanced Data Collection
- Oversight on Pre-Apprenticeship programs. Must have an agreement with an apprenticeship program.

Ms. Bueno reiterated that the DOL will be taking comments regarding the NPRM and that the DOL reports that they will respond to every comment.

HOUSE BILL 2090 – CERTIFICATES OF COMPLETION

Mr. Anthony discussed AZ Bill 2090. It is a short bill that will require apprentices to register their Certificates of

Completions (CoC) of DOL or DES-approved apprenticeship programs with the Registrar of Contractors (ROC). Mr. Anthony speculates that this may be a method being implemented to serve as a state licensing. Mr. Anthony adds it is only proposed and has not been decided.

AAAC MEMBERSHIP UPDATES

The three-year term appointment of Melissa Huffman, Apprenticeship Coordinator for the City of Phoenix, as a representative for Business and Industry ended in October 2023. Her position as representative for Business and Industry is now vacant.

Concurrently, the other vacant position for Business and Industry has recently been filled with the appointment of Mike Greenawalt, CEO of Rosendin Electric, in November 2023.

Seats for the Arizona Industrial Commission and the representative from the Office of Apprenticeship continue to be vacant. The request to reevaluate the committee's makeup has already been submitted for comment and approval.

ARIZONA APPRENTICESHIP OFFICE (AAO) STAFF UPDATE

Ms. Joann Bueno provided an update on the changes with the Arizona Apprenticeship Office staff. The two new supervisors hired are namely Betsy Nelson and Connie Thomas and both started on January 8, 2024.

Ms. Bueno also shared that Gina Revere was promoted to Lead Apprenticeship and Training Representative (ATR) and started in her new role effective December 26, 2023. Another Lead ATR position continues to be vacant however, recruitment for the said position is ongoing with interviews to happen on January 16 and 17, 2024.

Ms. Bueno further shared anticipation of four to six new openings for ATRs to also be posted soon. The State Apprenticeship Director position has not been posted yet and her interim role has been extended to May 2024.

AAAC MEETINGS GOING HYBRID FORMAT

Mr. Anthony stated that the AAAC meetings had been virtual for three years now and asked the committee if they would be open to moving to a Hybrid model, with in-person committee meetings and a virtual option. He said that if this were to be enacted to ensure that new rules regarding Open Meeting Laws are observed.

Ms. Bueno said the new laws require that if a meeting were to be an in-person arrangement, the physical location should be able to accommodate many people and be conducive to public meetings. Meeting times and clear directions to the locations also need to be published.

Mr. Grijalva thinks hybrid meetings would be good and will talk to those with facilities about hosting. Ms. Furlong chimes in and shares that the City of Phoenix has a business center that can host.

In consideration of traffic and the challenges of morning commutes, Ms. Bueno suggested a later time than 8:00 AM to allow participants to get to the selected venue. Mr. Anthony shared that AAAC meetings had been at 10:00 AM when they did it in the past.

Ms. Chapman, Ms. King, Ms. Kingman, and Ms. Gutierrez all expressed approval of a hybrid format for the

committee meetings.

Mr. Anthony and Ms. Bueno will get together to plan the hybrid arrangement for the April meeting.

OLD BUSINESS

OUTSTANDING APPRENTICE AWARDS CEREMONY UPDATES

Ms. King informed the Committee that the amount collected from sponsorships came to around \$47,300. There were 537 attendees at the award ceremony and 43 apprentices received awards.

Next year's ceremony will be on November 23, 2024 at the Wigwam in the Phoenix area as the culminating event for National Apprenticeship Week and Arizona Apprenticeship Week. A deposit has been made. Notices for the event will go out in April.

Ms. King shared that two Exemplary Program awards were given: APS for the Exemplary Program for Utilities and the Phoenix Electrical JATC for the Exemplary Program for Construction. She also shared that the former Arizona State Apprenticeship Director, Willie Higgins, was honored with a Lifetime Achievement Award in Apprenticeship.

Mr. Anthony acknowledged that the event was well attended, and that Loews Ventana was an outstanding host. He thanked Ms. King for all her work. He stated he has received feedback from other states wanting to implement an award ceremony similar to Arizona's.

Ms. Bueno chimed in and reported that the State of Colorado recently had its first outstanding apprentice ceremony and Nevada is currently planning theirs.

UPDATES

AAAC Committee Composition Reevaluation is incorporated into the finalization of the State Rules and is moving along. It will go through several approval processes and will be submitted to the AAAC Chairman and Department of Economic Security (DES) CEO, Angie Rodgers for signatures. This will then be submitted to the DOL Office of Apprenticeship for approval.

STATUS REPORT

CHAIRMAN'S REPORT:

Mr. Dennis shared working closely within the BuildItAZ subcommittees, DES and the Office of Economic Opportunity (OEO). Has had difficulty with WIOA. Phoenix, Pima County, and Maricopa County have used their apprenticeship funding, but other groups have not, and the funding gets diverted. Working and having preliminary discussions with DES to move that funding for apprentices.

Mr. Anthony shared that the APS program is having pre-apprentice field testing next week. Pre-apprentices will direct enter into the apprenticeship program if successfully complete the pre-apprenticeship program after one year. Pre-apprenticeship requirements are very stringent.

APPRENTICESHIP ACTIVITY REPORT:

Ms. Bueno reports there are currently 268 active programs and 6,240 active apprentices under programs registered with the state, but including the programs registered with the Office of Apprenticeship (OA), there are 6,648 apprentices overall.

Ms. Bueno touches on the Build It AZ initiative whose goal is to double the number of registered apprentices in construction and trades by 2026. The AAO continues its efforts in expanding apprenticeship in doing more outreach in rural areas. The push for more apprenticeships in the semiconductor industry continues and will also extend to advanced manufacturing, broadband, and green energy. Healthcare is also still an industry whose apprenticeship expansion is still being pursued.

Ms. Bueno shares that the plans for teacher apprenticeships have been set aside in light of the findings and recommendations from the Teacher Retention Task Force recently launched by the Governor's Office.

Ms. Bueno concludes by sharing the AAO's plans of having more apprenticeship accelerators, also known as information sessions. This begins with an apprenticeship accelerator for semi-conductors slated for February 22nd in collaboration with the City of Phoenix and the National Institute for Innovation and Technology (NIIT). The AAO also has accelerators to be held in Navajo County and Coconino County in the pipeline.

COUNCIL MEMBERS REPORT

Mr. Frank Grijalva (International Brotherhood of Electrical Workers)-IBW apprenticeship programs are growing and growing. There are challenges with how many apprentices they can take in because of the 1:1 Ratio but doesn't want to give up safety. One concern in the industrial and utility world is apprenticeship programs leading to journeyworker status, some of the companies are taking the work apprentices are doing and creating other classifications and taking that work away.

Ms. Denise Kingman (Pima Community College): Working with AAO to revamp processes to work better together and more holistically. They want to work with other colleges and expand on their efforts. Ms. Kingman also shares their efforts to promote and create pre-apprenticeships and that they are aligned with the DOL guidelines. Pima is hoping to bring on new employers and Pima County has more small and immediate Pima is working on expanding their pre/apprenticeships into healthcare.

Ms. Furlong (City of Phoenix Workforce Development): Was not aware that there is specific funding for apprentices with WIOA but would like to work with the AAAC Chairman with leveraging WIOA funding throughout the state.

The City of Phoenix is continuing the sponsorship they have been doing. There are 8 programs. AAO has connected the City of Phoenix with intermediaries. AZ Quest Project is a partnership with Maricopa Community College created to provide services for dislocated workers impacted by COVID-19. Looking for opportunities to fund apprentices and need to enroll 700 people in the next year.

Ms. Cindy Gutierrez (Arizona Department of Education Career and Technical Education): The unit is working on updating the work-based learning guide. Apprenticeship has been listed in prior years and will continue to be. Arizona Education Economic Counsel is moving towards connecting industry with education, Cindy met with

them yesterday to assist them in understanding work-based learning and apprenticeships.

Ms. Gutierrez shares information about the CTE Summer Conference in July. Session proposals need to be in the system by February 9th. There will be a session on Women in the Skilled Trades Careers. Ms. Gutierrez requested that if anyone knew individuals who would be good panelists to please send information to her. The audience will be school counselors and CTE Educators and they want to include business and industry.

Ms. Chapman (Salt River Project): SRP is currently advertising to recruit for their current selection cycle. There are up to 15 registered apprentice slots available. She adds that there is difficulty in finding people with experience and having to train people from the ground up so apprenticeships have been beneficial. She also shares that they have a new apprenticeship program for Dispatcher Operator.

Mike Greenawalt (Rosendin Electric): Rosendin Electric has 1,200 Electricians in Phoenix and 220 apprentices. They have started Camp Rosen and Camp Build and are promoting apprenticeships to junior high students to let them know they have a choice and that apprenticeship is a great alternative to college.

Rosendin has been working with Grand Canyon University (GCU) with an electrical pre-apprenticeship program. He shares that Phoenix Electrical JATC is the sponsor and has helped develop its curriculum. The 1st class was in Fall of 2022. It is a one-semester class. As of December 17th, 2023, 105 apprentices have completed the program and all have gone on to registered apprenticeship programs. There are 115 students in the Spring class.

Mr. Greenawalt believes the retention rate is 50% higher than that of those who just go straight to apprenticeship. If the students complete the pre-apprenticeship and don't want to go on to apprenticeship, they can continue their education at GCU.

CALL TO THE PUBLIC

Mr. Anthony asked the public for any comments.

NEXT MEETING

The next meeting will be on April 10, 2024. Currently the Same format (Virtual) but could change to Hybrid.

Committee members will be notified with an invitation to the next meeting to include an agenda for the meeting and draft minutes of this meeting. Future meetings are scheduled quarterly on the second Wednesday of that month (April, June, and October) from 8 am to 10 am.

ADJOURNMENT

Mr. Anthony adjourned the meeting at 9:35 am.