

Arizona Apprenticeship Advisory Committee (AAAC) Public Meeting Minutes for January 14th 2026

Attendance

Committee Members Present (Virtually)

Mr. Dennis Anthony, Chairman (Phoenix Electrical Joint Apprenticeship Training Committee)
Ms. Allison Moore (Rummel Construction)
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. Mike Greenawalt (Rosendin Electric)

Committee Members Absent

Mr. Michael Malloy (Arizona Pipe Trades)
Mr. Phil Murphy (Industrial Commission of Arizona)

Vacant (Office of Apprenticeship)
Vacant (Department of Education)

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

Joann Bueno, State Apprenticeship Program Director
Brynn Gieron, Apprenticeship Compliance Specialist
Gina Revere, Lead Apprenticeship and Training Representative
Andre Prince, 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 10:01 am.

Welcome And Introductions

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

Acceptance Of October 8, 2025 Minutes

Mr. Anthony requested a motion to accept the October 8th, 2025, AAAC meeting minutes. Ms. Faust moved the motion, which Ms. King seconded. The motion to accept the minutes, as submitted, was unanimously approved by those present.

New Business

AAAC Membership Changes

Ms. Bueno informed the Committee that Ms. Deb Furlong, with the City of Phoenix Workforce Development Board, has resigned, as she has accepted another position and is no longer representing workforce development in her current role. Ms. Bueno concluded that there are several vacancies on the AAAC membership and is evaluating who will fill the current positions and will have new members by the next quarterly meeting in April.

Guidance on Apprentice to Journeyworker Ratios

Ms. Joann Bueno informed AAAC members that several inquiries regarding expanding apprentice to journeyworker ratios have been brought to the AAO, specifically in the construction and trade occupations. Ms. Bueno further informed the Committee that, in accordance with the National Apprenticeship System and other State Apprenticeship Directors, ratios should be evaluated and prescribed to ensure the safety and welfare of apprentices. Ms. Bueno requested the prescribed one-to-one ratio of apprentice to journeyworker to be recognized across all occupations in Arizona. Ms. Bueno requested that the Committee weigh in on the topic. Ms. Jill Smith requested clarification on the requirements for one-to-one journeyworker ratios across all occupations. Ms. Bueno advised that AAO is following the guidance in Circular 2021-02, which requires substantiation of such expansion or reevaluation by the program sponsor. Ms. Bueno further advised that for existing programs, ratios have already been approved and established, clarifying that this applies to new programs registering in Arizona. Mr. Anthony weighed in on the issue, indicating that professions such as culinary arts and insurance may be suitable for inverse ratios because they have distinct qualities and require different levels of supervision. He emphasized that the discussion pertains to safety-sensitive occupations, like construction and heavy equipment operation. Mr. Anthony recommended maintaining a one-to-one ratio of apprentices to journeyworkers to ensure safety, supervision, and adequate training in Arizona. Additionally, Mr. Anthony stated that for occupations deemed not safety-sensitive, the Arizona Apprenticeship Office (AAO) would be open to discussing inverse ratios with program sponsors, provided that training remains adequate to safeguard apprentices. He invited Committee members to share their thoughts on this recommendation. Ms. Faust requested clarification on whether this would affect programs adding new occupations to their existing programs, or whether it applies only to newly established programs in Arizona. Mr. Anthony clarified that it would apply to all programs seeking to establish inverse ratios, whether new in Arizona or seasoned, and that they should perform a thorough review. Both Ms. Faust and Ms. Bueno agree. Ms. Allison Moore offered insight and noted reluctance regarding the ratios, expressing that theirs is an expanded ratio. Ms. Bueno clarified that ratios are understood as apprentice to journeyworker, further clarifying

that a ratio of 1:3 would be better than a 1:1. Ms. Bueno noted that having more apprentices than journeyworkers decreases the quality of training and supervision in safety-sensitive occupations.

Mr. Anthony confirmed that AAAC is aligned with AAO, maintaining a one-to-one ratio of apprentice to journeyworker for construction and other safety-sensitive occupations, and that programs in other occupations will be evaluated by the AAO on a case-by-case basis. No further comments.

Guidance on Staffing Agencies and Leased Employees, and their participation in Registered Apprenticeship Programs

Ms. Joann Bueno noted that AAO adheres to the guidance of 2010-17 and 2016-26; staffing agencies cannot sponsor registered apprenticeship programs unless they are recognized and have demonstrated subject-matter expertise in the occupation or disciplines they are apprenticing or are growing their own talent recruitment workforce.

Ms. Bueno also discussed not allowing leased employees to participate in registered apprenticeship programs and requested that the Committee weigh in. Mr. Anthony agreed, noting that most staffing agencies are not even licensed to perform the work or are not subject matter experts in the occupation. No further comments.

Guidance and Expectations for Apprenticeship Instructors Delivering the RTI

Ms. Bueno continued to emphasize the growing interest in Registered Apprenticeship and the importance of maintaining the quality of training and safety of apprentices while participating in registered apprenticeship programs, which involve both on-the-job training and related technical instruction.

Ms. Bueno explained that the individual responsible for related instruction must be certified to teach and deliver the training and be a competent, qualified trainer. Ms. Bueno adds that the following guidance is prescribed by 29 CFR 29, and that AAO is currently working to update its policies and procedures accordingly.

Ms. King shared that in their program, trainers attend a one-week training to become effective teachers and to confirm their expertise as subject-matter experts.

It is further noted that the CFRs require programs to ensure that instructors receive training to deliver the curriculum effectively.

Ms. Vedo requested clarification on whether vendors fall under this and if programs would be required to submit documentation of accreditation or certifications. Mr. Anthony clarified that these are professional education organizations and are therefore accredited and recognized.

Ms. Bueno further elaborated that this applies to programs that conduct training in-house, citing curricula such as those from the National Center for Construction Education and Research

(NCCER) as an example of how certification for in-house trainers to deliver content is made available.

Mr. Anthony noted the Committee is aligned with the AAO on this matter and commends the office for its diligence and hard work in ensuring the quality and safety of apprenticeship programs.

Open Meeting Law updates

Ms. Bueno reminded the Committee that AAAC meetings are subject to the Open Meetings Law. Ms. Bueno shared that there are rules to abide by: voting shall take place only if there is a quorum, posting of information and the agenda is required twenty-four hours prior to the scheduled meeting, and the minutes of the meeting are to be posted publicly within three business days of the meeting. It was also noted that, though the Call to the Public is part of the Open Meeting Law, nothing can be discussed during that portion that is not on the agenda. Ms. Bueno added that meetings under this law held at a physical location must have enough room to accommodate all anticipated attendees and a reasonable number of members of the public. Ms. Bueno emphasized the importance of the Committee being aware of and adhering to the Open Meetings Law.

Old Business

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

Ms. Bueno shared with the Committee that the findings letter from the 2024 compliance review was received on December 12, 2025. The findings were shared with the Committee, including the statement that Arizona has no established apprenticeship law or rules in place and that there are currently no formalized policies or procedures that outline how the AAO implements the key requirements for recognition as a State Apprenticeship Agency (SAA).

Regarding the AAAC and its role as the State Apprenticeship Council, which currently reports to the Workforce Arizona Council (WAC), Ms. Bueno noted that this does not meet the requirement under 29 CFR 29 Part 13 and was reemphasized in the review findings.

Ms. Bueno noted that AAO is on track to address the findings, and DES, as the recognized State Apprenticeship Agency, is currently in conditional recognition status. Ms. Bueno added that DES has forty-five days to submit a corrective action plan to the Department of Labor (DOL) in response. Update on State Apprenticeship and EEO plan based on 29 CFR 29 and 29 CFR 30

Ms. Bueno reported on the progress of the rules package, noting that it had been cleared by the Governance and Innovation Administration (GIA) and that it has been submitted to the Governor's Regulatory Review Council (GRRC), which will hold its session on January 27th, 2026. It is anticipated to be approved in February or March.

Mr. Anthony offered congratulations to Ms. Bueno and the AAO team for their ongoing support of these efforts.

Update on Proposed Rules for Prohibiting Illegal Discrimination in Registered Apprenticeship Programs

Ms. Bueno shared that the public comment period for the NPRM on 29 CFR 30 ended on September 2, 2025. There has been no final word on 29 CFR 30 to this date.

Recap and Lessons from the Outstanding Apprentice Awards (OAA) 2025

Ms. King provided a recap of the Committee on the Outstanding Apprenticeship Awards (OAA). There were 550 attendees, and a total of forty-four apprentices were recognized.

Ms. King added that three exemplary programs were recognized, including Palo Verde Nuclear Generating Station and Raytheon for information technology. Ms. Bueno noted that new programs and the industries they represented at the award ceremony showcased the diversity of registered apprenticeship programs in Arizona.

Ms. King reported \$67,000 in sponsorship received and has a surplus of \$10,000 for next year. She added that there have been suggestions to host OAA in Tucson.

Mr. Anthony suggested submitting a survey to seek input regarding this topic. Mr. Anthony requested that Ms. Bueno send a survey to solicit preferences for the venue for the upcoming OAAs. Ms. Bueno emphasized that June 16, 2026, will mark the eighty-fifth year since House Bill 240 was signed into law by Governor Osborn, establishing the Arizona Apprenticeship Advisory Council, suggesting this year is extra special.

Status Reports

Chairman's Report

Mr. Anthony shared will engage in advancing apprenticeship Committee meetings at the end of the month. Mr. Anthony noted that changes may be made based on the compliance review findings and in accordance with the rules and policies. Mr. Anthony thanked the Committee for its support during the OAA. Mr. Anthony asked for the AAAC to continue to get involved with the HS students.

Apprenticeship Activity Report

Ms. Joann Bueno clarified that there will be no changes to AAO, which will remain under the Department of Economic Security (DES). Ms. Bueno shared the current metrics, which currently stand at 8,361 active apprentices registered across 312 active programs within the state of Arizona. There are discrepancies in the data reported, specifically on [Apprenticeship.gov](https://www.apprenticeship.gov), which shows that Arizona has 9,500 apprentices participating. It was explained that apprentices who live and work in Arizona may be counted, as well as apprentices participating in Office of Apprenticeship (OA) programs. Ms. Bueno reported that 1,168 unique employers are participating; however believes this number is higher. She added that multi-employer programs need to be more diligent about having employers sign and upload Appendix D into the Registered Apprenticeship Partners Information Database System (RAPIDS).

Ms. Bueno reminded the Committee that National Apprenticeship Week will be held from April 26, 2026, through April 30, 2026. AAO has submitted a request to the Governor's Office to

proclaim this week as Arizona Apprenticeship Week. Ms. Bueno announced that the AAO team has been working on RAP on the AZ Map Roadshow. Ms. Bueno shared that a two-day event featured information sessions across symposia in various areas and venues throughout the state. On April 28, 2026, two separate events will occur in Yuma and Flagstaff, and on April 30, 2026, the events will be held in Pima for the Southeastern and in Mesa for Maricopa, Phoenix, and Pinal regions. Ms. Bueno assured the Committee that more information would be shared and requested their support in spreading the word.

Ms. Bueno shared several recently released grant opportunities.

The American Manufacturing Apprenticeship Incentive Fund is providing \$35.8 million in funding through a cooperative agreement with the Department of Labor (DOL) and the State of Arkansas. This is a pay-for-performance funding which will incentivize employers nationwide to develop and expand registered apprenticeships. It will pay up to 3,500 per apprentice registered.

The YouthBuild program announced \$98.8 million in funding for pre-apprenticeships to support the development of high-demand industries, including construction, advanced manufacturing, information technology, and healthcare.

DOL also issued a forecast notice of \$145 million in funding for performance-based apprenticeships. The details of this grant have yet to be announced, but it will be awarded as five cooperative agreements covering a four-year period.

Ms. Bueno also shared that the BuildItAZ initiative awarded \$3 million in funding to ten programs: Rummel Construction, Tucson Electrical JATC, Phoenix Electrical JATC, Air Control Services, Arizona Chapter of the Associated General Contractors of America, Inc., Arizona Western College, Laborers' Training and Retraining Trust Fund for Arizona, Sundt Construction, Western Electrical Contractors Association, and Maricopa County Workforce Development Board.

Ms. Bueno moved to another matter and shared that AAO is actively working on policy and getting the Apprenticeship Rules in place. Ms. Bueno also added that DES is currently working with the Governor's Office on an executive order to clarify provisions affecting the AAAC, such as its membership makeup and each member's voting rights. This will also include developing the AAAC's bylaws.

US DOL Multi-State Navigator Report

Ms. Corinna Pereira shared National Apprenticeship Week registration link has been added to [Apprenticeship.gov](https://www.apprenticeship.gov), encouraging Arizona programs to add events. Information was shared on the National Convening on Registered Apprenticeship in Teaching, the California Convening on Apprenticeship, and the Apprenticeships for America Summit. Ms. Pereira provided data on the top seven occupations in RAPIDS, notably electricians (132,022 apprentices), plumbers and pipefitters (64,142 apprentices), and computer operators (31,017 apprentices). Ms. Pereira noted that refrigeration was surprisingly low at 15,163 apprentices, especially within southern states, including Arizona. Ms. Pereira reported that the Bulletin 2025-120 regarding the Notice of Proposed Rulemaking (NPRM) was closed on September 2, 2025, and that 382 comments were received and can be viewed on the regulations website. Ms. Pereira discussed opinion letters and noted that the DOL website does not include a section for registered apprenticeships. Ms. Pereira suggested that if anyone is interested in an opinion letter regarding registered apprenticeship, please submit it to Wage and Hour. Ms. Pereira shared more details

on the following grants: Revitalizing Domestic Manufacturing, which develops the next generation of America's shipbuilders, and strengthening and modernizing healthcare in rural communities. Ms. Pereira provided an overview and suggested programs to review the abstract, as there are aspects of training and registered apprenticeship components. Ms. Pereira shared information that the USDOL-Industry intermediaries listing has been updated, and several are no longer active due to the grant period ending in December.

Council Members Report

Ms. Allison Moore (Rummel Construction)

Ms. Moore shared news on being awarded the third round of BuildItAZ grant. 21 new apprentices will start the following week, including Heavy Equipment Operators, Heavy Equipment Mechanics, and Laborers. She shared that during the prior year, Rummel purchased a simulator to support recruitment and training.

Ms. Jill Smith (Careers through Culinary Arts Program [C-CAP])

Ms. Smith reports that the pre-apprenticeship program for high school seniors is offered through Career and Technical Education (CTE) programs throughout the state. All high school students participating in the CTEs are automatically part of the pre-apprenticeship program.

Ms. Kimberly Faust (Maricopa Community College District [MCCD])

Ms. Faust reports that a new vice chancellor of workforce and economic development has been recently onboarded and is very interested in registered apprenticeships. Their organization is currently seeking to streamline a systematic approach.

Ms. Linda Vedo (Central Arizona Project [CAP])

Ms. Vedo reports currently has eight apprentices and will be adding two more. They will be losing two due to turning out.

Ms. Karen King (Tucson Electrical JATC)

Ms. King reports being awarded the third round of BuildItAZ funding, which will support their program's purchase of new furniture.

Ms. King added that the program received 700 applications, further suggesting the increase in interest for registered apprenticeships. Her program will graduate thirty in April.

Mr. Mike Greenawalt (Rosendin Electric)

Mr. Greenawalt recently presented at Arcadia High School and found that there is little knowledge of registered apprenticeship among the high school counselors and teachers. He emphasized the need to reach out to the counselors, to connect with them on how to advise the youth about opportunities in registered apprenticeship.

Mr. Greenawalt also shared the Greenawalt Foundation's establishment and its aim to help fund high school seniors entering registered apprenticeships. Mr. Greenawalt will provide more information during the next AAAC meeting.

Mr. Greenawalt further shared that the Grand Canyon University (GCU) pre-apprenticeship

program in electrical is in high demand, but reports that hiring has started to flatten across Arizona. This may be attributed to the industry awaiting to see what will happen with the data centers and some of the renewable projects.

Call To The Public

Mr. Anthony asked the public for any comments.

Next Meeting

The next meeting will be on April 8th, 2026. The meeting may be held in a Hybrid format, offering both in-person and virtual options for attendees, to be confirmed by the AAO.

Committee members will be notified of the next meeting with an invitation that includes the agenda and draft minutes of this meeting. Future meetings are scheduled for the second Wednesday of each month (July, October, and January) from 10:00 a.m. to 12:00 p.m. This schedule is subject to change, pending the logistics for the next meeting.

Adjournment

Mr. Anthony adjourned the meeting at 11:36 am.