

Arizona Apprenticeship Advisory Committee (AAAC)

Virtual Via Google Meet
Call in number: (316) 835-1115
PIN: 317 307 496#

Public Meeting

Tuesday, May 12, 2020

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)
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)
Mr. Frank Grijalva (International Brotherhood of Electrical Workers - IBEW International)
Mr. James Jones (Maricopa Community Colleges)
Mr. Tom Dunn (Arizona Builders Alliance)
Ms. Lisa Prichard (Arizona Masonry Contractors Association)
Mr. Douglas Howell (U.S. Department of Labor, Office of Apprenticeship)

COMMITTEE MEMBERS ABSENT

Ms. Victoria Kamm (Arizona Industrial Commission)
Mr. Rob Stenson (City of Phoenix)
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 8:05 am.

WELCOME AND INTRODUCTIONS

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

ACCEPTANCE OF January 7, 2020 MINUTES

Chairman Mr. Dennis Anthony requested a motion to accept the AAAC meeting minutes of January 7, 2020. Motion was moved by Mr. Frank Grijalva and seconded by Ms. Linda Vedo. Motion to accept minutes were approved as submitted.

New business:

Procedure for replacing certifications or missing wallet cards. Mr. Willie Higgins shared a document with the Committee, with excerpts from CFR 29:29 and Circular 2016-06 of general policy, presented as a Draft document, specifying what is required by the Department of Labor. If a Department of Labor Office of Apprenticeship (OA) replacement certification is requested, the Arizona Apprenticeship Office is required to print in the required space "Replacement." If an apprentice is unable to provide documentation they completed an apprenticeship program and thought they had completed an apprenticeship program, but the sponsor did not register them, the sponsor would need to provide documentation that the apprentice completed all the required hours of training. Mr. Higgins asked that the Committee read through the Policy and make suggestions to create a complete document for this procedure in Arizona.

Mr. Higgins stated that all new state certificates of completion for signature by the Governor and Secretary of State at the Proclamations office are on hold until further notice. Chairman Anthony asked if the State was going to be responsible for issuing certificates for completions of Industry-Recognized Apprenticeships (IRAPs). Mr. Higgins stated that the State is not the approving entity for those programs, so will not be issuing those certificates.

Update on the EEO plan for CFR 29:29 and 29:30.

CFR 29:30 is still in process to be approved at our agency (DES), before being sent to the USDOL for approval and signature. Since the Final Rule on IRAPs, this will split CFR 29:29 into parts "A" and "B." Part B is in reference to IRAPs. We will now need to work on Part A revision for approval over the next couple of months, and this will be given to the Committee for review in the fall.

Update on Outstanding Apprentice Award Ceremony.

Ms. Karen King and Mr. Chuck Hankins gave an update on the 2020 Outstanding Apprenticeship Award Ceremony banquet that is currently scheduled for the Wigwam Resort. The planning committee has had difficulty connecting with them. Ms. King and Mr. Hankins will continue to reach out to them. The planning committee expressed some concern with holding an event in November, with so many people expected to attend, given the current pandemic situation. Alternative ceremonial procedures were discussed on how to handle that situation, while still honoring the Outstanding Apprentice. Nominations for outstanding apprentices typically take place in June.

STATUS REPORT

Chairman's Report:

Chairman Anthony reported that Arizona Public Service (APS) is working through the COVID-19 pandemic. They had to suspend their hiring process for their pre-apprentice class, but are making plans

to resume that at the end of July or early August, if possible. APS training director will be monitoring things as they go and make sure to consider the safest way to do that, if at all.

APPRENTICESHIP ACTIVITY REPORT:

Mr. Higgins from the Department of Economic Security Apprenticeship reported there are currently 232 programs and 4,555 active apprentices. The number for Veterans is at 8% (364), Females at 7.1% (325) and 47 that have disclosed a disability. Since the last meeting, we have been working with ASE Education Foundation, the certification entity for automotive. ASE wanted to start a youth apprenticeship program that would align with our Career Technical Education programs. Mr. Higgins reported they registered that program for one occupation, Automotive Technician. We have been adding some construction programs, including a roofing program. We have had a slowdown in creating new programs due to the pandemic. The creation of new barbering programs has been on hold, with the closing of those businesses due to COVID-19 and the Governor's recommendations.

The U.S. Department of Labor has recently issued grant opportunities, and the Arizona Apprenticeship Office has put together a proposal for TEGL 15-19 for \$450,000 and \$3 million, out of a total of \$73 million to be granted across the country for Apprenticeship Expansion.

Mr. Higgins also reported that their office has provided support letters to three entities in the state that are applying for the youth apprenticeship grant of up to \$5 million. Pima Community College, Opportunity for Youth, and ASE Education Foundation all made proposals.

The apprenticeship office is currently speaking with the Tile association, Mohave Community College, Maricopa Community Colleges, and Western College in Yuma to become intermediary sponsors.

The apprenticeship office has been experiencing some system changes, as they are required to print and sign Standards, and wallet cards need to be created, printed, signed, laminated and mailed. The team members must go to the office once a week or once every two weeks for printing, signing, laminating and mailing. The challenge is getting the completion documents for the graduating apprentices in their entirety. So far, the only hiccup is the State certification of completion. We will resume making and distributing them when we get back to normal functions.

The next bi-monthly Apprenticeship Collaborative call will be held May 12, 2020, featuring a guest speaker to talk about the Federal Bonding Program. The apprenticeship office is also working on obtaining space at Gateway Community College for the annual Coordinator Training in the Fall.

COUNCIL MEMBERS REPORT

Mr. Charles Hankins (Palo Verde Nuclear Generating Station) – Mr. Hankins reported 42 apprentices and 8 maintenance interns. They just finished their 22nd refueling outage in Unit 2 last week in just over 30 days, using social distancing, masks, and other protective measures. The only staff they have on site right now are maintenance and operations. Everyone else has been working from home for about a month and a half. They are still planning on hiring for next year and plan on posting new positions on or around June 1, to be kept open for 30 days.

Mr. Frank Grijalva (International Brotherhood of Electrical Workers - IBEW International) - Mr. Grijalva reported that most of the related training for the programs are on hold but are continuing with OJT in most of the areas. They are looking at ways to move the RTI forward. Mr. Grijalva posed a question to Mr. Higgins if they should still count veterans, even though they are not using the GI Bill. Mr. Higgins answered that they are still to be counted, as well as disclosing any disabilities on the Voluntary Disability Disclosure Form, which is provided with the apprentice agreement (671) in RAPIDS when an apprentice is registered.

Mr. James Jones (Maricopa Community Colleges) – Due to COVID, a lot of things are in flux. All their courses that could be were moved online. Most of their faculty and staff are working from home, and they have not gotten an official return date. Even prior to the pandemic, they were in a state of reorganization for the past year or two, because of their leadership changes in their Work-Based Learning and Workforce Development space. They have been approached to lead or be involved in some of the apprenticeship grants. They also recently learned that some of their Perkins dollars can support some of their work in Work-Based Learning and apprenticeship, specifically. The centralization of Work-Based Learning has not yet been put into place.

Ms. Cindy Gutierrez (Department of Education, CTE) - ADE CTE has received the first credentials submission of the Governor's Incentive Fund. Each credential that a student obtains will generate \$1,000 for the CTE programs at their school. Their whole department is working on how to offer CTE hands-on virtually. Teachers have become very creative. ADE has a committee in place to determine how to open school in the Fall. Their ACTE Summer conference in Tucson is still on for July, at this point.

Ms. Karen King (Tucson Electrical Apprenticeship) - Ms. King reported that TEA currently has 140 apprentices and just graduated 12 of them. They will hold that ceremony in October. They just went to a four-year program, so their fifth-year apprentices that should have been graduating next May will complete at the end of August, so they will have two graduating classes in October. They are continuing to do classes on Zoom, with on-site testing. The instructors are teaching three nights per week, and the apprentices come in on test day at any time to take the test, proctored by Ms. King and an instructor, utilizing all precautions. The main challenge has been with the instructors, as they are very hands-on, and the apprentices are not very independent learners. Ms. King developed a policy for remote workers and time reporting guidelines. Their first test session since the pandemic will be held today, with appropriate social distancing and PPE.

Ms. Linda Vedo (Central Arizona Project) – Ms. Vedo reported they currently have seven apprentices. They recently went to a three day on, one day on-call status for maintenance employees, keeping plant personnel separated from each other. Their apprentices are obtaining somewhat less OJL, which will extend their completion dates. They have two positions they will be hiring for, once one apprentice graduated this year.

Ms. Lisa Prichard (Arizona Masonry Contractors Association) – The apprenticeship program Related Training Instruction (RTI) came to a halt in the middle of March. They explored doing online classes or Zoom meetings, but that would have presented too many challenges. Their apprentices have been getting their weekly On-the-Job hours. They plan on restarting their RTI in mid to late June and will skip their Summer and December breaks and work through to the end of the year to get back on schedule. They have rearranged the lab and gotten additional classroom space, in order to maintain social distancing requirements. They are also considering implementing video interviews.

Mr. Tom Dunn (Arizona Builders Alliance) – Mr. Dunn reported they are sending everyone through online training via Zoom. It has been a challenge for some, as the instructors are very hands-on, but they are very happy with their dedication. They are proctoring online tests and are working with East Valley Institute of Technology EVIT for when they open back up to do their performance profiles there. They recently hired a new Director of Apprenticeship, Tricia Schmidt, from TD Industries, where she ran their apprenticeship program. They continue to work on the safety of their workers as essential service providers and making sure everyone is following CDC guidelines and getting all their employer partners on board.

Mr. Douglas Howell (U.S. Department of Labor, Office of Apprenticeship) – Regulations for IRAPs went into effect yesterday, May 11, 2020, putting CFR 29:29 Part B fully in effect. Apprenticeship.gov has a lot of resources and information on registered apprenticeship, as well as information on IRAPs. COVID is not only affecting the states, but is on the Pacific Islands. He applauds all the programs that are continuing and being innovative with their related instruction through online training. Mr. Higgins asked about a Veterans' Apprenticeship Program that was recently announced in four states and if it will be rolled out to other states. Mr. Howell stated that it is in the pilot stages, and, if they decide to expand it, they will be looking at other states, especially those that have military bases, such as Arizona.

CALL TO THE PUBLIC: No Comment from the Public

NEXT MEETING

Next meeting will be on July 2, 2020, location TBD from 12:30 pm to 2:30 pm.

ADJOURNMENT

Motion to close was made by Chairman Anthony, approved by Ms. Vedo and seconded by Ms. King. Meeting adjourned at 9:11 am.

