

# Arizona Apprenticeship Advisory Committee (AAAC) Public Meeting Minutes for July 9th, 2025

## Attendance

### Committee Members Present (Virtually)

Mr. Dennis Anthony, Chairman (Phoenix Electrical Joint Apprenticeship Training Committee)  
Ms. Allison Moore (Rummel Construction)  
Ms. Deb Furlong (City of Phoenix Workforce Development)  
Ms. Jill Smith (Careers through Culinary Arts Program)  
Ms. Kimberly Faust (Maricopa Community College District)  
Ms. Linda Vedo (Central Arizona Project)  
Mr. Michael Malloy (Arizona Pipe Trades)  
Mr. Mike Greenawalt (Rosendin Electric)  
Mr. Phil Murphy (Arizona Department of Occupational and Health Safety - Industrial Commission of Arizona)

### Committee Members Absent

Ms. Karen King (Tucson Electrical JATC)  
Vacant (Arizona Department of Education)  
Vacant (Business & Industry)

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

Joann Bueno, State Apprenticeship Program Director  
Betsy Nelson, 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  
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 10:00 am.

## Welcome And Introductions

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

## Acceptance Of April 16, 2025 Minutes

Mr. Anthony requested a motion to accept the April 16th, 2025, AAAC meeting minutes. Ms. Furlong moved the motion, which Mr. Greenawalt seconded. The motion to accept minutes was unanimously approved by those present as submitted.

## New Business

### Introduction Of New Members

Mr. Anthony officially welcomed 2 new members, Allison Moore from Rummel Construction and Phil Murphy from the Arizona Department of Occupational and Health Safety, which is part of the Industrial Commission. Ms. Moore and Mr. Murphy each gave a brief introduction.

### Executive Orders Promoting Registered Apprenticeships

EO 14278 - Preparing Americans for High-Paying Skilled Trade Jobs of the Future

EO 14302 - Reinvigorating the Nuclear Industrial Base

Ms. Bueno shared information regarding the executive order and reports that it is essentially the current administration's goal of registering one million apprentices and focuses on getting individuals into high-paying and high-career-advancement opportunities through skilled trade jobs. The executive order calls on three departments to come up with a work plan in the next 90 days to grow more registered apprenticeship opportunities throughout the country, with 1 million targeted individuals to be in registered apprenticeships.

NPRM – Prohibiting Illegal Discrimination in Registered Apprenticeship Programs

Circular 2025-03 - Guidance – Interim Non-enforcement of the Department's Equal Employment

Ms. Bueno shared that this circular was just released at the end of June and is the Department of Labor Office of Apprenticeship's guidance regarding their interim non-enforcement of the Equal Employment Opportunity in Apprenticeship regulations, also known as 29 CFR Part 30. AAO and DES are preparing and reviewing the NPRM and making comments. Members of the National Association of State and Territorial Apprenticeship Directors (NASTAD), as a group, will also be formulating responses. AAO will also call a special meeting of the committee to formally respond, which will be consolidated with the AAO/DES response before submitting it.

Mr. Anthony shared that Equal Employment Opportunity in Apprenticeship still continues to be the CFR, but the committee and AAO want to ensure that the apprentice programs are protected.

AAO will be holding off on conducting provisional reviews until there is further clarification.

Mr. Greenwalt requested a summary of the Equal Employment Opportunity and all other guidance affecting Registered Apprenticeship. Ms. Bueno reports that the AAO will summarize everything and put it in an easier document to read once definitive information is received.

## Old Business

### Update Compliance Review

Ms. Bueno shared that the Arizona Apprenticeship Office has not received feedback regarding the compliance review yet. It is still with the national office and will be shared with the committee once received.

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

Ms. Bueno informed the Committee that SAEF1 AND SAEF2 had not been fully expended, and the request for an extension was denied. The grant ended on June 30th, 2025.

### State Apprenticeship Expansion Formula (SAEF 3) Base and Competitive Funding

Ms. Bueno shared that SAEF round 3 was awarded. This \$920,000 will support and sustain the apprenticeship team and its expansion and growth activities for three years, beginning July 1st. The Arizona Apprenticeship Office submitted a proposal for competitive funding of \$5 million, partnering with the Arizona Department of Education, but it was not successful.

### Outstanding Apprenticeship Awards

Ms. Bueno shared for Ms. King, who was not present, updates regarding the Outstanding Apprenticeship Awards Ceremony on November 15, 2025. The ceremony will be held in Tucson at Loews Ventana.

Ms. Bueno shared that there has been a roadblock with PayPal, and Ms. King will look into it when she returns from vacation.

Mr. Anthony added that he would like to extend an offer to Frank, the National Electrical Contractors Association Southern Region Executive Director, to be the keynote speaker for the award ceremony. Ms. Vedo, Ms. Furlong, and Ms. Faust all supported the decision.

### Registered Apprenticeship Training For AAAC Members - January 2025

Ms. Bueno shared that the training would be postponed until the 4th Quarter, due to the new guidance and notice of proposed rulemaking.

## Status Reports

### Chairman's Report

Mr. Anthony reports that the BuildItAZ Workgroup is run through the Office of Economic Opportunity (OEO), which is in transition. It is unknown if Director Contreras has been confirmed by the Senate yet. With the current transition at OEO, the BuildItAZ Workgroup meetings have not resumed or happened yet. The meeting will be scheduled soon, and then there will be more to report.

Mr. Anthony shared about attending the Tucson Electrical Graduation and the Phoenix Electrical JATC Graduation. Mr. Anthony expressed excitement about the progress toward the Governor's initiative to double the number of apprentices by 2026 and his belief that it will be accomplished. He expressed how wonderful it was to have a governor who supports our apprenticeship efforts.

### Apprenticeship Activity Report

Ms. Betsy Nelson reported that 8,301 Apprentices are actively participating in apprenticeship programs throughout the state, 11.74% of whom are female, 4.87% are veterans, and 1.77% are people with disabilities. There are currently 295 active programs, and it continues to grow.

Ms. Nelson shared a short video promoting apprenticeships to the committee. AAO worked with a vendor to create the video, which will be available on social media, YouTube, and the DES website.

Ms. Bueno shared that the AAO office recently lost Connie Thomas, one of two RA Supervisors, due to the recent reduction in force at DES. The team has now been reduced to nine members.

### US DOL Multi-Navigator Report

Ms. Corinna Pereira reiterated the information Ms. Bueno had shared regarding the NRPM and Executive Orders. She states that the USDOL-OA has nothing to report until the administration provides more direction.

Ms. Pereira congratulated the AAO on receiving the SAEF3 funding. She reports that she has seen a lot of activity in RAPIDS of new programs being added in Arizona.

### Council Members Report

Ms. Deb Furlong (City of Phoenix): COP is grappling with intense budget cuts this year and trying to manage how that will look. TSMC had an additional recruitment for apprentices at the beginning of June, and there are currently around 50-58 apprentices. COP had their first monitoring from the AAO. There has also been some traction with additional employers.

Ms. Kimberly Faust (Maricopa Community College District): MCCCCD has been doing a lot of work trying to maintain money and seeking out additional dollars that can help support apprenticeship programs, especially TSMC and the semiconductor arena.

Ms. Jill Smith (Careers through Culinary Arts Program - CCAP): CCAP is making significant progress with many of the high-end hotels and resorts.

Mr. Michael Malloy (Arizona Pipe Trades): There is a lot of uncertainty currently. Growth over the last three years has been exponential, but has now hit a wall. The program currently has 1,265 apprentices, some of whom are in their pre-apprenticeship phase. 1,198 of those are actual indentured apprentices. About 350 apprentices are currently unemployed. There is a waitlist for new applicants interested in the apprenticeship.

Ms. Linda Vedo (Central Arizona Project): The program has nine apprentices. There will be an internal application process to hire 1 millwright mechanic apprentice.

Mr. Mike Greenawalt (Rosendin Electric): Rosendin continues to hold steady with its headcount and work backlog. It's still running around a thousand people in the field and a little over 200 to 215 apprentices. There have been some challenges with some of the ratios in the state due to a shortage of journeymen, and it is a challenge for the contractors to stay in compliance. There is some uncertainty due to the changes to renewable energy and some cuts to funding.

Ms. Allison Moore (Rummel): Apprenticeship programs are running strong. Rummel hired another recruiter, specifically for the craft position. Rummel was fortunate to receive a BuildItAz grant, which has been helpful in funding recruiting and resources for the apprenticeship program. A colleague from another company asked Rummel to help with the idea of making a mechanics track for the curriculum for NCCER and Pearson.

Mr. Phil Murphy (ADOSH - Industrial Commission of Arizona): ADOSH is looking forward to getting involved and seeing what can be done to start an apprenticeship program at the Industrial Commission.

## Call To The Public

Mr. Anthony asked the public for any comments.

## Next Meeting

The next meeting will be on October 8, 2025. The meeting will be in a virtual format, offering in-person and virtual options for the 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, July, October ) from 10 am to 12 pm. This schedule is subject to change, pending the logistics for the next meeting.

## Adjournment

Ms. Vedo made the motion to adjourn the meeting, with a second from Mr. Malloy. Mr. Anthony adjourned the meeting at 11:09 am.