

Arizona Apprenticeship Advisory Committee (AAAC) Public Meeting Minutes for October 9th, 2024

Attendance

Committee Members Present (Virtually)

Mr. Dennis Anthony, Chairman (Integrity Project Services and Consulting)
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

Ms. Deb Furlong (City of Phoenix Workforce Development)
Ms. Cindy Gutierrez (Arizona Department of Education Career and Technical Education)
Mr. Frank Grijalva (International Brotherhood of Electrical Workers)
Mr. Jim Mayer (Skill Up Arizona Apprenticeship and Award Foundation)
Vacant (Arizona Industrial Commission)

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 10:03 am.

Welcome And Introductions

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

Acceptance Of July 10, 2024 Minutes

Mr. Anthony requested a motion to accept the July 10, 2024, AAAC meeting minutes. Mr. Mike Greenawalt moved the motion, which Ms. Karen King seconded. The motion to accept minutes was unanimously approved by those present as submitted.

New Business

Introduction Of New Members

Mr. Anthony officially welcomed Mr. Michael Malloy from Arizona Pipe Trades and invited him to give a brief introduction.

House Bill 2090 (HB2090)

Ms. Joann Bueno introduced Ms. Cindy Casaus and Ms. Julie Pickerill from the Arizona Registrar of Contractors (ROC) to discuss the newly implemented House Bill 2090.

Ms. Casaus provided a brief overview of HB 2090, a bill signed in April with a statute effective September 14, 2024.

Ms. Casaus added that the statute suggests that there is no hard requirement to file immediately. She further explains that the ROC will act as a repository for documents filed pursuant to this statute for ten years. From the effective date to the present, there has been no activity in uploading certificates of completion.

Ms. Pickerill discussed the process and demonstrated how to navigate through their website to submit the certificates. She also showed three different methods for uploading certificates.

Ms. Anthony raised concerns about the process for checking the credentials of individuals who upload/submit their certificates.

Mr. Anthony shared that he had encountered several false documents in the past. After discussing this at the recent Western Apprenticeship Coordinators Association meeting, he added that they foresee further edits and changes to this bill in the upcoming legislative session to address what is currently perceived by most as “weaknesses in the bill.”

Registered Apprenticeship Training For AAAC Members - January 2025

Ms. Bueno shared that there will be an annual Registered Apprenticeship training to reorient the Committee members on the Registered Apprenticeship Program and the roles and responsibilities of apprenticeship program coordinators and training directors. This training is to ensure that everyone possesses a deep understanding of the fundamentals of Registered Apprenticeship and its related rules, laws, and regulations.

Ms. Bueno adds that starting next year, all Committee members will have to undergo training

and renew it annually upon their appointment.

Registered Apprenticeship Summit

Ms. Bueno announced to the Committee that the Registered Apprenticeship Summit is scheduled for April 10, 2025, at the Desert Willow Conference Center. The all-day event aims to unite workforce development, industry, educators, and other key stakeholders in the Registered Apprenticeship system in Arizona. As more details emerge, the committee will be informed.

Leased Labor In Registered Apprenticeship Programs In Arizona

Ms. Bueno shared information regarding the influx of companies and entities from the clean energy industry, incentivized by the Inflation Reduction Act. Most of these are leased labor agencies trying to register and become sponsors of apprenticeship programs.

Ms. Bueno firmly expressed the Arizona Apprenticeship Office's stand to continue to prohibit temporary staffing agencies from registering programs, adhering to guidance provided by the Department of Labor (DOL) Education and Training Administration (ETA) Office of Apprenticeship (OA) - Bulletins 2010-17 and 2016-26. Entities wishing to pursue registration of apprenticeship programs in Arizona must satisfy applicable Federal and State rules and regulations to be considered for program registration.

Mr. Greenawalt said that their company does a significant amount of renewable work. From compliance with the requirements of the Inflation Reduction Act to acquiring and employing qualified personnel and meeting the Registered Apprenticeship requirements, the work has become challenging in certain parts of the country. If these temp agencies are allowed to enter the Registered Apprenticeship space, it will put a strain on the state and the industry, trying to ensure compliance with the regulations and guidelines as well as high quality and standards of training and development of individuals.

Mr. Anthony requested a motion from the Committee to support DES AAO in maintaining adherence to the aforementioned DOL guidelines. All potential program sponsors must follow the regulations outlined in those guidelines and by the AAO.

Mr. Malloy moved a motion, and Mr. Greenawalt seconded. The motion was unanimously approved by those present.

Old Business

Update On State Apprenticeship Rules

Ms. Bueno shared that the documents are all in place with the State and are progressing.

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

Ms. Bueno reminded the Committee and explained that the SAFE2 grant will continue to support the newly formed Arizona Apprenticeship Office staff with its efforts to continue to grow and expand Registered Apprenticeships throughout the state. The funds also allow the AAO to advertise the program by producing three target market-focused videos and six podcasts that

will discuss various topics, such as the promotion of DEIA and increasing participation of underrepresented populations, among others. Some of the grant funding will also be used to create new and improved marketing and merchandising materials.

Update On Outstanding Apprentice Awards 2024

Ms. King shared updates with the Committee regarding the Outstanding Apprenticeship Awards Ceremony on November 23, 2024. 580 attendees have confirmed, including 31 apprentices who will be honored at the event. A total of \$46,500 has been raised through sponsorships.

Ms. King opened the floor for the Committee to select the programs to be awarded the Exemplary Program Award in the following categories: Construction, Utilities, and Other Services. The Committee was also invited to select the winner for the Chuck Huggins Award. Careers through Culinary Arts Program (C-CAP) was one of the programs that submitted a nomination; therefore, Ms. Smith was asked to be excused from the room and the voting to eliminate any potential bias.

The Committee selected winners for each category as follows:

- Exemplary Program in Construction - Sundt Construction, Inc.
- Exemplary Program in Utilities - Salt River Project & IBEW Local Union 266 Joint Apprenticeship Corporate Committee (JACC)
- Exemplary Program in Other Services - SER Jobs for Progress of Southern Arizona, Inc.
- Chuck Huggins Award - Ryan Finch (City of Phoenix Street Transportation Dept and LIUNA Local 777)

Ms. Bueno added updates regarding items relating to the Governor. The request for the proclamation is being finalized and may be received sooner than expected; however, as for the Governor's participation in the event, it is still unclear if it will be a personal appearance or a video message.

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. Betsy Nelson reported that 7,497 Apprentices are actively participating in apprenticeship programs throughout the state, 11.4% of whom are female, 5% are veterans, and 1.8% are people with disabilities. There are currently 264 active programs, 153 in non-traditional occupations, 98 in traditional, and 10 in traditional and non-traditional occupations.

Ms. Bueno also shares that the AAO team is working closely with community colleges to rally support for our State Board of Nursing to accept and recognize Registered Apprenticeships as

an alternative pathway for Registered Nurse certification. She adds the anticipated registration and launch of the state's Educator Apprenticeship Program, which will help address the state's dire need for teachers and other educators workforce in Phoenix or Maricopa County and various rural areas.

Ms. Bueno added that November 17th through the 23rd is National Apprenticeship Week, which the Governor's Office will also proclaim Arizona Apprenticeship Week. If programs and Western Apprenticeship Coordinators Association members have any events they would like recognized, they should submit them on the Apprenticeship.gov website.

US DOL Multi-Navigator Report

Ms. Corinna Pereira shared a few updates from the Office of Apprenticeship, such as:

- Location of Bulletins and Circulars and how to sign up for updates
- National Apprenticeship Week 2024 marks its 10th anniversary of National Apprenticeship Week and encourages programs that have events to put them into the events calendar on Apprenticeship.gov.
- Availability of Registration agency training modules on the Registered Apprenticeship Academy on Apprenticeship.gov

Ms. Bueno asked Ms. Pereira if there had been any updates on the Notice of Proposed Rulemaking (NPRM). Ms. Corinna confirmed that the DOL ETA Office of Apprenticeship has reviewed over 20,000 comments on the NPRM, and everyone will be notified via Circular before its implementation. There was no timeline provided regarding this.

Council Members Report

Ms. Jill Smith (Careers through Culinary Arts Program): The program recently added Xanterra at the Grand Canyon to its employer partners, and more than half of the new apprentices are from the Navajo Nation.

Mr. Michael Malloy (Arizona Pipe Trades): The program currently has 1,246 registered apprentices and is targeting 1,500 apprentices by next year. It is outgrowing its existing campus and is exploring expansion. It is presently doing Hybrid RTI training and looking to hold classes in Fall 2025 at the new facility.

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

Mr. Mike Greenawalt (Rosendin Electric): Rosendin has about 250 apprentices in the Phoenix market area. The company is growing and has many good job opportunities.

Call To The Public

Mr. Anthony asked the public for any comments.

Next Meeting

The next meeting will be on January 8, 2025. The meeting will be in a Hybrid 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, 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.