

Arizona Apprenticeship Advisory Committee (AAAC)

Public Meeting

Wednesday, October 11, 2023

8:00 am

Meeting Minutes

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. Karen King (Training Director, Tucson Electrical JATC)

Ms. Katie Chapman (Salt River Project)

Ms. Linda Vedo (Central Arizona Project Apprenticeship Coordinator)

Mr. Frank Grijalva (International Brotherhood of Electrical Workers)

COMMITTEE MEMBERS ABSENT

Ms. Denise Kingman (Pima Community College)

Ms. Melissa Huffman (City of Phoenix)

Mr. Paul Cozza (TechOne IT)

Vacancy (Arizona Industrial Commission)

Vacancy (Business & Industry)

STAFF PRESENT for Department of Economic Security/Registration Agency

Joann Bueno, Arizona Apprenticeship Office (Interim State Apprenticeship Director)

Brynn Gieron, Arizona Apprenticeship Office (Apprenticeship Compliance Specialist)

Robert Demeter, Arizona Apprenticeship Office (Apprenticeship and Training Representative)

Ms. Corinna Pereira (Multi-State Navigator DOL – invited by Staff)

CALL TO ORDER

Mr. Anthony called the meeting to order at 8:04 a.m.

WELCOME AND INTRODUCTIONS

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

ACCEPTANCE OF JULY 12, 2023 MINUTES

Mr. Anthony requested a motion to accept the AAAC meeting minutes of July 12, 2023. A motion was moved by Ms. King and seconded by Ms. Chapman. The motion to accept minutes was unanimously approved by those present as submitted.

NEW BUSINESS

DES APPRENTICESHIP STAFF UPDATE

Ms. Joann Bueno provided an update on the changes with the Arizona Apprenticeship Office (AAO) staff. Ms. Bueno has been assigned to be the Interim State Apprenticeship Director until the position is filled appropriately following state protocols.

The Arizona Apprenticeship Office has recently undergone some reorganization along with the entire Employer Engagement Administration (EEA), now known as "Workforce Solutions Administration (WSA)". This reorganization has impacted the apprenticeship team in that it will be structured in the following manner:

Administrator- To be determined

Deputy Administrator– Jelensky Irons

Project Manager - Brent Maloney

State Apprenticeship Director (Joann Bueno, currently serving as Interim State Apprenticeship Director)

Apprenticeship Compliance Specialist – Brynn Gieron

Apprenticeship and Training Representatives (ATR) - Robert Demeter and Gina Revere (with four (4) new positions being opened for recruitment soon)

All the new members of the team have only joined the AAO early this year. With posting for recruitment for of the new positions, it is expected that Registered Apprenticeships will continue to grow, expand, and thrive in Arizona.

UPDATES TO OPEN MEETING LAWS - SENATE BILL 1270

Ms. Bueno shared some recent changes to the Open Meeting Law through the passing of Senate Bill 1270. The impact on this committee will be minimal as attendance has still been done virtually. For any committee meetings that are being conducted in person, the changes require that there is appropriate dissemination of information, and enough seating and room for the public who wish to attend.

BUILD IT ARIZONA

Ms. Bueno shared the press release issued by the Governor's office in late August called the Build It Arizona Initiative which endeavors to double registered apprentices in construction and trades by 2026. To achieve this, the Governor has appointed the Office of Economic Opportunity, led by Stacy Faulkner and Director Carlos Contreras, to collaborate with various industry, education and workforce development teams to develop an action plan to achieve that goal with a deadline of November 4th to present those action plans. The activity that has taken place up to this point has resulted in various committees and five different work groups focusing on outreach policy, grants, pathways, and employer engagement.

OUTSTANDING APPRENTICESHIP PROGRAM AND CHUCK HUGGINS COMMUNITY SERVICE AWARDEES

Mr. Anthony explained that his program was one of the nominees for these awards, as a result, he would need to be recused from the meeting as voting and selection commences among the committee members. He named Ms. Karen King as the interim chair for the duration.

Ms. Bueno provided an overview of the nominations via email prior to the other Committee members for review. Ms. King noted that there was only one nomination for the Exemplary Program in Utilities: Arizona Public Service Transmission Distribution Operation Support Apprenticeship Program. Ms. Chapman, Ms. Furlong, Ms. Vedo, and Ms. Gutierrez unanimously agree with the nomination.

Ms. King opens the floor for deliberation regarding the Exemplary Program regarding Construction. The nominations included DP Electric, Phoenix Electrical JATC, and Sundt Construction. After discussing the community impact and support these nominees have contributed, and after a tally of votes, Phoenix Electrical JTAC was determined the winner of the award.

Ms. King moves on to introduce the nominees for the Chuck Huggins Community Service Award. Ms. Gutierrez motions to give the award to Careers in Culinary Arts Program (C-CAP)'s apprentice graduate, Alxs Galit. The other committee members agree unanimously. The selection of the awardees concluded, and Mr. Anthony was notified to rejoin the meeting.

OLD BUSINESS

RE-EVALUATION OF ARIZONA APPRENTICESHIP ADVISORY COMMITTEE (AAAC)

Mr. Anthony explained that after the discussions that had taken place in the last AAAC meeting, a letter had been drafted seeking reevaluation of the Committee's composition to be submitted to the Governor's Office for approval. Mr. Anthony deferred to Ms. Bueno to explain further.

Ms. Bueno continued the conversation and referenced the revised structure proposal letter. The proposal letter suggests reducing the AAAC from thirteen (13) members down to eleven (11), as follows: four (4) representatives from Business and Industry, four (4) representatives from Employee Organizations, one (1) representative from Workforce Development, one (1) representative from the Department of Education, and one (1) representative from the Community Colleges, all of whom shall have voting privileges. The two eliminated positions include ones from the Industrial Commission and the DOL Office of Apprenticeship.

Ms. Bueno opened the floor for discussion of the proposal letter and the makeup of the AAAC. Mr. Anthony asks committee members if they are comfortable with the language and changes contained within the proposal letter, as this issue will be called for an official vote in a future meeting. No objections are made. Mr. Anthony asks for a motion to send recommendations to the Governor's Office. Ms. Vedo motions with Ms. Furlong seconding the motion. Mr. Anthony asks if there is any opposition. Hearing none, the motion carries, and the matter is considered approved. Ms. Bueno received permission to move forward.

RENEWABLEWORKS and SOLAR ENERGY CONTRACTORS

Ms. Bueno introduces Renewable Works and relays that all applicable state and Registered Apprenticeship documents with the Renewable Works company have been submitted to the committee for review. Renewable Works is seeking approval for its program to be registered in Arizona. Ms. Bueno notes that a final determination is still needed from the Arizona Registrar of Contractors regarding the said company's licensing requirements. Ms. Bueno opens the floor for discussion.

Mr. Anthony notes that apprenticeship program registration considers conformance with state laws and regulations and therefore, recommends that approval for registration is pending until final determination regarding licensing has been identified by AZ ROC. Ms. Bueno confirms, and the matter will be revisited upon the final decision from the Registrar of Contractors. Ms. Bueno opens for any further comment or discussion and hearing none moves on to the next item on the agenda.

UPDATE ON STATE APPRENTICESHIP & EEO PLAN BASED ON CFR 29:30 AND CFR 29:29 PART A

Ms. Bueno updated the committee that the state rules and state plans are under revision to incorporate definitions pertaining to pre-apprenticeships and youth apprenticeships. This has arisen from the Build It Arizona initiative recently launched by Governor Hobbs through the Office of Economic Opportunity, being that one of the strategies includes the creation and expansion through pre-apprenticeships and youth apprenticeships. This

called for requiring more distinct parameters around those definitions.

Ms. Bueno further notes that while pre-apprenticeships are not registered with the state, they still need to follow the parameters set forth as is recommended in TEN 13-12. Mr. Anthony asks Ms. Bueno to distribute guidance to committee members for reference.

UPDATE ON GRANTS TEGL 15-19 & TEGL 17-18:

Ms. Bueno shared that there are currently two active grants. The first is State Apprenticeship Expansion grant which has been issued an extension and is anticipated to end on June 30, 2024. The remaining work on this grant is to complete the goal of improving data sharing and data integrity. No cost modifications were included with the extension.

The second grant is the State Apprenticeship Expansion Formula (SAEF) grant that has been awarded effective July 1, 2023. Arizona was awarded the base formula funding that has been allocated entirely to the expansion of the AAO, and in doing so, will enable them to do more outreach and contribute to more growth and expansion of Registered Apprenticeships throughout the state.

OUTSTANDING APPRENTICE AWARDS CEREMONY UPDATES

Ms. King informed the Committee that the gathering is at full capacity with 530 people confirming attendance with six diamond sponsors, seventeen platinum sponsors, four gold sponsors, and one silver sponsor, all helping to fund this dinner with an expectation for recognition of forty-three apprentices.

Ms. King shares the various speakers' and committee members' involvement regarding the ceremony and the expected recognition of Willie Higgins' Lifetime Achievement Award.

Ms. Gutierrez added that she has been receiving inquiries about hotel accommodations and the possible need for more. Ms. King assures that provisions can be made to add more rooms to the reservation block. Final preparations are discussed for the ceremony (i.e. acquiring the Governor's proclamation, printing, etc.) with a target completion in the week of November 9th. Acknowledgement and special thanks were given to Ms. King for her spearheading the organization of the ceremony as well as others like Linda Vedo, Jamie Carpenter and Melissa Huffman for their valuable assistance.

STATUS REPORT

CHAIRMAN'S REPORT:

Mr. Dennis Anthony shared with the Committee that he has been proactively working and planning with Ms. Bueno in meeting the needs of the state through Registered Apprenticeship and upholding the standards and quality of the program. Additionally, Mr. Anthony stated that he has been working closely with Joann in making sure that his program is in compliance with his state regulations and their collective bargaining agreement revisions.

Mr. Anthony also shared that they are anticipating acceptance of thirty new pre-apprentices: twenty-one linemen, seven substation electricians, and two poly-phase meter men, where they will hopefully graduate into the apprenticeship program.

APPRENTICESHIP ACTIVITY REPORT:

Ms. Joann Bueno: There are currently 6,152 active apprentice. Ms. Bueno proudly mentions that the participating members included in underrepresented populations show good participation with 2% from persons with

disabilities, 13% female participation , and 5.3% veteran participation across 259 programs.

Ms. Bueno shares that the AAO team is currently working on various initiatives to create and expand apprenticeships in non-traditional occupations. Such industries being focused on are in healthcare, semiconductors, advanced manufacturing and teacher apprenticeships, in addition to the growth being focused on for the construction and trade apprenticeships resulting from the Build It Arizona initiative.

Ms. Bueno concludes by letting everyone know that November 13-19th is National Apprenticeship Week and concurrently, the proclamation of Arizona Apprenticeship Week. The proclamation is currently out for signature at the Governor's Office with an anticipated release on November 6th.

Ms. Pereira (DOL Multi-State Navigator): Submitted and shared with the Committee her 4th Quarter Report for Region 6, which included information about the Good Jobs, Great Cities Initiative, partnered with the National League of Cities, the DOL and other Federal agencies, have selected sixteen cities throughout the United States. Tempe, AZ is one of the cities selected that are highly focused on apprenticeship, a key component for the program selection. It is hoped this will help lead employers to create new and and grow existing registered apprenticeship programs.

Ms. Pereira also added that after she shared her experience from the 2022 Outstanding Apprenticeship Awards Ceremony with others outside of Arizona, other states have also begun plans on having similar events. The State of Nevada has decided to begin recognizing its apprentices and outstanding programs with a similar ceremony.

Ms. Pereira also shares additional resources added on the Apprenticeship.gov website highlighting National Apprenticeship Week (NAW). Aside from state and city proclamations, various new templates for NAW proclamations have been added for use, namely for community colleges, educational institution leadership, and programs for justice-involved individuals, among others.

Ms. Pereira also shares that the White House and DOL Office of Apprenticeship launched the Advanced Manufacturing Apprenticeship Sprint on October 6th. This initiative aims to increase awareness and support for manufacturing apprenticeships throughout the country.

Ms. Pereira provided a recap of the nationwide convenings of state apprenticeship directors, the State Apprenticeship Leadership Meeting and NASTAD Conference, which both took place in September. Ms. Pereira gave recognition to Ms. Joann Bueno for leading many discussions, breakout groups, and information sessions at both meetings and outstandingly represented the State of Arizona.

Ms. Pereira also acknowledged receipt of requested training for the new AAO staff. Ms. Pereira assures the team and the Committee that support will be provided as soon as possible. In light of the recent extension to prevent government shutdown, the OA is operating on tight funds. Ms. Pereira is hopeful that when the new fiscal year budget has been approved, training of the AAO team can take place soon enough.

Ms. Pereira concludes with information on Bulletin 2023-124, which pertains to the solar industry, providing clarification to state apprenticeship agencies and other stakeholders on the use of solar jobs in apprenticeship. Ms. Pereira encourages a review of the bulletin's guidance on this industry.

COUNCIL MEMBERS REPORT

Ms. Linda Vedo (Central Arizona Project Apprenticeship Coordinator): Five apprentices currently. One was just completed on the 7th and will be recognized at the Outstanding Apprenticeship Awards. Ms. Vedo also shares that she will be coordinating with the AAO to discuss about pre-apprenticeships soon.

Ms. Karen King (Tucson Electrical JATC): Has 160 apprentices currently, and despite an initial slowdown, everyone is working and back to full employment.

Ms. Katie Chapman (Salt River Project): Currently at 144 apprentices and pre-apprentices and are looking at hiring another 45 this upcoming spring. SRP has just completed some trade Q&A sessions that have been open to the public. It was successful and therefore, another similar event is slated to be done during National Apprenticeship Week.

Ms. Chapman adds that their program is taking DEI very seriously is looking into putting on a boot camp to recruit more from underrepresented populations for their different trades, both traditional and non-traditional. There is also interest from employee resource groups, one of which is the Women's Interest Network, promoting female participation in trades, including apprenticeships.

Ms. Deb Furlong (City of Phoenix Workforce Development): expresses thanks to Ms. Bueno for her consistency and quick action during the transitions that have been occurring in the apprenticeship team and DES.

Ms. Furlong shares her experience in taking part at the recent healthcare accelerator through Maricopa County and talk about the expansion of healthcare apprenticeships.

Ms. Furlong adds that the City of Phoenix is going through their budget and have some recommendations for policies to take work-based learning funding and expanding On-the-Job Training (OJT) to prioritize support for apprenticeship. Additional funding was proposed to support that effort going into next year as well.

Ms. Furlong concludes with the addition that the City of Phoenix is doing a lot around National Apprenticeship Week. A proclamation to be issued by the mayor of the City of Phoenix is anticipated. Likewise, work with many education partners is ongoing to get many apprenticeship programs supported and registered.

Ms. Cindy Gutierrez (Arizona Department of Education Career and Technical Education): Currently working on rewriting the Federal Perkins grant that is due for reauthorization this year. The revision includes the Perkins plan will be submitted as a part of the Workforce Innovation and Opportunity Act (WIOA) State Plan. Ms. Gutierrez adds that there are four shared goals for both and this new direction has not been done before and therefore something very different from the unified plan prior. The WIOA plan will be sent for public comment in January.

Ms. Gutierrez also shares that the Superintendent of Public Instruction is holding a press conference regarding Career and Technical Education (CTE) and the formation of a new committee, the Arizona Education Economic Council. Everyone was encouraged to keep an eye out for the press release set to come out the following day.

Ms. Gutierrez adds that there is excitement about pre-apprenticeship opportunities. Career and Technical Education Districts (CTEDs) can do apprenticeships or partner with sponsors who have apprenticeships that give credit for learning in high school through CTE being applied towards that apprenticeship.

Ms. Gutierrez concludes by adding that the Arizona Department of Education is also working on creating an apprenticeship program for teachers. The Education Professions Program is planned to work as a kind of pre-apprenticeship into an apprenticeship program for teachers to create that career pathway.

Mr. Frank Grijalva (International Brotherhood of Electrical Workers): Shares that electrical apprenticeships are anticipated to need close to 1,000 apprentices by January. There is a concern about having enough journeymen to train the oncoming apprentices as the need is so great. The same can be said for outside construction as well. There are a lot of lineman occupations needing fulfillment between Arizona, California and New Mexico with

new projects involving windfarms.

CALL TO THE PUBLIC

Mr. Anthony asked the public for any comments.

Drew Fuhrmann (Renewable Works): Introduces colleagues from his company and thanks the Committee and the AAOD for the assistance in getting with the Arizona Registrar of Contractors to help get their company in compliance to help proceed with registration of their apprenticeship program. The feedback offered by the committee was much appreciated and valued. Mr. Fuhrmann informed the Committee that the scope document was submitted last week to Cynthia Casaus and is awaiting decision, with which they intend to comply by doing whatever is necessary to attain the appropriate licensing and continue the process of program registration in order.

Rachel Koch (Granite Construction): Raised a question about how to get involved with National Apprenticeship Week and the associated awards as affiliates that are new in their role and would like to be added to the program contact list to receive emails that update on these types of events. Ms. Bueno, on behalf of the AAO, offered to meet with to discuss and also added that the resources she required can be found on the Apprenticeship.gov website as well.

Ms. Koch also asked a question about hosting apprenticeships in Arizona for the RTI for other states. Ms. Bueno stated that due to Open Meeting Law provisions, this topic could not be discussed as it was not on the agenda, however, the AAO would be glad to discuss the topic outside of this meeting.

NEXT MEETING

The possibility of a hybrid format for upcoming meetings was opened for discussion. Several Committee members expressed their preference for a hybrid format as well. Ms. Bueno shares that finding a conducive venue, following recent Open Meeting Law provisions and while also facilitating a virtual option, might be a challenge. Once an in-person venue is determined with virtual meeting capabilities and plans are solidified, upcoming meetings will remain purely virtual.

The next meeting will be on January 10, 2024, in the same format (Virtual). 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 (January, April, June, and October) from 8 am – 10 am.

ADJOURNMENT

Mr. Anthony adjourned the meeting at 9:36 am.