

Arizona Apprenticeship Advisory Committee (AAAC)

Phoenix Electrical JATC
1520 E. Indianola Ave.
Phoenix, AZ 85007

Public Meeting

Tuesday, April 2, 2019
12:30pm

Meeting Minutes

(Draft manuscript. Subject to approval at the next meeting.)

Committee Members Present

Mr. Dennis Anthony, Chairman (Arizona Public Service)
Mr. James Jones (Maricopa Community Colleges) Phone in
Ms. Victoria Kamm (Arizona Industrial Commission)
Ms. Karen King (Tucson Electrical Apprenticeship) Phone in
Ms. Linda Vedo (Central Arizona Project)
Ms. Lisa Pritchard (Arizona Masonry Contractors)
Ms. Cindy Gutierrez (Department of Education, CTE)
Mr. Frank Grijalva (International Brotherhood of Electrical Workers - IBEW International) Phone in

COMMITTEE MEMBERS ABSENT

Ms. Stacey Faulkner (Workforce Development Organization)
Ms. Colleen Henry (U.S. Department of Labor, Office of Apprenticeship)
Mr. Charles Hankins (Palo Verde Nuclear Generating Station)
Business & Industry - Vacant
Employee Organizations - Vacant

STAFF PRESENT

Willie Higgins, Arizona Apprenticeship Office (Department of Economic Security)
Cheri Czerwinski, Arizona Apprenticeship Office (Department of Economic Security)

CALL TO ORDER

Chairman Mr. Dennis Anthony called the meeting to order at 12:36 P.M.

WELCOME AND INTRODUCTIONS

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

ACCEPTANCE OF January 8, 2019 MINUTES

Chairman Mr. Dennis Anthony requested a motion to accept the AAAC meeting minutes of January 8, 2019. Motion was moved by Ms. Kamm and seconded by Ms. Vedo. Ms. Kamm moved to amend the

motion by revising the previous minutes from, “the minimum wage in retail is \$8.00/hour, plus tips” to read, “For regularly tipped employees the minimum wage is \$8.00 per hour, plus tips.”

Motion to amend and accept minutes were approved.

NEW BUSINESS

- **Current vacancies on the board**

Mr. Higgins stated that since Mark Minter vacated the board, we have had no one for business and industry. Ms. Stacie Faulkner is resigning her position with Maricopa County, leaving another vacancy on the board. Mr. Higgins received a resignation from John Hansen, leaving three vacancies. Mr. Higgins stated he will begin the search to fill vacant positions before the next scheduled meeting in July.

- **Term limits of members**

Mr. Higgins mentioned there were members coming to term limits for serving on the committee and they will be asked if they would like to serve for another term. If they accept, a letter will be drafted and mailed to the members detailing their term limit.

- **Outreach in non-traditional industries**

Mr. Higgins discussed the DES apprenticeship team targeting new industries in non-traditional occupations, such as Certified Nursing Assistant, medical coding, landscaping, insurance, barbers, funeral directors, and water treatment, in addition to recruiting and adding more females to all industries.

The Apprenticeship Office has been working with Ms. Gutierrez at the Department of Education on CTE programs and pre-apprenticeship. Ms. Kamm stated that there has not been much progress towards establishing programs for vet techs or anesthesiologists, although there are CTED programs available in these fields.

OLD BUSINESS

- **Working on procedural manual for annual apprentice awards ceremony**

Chairman Anthony proposed instead of Bios required the manual should list roles, not names, except for keynote speakers and chairs. Mr. Anthony stated he will send a draft to the committee and review it at the next scheduled meeting of the AAAC.

- **Update on EEO Plan for CFR 29:29 and 29:30**

Mr. Willie Higgins stated we are still waiting on both to be implemented into state plan but is unsure of the timeline. Three states have already been approved by the USDOL.

- **Plans for new industries participating in Outstanding Apprentice Awards Ceremony**

Mr. Higgins discussed several new industries that may be participating in the Outstanding Apprentice Awards Ceremony, such as health care and service. Chairman Anthony asked if any apprentices could be nominated for the award before they passed their licensing exam,

such as barbers. It was decided by the committee that criteria would be drafted up stating “Must pass state licensing exam,” and the criteria would be that the apprentice must be nominated by the program, complete program, and complete licensure by time of nomination. Mr. Higgins will work on drafting up the criteria in time for the 2020 ceremony. The committee also agreed to invite some of these non-traditional programs to the outstanding awards ceremony this year, even if they won’t have apprentices completed yet.

STATUS REPORT

Chairman’s Report:

Chairman Mr. Dennis Anthony reported for Arizona Public Service that there are currently 78 apprentices and 18 pre-apprentices enrolled in the APS apprenticeship program and training. They recently graduated lineman substation electricians and are testing and interviewing tomorrow for 22 new apprentices-14 linemen, 6 substation, and 2 polyphase metermen. Chairman Anthony stated he also has out of town candidates who will complete the written testing and then perform the hands on portion of the test. APS will be hosting the Electrical Training Alliance in Phoenix next week with 18 lineman instructors and program directors from all over the US to work on the curriculum.

Chairman Anthony asked if the Apprenticeship Office can break down the total apprentice numbers by minority groups and compare that with the demographic of the State. He feels that this can help increase diversity recruitment, as he is having difficulty recruiting African Americans and Asian/Pacific Islanders, despite offering scholarships and targeting multiple community based organizations in their outreach efforts.

APPRENTICESHIP ACTIVITY REPORT:

Department of Economic Security Apprenticeship Staff reported there are currently 167 programs and 4,340 apprentices. The number for Veterans is at 8.7% and Females at 6.9%. EEO goal is 7% for female apprentices. They have increased their goal of females to 10%. Five new programs were created for March, including barbers, master craftsman mechanic, and trucking. They are currently working with a tiling contractor and the Ceramic Tiling Association, the Wall and Ceiling Association, Auto Detailing Association, Katerra Inc., and the landscaping association.

COUNCIL MEMBER REPORT

Mr. Frank Grijalva (International Brotherhood of Electrical Workers - IBEW International) reported struggling to get qualified people, so they are looking at other ways to recruit, as a lot of new data centers are opening in Phoenix that require Electricians.

Ms. Karen King (Tucson Electrical Apprenticeship) – Currently have 123 apprentices; recently hired 18. They will be interviewing in June; 15 graduating 4/15. They recently had an instructor nominated and received an award to be given in Washington DC. Space is becoming an issue.

Mr. James Jones (Maricopa Community College) – Currently building a website for work-based learning resources for campuses and centralizing those resources for campuses with information.

Ms. Linda Vedo (Central Arizona Project) – Currently have 7 apprentices. Two new hires coming soon; interviewing 4/11

Ms. Victoria Kamm (Arizona Industrial Commission) – Still trying to get veterinary community; slammed with minimum wage cases and educating employers.

Ms. Cindy Gutierrez (Department of Education, CTE) - Working on a guide for high school pre-apprenticeships helping bridge gap from high school to the working world. In February, they did a presentation on work-based learning with CTE directors on pre-apprenticeship and apprenticeship. The INVEST program credential was recently approved by State Board of Education and counts as a letter grade for high school students. They recently held a competition for non-traditional occupations for females, and a female took 1st place in welding, and one took 3rd place for masonry both were awarded scholarships. There are 27,000 students taking their Arizona state CTE test to finish out their program. Schools are able to receive money from governor for each student who completes a CTE program.

Ms. Lisa Pritchard (Arizona Masonry Contractors) – A few under 70 apprentices in the program; space is becoming an issue. Recently met with West-MEC for a year-long masonry pre-apprenticeship program and hired our first female apprentice.

CALL TO THE PUBLIC

No comments or reports.

NEXT MEETING

Next meeting will be on July 2019 and the location TBD.

ADJOURNMENT

Motion to close was made by Ms. Vedo and seconded by Ms. Gutierrez. Meeting adjourned at 2:05 P.M.