

State Apprenticeship Advisory Council (SAAC) Meeting Minutes

February 9, 2022, at 1:30 pm (Eastern Standard Time)

Lively Technical College

Tallahassee, Florida

Meeting was called to order by chairperson-designee, Kathleen Taylor, Bureau Chief, Division of Career and Adult Education, Florida Department of Education (FDOE). The Council Members and attendees were welcomed, the Pledge of Allegiance was recited, and roll call was taken. Present at the meeting were Kathleen Taylor, Kathryn Wheeler (FDOE), and virtually present were SAAC members Eric Kennedy, James Nolan, Ruth Tirado and Timothy Hinson. Ms. Taylor acknowledged a quorum was not present and therefore no action items were being presented to the Council.

Ms. Taylor introduced the new state apprenticeship director, Ms. Kathryn Wheeler. Ms. Wheeler shared her background and delivered opening remarks.

The Council Round Table commenced for opening remarks from Council members. Member Kennedy welcomed Kathryn Wheeler and asked for an update as to the number of current apprenticeship occupations with active apprenticeship programs in the state. Ms. Taylor clarified that request would be covered during state apprenticeship report. Member Hinson welcomed Kathryn Wheeler and inquired of the timeline for the Governor's appointments office to appoint new Council members. Member Hinson also expressed the need to continue to convene the Council twice annually with virtual options made available for those unable to attend in person. Member Kennedy concurred. Member Ruth Tirado welcomed Kathryn Wheeler and thanked everyone for all the work they have done at the FDOE to advance the registered apprenticeship model.

The Legislative and State Agency Report was delivered by Ms. Taylor which included the following highlights:

- Governor's budget includes \$15 million for Pathways to Career Opportunities. New rule for this grant opportunity is in development
- House Bill 1507 requires new apprenticeship accountability report on completion, placement and wage progression
- House Bill 1447 has been filed regarding Apprenticeship Tax Credit
- Senate Bill 612 has been filed regarding Apprenticeship Contracts
- Senate Bill 1512 has been filed regarding Summer Youth Service Learning Program
- Florida was awarded the Apprenticeship State Expansion (USDOL) \$3 million grant for the period July 1, 2019 – June 30, 2022, to expand the number of apprentices served; support and encourage diversification of apprentices and industry sectors.
- Florida was awarded the Building State Capacity to Expand Apprenticeship through Innovation Grant (USDOL) for \$450,000 for the period July 1, 2020 – June 30, 2023, to

- expand the national Registered Apprenticeship system by funding baseline activities that improve States' ability to serve, improve, and strategically scale apprenticeship
- Florida's Perkins V Plan – beginning in the 2020-2021 program year, registered apprenticeship and pre-apprenticeship related technical instruction may be included as an eligible Perkins fundable program.

The Pathways to Career Opportunities Grant Program (PCOG) report was delivered by Mr. Charles Feehrer, PCOG administrator. Mr. Feehrer provided an overview and update of the following:

- Executive Order 19-31, to begin the process of making Florida the number one state in the nation for workforce education by 2030 as well as ensuring that Florida students are equipped with the necessary knowledge and skills to fill the high-demand, high-wage jobs of today and tomorrow.
- PCOG aims to create an alternative pathway to an in-demand, high paying apprenticeship or preapprenticeship training program outside of the traditional four-year college degree path.
- Several in-demand occupations need well trained highly skilled and dependable employees. Healthcare: Nursing. Information Technology: Cyber Security. Construction Trades: HVAC/R and Solar Power
- Forty-six agencies received PCOG funding in 2019-2020. A total of 9.3 million was awarded to the 46 agencies to start or expand an apprenticeship and/or preapprenticeship program.
- Top three career clusters represented were Architecture and Construction with 28, Manufacturing with nine, and Health Science with four.
- Enrollment in the 2019-2020 PCOG program was in excess of 1,270 registered apprentices and pre-apprentices.
- Over 160 apprentices and preapprentices graduated from their program in the first year of the PCOG program (only programs ending between six months and one year were counted).
- Forty-nine agencies received PCOG funding in 2020-2021. The top three career clusters for this grant year were Architecture and Construction (29), Information Technology (5) and a three-way tie with Transportation, Distribution, and Logistics, Manufacturing and Health Science (4)
- PCOG 2020-2021 added 10 new apprenticeship programs, 17 expansion apprenticeship programs, nine new preapprenticeship programs and 12 expansion preapprenticeship programs. Over 1400 apprentices and preapprentices have enrolled/registered in the 2020-2021 program year.

Ms. Susan Bosse presented: *CareerSource Florida Network: Resources for Successful Apprenticeships*

She explained CareerSource's goal is to increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivities and competitiveness. Additional highlights included:

- Network of 24 locations throughout the state

- Looking to attract, grow and sharpen talent in the state
- Shared employer resources and business toolkit

Ms. Susan Biszewski-Eber, Statewide Apprenticeship Outreach Specialist, spoke about Building Pathways to Opportunity. Her presentation included the following highlights:

- Educate employers of all sectors and industries, educational institutions, workforce boards and communities to create awareness, connect stakeholders, increase registered apprenticeship programs and strengthen workforce pipelines
- Educating through social media: LinkedIn, Twitter, Blogs, Articles, Interviews
- Overview of her outreach to date which has included 200+ one on ones with employers, 15+ one on ones with Florida colleges, district technical colleges and other related technical instructor providers, 20+ one on ones with local workforce boards, five Society of Human Resource Chapter keynote presentations, four accelerators, two Chamber of Commerce, two economic development councils, three cities/municipalities, National Apprenticeship week 2021 presentations, Vision 2022 and increased social media presence.

Ms. Taylor introduced the field-based apprenticeship training representatives, who delivered their regional reports in the following order:

- Region 3: Bill Lauver
- Region 1 & 2: Daisy Gray
- Region 4 & 7: Steve Seville
- Region 5: Steve Lindas
- Region 6: Anne Everly
- Region 8: Valvery Hillsman
- Region 9: Lorena Vasquez

Ms. Colleen Englert from Florida Ready to Work delivered a presentation on the free resources available to apprenticeship sponsors and participating employers. Her presentation included the following highlights:

- State sponsored online career readiness training and credentialing solution. State funded, no direct cost to implementation partners, employers or students/jobseekers – it's free
- Targets are the essential soft skills and foundational employability skills most in-demand and necessary to take the next step toward apprenticeship, technical training/certification, and employment across industry sectors
- Results in two stackable state-sponsored credentials
- Delivered online in partnership with high schools, state colleges, technical colleges, workforce system and directly by employers
- More than 80 percent of Florida business leaders, across industry sectors emphasized the importance of employability skills
- Those foundational employability skills are Work Ready Math, Work Ready Reading, and Work Ready Data

- Apprenticeship Advantage: a tool to evaluate jobseeker readiness for apprenticeship; foundational skill training/remediation for those needing to boost literacy skills, maximize apprenticeship completion and return on investment.
- Easy to implement. One-hour virtual training session. Step-by-step implementation planning and coaching – virtual and onsite.

Ms. Taylor opened the meeting for public comments.

- One meeting attendee expressed the need for construction administrative training is needed.
- A number of attendees expressed gratitude for what the Council does and for hosting the meeting.

The meeting was adjourned at 4:30.