

CALIFORNIA APPRENTICESHIP COUNCIL

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CALIFORNIA APPRENTICESHIP COUNCIL 2021 SECOND QUARTERLY MEETING

Minutes

Thursday, April 29, 2021

9:07 A.M.

I. CONVENE QUARTERLY CAC MEETING

A. The meeting started with the Pledge of Allegiance

B. Roll Call

- DAS Chief Eric Rood called the Roll.
- Present: Chip Martin, Jack Buckhorn, Richard Harris, Frank Quintero, Larry Hopkins, Louis Ontiveros, Yvonne de la Peña, Chris Christophersen, Paul Von Berg, Frank Schetter, Scott Gordon, Derrick Kualapai, Jim Hussey and Nick Esquivel
- Absent: Susan Anderson, Kaitlin Conrad, Nick Esquivel, Sheneui Weber, Katy Haggen and Dick Zampa

C. Executive Session

- No executive session was held during the quarter.

D. Approval of minutes of previous meeting

A motion and a second for approval of the February 4, 2021 meeting minutes. All approved. The motion carried.

E. Announcements

- DAS Eric Rood stated there were five commissioners that were reappointed through the year January 15, 2025. Those commissioners are Frank J. Quintero, Chip Martin, Scott Gordon and Larry Hopkins.

F. Communications

- DAS Chief Rood introduced Esther Gamberutti Editor of the DAS E-Newsletter. Discussed the success of the e-newsletter. She stated that the new issue will be sent out soon. She stated that the newsletter is usually

sent out the week of the quarterly CAC. She advised the apprenticeship community on how to subscribe to the e-newsletter. Stated that testimonials would be great to add to the newsletter. Esther stated any ideas to make the newsletter more interesting. Esther Gamberutti encouraged all members of the apprenticeship community to send in articles for the newsletter. She asked for article suggestions, testimonials, and graduations. She asked everyone to please send in what their program is currently doing in your area. She stated to please email her at egamberutti@dir.ca.gov with your ideas and suggestions.

- A suggestion was to coordinate with the CCA and possibly offer an incentive or drawing to receive a free registration to the next conference from opening the E-newsletter. This suggestion will be given to the CCA subcommittee.
- Chief Rood stated that committee assignments of commissioners will be reviewed.
- Chief Rood stated that we have three commissioner vacancies currently opened.

- OE3 Correspondence

Referred to the Standards, Rules, Regulations & Operating Procedures Committee

II. BUSINESS SESSION

A. Legal Matters - Deputy Attorney General Hutchison Meltzer/ Andrea Schoor

- Andrea Schoor stated that there are no legal matter to report at this time.

B. Apprenticeship Complaint Findings / Decisions by the Administrator of Apprenticeship

- None

C. Notice of Appeals during the Quarter

- None

D. CAC Appeal Panel Decisions

E. Chief's Report – DAS Chief Eric Rood

Chief Eric Rood gave a brief report. Please see the report posted on the DAS website attached.

Questions and Comments were made from the apprenticeship community.

Chief Eric Rood discussed the Governor’s budget for 2021-22, which proposes to consolidate state workforce programs under a new Department of Better Jobs and Higher Wages. Specifically, the Governor proposes to consolidate employment, training, and data collection services currently conducted at various entities—workforce services at the Employment Development Department (EDD), workforce training at the California Workforce Development Board, apprenticeship programs at the Division of Apprenticeship Standards within the Department of Industrial Relations, and employer-sponsored training programs at the Employment Training Panel. Currently, these entities all reside within the state’s Labor and Workforce Development Agency, which integrates policy to align the state’s workforce programs.

III. EDUCATION AGENCIES REPORT

Sheneui Weber, Vice Chancellor of Workforce and Economic Development at the California Community Colleges Chancellor’s Office

Sheneui gave a brief report.

She states that Nick Esquivel is out on leave currently. Javier Romero has left the Chancellor’s Office and is now working for the Labor Agency. She stated that there is an Interim Dean, Workforce and Economic Development Jeff Spano.

She also introduced Kirandeep Johl -Program Analyst for the Workforce and Economic Development.

We will be putting out major request for proposals from the California apprenticeship initiative. She stated that they have been working with the labor agency and putting up putting together sort of a complementary request for proposal for creating more High Rail Training partnership in industries that do not normally looked at developing apprenticeship programs. We will be focusing on creating partnerships with apprenticeship programs that incorporates a High Rail Training partnership element.

She stated they are looking at a May release. The High Road Training Partnerships (HRTP) initiative is a \$10M demonstration project designed to model partnership strategies for the state. Ranging from transportation to health care to hospitality, the HRTP model embodies the sector approach championed by the Board — industry partnerships that deliver equity, sustainability, and job quality. Along with these program investments, the Board is producing a body of policy and principle to guide related undertakings across the workforce system. Indeed, the initiative was designed as a campaign — to advance a field of practice that simultaneously addresses urgent questions of income inequality, economic competitiveness, and climate change through regional skills strategies designed to support economically and environmentally resilient communities across the state. The industry-based, worker-focused training partnerships build skills for California’s “high road” employers — firms that compete based on quality of product and service achieved through innovation and investment in human

capital, and can thus generate family-supporting jobs where workers have agency and voice.

She stated that a California Apprenticeship Initiative (CAI) Pre-Apprenticeship and Apprenticeship Grant Program Request for Applications (RFA) is currently planned for release

She stated that they will also be putting out a combined partnership and pre-apprenticeship request for proposal it should be a significant RFA to the community so that should be coming out before the end of June. She stated those are the two major activities that we will be conducting from the California apprenticeship initiative.

She stated that we are also looking add a potential of developing some earn and learn programs through a budget line item that is propose in governors January budget. She discussed the 20 million workplace learning a program and that is not a new item. I believe it was in the budget last year prior to the pandemic hitting.

A Questions from the apprenticeship community asking for the contact information for the apprenticeship team at the Chancellor's Office relating to RSI.

It was stated that you could direct questions to Kiran Johl at kjohl@cccoco.edu and Jeff Spano at jspano@cccoco.edu

The business session was continued below:

G. Old Business

- Faizah Dean Request for Review of complaint.
 - Eric Rood stated that Ms. Dean was able to meet with the legal counsel and provide documents. The attorneys were able to do some legal review and the recommendation is that there is no statue or ability for us to receive this appeal. In addition, it was stated that DAS and the council lack statutory authority to do so. The recommendation is that the CAC not reopen this file, based on the fact that we do not have the legal authority to do so.
 - Ms. Dean was given an opportunity to address the CAC Council regarding her case. She stated that she was trying to reopen her case on facts that were not originally provided or considered.
 - A motion was made and seconded to not reopen this file as advised by legal counsel. A roll call vote was made. A unanimous vote was given.

H. New Business

- Rulemaking Proposed Changes to Title 8, Chapter 230.2, Subchapter 1, article 10 Section 230.2 Payment of Apprenticeship Training Contributions to the Council.

There was a slight typo that was corrected by Ken Lau.

A motion was made and seconded that we accept the Rulemaking Proposed Changes to Title 8, Chapter 230.2, Subchapter 1, article 10 Section 230.2 Payment of Apprenticeship Training Contributions to the Council. . All approved. The motion carried.

IV. FORUM

No Forum Speaker was scheduled.

V. CAC STANDING COMMITTEE REPORTS

- A. CAC/CCA Liaison Committee – Report from April 28, 2021–
CCA Chairperson Alex Beltran

Jack Buckhorn discussed conference dates moved to May 3-6, 2022. Which gives us a year of planning this event. Alex reached out to Monterey Bay Aquarium we currently have it booked May 4, 2022. Hall of Fame dinner will take place on May 5, 2022. The hotel room block is booked for May 3-6, 2022 at the Hilton Garden Inn Monterey.

- B. Forums – Report from April 28, 2021–
Chairperson Paul Von Berg

Meeting was held and previous minutes were not approved. There was not a quorum for this subcommittee. DAS Chief Eric Rood gave an update regarding reappointments of CAC commissioners. He stated that currently the Governor has reappointed five commissioner and we currently have three vacancies that need to be filled. DAS Chief Eric Rood discussed the new agency that is being developed Department of Better Jobs and Higher Wages at today's meeting as requested and stated that additional information will be coming out regarding the progress of this new department and he will continue to keep the council updated.

- C. Legislative- Report from Report from April 28, 2021–Chairperson Yvonne de la Peña

Yvonne de la Peña chaired the meeting. Meeting called to order. Minutes were approved. Yvonne stated that there was no budget updates at this time due to us waiting for the May revise.

Yvonne stated that the IACA/CAC Bills of Interest and also the Governor's Budget for Apprenticeship was reviewed.

D. Standards, Rules, Regulations & Operating Procedures Committee – Report from March 3, April 7, 28th Meetings Chairperson Louis Ontiveros

Chair Louis Ontiveros called the meeting to order. A motion and a second were made to approve the pervious minutes.

Commissioner Ontiveros gave a recap of what has been taking place with the subcommittee over the last month. He stated that on the March 3rd meeting, we broke apart the tasks into smaller sections. We had initial discusses on all of these items. In reference to the CalPlan AB2358 and suggested changes to 230.1. At the April 7 meeting, we discussed the formulated language for AB2358 Contractor Annual Notice Requirements, what the notice would include and 230.1 Request for Apprentices DAS 142

At the April 28 meeting, we finalized the section in AB2358 Contractor Annual Notice Requirements. Reviewed the two sample notice documents, which will be posted on the DAS Sponsor pages. These samples will be available for committees to use.

230.1 Request for Apprentices DAS 142. After a lively discussion, we reviewed and approved the language to be submitted to the full California Apprenticeship Council (CAC).

CalPlan amendment adopting Federal Regulations for Equal Opportunity in Apprenticeship with the inclusion / addition of the more specific categories protected under the California Fair Employment and Housing Act.

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After discussion between the commissioners and the apprenticeship community, we finalized the section in AB2358 / CalPlan (29CFR30.3) Outreach Recruitment, Orientation and Periodic information sessions, Enforcement Actions

Discussed CalPlan revision and decided to see if it can be incorporated in rule making and review after AB23458 language has been discussed.

Discussed how much orientation could be required for an apprentice to attend before an apprentice can go to work.

The committee members agreed that the next meeting is Wednesday May 5, 2021 at 9 a.m.

VI. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES

A. Division of Labor Standards Enforcement (DLSE) Public Works Unit

- Mr. Roman gave a brief report. He stated that they have scheduled 13 events and have conducted 2 outreach events so far. Due to Covid-19,

they made adjustments by using WebEx and zoom. Using this platform allowed more participations and people from anywhere to join the meeting. He stated that you can sign up for these events online and they are all free. Normal meeting times for these events are 9am-1pm.

- It was reported for the fiscal year ending March 2021. DLSE was able to excess \$2.9 million in Penalties for apprenticeship violations \$1.5 million were collected, training funds assessed \$ 231,175 and we were able to collect near \$208,000.

B. U.S. Department Of Labor Employment and Training Administration Office of Apprenticeship (USDOL/ETA/OA) Doug Howell California State Director

- Doug Howell introduced himself and stated that he is the new California State Director and he has been working with OA since the year 2000. He started as an apprenticeship and training representative. He stated that he is excited to work with the CAC and to please feel free to reach out to him with any questions by sending an e-mail to howell.douglas@dol.gov
- The U.S. Department of Labor today announced the availability of approximately \$87.5 million for grants to expand Registered Apprenticeships across the nation, with up to \$40 million of those funds in grants awarded to states that implement required diversity, equity and inclusion efforts and demonstrate their commitment to adopt, expand and promote these efforts.
- States can apply for State Apprenticeship Expansion, Equity and Innovation Grants ranging from \$2 million to \$10 million based on state-specific capacity and needs. The grants will build on the Executive Order signed by President Biden on strengthening Registered Apprenticeship. States are our critical partners in expanding and modernizing Registered Apprenticeships while ensuring that these valuable opportunities are available to all Americans.
- The goal of the SAEEI grant program is provide states with the flexibility to meet specific industry needs and demands.
- A U.S. Senate committee on Wednesday approved President Joe Biden's nomination of Julie Su to be Deputy Secretary of Labor. She is currently the Secretary of the California Labor and Workforce Development Agency.

C. Tradeswomen Inc. Meg Vasey, Executive Director

- Meg gave a brief report. She stated that women in the trades is still above 3% but we have had a decrease over the last year. Partially this could be due to the Covid-19 pandemic.
- 6.8% to 7.1% increase in participation of women in apprenticeship.
- On the IACA side there was a similar decrease in number of women in apprenticeship.
- 68% of the IACA women are in the services sector.
- North Bay TIP will start there next class with 7 women out of 15. We have helped them with their recruitment.
- We have launched a new website about a year ago. Please refer to it for resources and tools. The website is getting over 500 views per week.
- It was stated that Tradeswomen Inc. has a new website that is getting about 5k views per week.

The public made comments.

D. Women in Non-Traditional Employment (W.I.N.T.E.R)

Nettie Dokes, Pre-Apprenticeship Instructor

- W.I.N.T.E.R has just completed a Covid-19 compliant class and graduated them in January our 2nd class was completed March 17th, We are currently training our 3rd class. Our placement rate is 73% currently. Our retention rate is currently 96%. We have reduced our class size in order to maintain social distancing during Covid-19.

E. California Association for the Advancement of Apprenticeship Training (CAAAT) Tracey Barrett, President

A written report was provided to the commissioners and a summary of the report to the apprenticeship community was given. It was stated:

Associated Builders and Contractors – Northern California Chapter (ABC NorCal)

- At a virtual graduation ceremony Friday, March 26, 70 diverse apprentice graduates from all over Northern California became California's newest skilled and trained workforce. Three of the graduating apprentices were singled out for special commendation such as Apprentices of the Year and Outstanding Performance Awards. In addition, 4 existing apprentices were recognized as 2020 Apprentice of the Year in their respective trades. Honoring the graduates were Senator Steven M. Glazer (D-7) Orinda, Assemblyman Jordan Cunningham (D-35) San Luis Obispo, Supervisor Rich Desmond (D-3) Sacramento County, Supervisor

Robert Rickman (D-5) San Joaquin County, Mayor Jerry Dyer City of Fresno, Eric Rood, Chief Division of Apprenticeship Standards (DAS) and DAS Consultant Hershel Baser, Carolyn Siegfried, Pedrozzi Foundation Executive Director, and ABC NorCal volunteer leaders.

- ABC NorCal Instructors have completed the finish installation of all the smartboards in each of the classrooms. The team also underwent trainings for the boards. The training, conducted by Smarttech, was an excellent introduction to the potential of this amazing piece of technology. Smarttech provided ABC NorCal with a recording of the training as well as links to short videos relating to each feature. This would dramatically improve the quality of our virtual classes which has everyone on the ABC NorCal team extremely excited about!
- ABC NorCal recently hired additional instructors to assist with the increased demand of apprenticeship classes and the growth of the programs. The instructors have completed their ICTP training and are officially NCCER certified to teach the curriculum. The feedback from the students on the new instructors has been highly positive and everyone is thrilled to have them as part of the ABC NorCal family.

Associated Builders and Contractors - San Diego Chapter (ABC San Diego)

- In March and April ABCSD continued working on outreach through virtual platforms. We were able to present our program information and career options pathway to various high schools, post-secondary schools, larger groups for school districts, and in workshops with smaller groups of students.
- We attended a virtual job and internship fair that was presented by San Diego Community College District and the San Diego Workforce Partnership. Our virtual booth was set up using a platform called Remo, which allowed us to provide information to those that entered our “round table”.
- ABCSD will be recognizing one hundred fourteen graduates for their achievements at our 2021 Annual Graduation ceremony in June. We are so proud of all our graduates!

Associated Builders and Contractors – Southern California Chapter (ABC SoCal)

- ABC SoCal is experiencing continued growth in student numbers.
- The chapter is preparing for the annual 27th Craft Championships competition on May 1, 2021.

- The Chapter is also preparing to secure a training facility in the Inland Empire to better serve our members and students in that area.

California American Fire Sprinkler Association (CAFSA)

- Thirty- Five CAFSA Apprentices will be competing for a chance to win an expense-paid trip to AFSA's 40th Anniversary Convention and Apprentice Competition September 2021 in San Antonio Texas.

Plumbing Heating Cooling Contractors of the Greater Sacramento Area (PHCC)

- The 4th year Plumbing students completed their apprenticeship on April 2nd and will participate in a virtual graduation ceremony to be held on June 3. PHCC GSA expects to be returning to in-person classes for the 2021/2022 school year. First year plumber apprenticeship classes are now forming and PHCC GSA accepts enrollments year-round.
- PHCC of California will be holding its annual PHCC WEST convention and business sessions virtually on April 27 & 29 and May 4 & 6.
- The HVACR apprenticeship Year One class completed on April 2. It is expected that HVACR instruction will return to in-person sessions for the 2021/2022 school year starting in August. HVAC/R classes are open for enrollment year-round. Milwaukee Tools donated hands-on tools and gear for both an instructional demonstration wall as well as the training lab.

Western Electrical Contractors Association (WECA)

- On March 10, 2021 as part of WECA's celebration of Women in Construction week, the first WECA Apprentice Women's Forum was held. The inaugural event, hosted virtually via Zoom, was attended by women apprentices from WECA's training facilities in California and Arizona, and even included a WECA Alumni Journey person (and valedictorian of her class!). Each attendee brought ideas to the forum, which included suggestions on places WECA could expand their recruiting efforts to, forming groups to connect more frequently, and starting a CODE of the day/week contest with each other.

- In March 2021 WECEF (WECA's Charitable Foundation) awarded 23 Apprentices and 10 Electrician Trainees with scholarships. The WECEF scholarship provides tuition assistance to students pursuing careers in the electrical and low voltage fields, and WECEF was gratified to award 33 scholarships this year.
- Also, in March 2021 WECA launched its new WECA Project Engineer to Project Manager (PE to PM) Program. Providing training in electrical concepts, code, and best practices for non-electrician construction professionals, WECA's PE to PM Program was designed and developed in close consultation with our contractors. It's designed to give construction professionals--including Project Engineers who have a background in construction but little or no electrician-specific training--the electrical fundamentals and crucial concepts they need to talk the talk and walk the walk on your projects.

F. California Apprenticeship Coordinators Association (CACA)
Lupe Corral, President

Lupe gave a brief report. Stated that they approved minutes during their meeting that was held this morning. Received regional reports. Discussed lots of construction going on in Southern California. No reports on graduation rates were given.

Spoke about the Title 24. The California's energy code is designed to reduce wasteful and unnecessary energy consumption in newly constructed and existing buildings. The California Energy Commission updates the Building Energy Efficiency Standards (Title 24, Parts 6 and 11) every three years by working with stakeholders in a public and transparent process.

Sacramento and South Bay had no report.

Stated that there are working with high schools to introduce young men and women to the trades. They have been receiving tons of emails regarding information and helping sponsor their own career fairs.

Discussions regarding safety and PPE. We have been working with CPWR

Mike Peterson stated that we have gone to a blended learning model. With video training and a limited amount of classroom experience.

Meg Vasey discussed hybrid presentations of programs and hands on and how that changed due to Covid. She asked to do a panel open

discussion on these issues from the point of view of apprenticeship coordinators.

Lupe stated that they went over their quarterly report regarding membership and active participation.

VII. ADJOURNMENT

The next CAC meeting will be July 28-29, 2021.