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**CALIFORNIA APPRENTICESHIP COUNCIL THIRD QUARTERLY MEETING  
MINUTES  
San Jose Airport Garden Hotel  
July 25, 2013**

**THURSDAY – July 25, 2013**

**I. CONVENE REGULAR QUARTERLY MEETING TO ORDER IN  
ORDER TO RECESS TO EXECUTIVE SESSION**

CAC Chairperson Paul Von Berg called the meeting to order at 9:05 a.m.

**A. Roll Call**

The following Commissioners were present: Paul Von Berg, Yvonne de la Pena, Jack Buckhorn, Richard Harris, Barbara Blake, Neil Struthers, Van Ton-Quinlivan, Carl Goff, Donna Bechthold, Anne Quick, Christine Baker, and Diane Ravnik

A quorum was present.

Members absent: Pat McGinn, Wayne Lindholm, Julia Dozier, Scott Gordon, Aram Hodess, and Les DenHerder

**B. CAC Chairperson Paul Von Berg announced that the meeting would recess to hold an Executive Session.**

**II. EXECUTIVE SESSION – Executive Boardroom**

The Council recessed to a closed executive session pursuant to Government Code §11123(q) to discuss litigation to which the Council is or may become a party.

1. Kern, Inyo & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic Kern, Inyo & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic Joint Apprenticeship and Training Committee v. California Apprenticeship Council, San Francisco County Superior Court Case No. CPF 11510995, filed January 12, 2012.

## Executive Session, July 25, 2013 (continued)

2. Southern California Cement Masons Joint Apprenticeship Committee, and San Diego County Cement Masons, Joint Apprenticeship Committee v. California Apprenticeship Council, Court of Appeal of the State of California, First Appellate District, Case No. A132892, filed July 28, 2011.

### **III. RECONVENE QUARTERLY CAC MEETING**

Before reconvening the meeting, Chairperson Paul Von Berg noted that since the roll call was taken before the executive session Commissioners Barbara Blake, Neil Struthers, and Van Ton-Quinlivan joined the meeting.

#### **A. Christine Baker**

Christine Baker, Director of the Department of Industrial Relations (DIR) reported that the department has been rebuilding the infrastructure of DLSE to ensure that businesses have an equal chance of success and that workers in the underground economy are brought forward and enforcement is set in place. Renee Bacchini is the head of the Labor Enforcement Task Force and is directing the agencies to target the departments' enforcement more effectively by using data and surveillance.

Ms. Baker further reported that the Workers' Compensation Reform was the department's biggest accomplishment. She reported that \$800 M was placed back into the workers' compensation system for benefits.

Jack Davis, Davis, Cowell & Bowe LLP asked if there is a link on the DIR website where one could find an outline/summary of the changes that have been made in the department. Ms. Baker took Mr. Davis' suggestion and will put together an outline.

#### **B. Pledge of Allegiance**

Commissioner Jack Buckhorn asked that the agenda be amended to include the pledge of allegiance. The amendment was noted.

Chairperson Paul Von Berg led the attendees and the council in the Pledge of Allegiance.

#### **C. BUSINESS SESSION**

##### *A. Legal Matters*

Deputy Attorney General, Lucy Wang gave the following report:

1. Kern, Inyo & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic Joint Apprenticeship and Training Committee v. California Apprenticeship Council, San Francisco County Superior Court Case No. CPF 11510995, filed January 12, 2011.

Lucy Wang, Deputy Attorney General reported that the Kern, Inyo & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic Joint Apprenticeship and Training Committee is referred to as the PHCC matter. This matter is currently going through the Court of Appeals. PHCC has filed

**THURSDAY – July 25, 2013 (continued)**

their appellant opening brief and the JATC have filed their response brief. Ms. Wang further reported that the council has an opportunity to file an amicus brief if it wishes to present the perspective of the council. She made a recommendation to the council to file an amicus brief in this case.

Commissioner Neil Struthers made a motion that the council not file an amicus brief at this point. A brief has been prepared and circulated to the council for review in case the court of appeals asks for the CAC's opinion on this issue and that they are in consensus. Commissioner Jack Buckhorn seconded the motion.

Comments from the public:

Jack Davis, representative for the Plumbers & Steamfitters Joint Apprenticeship Committee for the state of California. Mr. Davis stated he was not aware of what position the amicus brief might take. His belief is that it would argue on behalf of PHCC and try to persuade the court to adopt the position of the PHCC and affirm the decision that was overturned in the Superior Court. He expressed it to be a wrong decision because the council made a decision; the council made a decision not to appeal the adverse decision of the Superior Court. It is his belief that to file an amicus brief contrary to that decision would not be a principled decision of the council. He further expressed that he felt that the court would not be receptive. Mr. Davis noted that he did not see the proposal on the agenda.

Carrie Bushman, Cook Brown LLP, representing the PHCC. Ms. Bushman stated that if there was an amicus brief filed it would be in support of PHCC's position. PHCC has filed an appeal seeking the council's December 2010 decision upheld, so the amicus brief would be the council speaking up in support of its own prior decision.

CAC Chairperson Paul Von Berg called for a count vote on the motion. There were seven yeas, three nays and one abstained. The motion passed.

2. Southern California Cement Masons Joint Apprenticeship Committee, and San Diego County Cement Masons, Joint Apprenticeship Committee v. California Apprenticeship Council, Court of Appeal of the State of California, First Appellate District, Case No. A132892, filed July 28, 2011  
Lucy Wang Deputy Attorney General reported that in the matter of Southern California Cement Masons case, a published decision was issued and since the last CAC meeting a petition to the Supreme Court had been taken and was denied. Officially this case is complete.

**THURSDAY – July 25, 2013 (continued)**

- D. Approval of previous minutes – April 25, 2013  
A motion and a second were made to approve the April 25, 2013 minutes to be revised as amended by Commissioner Buckhorn and other changes submitted. All approved. The motion carried.
- E. Communications  
The following communications were presented by DAS Chief Diane Ravnik:
1. Letter from Lucy Wang, Deputy Attorney General, recommending the California Apprenticeship Council hold a closed session at its April 25, 2013.
- B. CAC Appeal Panel Decisions
1. There were no appeal panel decisions.
- C. Apprenticeship Complaint Findings / Decisions by the Administrator of Apprenticeship
1. There were no Complaint Findings
- D. Automatic Orders of the Council  
DAS Chief Diane Ravnik announced the approval of the following apprenticeship program:
1. City of San Jose Water Pollution Control Plant Mechanic Trades Apprenticeship Committee, in San Jose, CA, for the occupation – Plant Mechanic
- E. Notice of Appeals During the Quarter  
There were no appeals filed during this last quarter.
- F. Chief's Report  
Chief Ravnik gave the following report:
- DAS is continuing to work with the Labor Agencies Workforce Development programs – CWIB and ETP. Chief Ravnik encouraged everyone who needs additional funding for their related instruction to contact the Employment Training Panel (ETP). She stated that DAS has been working with the CWIB to implement AB554, which all local WIBs to work in coordination with apprenticeship programs in funding any programs that are in apprenticeable trades. Ms. Ravnik suggested establishing pre-apprenticeship programs as a good way to work with the local WIBs.

**THURSDAY – July 25, 2013 (continued)**

She further reported that the CWIB adopted a 5-year Strategic Plan, which incorporates concepts such as coordination with apprenticeships and pre-apprenticeship programs. The local WIBs have submitted their strategic plans and will be approved in September 2013.

Chief Ravnik thanked Renee Bacchini, editor of the DAS Newsletter, for the latest edition. This quarter the newsletter is themed on being “green” and “energy efficiency”. The cover featured the Zero Net Energy Training Center in the city of San Leandro.

Chief Ravnik stated that one of the most important issues within the quarter was the Governor’s education budget proposal to move all apprenticeship RSI funding to the California Community Colleges. She acknowledged Cris McCullough and Commissioners Yvonne de la Peña and Van Ton-Quinlivan for their work that ensured the details of apprenticeship education is recognized in the passage of the Governor’s budget proposal.

**DAS Field Activities/Outreach:**

Chief Ravnik reported that the division continues to focus on reaching out to women and veterans. She also expressed that this time of year is special due to the apprenticeship graduations and completion ceremonies taking place through the state and the opportunity to see the progress.

Ms. Ravnik recognized Senior Consultant Don Merrill for his work with the Governor’s Interagency Council on Veterans. She stated that the U.S. Department of Labor Employment & Training Administration makes available a Work Opportunity Tax Credit (WOTC) to employers who hire veterans.

**G. DAS Audit Report**

Rachel Freeman Statewide Audit Unit Manager gave the following report: The unit continues to conduct simplified audits. She reminded the attendees that a simplified audit is a program with five or less registered apprentices. Through the simplified audits the unit found that some of the programs have not had any apprentices for a couple of years and some have not revised their standards. A more detailed report is attached to these minutes which will be posted on the website.

**H. Old Business**

1. There was no old business to report at this time.

**I. New Business**

1. There was no new business to report at this time.

## **THURSDAY – July 25, 2013 (continued)**

### **II. FORUM – “Working with your Local WIB to Create Quality Pre-Apprenticeship Programs” – Neil Struthers, CAC Commissioner, moderator, Paula Resa, Manager (Carpenters Training Committee of Northern California); Dan Smith, Director of Training (Bay Area Counties Roofing & Waterproofing Industry Training Programs), and Dennis Morin, Director (Sacramento Area Electrical JATC)**

Moderator Commissioner Neil Struthers, CEO of the Santa Clara & San Benito Counties Building & Construction Trades Council gave a brief overview of his history in the world of apprenticeship. He noted that after a brief conversation with a local high school principal he began to understand that the perception of being in the trades is what you do when you can't do anything else. Since then he has been focused on changing that perception in the trades industry by providing excellent training and making middle class career opportunities available in the local communities; particularly within the state educational system.

Commissioner Struthers spoke on the passing of AB554, which states that the Workforce Investment Boards will work with statewide registered apprenticeship programs. He stated that a fundamental issue with the workforce training monies that go through the WIB is that the money gets spent and portions are given to contracts that provide, e.g. pre-apprenticeship training. Mr. Struthers expressed that if there is not a direct relationship between that pre-apprenticeship program and a community based organization, in an apprenticeship program or multiple apprenticeship programs, that the monies are not best utilized. He brought up the circumstance of a public works project, stating that there is not a pre-apprenticeship classification on these projects. Commissioner Struthers acknowledged Tim Rainy CWIB, DAS Chief Diane Ravnik, DIR Director Christine Baker, and Van Ton-Quinlivan CCCCCO for their advocacy in promoting the interests of the apprenticeship community. In closing, Mr. Struthers stated that the Santa Clara & San Benito Counties Building Construction Trades Council is working with two local WIBs in the county of Santa Clara to put together a community workforce agreement which the WIBs will have pre-apprenticeship with contract out pre-apprenticeship with one of the state registered apprenticeship programs in the county. He further stated that their focus is on women and returning veterans.

Commissioner Struthers passed out copies of the cover page of the Building Trades Multi-Craft Curriculum. The curriculum can be found on the website:

[http://www.encycity.org/wpcontent/uploads/062309/BCTD%20TriFold\\_v6.pdf](http://www.encycity.org/wpcontent/uploads/062309/BCTD%20TriFold_v6.pdf)

Mr. Struthers introduced Dennis Morin, Director Sacramento Area Electrical JATC and member of the Sacramento WIB.

Mr. Morin gave a brief overview of the AB554 as it relates to apprenticeship. It provides financial assistance and support for pre-apprenticeship programs and new apprentices. In the process of working with the WIBs, he found that the geographical area goes beyond the Sacramento area. He also found that the farm worker community is not covered by the local WIBs. They are funded separately from some of the WIB operators and there is a separate portion of money that they have for workforce development. He suggested as an opportunity to approach them to find out who is putting together their programs and how are their programs aligned with the funding.

He further reported that there is legislation at the CWIB that is forcing the local WIB operators to become more of a training center. In Sacramento some One Stops have been closed and reopened in another location as a training center – America’s Job Center of California. This shift to training brings a new emphasis

so that programs are eligible to receive individual training accounts through WIA Title I-B, such as text books, tools, safety wear, transportation, and partial costs of instruction. The benefit for the WIB is the increase of performance for WIA Common Measures such as employment, average wage and employment retention. The higher the performance standard, the more money they receive. For further questions and information contact DAS Chief Diane Ravnik at [DRavnik@dir.ca.gov](mailto:DRavnik@dir.ca.gov) , Robin Purdy [Robin@delpaso.seta.net](mailto:Robin@delpaso.seta.net), and Dennis Morin [dmorin@340jatc.org](mailto:dmorin@340jatc.org) .

Commissioner Struthers introduced Paula Resa Manager for the Carpenters Training Committee of Northern California.

Ms. Resa gave a brief history of how and why the carpenters adopted pre-apprenticeship. She expressed their primary focus is on retention. They set up a tracking system and found that they were losing more than 50 % of apprentices that went through a 4-year program. As a result, they began the pre-apprenticeship program. She further reported with satisfaction that after five years they have a more than 82% retention rate.

The committee held a meeting with ETP, EDD and their local WIBs. They have been successful in receiving grants from ETP. EDD was receptive to the idea (under certain criteria) that the pre-apprentices can collect unemployment. They found that by getting someone through pre-apprenticeship and into an apprenticeship program they received a positive placement with the local WIB. Ms. Resa further reported that they have a 95% work job placement rate within a month due to employer requests.

Commissioner Struthers introduced Dan Smith Director of Training for the Bay Area Counties Roofing & Waterproofing Industry Training Programs.

Mr. Smith spoke about how the business of apprenticeship can be looked at as a business of human development by taking people and develop them into successful citizens that can be self-sufficient, live comfortably and able to build a structure that is necessary to move this country to future all want to see. He stated that apprenticeship is used to accomplish it. He acknowledged that programs face certain obstacles in the training process of getting pre-

apprentices to understand the basics of “working”, e.g. showing up for work. He continued to state that although instructors are mentors, coaches, and role models, that they do not have the qualified skills to oversee those that are being put back into society. Mr. Smith stated that programs need people to come into pre-apprenticeship programs at a certain level with certain educational skills such as math and a GED in order to be better prepared. In this way programs can be assured of accepting qualified candidates. In closing Mr. Smith stated that the apprenticeship community should be prepared for obstacles and language that needs to be updated. In this way the apprenticeship community can develop self-sufficient people in completing apprenticeship programs.

### Comments from the Public

Susie Passeggi director of Castro Valley Adult & Career Education and is an Alameda County WIB member. Ms. Passeggi commented that working with adult education is an important partner for pre-apprenticeship programs.

Meg Vasey Executive Director for Tradeswomen, Inc. stated that 67% of the minimum wage jobs in the United States are held by women. She expressed that the need the get-up skills is not necessarily the barrier that keeps women out of the trades. In terms of reaching women, she stated that working women are a pool that is untapped in outreach and recruitment. By moving to pre-apprenticeship as a requirement of entry, she stated that they could be ignored. She closed by stating that the cultural component is probably, for many women, a larger barrier and larger necessity as part of their preparation for the trades.

Jamie Robison, Southwest Carpenters Training Fund, asked if all approved apprenticeship programs were going to be added to the ETPL (Eligible Training Provider List). DAS Chief Diane Ravnik stated that DAS has been working with the state board to get an automatic registration of all registered apprenticeship programs. She will follow up for more clarification. Chief Ravnik added that the multi craft approach offers great benefits to programs that are not as well known to the general population. She acknowledged the Ironworkers pre-apprenticeship program that was directed toward women and provided them with welding certification which allowed these women, entering an apprenticeship program, to enter with a sense of confidence.

Frank Cuneo, Bay Area Sheet Metal JAC. Mr. Cuneo commented that most of their programs cover a large geographical area that surround several WIBs. He suggested that as the local programs continue to develop, a dialogue should continue to address a need of uniform recognition. As an example, the Bay Area Sheet Metal JAC covers 17 counties and he stated that he is not sure if they would change their selection procedures to address a program in one county. He also stated that if similar situations were to occur in all counties, it may enable apprenticeship programs to give more credit and become more involved with the new process. Mr. Cuneo also stated that with regards to the San Mateo group working with the WIB, they decided to work with the community college rather than adult education and have some preliminary commitments from the college for space and other arrangements. He further

stated that the program prefers to seek an instructor with trade experience. The programs is seeking funding other than the local WIBs because WIB funding could be only for part of the student body. Paul Resa asked if the program wanted to use applicants of the list as well. Ms. Resa suggested that the program pre-qualify the student body prior to the first day of class and go through the enrollment process. Commissioner Struthers commented with regards to employers and the Community Workforce Agreement that through public policy, you can bind contractors to participate. Mark Gonzalez, Northern California Cement Masons asked if a language could be created in the ETPL process that would make it less complicated. Cris McCullough stated that current language includes the addition of all apprenticeship programs. In the creation of the language a barrier was found - who does the program belong to? If a particular WIB adds them and does not have the correct identified number of hours or monies, then anyone can send to that and makes you accountable to say you are going to serve that student, because it is on the list.

### **III. CAC STANDING COMMITTEE REPORTS**

The full Standing Committee reports are posted on the website

- A. CCA/CAC Committee – Report July 24, 2013 – Chairperson Scott Payne reported that the 2014 California Conference on Apprenticeship will be held at the Hilton San Diego Resort & Spa in Mission Bay. The dates are confirmed: April 29 – Networking, April 30 – May 1 – Conference, and May 2 – CAC meeting. He further reported that the committee will be looking into inviting Legislators. A luau will be held on the April 29<sup>th</sup> and the Wayne Foster Group will provide entertainment the night of the banquet. Commissioner Jack Buckhorn reported there are advertising spots and sponsorships available. He encouraged the attendees to sponsor at the advertising platinum level. Chairperson Scott Payne thanked Patrick Knighton and the CACA for a commitment of a \$5,000.00 sponsorship.
  
- B. Legislation Committee – Report July 24, 2013 – Chairperson Yvonne de la Peña reported that committee reviewed the sequence of events on apprenticeship funding and budget bills. Ms. de la Peña reported on AB 110 stating that line items 3.0 and 3.5. The chancellor's dollars they had already are 3.0 the CDE dollars are at 3.5. Unfortunately, there was no increase in funding which is an issue that still needs to be addressed. Commissioner de la Peña anticipates moving forward in January 2014 to submit a proposal to increase those dollars. She further reported on trailer AB 86 that has two statutes: CDE programs and CCCCCO programs and she stated that perhaps it should be referenced as K-12 programs and community college programs. She stated that there is still an outstanding issue on community college instructors for non-credit courses that want to use the same language that is used for the K-12 programs on instructors and being qualified by their journey person status. She spoke on the distribution of funds and how they are allocated. A

committee will be formed to make recommendations on how the process can work within apprenticeship. This should be completed by March 15<sup>th</sup> or 16<sup>th</sup> 2014. There are still some minor issues that need to be addressed such as provision 40 that is in direct conflict with the budget bill as it allocates all the K-12 dollars to the community colleges.

- C. Public Relations & Publicity Committee – Report from July 24, 2013  
Chairperson Carl Goff. Commissioner Goff reported that the committee discussed future topics for upcoming newsletters. He also recognized Renee Bacchini for her continued efforts in producing the newsletter. he further reported that the committee asked the attendees for e-mail addresses for those that are interested in submitting an article. Future newsletters will continue to run the announcement of the 2014 California Conference on Apprenticeship and the 75<sup>th</sup> Anniversary of the Shelley-Maloney Apprenticeship Labor Standards Act of 1939.  
It was discussed to reach out to unions, employer associations, vendors that are used by programs, and the building trades for sponsorship. Commissioner Goff thanked Darell Lawrence for their Diamond sponsorship of \$5,000.00.  
Mr. Goff also announced that the Hall of Fame forms and applications will be available at the next CAC meeting in San Diego.
- D. Equal Opportunity in Apprenticeship – Report from July 24, 2013 –  
Chairperson Anne Quick. Commissioner Quick reported that the committee continued discussions on best practices for recruiting and retaining women in apprenticeship. Presentations were made by Commissioner Yvonne de la Peña – California Fire Fighter JAC, Ed De Brito – Southern California Cement Masons JAC, and Patrick Knighton – San Diego Electrical Training Center. She also reported that Tradeswomen, Inc. will be celebrating their work in increasing opportunities for women in construction and the skilled trades. The event is on September 20<sup>th</sup> at Uptown Body & Fender I the city of Oakland. Commissioner Quick also reported that the committee is looking to find female apprentices to make presentations at the next meeting.

#### **THURSDAY – July 25, 2013 (continued)**

#### **IV. EDUCATION AGENCIES REPORT**

- A. California Community Colleges – Cris McCullough – Dean of Policy Outreach & Alignment – Chancellor’s Office. Ms. McCullough reported that the Department of Education will no longer be making reports on apprenticeship and that John Dunn will be making future presentations for the California Community Colleges. Ms. McCullough acknowledged

Commissioner de la Peña for her efforts on the recent legislation and also welcomed the LEAs for their support. She continued her report stating that the K-Adult programs are moving to the Chancellor's office which will avoid flex. These programs are maintaining their established LEAs, curriculum and their separate budget. The community colleges have moved out of flex and have been authorized to offer statewide programs. Ms. McCullough announced that John Dunn is now representing all apprenticeship programs in the state of California. Mr. Dunn is in the process of identifying and contacting apprenticeship programs for allocation of dollars. Ms. McCullough stressed the importance of two dates – January, the budget revise period and March 15<sup>th</sup>. Mr. Dunn is chair of a committee that will discuss common practices in funding methodology. Other representatives on the committee are from DAS, CAC, K-Adult and the California Community Colleges. Mr. Dunn will bring the results to the California Apprenticeship Council (CAC) for approval. Ms. McCullough closed by stating that apprenticeship serves all of California and a training model for the state for the past 75 years.

## **V. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES**

- A. Department of Labor Standards Enforcement (DLSE) – Eric Rood, Assistant Chief  
Mr. Rood reported that the Public Works Manual is no on their website. A major component was the streamlining of the apprenticeship enforcement within DLSE. He announced that on May 22<sup>nd</sup> the department held a press release regarding the state of the division reports with Labor Commissioner Julie Su. Mr. Rood further reported the department assessed \$25M in penalties and wages. The department has issued 107civil penalty assessments since February. Mr. Rood announced that the department resolved the San Diego Hilton Hotel cases for over \$8M in wages. Part of the wages are for the training fund contribution component for contractors who may not have already paid the required amount. The department announced in a press release the issuance of the civil wage and penalty assessment for prevailing wage issues as well as the civil penalty assessment for apprenticeship issues.
- B. Employment Training Panel (ETP) – DAS Chief Ravnik for Peter Cooper.  
Chief Ravnik reported that the ETP approved \$9.5M in training funds and \$2M is currently in the review process and is anticipated to be approved within the next two months. Initially the panel kept the amount for the apprenticeship pilot project at \$7M, but after the six months of operation it was clear that the funds were insufficient and so the panel lifted the cap. She further reported that more funds are available to ETP through the employment training tax. In the June meeting the panel decided to increase funding caps for all programs. As for an apprenticeship program, a program sponsor can now be funded for up to \$450,000.00. The panel is anticipated to further revise the guidelines for apprenticeship pilot project in the upcoming months. This will allow ETP funds more available to the apprenticeship community.

C. U.S. Department Of Labor Employment and Training Administration – Office of Apprenticeship (USDOL/ETA/OA) – Rick Davis – State Director  
Mr. Davis reported the department has 209 active programs in the federal system and started 6 new programs, one of which is a machinist program with the U. S. Mint in San Francisco.

Mr. Davis also reported that the Secretary’s Advisory Committee on Apprenticeship released their 21<sup>st</sup> Century vision. The vision being that the U.S. Secretary of Labor’s Advisory committee on Apprenticeship has laid out long term goals to propel the United States Department of Labor, law makers and other government leaders to look at the national registered apprenticeship system from a new perspective. As the economy continues to recover there is an opportunity to make registered apprenticeship a main stream education and career pathway option.

Other topics he discussed were the top 10 occupations upcoming ETA funding and competitive grants. He reported that the department has apprenticeship programs in every federal prison in the state of California. Across the nation the statistics show that 80% – 85% of federal prisoners who complete apprenticeship programs never return to prison.

In closing he reported that as of July 18, 2013 the Department of Labor issued a statement saying the U.S. Senate approved the nomination of Thomas Pérez to be the nation’s 26th Secretary of Labor.

Commissioner Van Ton-Quinlivan added that at the last National Advisory Committee, which she is a member of, the Department of Defense shared that there is now a revision in their Title 10 which now authorizes service men and women within 180 days prior to separation from the military to enroll in a registered apprenticeship program while still enlisted. She stated that the branches of the military have different websites to help military men and women to navigate military navigational codes to civilian occupations including apprenticeships. She suggested that when seeking a good match between military skill sets and your particular trade, to pass the local WIBs to reach out and screen and identify certain occupational codes that are a good match. She further stated that when doing outreach to women veterans, it was found that many of them do not identify with the word “veterans”. She suggested that when scripting in an outreach format, to change the wording from “Are you a Veteran?” to “Have you served in the military?” as a best practice.

For further details of the report see attachment to these minutes.

D. California Apprenticeship Coordinators Association (CACA) – Darell Lawrence – President

Mr. Lawrence reported that the committee introduced their new legal counsel, Kristina Hillman, of Weinberg Roger & Rosenfeld.

A report from DAS consultant Esther Gamberutti was given along with reports from the committee’s regional areas southern region - Surveyors, Carpenters and Cement Masons, and from the northern bay region reported that they addressed AB 554 with the local WIBs. The Bay Area region reported that they are working with the San Mateo WIBs and will be hosting

future pre-apprenticeship classes. The South Bay Area region reported that the plumbers and electricians held their annual graduation ceremony. The South Bay Apprenticeship Coordinator's hosted a Women Building California recruitment event was held at the Lloyd E. Williams Pipe Trades Training Center in San Jose.

Mr. Lawrence concluded his report stating the committee hosted a hospitality reception for Sandra R. Benson - their outgoing attorney. Ms. Benson has represented the California Apprenticeship Coordinators Association for many years. The Association presented her with a meritorious award. For further details of the report see attachment to these minutes.

E. California Association for the Advancement of Apprenticeship Training (CAAAT) – Christine Hall – President

Sydney Woodbury gave the report on behalf of Christine Hall.

Ms. Woodbury gave a brief summary of recent activities from various programs.

ABC – Nor Cal reported pride of their painting apprentice Troy Smith whose quick actions were vital in saving 17 lives in the Vallejo apartment fire.

ABC – San Diego participated in the National Association of Women in Construction's annual MAGIC Camp (Mentoring a Girl in Construction).

ABC – So Cal began their new semester for Electrical Certification Trainees with a 55% enrollment increase and an increase in their number of registered apprentices.

PHCC – GSA's first year enrollment is up 40 % from this time last year.

WECA has finished production of their new Electrician Realistic Job Preview Video that will give applicants a true feel for what it is like to be an Electrician. This video is part of a larger effort by WECA to recruit top quality candidates.

F. Tradeswomen Inc. – Meg Vasey – Executive Director

Ms. Vasey reported that at the upcoming Tradeswomen Annual Celebration recognition will be given to, recently departed, Richie Gore for her leadership and support for women in the trades for over 40 years. Tradeswomen Inc. is in the process of rebuilding the capacity to deliver services and support women in the trades through these economic times. The program will be holding another Entry to Apprenticeship Workshop in the fall. Ms. Vasey reported that Tradeswomen's Inc. has sponsored pre-apprentice women at the Women Building California Conference for the past several years and has brought over 100 female pre-apprentices throughout California. Ms. Vasey gave accolades to Commissioner Quick for highlighting women's issues and bringing forward some best practices at the recent EOA (Equal Opportunity in Apprenticeship) committee meeting.

## IX. ADJOURNMENT

Chairperson Paul Von Berg noted that the next CAC meeting will be held in San Diego on October 23<sup>rd</sup> & 24<sup>th</sup>.

A motion and a second were made to adjourn the meeting. All were in favor. The meeting adjourned at 12:59 p.m.