

Arkansas Apprenticeship Coordination Steering Committee October 2021 Meeting Minutes

Meeting called to order at 12:31 pm on October 7th, by Chairwoman Breashears (via GoToMeeting)

Roll Call:

Present: Greg Aleshire, Karen Breashears, Nanci Caillouet, Kathy Fulks, Bill Roachell, and David Stephens

Absent: Kelley Sharp

Guest: Charles Fulmer, Donna Lyon, Tondra Love, Director Charisse Childers-ADWS, Lee Price-USDOL, Stephanie Isaacs-OSD, Sen. Jane English, Kim Asther-OSD, Mark McManus-OSD, David Wallace-OSD, Randy Prather-USDOL, Rocky Mantooth-OSD, L M Moore, Voniece French, Steven Dewey, Sheri Overstreet, Patricia Sanderson, Dr. Hamby-OSD, and OSD Director Waits

Previous Month's Meeting Minutes:

-There was a motion by Kathy Fulks and a 2nd by Nanci Caillouet to approve the minutes from the June meeting as presented. Motion passed.

U.S. DOL-OA, Mr. Prather reported:

Begins at the 3:22 minute mark

- 11 new programs and 23 occupations have been added this year.
- National Apprenticeship Week is November 11th -15th, please register any and all events on the website.
- Batesville High School is working with NATF on a youth apprenticeship program.
- ACEF & NATF will partner to work together at Clarksville High School.

-There have been questions sent to his office regarding upcoming OSD audits. OSD has the authority to view documentation on funds that you received (CT grants, reimbursement for attendance, and grants). OSD does NOT have the authority to view apprentice's files, wages, affirmative action plans, or EEO documents. If there are any questions, please reach out to Mr. Prather.

Active Programs 122
Apprentices 7506
New Apprentices 3001
Suspended 7
Cancellations 1232
Completed Apprentices 582
Employers 731

These numbers are based on 10-1-20 thru 10-1-21

New Business:

Discussion with State Apprenticeship Agency Directors:
Dr. Hamby introduced the following guest.

Jay Reardon, Montana State Director.

Full statement can be heard beginning at the 13:55 minute mark of the recording.

Has been SAA since 1941. Currently has 2,033 apprentices (construction makes up 80%) and 120 occupations. When asked what advantages he sees in being an SAA state, he stated that he has the final say so.

Josh Laney, Alabama State Director.

Full statement can be heard beginning at the 30:06 minute mark of the recording.

Has been SAA since March of 2021, began process of transitioning in August of 2019. USDOL-OA had no presence in Alabama before they began their transition. Did not have a committee like the AACSC before, now has a 9-member council, which is advisory and has no regulatory control. Currently has 3,121 active

apprentices, 344 employers, and 80 occupations. When asked about “pros”, he stated the level of support. When asked about “cons”, he stated there was no playbook in transitioning. When asked about state funding of programs he stated that Alabama does not offer that. There are some types of WIOA funds available. Also stated that Alabama’s law requires the employers to pay for the apprenticeship classes, the apprentices are to pay nothing.

Willie Higgins, Arizona Apprenticeship Director.

Full statement can be heard beginning at the 1:06:14 minute mark of the recording.

Has been an SAA state since 1941. Has a 12-member advisory council that meets quarterly, has no regulatory control. His office currently has a staff of three which hopes to be five soon. He listed difficulty in maintaining staff as a “con”, because private business hires away his employees. Currently has 4,278 active apprentices (2,998 are construction) and 258 programs. When asked to list off the “pros” of being an SAA, he stated he has the freedom to do what he wants, when he wants.

Jody Robbins, Washington State Director.

Full statement can be heard beginning at the 1:18:55 minute mark of the recording.

Has been an SAA state since 1941. Has a 7-member council that meets quarterly. Has a \$1.6m operating budget with 21 full-time employees.

Chairwoman Breashears opened the floor to any questions from the committee members. Full list of questions and answers can be heard at the 1:33:20 minute mark of the recording.

-Nanci Caillouet asked about the make-up of Alabama’s committee as advisory or regulatory. Alabama is advisory only because after a law changed USDOL will not approve a regulatory committee. Mr. Laney stated that he makes the ultimate decision.

-Nanci Caillouet asked about tax credits that Alabama offers its apprenticeship programs. Only SAA programs are eligible.

-Nanci Caillouet stated that Willie Higgins of Arizona used the phrase "I do what I want, when I want" she then asked if he has denied a program. He stated that he has not refused one.

-Nanci Caillouet complimented Washington State on their incredible run. She went on to ask exactly how far does the scepter reach? In listening to each of the four presenters today it sounds as if each of you are "kings" over the programs in your states. Mr. Robbins stated that Washington and Nevada still have regulatory councils, however if Arkansas transitions now, that will not be the case.

-David Stephens asked about electrical and plumbing ratios and if the State Legislatures were trying to weaken ratios, what can they do to keep it from happening. Mr. Higgins stated that Arizona has a 1-1 ratio. Mr. Laney stated that Alabama has a 1-1 electrical and 2-1 plumber ratio and he could use the "power of his pen" to keep the ratios correct.

Chairwoman Breashears then thanked each of the presenters for their time, at the **1:52:30** minute mark.

-David Stephens stated that each of these presenters were decades behind what we currently offer apprenticeship in the State of Arkansas.

-Nanci Caillouet stated that three of the four states have never been USDOL-OA states and Alabama was in a completely different category, when they decided to transition, than we are now.

-Director Waits stated that Colorado and Tennessee are currently in the process of transitioning to SAA.

-Chairwoman Breashears asked about the status of hiring a replacement for Ron Baker. Director Waits stated that he currently has two candidates and on Monday the 11th of October there should be a job offer to one of them.

CT Applications:

Full discussions of the CT Applications begins at the 1:59:54 minute mark

-CT-22-20179; There was a motion by Kathy Fulks and a 2nd by Nanci Caillouet to approve in the amount of \$ 69,409.95 Motion Passed.

- CT-22-20180; There was a motion by Nanci Caillouet and a 2nd by Kathy Fulks to approve in the amount of \$2,399.66 Motion Passed.
- CT-22-20181; There was a motion by Nanci Caillouet and a 2nd by Kathy Fulks to approve in the amount of \$1398.75. Motion Passed.
- CT-22-20182; There was a motion by Nanci Caillouet and a 2nd by Kathy Fulks to approve in the amount of \$99.99. Motion Passed.
- CT-22-20183; There was a motion by Kathy Fulks and a 2nd by Nanci Caillouet to approve in the amount of \$4526.66. Motion Passed.
- CT-22-20184; There was a motion by Nanci Caillouet and a 2nd by Greg Aleshire to approve in the amount of \$3200.00. Motion Passed.
- CT-22-20185; There was a motion by Greg Aleshire and a 2nd by David Stephens to approve in the amount of \$76,107.49. Motion Passed. Kathy Fulks abstained.
- CT-22-20186; There was a motion by Nanci Caillouet and a 2nd by Greg Aleshire to approve in the amount of \$3,422.49. Motion Passed. Kathy Fulks abstained.
- CT-22-20187; There was a motion by Greg Aleshire and a 2nd by Nanci Caillouet to approve in the amount of \$727.77. Motion Passed. Kathy Fulks abstained.
- CT-22-20188; There was a motion by Nanci Caillouet and a 2nd by Kathy Fulks to approve in the amount of \$18,194.23. Motion Passed.
- CT-22-20189; There was a motion by Greg Aleshire and a 2nd by David Stephens to approve in the amount of \$985.41. Motion Passed.
- CT-22-20190; There was a motion by Greg Aleshire and a 2nd by Nanci Caillouet to deny this application. Motion Passed
- CT-22-20191; There was a motion by Kathy Fulks and a 2nd by David Stephens to approve in the amount of \$295.27. Motion Passed.
- CT-22-20192; There was a motion by Greg Aleshire and a 2nd by Kathy Fulks to approve in the amount of \$714.95. Motion Passed. David Stephens abstained.
- CT-22-20193; There was a motion by Greg Aleshire and a 2nd by Kathy Fulks to approve in the amount of \$7,435.02. Motion Passed. David Stephens abstained.

**OSD-OA, Mr. Mantooth reported,
Begins at the 2:30:05 minute mark**

- through September \$126,799.00 in TA Funds and \$26,296.24 in CT Funds has been sent out.
- plumbing code books will be out early next year....hopefully..

-during the SPAC meeting, there had been a discussion regarding criminal background checks on applications.

Other Business,

-There was a motion by David Stephens and a 2nd by Greg Aleshire that the AACSC formally recommend to the Arkansas Office of Skills Development (OSD) that the OSD discontinue its efforts to transition from a USDOL-OA state to a State Apprenticeship Agency State. Discussion followed, the full discussion begins at the **2:38:30** minute mark of the recording. Motion Passed.

-There was a motion by David Stephens and a 2nd by Kathy Fulks to have Chairwoman Breashears draft a letter to Governor Asa Hutchinson making him aware that the AACSC, as appointed by the Governor, to advise and give him counsel on what is best for, apprentices, employers who employ apprentices, and apprenticeship in general in the State of Arkansas, have formally voted and recommended to the Arkansas OSD that they discontinue its efforts to transition from a USDOL-OA state to a State Apprenticeship Agency State. Motion Passed

-Director Waits stated that he will provide a written response to the Chairperson.

Adjournment:

Meeting adjourned at 3:33pm

The next meeting is scheduled for November 4th @ 12:30pm (via Zoom, TBD)

Sincerely,

Greg Aleshire
Secretary, AACSC