

State Apprenticeship Advisory Council (SAAC) Meeting Minutes  
April 19, 2023, at 9:00 a.m. (Eastern Standard Time)  
Lively Technical College  
Tallahassee, Florida

The meeting was called to order by chairperson-designee, Kathleen Taylor, Bureau Chief, Division of Career and Adult Education, Florida Department of Education (FDOE). The State Apprenticeship Advisory Council Members and attendees were welcomed, the Pledge of Allegiance was recited, and roll call was taken. SAAC Members present at the meeting were: Kathleen Taylor, Kathryn Wheeler, Kirk Barras, David McCraw, Lee Middleton, Karen Nichols, Steve Cona III, Marcelo Dossantos, Natasha Sherwood, Robert Tidwell, Dr. Eric Kennedy and the Honorable Kathryn Starkey. A quorum was present.

Chief Taylor delivered opening remarks to the SAAC and introduced members.

An award was given to Mr. William Nolan for his selfless dedication to registered apprenticeship and providing an invaluable service to the electrical trade, the industry, the community, and the state of Florida.

The Apprenticeship Training Representatives from around the state were introduced as well as apprenticeship staff in Tallahassee.

Mr. Jason Borntreger from the FDOE General Counsel's office gave an ethics refresher on avoiding the appearance of impropriety. He reviewed the Code of Ethics for public officers and employees, which included:

- Avoiding abuses of power
- Quid pro quo gifts and compensation
- Explicit restrictions with PACs- Lobbyists – and vendors, gift restrictions with common exceptions
- Business & contract restrictions
- Disclosure Form 1 and Form 9
- Violations and consequences

Mr. Borntreger went over the open meeting requirements, the three key sunshine law requirements, practical duties of sunshine law compliance, what is a public record, and confidential or exempt documents. He gave examples of documents that may be protected from disclosure, who must keep public records, the practical duties of public records compliance, what to do if you receive a public records request, and what happens after a public records request is entered into the CorrFlow system.

Chief Taylor delivered the Director's Report. There are 292 active apprenticeship programs. Since the last meeting in November, several programs in new occupations and industries have been registered. Florida was the first state to register solar energy technicians. The K-12 Teacher

registered apprenticeship program is in development. The Department continues to expand healthcare apprenticeships and has recently registered programs for automotive EV service technicians. Chief Taylor highlighted two new programs:

- The Division of Blind Services Web Accessibility Specialist
- University of Florida College of Education Teacher Apprenticeship Program (post baccalaureate model)

There are currently 57 active preapprenticeship programs. There is a lot of growth in registered apprenticeship and that is due in a large part to the Pathways to Career Opportunity Grant (PCOG) program. The PCOG program had \$35 million in state general revenue the past four years to support that effort.

Three new preapprenticeship programs have been registered since November:

- Greater Miami Service Corps (construction occupations)
- Miami-Dade College Construction Preapprenticeship Program
- SAIL Future Academy Maritime Preapprenticeship Program (yacht and maritime engineer motorboat mechanic)

Chief Taylor outlined current priorities which include:

- Centralized preapprenticeship data reporting
- Application for U.S. Department of Labor (USDOL) Grant – State Apprenticeship Expansion Formula
- Staff training on apprenticeship program reviews and extended apprenticeship program reviews in partnership with USDOL
- Apprenticeship accelerators
- Updating of State Board of Education Rule
- Improvements to the Office of Apprenticeship website
- Registration of new programs and occupations

Chief Taylor delivered the Legislative Update, which included the following:

- Budget request for registered apprenticeship cloud-based solution (inclusive of a preapprenticeship registration and case management solution)
- Budget Request for the PCOG – Teacher apprenticeship expansion
- Policy request for the teacher (pre-baccalaureate) apprenticeship program

Dr. Tina Smith-Bonahue, Associate Dean, University of Florida (UF), spoke on the Teacher Registered Apprenticeship Program. Dr. Smith-Bonahue explained that teacher training requires rich, field-based clinical experience with a deep understanding of how children develop, grow, and learn. Teaching is a highly regulated field in Florida. Teachers are the teaching profession and are guided by the Florida Educator Accomplished Practices, which is the foundation for becoming a teacher in Florida. This is a highly regulated, competency-based program. Dr. Smith-Bonahue went on to explain how some of the challenges with the traditional teacher training

have contributed to the teacher shortage. These challenges include the required unpaid internship and the financial burden of leaving the workforce to attend college or university full-time. A lot of people have been left out. UF is very excited to offer the new Teacher Registered Apprenticeship Program. The teaching apprenticeship was first piloted in Tennessee and approved by USDOL in November 2021. UF officially registered as the sponsor on March 31, 2023. The pilot program includes partnerships with three school districts: Alachua County, Marion County, and the PK Yonge Developmental Research School. Legislation currently under consideration will authorize the development of pre-baccalaureate apprenticeships. UF College of Education in partnership with FDOE is convening a task force of representative stakeholders to develop Standards of Apprenticeship at the Pre-Baccalaureate level and identifying issues for consideration in rulemaking.

Mr. Bill Kraus, Deputy Regional Director, USDOL, presented a federal update which included the following points:

- The registered apprenticeship model, traditionally deployed in the trades, is being copied into all the different occupations across our country in healthcare, transportation, manufacturing.
- USDOL funded intermediaries can provide registered apprenticeship programs with technical expertise and funding. Some of the funded intermediaries include those that focus on healthcare, transportation and manufacturing.
- USDOL has a job of listing service at [apprenticeship.gov](https://www.apprenticeship.gov).

Ms. Samantha Dudley, Director of Outreach and Recruitment, FDOE, spoke on the Apprentice Florida campaign. Apprentice Florida is an outreach campaign launched in 2019 on behalf of the partnership that includes CareerSource Florida, FDOE and the Department of Economic Opportunity, established under the State Apprenticeship Expansion Grant awarded by the USDOL. The partnership seeks to expand registered apprenticeships to create a fortified talent pipeline in targeted sectors, driving economic development across the sunshine state. Since its inception, the campaign has focused primarily on businesses, because increasing the number of registered apprenticeship programs is a top priority. Some successes of the campaign have included:

- 60 million social media impressions
- Nearly 70,000 website sessions
- Nearly 2,700 leads were generated

CareerSource Florida navigators follow up with business leads and send them on to the Apprenticeship Training Representative to move forward with registration.

Ms. Dudley outlined the following communications outreach deliverables completed on behalf of Apprentice Florida:

- Conducted statewide primary research with both businesses and prospective apprentices.
- Developed Apprentice Florida brand, including:
  - Naming convention

- Logo
- Tagline
- Brand style guide
- Key messages
- Designed and launched website.
- Developed videos, including:
  - Testimonials from businesses, apprentices, and education leaders
  - Tutorial video, including a comprehensive overview of the registered apprenticeship process
  - Animated brand video
- Developed and distributed content including:
  - Education leaders' toolkit
  - Business toolkit
  - CareerSource Florida network toolkit
  - "Apprenticeship 101" fact sheet
  - "Is an Apprenticeship Right for Your Business?" fact sheet
  - "How to Start an Apprenticeship Program" fact sheet
  - Social media guide with sample posts
  - Social media assets
  - PowerPoint presentation template
- Hosted education leaders working group and developed action plan.
- Hosted media event to feature Tallahassee-based IT company with successful apprenticeship.

Ms. Dudley shared that the primary target audiences for Apprentice Florida includes transportation, education, healthcare, manufacturing, and information technology sectors as well as educational institutions such as state colleges, technical colleges, and high schools.

For maximum effectiveness and efficiency, most paid outreach efforts are focused geographically and by industry area. Geographically focused efforts center outreach activities around markets that have existing apprenticeship program sponsors. Industry area focused efforts center on the industries in the markets with current program sponsors.

Ms. Leisa Rasmussen, Outreach Manager for the FDOE Office of Apprenticeship, spoke on the eight apprenticeship accelerators that had been held throughout the state since the last SAAC meeting. The focus areas have included manufacturing, healthcare, hospitality, supply chain, logistics, transportation, information technology, construction, and emerging industries. She mentioned that more apprenticeship accelerators are planned for the coming months.

Ms. Susan Bosse, CareerSource Florida, spoke regarding the CareerSource Florida Board policy and investment board. Ms. Bosse, who is part of the business and workforce strategies team, explained that her organization has developed a lot of policy, and that they work with employers across the state. In her role, she works with anyone who is interested in learning about deploying registered apprenticeships as their workforce development model and works with employers in all sectors across the entire state. The CareerSource Florida Board has invested \$1.5 million this year in supporting registered apprenticeship navigators across the state of Florida. CareerSource Florida has 24 regions, and, in each region, there is an apprenticeship navigator who can assist.

For employers with immediate hiring needs, CareerSource Florida has resources that can assist immediately, and can help post jobs on the Employe Florida website. CareerSource Florida can assist with recruitment and hiring events. CareerSource Florida apprenticeship navigators have resources to assist employers with registered apprenticeship programs. These include:

- Helping employers understand registered apprenticeship.
- Connecting employers to existing registered apprenticeship programs.
- Funding for on-the-job learning for qualifying apprentices.
- Funding for incumbent worker training and customized training.
- Inclusion on the Eligible Training Providers List (ETPL). Registered apprenticeship programs are automatically eligible to be included on the list, and only need to opt in.
- Funding through the Workforce Innovation Opportunity Act (WIOA) which may be used for tuition, training, testing fees, books and classroom materials, on-the-job training, and customized training incumbent worker training. WIOA funding is based on local workforce development board policy and may combine on-the-job learning, related instruction and or supportive services.

Ms. Julie Nichols, FDOE Grant Manager, spoke on the PCOG. The 2020-21 awardees received their funds between late February and early April of 2021. Fifty PCOG proposals were funded during this period. Over \$10 million was awarded. The unused grant funds from the 2019-20 grant year were used to fund additional projects that otherwise would not have received funding. Due to receiving funds so late into the grant period, the Florida Legislature authorized an 18-month extension, resulting in an end date of June 30, 2022. Occupations funded for 2020-21 included construction trades, automotive mechanic, surgical technician, IT, security analyst, pharmacy technician, registered nurse resident, and machinist/CNC operator. The enrollment and completers targets were well above the results of the 2019-20 PCOG year.

The 2021-22 PCOG awardees received their funds between mid-December and mid-January of 2021-22. Forty-two PCOG proposals were funded and over \$9.7 million was awarded. The Florida Legislature authorized a 12-month extension, resulting in an end date of February 28, 2023. Some of the occupations funded for 2021-22 included construction trades, emergency medical technician (EMT), nursing assistant, culinary arts, motorboat mechanic, diesel systems technician, and software developers. Ms. Nichols indicated that enrollment and completers were tracking slightly below average, but there were still 1,781 reported enrollments during the grant period.

The 2022-23 PCOG awardees received their funds between November and January 2022-23. There were 50 PCOG proposals during this period. The FDOE ran two PCOG competitions: a \$10 million statewide competition, and a \$5 million Space Coast competition. Over \$16 million was awarded. Unused grant funds from the 2020-21 grant year were used to fund additional projects. Occupations funded for 2022-23 included project manager supervisor, paramedic, logistician, mental health/substance abuse social worker, millwrights, aircraft mechanics, solar thermal/photovoltaic installers, and class A/B license certification (CDL training). Ms. Nichols

commented that the 2022-23 PCOG projects were still getting started and had 427 enrollments reported so far.

Chief Taylor opened the floor for public comment. The following attendees provided public comment:

- Steve Lindas (FDOE) commented on behalf of the Child Care Development Apprenticeship program regarding concerns with child care.
- Natasha Sherwood (Florida Apprenticeship Association) Commented on the Apprenticeship Day on the Hill events taking place the following day, as well as the upcoming July FACTE Conference.
- Bethney Sikes echoed concerns about child care, specifically for foster parents.
- Mark Yarick of HAECO Airframe Services, LLC. extended an invitation to visit his program.

SAAC member closing comments.

Chief Taylor adjourned the meeting.