

WORKFORCE DEVELOPMENT BOARD QUARTERLY MEETING

The Plumbers Local 1 Training Center
37-11 47th Avenue
Long Island City, New York 11101
Thursday, March 17, 2016
8:30 – 10:30 AM

MEETING MINUTES

Board Members Present:

Husam Ahmad	Lenore Friedlaender	George Ntim
Amy Bennett	Leo Hindery	Patricia Ornst
Scott Berger	Laura James	Jocelynn Rainey
Adda Birnir	Kirsten John Foy	Daphne Montanez (D)
Arnold Dorin	Caress Kennedy	Lusheena Warner (D)
Carolyn Duvall	Deborah King	
Mohamed Elkhashab	Joseph McDermott	

(D) = Designee

Guests Present:

Horace Barker	Michelle Henry	Jane Thompson
Sarah Bennett	Sherron Margolis	Sandi Vito
Justin Collins	Chris Neale	Valerie Westphal
Annie Garneva	Ashley Putnam	Gavin Whittle
Reynold Graham	Edison Reyes	Glenda Williams
Les Halpert	Maria Serrano	Stacy Woodruff-Bolte

WDB Chair Report

Amy Bennett, Workforce Development Board (WDB) Acting Chair, called the meeting to order and welcomed the Board's guests. Ms. Bennett gave a brief overview of the agenda items, which include an overview of the Plumbers Union Local 1 apprenticeship model and a tour of the Plumber's Training Center.

Workforce Development Board Overview from Chris Neale, WDB Director

Chris Neale, WDB Director, presented Horace Barker, former WDB Chair, with a letter from the Mayor to thank him for his time served with the Workforce Development Board.

Mr. Neale then provided the Board with an overview of the Board's progress in securing internship slots as part of the city's Summer Youth Employment Program. At their December Quarterly meeting, the Board set a goal to secure 250 internship slots by either hiring a young person directly, connecting someone in their network to do the same, or financially sponsoring a slot for a young person. Mr. Neale announced that the Board had secured a total of 102 internship slots or 41% of the Board's goal, as of the date of the meeting.

Overview of Registered Apprenticeships

Jane Thompson, Director of Apprenticeship at the New York State Department of Labor, provided an overview of registered apprenticeships in New York State. Apprenticeships are a time-tested approach to training skilled workers through a combination of on-the-job training and classroom instruction. Apprentices are full-time employees who work while they learn skills to enhance their employment prospects and productivity for their employer. An apprentice operates under the close supervision of a skilled worker on the job and takes related classroom instruction. A key component of an apprenticeship is a graduated pay scale which assures that the apprentice's salary reflects the degree of skill he or she has achieved.

In New York State, apprentices are required to undergo at least 2,000 hours of on the job training in addition to 144 hours of classroom instruction. Apprenticeships usually last anywhere from two to five years. Apprenticeships are created through a partnership between employers and workers, typically represented by a union. A single employer or group of employers can register to participate in an apprenticeship program and become a "sponsor".

In New York State, there 680 programs with 510 employer sponsors and roughly 16,000 apprentices. An employer decides how many apprentices it will take in a given year, often determined by market demand. In 2015, there were 4,745 new apprentices entered programs in New York State while 2,583 of those were based in New York City (about 80% of apprentices are enrolled in construction related programs).

Employers who participate in apprenticeship programs are able to tailor the training curriculum to their needs. Consequently they can develop apprentices with skills tailored to their needs and also save money on wages as apprentices continue to gain skills and realize their full wage potential as an apprentice. Employers who participate in apprenticeship programs typically experience less employee turnover and higher employee morale.

Overview and Tour of Plumbers Local 1 Training Program

Arthur Klock, Director of Trade Education, Plumbers Local 1 New York City, provided a brief overview of the Plumbers training program.

Plumbers work to sustain and protect New York City's water supply, drainage, medical gas, and natural gas systems. Through the training center, apprentices work on construction

projects and maintenance projects throughout the city. There are about 6,000 members of the union who work for City agencies or construction and maintenance companies. The Plumbers training program is run by a Joint Apprenticeship and Training Committee which includes members of both the union and the Association of Contracting Plumbers of the City of New York, the organization which represents plumbing contracting employers. A collective bargaining agreement between the employers and union dictates that \$1 for every hour worked by an apprentice goes towards funding the operations of the training center.

Apprentices spend one day every other week at the training center to receive their related classroom instruction. Apprentices start at \$14/hour and then incrementally increase up to \$42/hour over the course of the five year program. A journeyman, someone has graduated from the apprentice program, can make up to \$65/hour, or approximately \$130,000 per year. In addition, apprentices earn an associate's degree at SUNY Empire State College as part of their participation in the apprenticeship program.

Every two years the training center receives applications for new apprentice slots. The center typically receives about 800 applications. Once they are screened, applicants receive a score and are then pulled from a list to enter a new class of apprentices which is formed every six months. Additionally, the training center works with direct-entry pre-apprenticeship programs which support marginalized populations gain access to the construction trades.

Following this overview, Mr. Klock and other training center staff led groups of board members and guests on a tour of the training facility.

After the tour, Dr. Michael Merrill, Dean of the Harry Van Arsdale Jr. Center for Labor Studies at SUNY Empire State College, provided a brief overview of its relationship with the training program.

Overview of New Apprenticeship Programs

WDB members 1199SEIU and the Consortium for Worker Education shared about their experience creating non-traditional apprenticeship programs. Sandi Vito, Director at 1199SEIU Training and Employment Funds, spoke about 1199's experience as they work to register three apprenticeship programs in medical coder, community health worker, and advanced home care worker with the U.S. Department of Labor. Additionally, Joseph McDermott, Executive Director for the Consortium for Worker Education (CWE), shared his organization's experience creating a diesel mechanic apprenticeship.

Chris Neale stated that the Board would hold another meeting specifically to discuss what the board could do to support the growth of apprenticeship programs.

Action Item Approval

Ms. Bennett called for a motion to approve the meeting minutes from the December 10, 2015 quarterly meeting. The minutes were unanimously approved.

In addition, Ms. Bennett introduced two resolutions to the board which amended the Board's by-laws and another which appointed Laurice Arroyo as Chair and Mark Elliot as Vice-Chair of the Workforce Development Board.

Both resolutions passed unanimously.

WDB Meeting Wrap Up and Thanks

Ms. Bennett thanked the members and guests for attending the meeting. The meeting was adjourned at 10:45am.