**Louisiana State Apprenticeship Council Meeting**

**Tuesday, February 18th, 2020**

**9:00 a.m.**

**4th Floor Auditorium – AO Building**

**MINUTES**

**ROLL CALL**

Members Present:

Henry Heier (Chairman)

Claire Obgartel

Kelly Carpenter

Steven Martin

Nicholas Felton, Jr.

Aldo Irias-Duron

Brent Moreland

Andrew O’Brien

Will Seaman (in place of Monty Sullivan)

Members Absent:

Keith Brand

LWC Officials Present:

Kenneth Burrell (in place of Ava Cates, Secretary, Louisiana Workforce Commission)

A quorum was present

**REVIEW OF MINUTES FROM PREVIOUS SAC MEETINGS**

Mr. Nicholas Felton made a motion to accept the minutes from the previous meeting. The motion was seconded and approved.

**OPENING REMARKS**

Mr. Kenneth Burrell gave apologies on behalf of Secretary Cates for her absence along with a brief thank you to the members of the council.

**APPRENTICESHIP UPDATES**

Mr. Michael Knapps updates the council on request to add two trainings, one from the Board of Regents on Proprietary School and the other from the Chairman on the Stop the Bleed training course. He stated that the time frame is still under review but will most likely be in March and April respectively.

**CHAIRMAN UPDATES**

Mr. Heier took this time to update the council on the lack of feedback from apprenticeship councils across the country on the subject of mentorship. Mr. Knapps also confirmed a lack of response from NASTAD members on the same subject. Mr. Heier suggested the conversation be moved to the next meeting.

Next Mr. Heier introduced Ms. Kelly Taylor-White, Director of Industry Based Certification Council, who gave a presentation on how IBCC conducts mentorship amongst their applicants.

During Ms. Taylor-White’s PowerPoint presentation, she gave a general process overview as well as an explanation of the rolls of the director and mentors. She also made clear that the mentor does not champion the application but instead strengthens it.

Mr. Heier thanked Ms. Taylor White for her presentation and asked if her council gets their regulatory authority from state statute or state administrative rule. Ms. Taylor-White said that they are covered through section 2376 of state statute and authorized under WIC.

Mr. Heier also asked if Ms. Taylor-White can share her PowerPoint presentation and any other handbooks on this process and Ms. Taylor-White obliges.

Ms. Claire Obgartel asked if the Apprenticeship Council is seeking to provide mentorship in order to become registered or mentorship after registration has taken place in order to grow their program.

Mr. Heier acknowledges that the council does need to further discuss which route will be taken and suggest council reviews programs similar to the IBCC’s recertification process. Also stating that a mentor who sits on the council can aid in the preservation of a newly registered program through mentorship.

Mr. Brent Moreland agreed and asked who conducts the reviews for the apprenticeship program and if those findings can be made available to the council.

Ms. Tacara Veal responds stating that she conducts the reviews and maintains the files, and will have them available to review by the council, during meetings.

**NEW PROGRAMS**

Louisiana Rural Water Association

Program Sponsor – Rusty Reeves; Michael Knapps, Apprenticeship Training Representative

Water System Operation Specialist and Wastewater Systems Operation Specialist

Mr. Knapps introduced Mr. Rusty Reeves, Deputy Director and Training Coordinator for Louisiana Rural Water Association as well as Ms. Shannon Walton, Apprentice and Workforce Development Specialist and Ms. Mindy Credeur Apprenticeship Coordinator, who both joined via phone. During this introduction, Mr. Knapps informed the council that the National Rural Water Association has 20 plus apprenticeship and training programs across the country and that Louisiana already had 10 interested employers ready to partner.

After Mr. Heier explained the application process, Mr. Reeves began by explaining that the Louisiana Rural Water Association is a part of the National Rural Water Association providing on-sight technical assistance and training to wastewater systems. National Rural Water recently received a USDA grant for the implementation of apprenticeship programs nationwide. Mr. Reeves also explained that local water systems, including municipalities, districts, private systems or nonprofit water systems will participate in the initiative. Ms. Walton adds that 20 systems have expressed interest already.

Mr. Will Seaman asked if the program is already recognized nationally, to which Mr. Knapps responds yes, stating that the standards before him are National Guideline Standards for the National Rural Water Association. Mr. Reeves stated that the water industry has a high turnover, due to the lack of structured training program.

Mr. Moreland asked what certification the journey workers hold and who issues that credential. Mr. Reeves explained the certification process for the state of Louisiana and states that LDH issues those certifications. Mr. Moreland asked for clarity on rather or not the apprentice would ever be working with an employee who was not necessarily a credentialed or certified journey worker. Mr. Reeves stated that it is a possibility but ensures they will provide technical assistance, training, and safety training.

Mr. Andy O’Brien asked how many states this program is currently operating in. Ms. Walton said that it is in 23 states and that the majority are registered through USDOL.

Mr. Moreland asked for the class schedule since Appendix E is blank, stating that the wage schedule should include rate and percentages. Ms. Walton stated that class schedules are not built yet pending registration but states that commonly it is 2-3 days per month. Mr. Moreland also asked if the wage schedule is available. Ms. Walton said that each water system will fill out the wage schedule based on their specific dollar amount with the approval of the Louisiana Rural Water Association. Mr. Moreland if the journey worker wage can be given at this time for any of the interested employers, which the applicant could not provide but reaffirmed that they understand the regulations on wage rates and progressions.

Ms. Claire Obgartel said the number of journeymen needs to be solidified so that they will know the potential number of apprentices as well as solidifying potential employers with the agreements and wage schedules. Ms. Walton explained that the potential employers will provide all of that information upon registration.

Mr. Seamen and Mr. Burrell both asked the council to take into consideration that the application meets national standards and that the state is currently having issues with finding certified wastewater specialists.

Mr. Moreland asked why does the Louisiana Rural Water Association believe that apprenticeship is the answer. Mr. Reeves said that he believes that people will be more inclined to apply if the training was accredited and recognized.

Mr. O’Brien asked for the structured training to be explained. Mr. Reeves explained that they have a training facility in Kinder, Louisiana, but do not have a class schedule yet. He also mentioned will be done by staff as well as outside sources and contractors.

Mr. Seaman agreed that the application does look different from the average application, but still asked the board to be open-minded in helping improve the application to aid in the wastewater issue and avoid being the subject of criticism. To which Mr. Moreland and Mr. Heier disagreed, stating that the council would not be held accountable in the event of an issue that leads to the revelation that the Apprenticeship Council did not approve the program.

Mr. Heier asked the applicants who regulates the rates for the wastewater systems. Mr. Reeves said that municipalities and water districts have the power to set their own rates. Nonprofit systems have to have a rate study conducted, which is approved by USDA, LDH or legislative auditor.

Ms. Kelly Carpenter asked what curriculum is being used and Mr. Heier follows up by asking is the curriculum has been developed already. Mr. Reeves said they will use the state sanitary code, DEQ regulations and California wastewater manual to develop the curriculum develop the specifics for the State of Louisiana training. Ms. Walton clarified that the courses in the curriculum already and exist as they are outlined and will be taken by the Louisiana apprentices.

The Chairman asked the council to consider putting the application in suspense until the next meeting to give the applicant time to address the concerns of the council. A motion is made and seconded to put the application in suspense.

**NEXT MEETING DATE**

Mr. Heier suggested a poll be sent to the council members to determine the next meeting date.

**ADJOURN**

**SUBSTANCE OF ALL MATTERS DECIDED:**

1. The minutes from the previous State Apprenticeship Council meeting were approved.

2. Louisiana Rural Water Association application held in suspense until next meeting.