**Louisiana State Apprenticeship Council Meeting**

**Thursday, May 13, 2021**

**1:00 p.m.**

**Louisiana Housing Authority**

**MINUTES**

**ROLL CALL**

Members Present:

Henry Heier (Chairman)

Claire Obgartel

Steven Martin

Nicolas Felton, Jr.

Aldo Irias-Duron

Brent Moreland

Andrew O’Brien

William Seaman (In place of Monty Sullivan)

Members Absent:

Keith Brand

Kelly Carpenter

LWC Officials Present:

Tavares Walker (designee of Ava Cates, Secretary, Louisiana Workforce Commission)

A quorum was present

Mr. Henry Heier, Chairman, noted a change of operations as to the format of the agenda. He noted that the agenda was published timely.

Mr. Heier called for a motion to adopt the agenda. A motion was made, seconded, and approved.

Mr. Heier called for public comments. None were made.

**OPENING REMARKS**

Mr. Tavares Walker introduced himself as the Assistant Secretary of OWD and stated he was representing Secretary Cates who was dealing with the Legislature. He stated that he has been with the agency for 10 months and wanted to extend a warm welcome and extended his service.

Mr. Heier thanked Mr. Walker.

**REVIEW OF MINUTES FROM PREVIOUS SAC MEETING**

Heier called for a motion to approve the minutes. The motion was made, seconded, and approved.

**APPRENTICESHIP UPDATES**

Mr. Michael Knapps updated the council on apprenticeship staff. He introduced Mrs. Sable Johnson, Apprenticeship Training Representative, and stated that we will soon hire additional apprenticeship staff.

Mr. Knapps spoke about grant initiatives and how the SAE2020 grant is set to expire October 31, 2021. Mr. Knapps also stated that if there are any apprentices that have not submitted their stipend applications or supportive services applications, they need to do so, before the deadline.

Mr. Knapps also mentioned “Workforce Week” which is a virtual hiring event (May 24-28, 2021).

Next, Mr. Knapps gave an update on the New Standards Template from USDOL. Mr. Knapps mentioned that Ms. Maria Brady, USDOL, was unable to travel from Dallas, however, it’s her recommendation that Louisiana adopt this template which will streamline the process and maintain consistency with USDOL.

**CHAIRMAN UPDATES**

Mr. Heier stated that in late 2021 or 2022 we will likely see Reauthorization of the National Apprenticeship Act which has not been reauthorized since it was first passed in 1937. Louisiana was one of the five states to adopt the Fitzgerald Act of 1937. Mr. Heier stated no major updates have been received from the National Alliance of State Apprenticeship Councils on the matter.

**NEW PROGRAMS**

**PHI Americas**

Mr. Knapps introduced PHI Americas and stated that PHI is pursuing registration in order to create a career pathway for the occupation of Certified A&P Mechanic.

PHI’s representatives gave an overview of their organization, with roughly 200 A&P Mechanics currently employed, but with many to retire soon. Their three-year on-the-job training program is equivalent to two-year college training.

Mr. Brent Moreland stated that 160 hours per year exceeds the 400 hours listed. The apprentices will exceed the 400 hours. There are also courses not listed that will go beyond the FAA requirements. Moreland also asked if the A&P certificate is an Industry Based Credential. PHI confirmed and stated that the apprentices will also be paid for class time.

PHI was asked if there was a cost to the apprentice, they stated there is no expense to the applicant, and we also cover uniforms, training, books, and tools.

Mr. Aldo Duron asked about page A-2 where the last period is 840 hours. PHI explained that their pay schedule works on 2080 hours per year, including 2 weeks for paid time off. Mr. Moreland requested that the schedule be updated to reference true, on-the-job, work hours—2000 per year. PHI agreed.

Mr. Steven Martin asked how many apprentices they planned to train per year. PHI stated 15 total, five in each of the three periods. Mr. Martin also asked where the facility is located, to which it was replied Lafayette and Houma with all trainings taking place in person.

Mr. Andrew O’Brien asked if there are any stop gaps to not lose apprentices to competition. PHI stated the world class experience they would be provided, as well as higher starting pay than competitors.

Mr. Nicholas Felton asked if a veteran can receive credit? PHI stated that they started as a pilot and they will recognize people with backgrounds and if they had experience.

Mr. Heier asked how the documentation process functioned. PHI stated the FAA requires 30 months in industry and theoretical. Records are kept in a log book, with objective evidence through testing.

Mr. Felton asked how COVID affected the mechanics. PHI stated they have offered those laid off to return

Mr. Moreland made a motion to approve the application with the period hours amended. Mr. Felton seconded the motion. The motion was approved.

Mr. Heier asked Mr. Knapps to note that the applicant has agreed to amend the application.

**Urban League of Louisiana**

Mr. Knapps introduced Ms. Cherie Duckworth with the Urban League’s Cybersecurity and Java Developer Apprenticeship Programs, housed in New Orleans. Mr. Calvin Mills with SLT & Help IT.

SLT has been approved by Oracle as an IT training provider in Louisiana. SLT has also partnered with CompTIA. Help IT will provide the on-the-job training for the program.

Mr. O’Brien pointed out the journeyworker rate for the cybersecurity specialist, stating that $20 per hour seems too low.

Mr. Mills stated that it was an error. The apprentices will start at $20 per hour. Journeyworker cybersecurity specialists make around $100,000 annually.

Mr. Heier stated that it’s recognized that there will be an amendment.

Mr. William Seaman asked about the company’s background. Mr. Mills stated that SLT has been around for four years. Oracle approached the organization to be a training partner. CompTIA approached for the cybersecurity cohort. The training has been online due to COVID.

Mr. O’Brien asked about pre-apprenticeship. Ms. Duckworth stated that they’re working with the Jefferson Parish School System to provide a basic course.

Mr. Mills stated that they are trying to create a pipeline and these trainings are needed and all of his team including himself has a background in Technology.

Mr. Felton made a motion to approve on the condition that the journeyworker wage be increased.

Mr. O’Brien seconded. The motion was approved.

**OTHER BUSINESS**

Mr. Moreland requested an update on the stipend checks for Shreveport Area Electrical IBEW. Mr. Knapps said he would have to verify if there were any pending applications.

Mr. O’Brien made a motion that the new USDOL standards template be sent to program sponsors for review prior to the next State Apprenticeship Council meeting, where its adoption could be discussed. Mr. Felton seconded. The motion was approved.

Mr. Felton noted a proposed tax credit for registered apprentices in this year’s legislative session. $1.25 per hour, up to 1000 hours for a total of $1,250 per apprentice.

**ADJOURN**

**SUBSTANCE OF ALL MATTERS DECIDED:**

1. The minutes from the previous State Apprenticeship Council meeting were approved.
2. PHI Americas was approved on the condition that their standards are amended as requested.
3. Urban League was approved on the condition that their standards are amended as requested.
4. The USDOL recommended standards template will be sent to all Registered Apprenticeship programs throughout the state and discussed at the next council meeting.