

1. **CALL TO ORDER** (the meeting was called to order at 4:05 p.m.)
2. **INTRODUCTION OF ATTENDEES**

Each attendee was asked to introduce himself to include personal and corporate information.

<b>Committee Members</b>	
Mike Cassidy, Chairman	Long Painting
Paul Buzzin	LPC Limited
Jim Duty	Don-Frank Co.
Ray Fujii	PDCA of Hawaii
Lawrence Josloff	Josloff Glass
Todd Nugent	T.F. Nugent, Inc.
Terry Webb, FTI Co-Chairman	Eureka Metal & Glass
Stuart Binstock, CEO	FCA
Jay Weaver, Staff Member	FCA
<b>Guest Attendees</b>	
Peter Cafiero	Island Painting
Robert Chrisp	Chrisp Co.
Joe Clabbers	National Glass & Metal Co.
Todd Fauchild	Long Painting
Bernie Gingras, Affiliate Executive Director	New Jersey Glass & Metal Contractors Association
Angela Hingston-Oliver	FCA
Kevin LaRue	FTI
John O'Hare, Affiliate Contractor Contact	Huber Construction
Greg Renne	FTI
Amelia Townsend	FCA
Dean Wanty	IUPAT, DC #7

## 2. OLD BUSINESS

**A. Goals/Strategies of the Workforce Advisory Committee (WAC) Meeting (September 8, 2006)**—these goals/strategies were forwarded to the FTI in 2006 and initially addressed at the FTI Meeting in Florida early in 2007. At that meeting they were recognized as an in-depth, valuable document that needed to be evaluated and implemented. The current FTI Co-Chairman said that the WAC document became a top FTI priority with the new FTI staff under Dan Penski as its Executive Director/Fund Administrator.

**B. FTI Hiring of Recruitment Managers (RMs)**—these same goals/strategies are now being reviewed by the two new RMs (i.e., Kevin LaRue and Greg Renne) and selectively implemented as possible best practices. The RMs are currently evaluating what labor and management are doing within the various district councils (hereafter DCs). After this extensive review of the DCs, the RMs will compile that information and identify best practices for implementation by the B.M./S.T.s, Directors of Training, and local contractors within their local DCs. The current schedule is for the RMs to evaluate at least 50 percent of the DCs each year.

**1. Apprenticeship Recruitment**—the RMs stated there is no one recruitment solution; consequently, they are working with contacts at all recruitment levels, including high schools, community colleges, universities, and other educational agencies/schools. Their ultimate goal is to recruit and retain at much higher levels than realized to date (e.g., we have an over 50 percent drop out rate after the first apprenticeship year). They

also indicated the need to reach out to the current generation by advertising on *YouTube* and *MySpace*. The attendees stated that the contractors' number one concern is for the union to market and adapt to the newer generation of employees who seek different goals out of their employment opportunities. It was emphasized that we no longer have the influence of the previous generation of construction workers, nor are we effective at marketing careers in the finishing trades—careers that have the capability of earning \$80,000 after three years of training. One contractor said that high school students in his area earn college credits to encourage the schools to funnel their kids into the apprenticeship training program. Another contractor commented that his DC is located on a college campus, so apprentices can qualify for an associate's degree. One RM stated that the FTI is looking into DC #21's training center and programs to consider offering them nationwide as best practices for other DCs to emulate. Some other recruitment/retention ideas that surfaced during the discussion included:

- Videotaping testimonials of successful apprentices during their apprenticeship training programs;
- Producing a Recruitment Book (e.g., similar to NECA's)—a book that would depict all the available finishing trades' careers for graduates of apprenticeship training programs;
- Implementing a program where a student has an industry job for half a day to take the place of the abandoned high school "shop training programs";
- Seeking help from the incoming Democratic Administration which has already pledged its support for providing more work to minorities and women; and
- Implementing "split time" shift work which allows several workers to share their work shifts and unemployment time; one challenge to resolve with this concept is that a certain percentage of these workers is not productive or less productive, thereby affecting a contractor's overall productivity.

**2. Journeyman Upgrade Training**—the Committee commented that this training was not being accomplished in most DCs. Currently, in many CBAs this training is tied into wage increases or monetary incentives, but neither inducement has worked effectively. Other upgrade incentives were also identified: (1) gift certificates for body harnesses or safety boots; (2) a name change to "continuing education" to create a different mindset; and (3) college credits similar to the ones being offered to apprenticeship trainees.

**3. Directors of Training: Two-Day Training Seminar**—the RMs were also asked to update the Committee on this initial Two-Day Training Seminar held at the National Training Center. This seminar was the first for the FTI, whereby all JATC training coordinators gathered at one seminar—the first day emphasizing training with the second day addressing issues in an open forum. Overall, the successful training seminar focused on training, improving retention, and setting up JATC strategic plans.

**4. Training Cost Ideas**—the above training seminar's discussion led to an overall discussion of training costs, and the following responses/initiatives were suggested:

- Provide a financial incentive to JATC's that retain their apprentices.
- Allow apprentices who stay in the industry for "x" years to not have to repay tuition costs, should they decide to leave the industry.
- Have the state DOL reimburse the union for the cost of training apprentices.
- Deduct a \$1.00/hour of an apprentice's wages to cover any apprenticeship waiting period to attend training, like they do in some Canadian provinces.

**5. Standardized Training**—one contractor raised the question about "Standardized Training." The FTI Co-Chair explained that currently the FTI's regional Apprenticeship Training Representatives (ATRs) are evaluating the curriculum and educational practices used across the country in the various DCs, seeking to standardize and implement best practices. FTI's Curriculum Director is now evaluating each trade and aligning its training in an effort to standardize training. It is estimated that this standardization process could take about 18 months before the first trade is completed.

**6. Computerized Training Tracking System**—one contractor asked about the computerized system that has been proposed to track training, dues, and local benefits payments. The Chairman responded that the IUPAT has hired a firm to work on a computerized system that should be able to provide this information; he added that his DC is working with the IUPAT to help create this tracking system.

C. **Affiliate Association Executives' Actions (local distribution of above "Goals/Strategies")**—the affiliate association executives were again asked to consider immediately implementing any goals/strategies they thought could work in their local areas.

D. **FTI Strategic Plan: Four Major Goals' Discussion**—the FTI's four major goals were redistributed for review and future discussion as to where the WAC can possibly play a major role.

### 3. NEW BUSINESS

#### Program Development for 2009

- **The Center for Construction Research and Training (CPWR)**—the discussion of its programs, products, and services was minimal, but the Chairman did agree to the FCA's attending a CPWR Safety Committee meeting—providing a written report of the value of the safety Committee's activities and making a recommendation as to the WAC's future involvement (e.g., a seat on that Safety Committee). The CPWR's Safety Committee is chaired by Mark Ayers, President of the Building Construction Trades Department of the AFL-CIO.
- **NECA's List of Educational Offerings (customized for FCA contractors)**—the list was distributed for the Committee members' review and possible selection of courses/seminars that may benefit the FCA contractors in the workforce recruitment and retention areas.

### 4. ACTION ITEMS—the following action items were identified:

- **Journeyman Upgrade Training Implementation**—consider producing the WAC's next major work project in the "journeyman upgrade training" arena—specifically its costs to the workers and how to get them more involved in completing the training.
- **Women/Minorities in Construction—State Quotas**—look into women/minorities in construction and find out each state's requirements. Recently, several states (e.g., Oregon and Washington) have threatened to withdraw apprenticeship certification, if a certain percentage of women/minorities is not recruited.

### 5. ADJOURNMENT (the meeting was adjourned at 5:30 p.m.)

