



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DIVISION OF APPRENTICE STANDARDS

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MASSACHUSETTS APPRENTICESHIP COUNCIL

Meeting Minutes

Monday, February 24<sup>th</sup>, 2025, 11:00 am

**Opening:**

The Apprenticeship Council meeting was called to order at 11:00 am on February 24<sup>th</sup>, 2025, in person and via Teams.

Present:

- Rick Carter, Chair, Training Director, Local 12
- Josh Cutler, Undersecretary, EOLWD
- Elizabeth Bennett, Associate Commissioner at Massachusetts Department of Elementary and Secondary Education
- Chaton Green, Business Agent, Greater Boston Building Trades Union
- Maryanne Ham, Executive Director, Northeast Advanced Manufacturing
- Sue Mailman, Owner, Coghlin Electric
- Aisha Necoechea, Executive Director, BEST Hospitality
- Christine Ortiz, Ph.D., Professor, MIT
- Jason Pacheco, Director of Workforce Planning, Baystate Health
- Jeff Saliba, Business Manager, Local 6

**Meeting:**

1. Welcome

- Chair Rick Carter called the meeting to order and welcome attendees, which included Council members, apprentices, Division of Apprentice Standards (DAS) staff, and members of the public.

- Apprenticeship Council members introduced themselves to the room at the conclusion of Chair Rick Carter's remarks.

### **Approval of Minutes:**

The motion to approve minutes from the previous Council meeting was made by Jeff Saliba, seconded by Liz Bennett. The roll call was six in favor, none opposed, no abstentions.

- Undersecretary Josh Cutler took the time to thank the DAS team for working very hard on the projects, progress, and achievements. Regarding the budget proposal, the administration has been prioritizing apprenticeships. In the Governor's budget proposal, for the first time ever, DAS has had its own line item identified. Josh Cutler expressed his gratitude to everyone for working towards that and stated that he would love to see the Apprenticeship Council weigh in on that process in advocacy for the item.
- Director Lara Thomas provided a quarterly update on DAS.
  - i. RATC is a state credit showing 50% of taxes - \$4,000 per apprentice. Previous language might have rendered some sponsors ineligible because of state licensing requirements. Clean energy electricians and HVAC – clarifying language is being sent out today so that sponsors doing clean energy work may be eligible.
    - Q: Are Registered Teacher apprenticeships eligible?
    - A: Registered teacher apprenticeships are eligible – although she could not speak to personal tax information, it is possible.
    - Q: Are Mechanical Apprenticeships eligible?
    - A: Qualifying occupations are set by statute.
  - ii. SAEF Grant- Intending to apply for Formula funding as well as competitive funding in March.
  - iii. High Point Treatment Center's Registered Apprenticeship program was approved.
  - iv. Emergency assistance funding was administered. DAS was able to fund a program called Revive in Action in Waltham, which graduated 24 home health aides in a pre-apprenticeship program, helping them get on the track to RAP.
  - v. Focus was placed on data – a slide was shared.

- vi. RAPIDS data on federal dashboard showed 9,500 active apprentices, but they were not correctly categorized. DAS is working on correcting this. 100 new programs were approved in 2024, the majority which were...
  - vii. 33 PAPs were approved, and 2 programs in trades for RAP.
  - viii. 60 expansion programs were registered.
  - ix. 5 expansion PAPs were registered.
  - x. The total number of enrollments was down in FY24 compared to FY23. The decline was partly due to efforts to tighten and clean up old records. The AL team is now doing account management on top of sales functions. Any new registered program will be receiving additional outreach to ensure they are set up for success and aware of their responsibilities.
  - xi. Examples of expansion industries include healthcare, IT, and anything outside the traditional trades.
- Senior Apprenticeship Liaison Kristyn Barrile provided the Apprenticeship Liaison team's quarterly report.
- i. Apprenticeship Liaisons have been working diligently to grow the Registered Apprenticeship footprint across the Commonwealth. At close of 2024, DAS registered 100 new Programs 7 of which were Pre-Apprenticeship Programs. These programs were across both traditional and expansion sectors. The AL team also registered the first ever Lab Animal Caregiver Registered Apprenticeship Program – through BU, who is the intermediary, and is looking for further employer partners.
  - ii. The Liaisons have also thought of new and innovative ways to engage more interest in the Registered Apprenticeship landscape. In February 2025, the AL team launched the first Pre-Apprenticeship Intro Session, which will be held on a monthly basis. The AL team had an interest from Local 60 and Early Education sponsors in attendance. February 24, 2025 is the first day of the MassHire Career System Registered Apprenticeship Training. By providing ongoing, regular training to MassHire career center leadership and staff on understanding and selling Registered Pre-Apprenticeship and Apprenticeship Programs, the AL team hopes to continue to close the gap with their partners and in tandem getting the word out. The team is already seeing a positive trajectory in their registration of programs, as they have 16 registered so far in 2025. Those programs are a mixture of healthcare and construction.
  - iii. DAS also launched their own LinkedIn page called *Massachusetts Registered Apprenticeship* ([LinkedIn](#))

- Project Manager Jennifer Tanzi provided an update on the ongoing database development project. Jennifer shared her screen and guided the group through a tour of the dashboard's current design. She explained that the homepage was being refined with key data points and that work was ongoing to manage agreements, amendments, open tasks, to help alert all teams of necessary action items. She expressed that all feedback has been considered and there is still time to suggest additional feedback. Members were encouraged to reach out with suggestions or features they wanted included in the database.
- Q: Could members have access to the test environment?
- A: That is forthcoming– anticipated by the end of March or early April. A sandbox mode was planned, with hopes to build out the billing functionality first.
- Q: Would all data from the old system be transferred to the new system?
- A: Some data will be archived based on if it is outdated. Information on current programs and current apprentices will be carried over to the new system.

## **2. National Apprenticeship Day**

- The previous year marked 10 years of NAW. Many successful events took place. Based on federal stakeholder feedback, it was officially named NAD on April 30<sup>th</sup>. For DAS, the observance will likely remain a week-long event. In 2026, it is expected to be a full national week (4/26/26-5/2/26). DAS will share all details with Council members and encourage them to report relevant events to promote on the website and LinkedIn. Ther SkillsUSA statewide conference was scheduled for 4/25-4/27, making it an excellent week to promote RAPs, especially as every technical student in the state will be competing.

## **3. New Business**

- No new business was suggested at this time. If there are new topics for next agenda to nominate – please reach out to Grace or Rick.
- Grace and Liz will contact Sue on locating a technical school in the Worcester area to host the May meeting. A suggestion was made to create a rotating list of meeting hosts to accommodate in-person gatherings. Jason expressed interest in

hosting September 2025. It was requested that meetings begin in person at 11:00 AM or later.

## **5. Future meeting dates**

- Monday, June 23, 2025 (in-person, Leicester High School- 964 Main Street, Leicester, MA 01524)

## **6. Adjournment**

- A motion of adjourn was made by Jason Pacheco and seconded by Jeff Saliba. The roll call was eight in favor, none opposed, no abstentions.
- The meeting was adjourned.