MASSACHUSETTS APPRENTICESHIP COUNCIL
Meeting Minutes
Monday, June 23, 2025. 11:00 a.m.
Leicester High School 964 Main St, Leicester, MA 01524

Opening:

The Apprenticeship Council meeting was called to order at 11:00 a.m. on June 23, 2025, at Leicester High School 964 Main St, Leicester, MA 01524.

Present in-person:

☒Rick Carter, Chair, Training Director, Local 12

☒Elizabeth Bennett, Associate Commissioner at Massachusetts Department of Elementary and Secondary Education

☒Maryanne Ham – Owner, Scale Up Now LLC

☒Sue Mailman – Owner, Coghlin Electric

☒Christine Ortiz – Professor, MIT

☒Jason Pacheco – Director of Workforce Planning, Baystate Health

☒Jeff Saliba – Business Manager, Local 6

Absent:

• Chaton Green, Business Agent, Greater Boston Building Trades Union

• Aisha Necoechea, Executive Director, BEST Hospitality

Meeting:

1. **Welcome**
   - Chair Rick Carter called the meeting to order and welcomed attendees, which included Council members and Division of Apprentice Standards (DAS) staff.

Approval of minutes:

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

- Director Lara Thomas provided a quarterly update on DAS
  i. There have been a couple of staff changes in the past few months. New Administrative Coordinator, Cooper Leonard, who started June 2 replaced Grace O'Day who now works directly for Secretary Jones. Additionally, Laura Lee retired, and Staci Meehan was promoted from Compliance Officer I to Compliance Officer II on March 23. We are currently in the final stages of making an offer to her replacement. We currently have a hiring freeze that began May 27 (public safety and direct care positions are exempt).
  ii. We hosted a very successful celebration on April 30 for National Apprenticeship Day which many of you attended. Building a Revolutionary Workforce: 250 Years of Apprenticeship Innovation, honored the Commonwealth's historic leadership in registered apprenticeship programs and spotlighted how modern initiatives continue to foster skilled labor, economic opportunity, and diversity. Lieutenant Governor Kim Driscoll and Secretary Jones joined labor leaders, workforce partners, state and local officials, and hundreds of apprentices at IBEW Local 103 Union Hall.
  iii. The Briefing for Legislators at the State House on March 24 was well attended, it is always very powerful and impactful to hear directly from apprentices.
  iv. Through our Registered Apprenticeship Tax Credit (or RATC) for Tax Year 2024, we awarded a record of $480,000 in credits to 20 sponsors for 100 apprentices. We have made some changes to the application process and are hopeful that our new registration system will further streamline the process of sponsors applying for this credit. ($2.5 Million available). Another round of tax credit will continue during our next fiscal year which will allow sponsors that meet the requirements to apply.

    Q: Can we (council members) be given an informed report on RATC?

    A: We can include a written summary at the next meeting.

    Q: Will the Tax Credit requirements or criteria change for the next fiscal year?

    A: The criteria may change, but the purpose of the Tax Credit is to promote expansion programs.

v. DAS has been fortunate that whenever our Finance Team has tried to draw down the existing grants, the money has been available. We are in the final year of a four-year federal grant and in year 2 of a five-year formula grant. In March, we applied for the third year of the formula grant but added an application for $5 million in competitive funds over the final 3 years. That competitive grant would focus on early childhood education, which has been our fastest-growing expansion occupation. We hope to hear good news on these grants any day now. We are working with the American Institutes for Research to finalize an Intermediary Guide, our Apprentice Handbook and a Pre-Apprenticeship Guide

vi. As of the end of May,
   a. 3795 Apprentices and Pre-Apprentices Registered including 838 in expansion industries
   b. 107 new sponsors or occupations approved

vii. I attended two out of state conferences, spoke to the Greater Boston Chamber of Commerce Apprentice Network Anniversary event, and many graduations.

viii. Future Projects:
   a. Closing out Sub-Grants for June 30 – very successful community of practice meeting in April – shared best practices etc., make them quarterly in the future
   b. Pre-Messaging and Launch of new Database late summer, seeing how it impacts the way we do business
   c. First Apprentices in Teacher Apprenticeship Programs in the fall
   d. New Funding RFR out late summer or as soon as our budget picture firms up
   e. Following up contacts including Mass Community Colleges and SkillsUSA interested in doing Skill Sync (Local 537 Pipefitters Hunter Claflin at September meeting)
      i. *SkillSync, is a program of SkillsUSA Massachusetts, dedicated to empowering student members by facilitating access to Massachusetts Registered Apprenticeship and Union Apprenticeship programs within our extensive Partner Network.*

Q: What districts will teacher apprentices be working in?

A: 8 school districts – Everett, Lowell, Lynn, Martha's Vinyard, Randolph, Salem, and Waltham.

- Senior Apprenticeship Liaison Kristyn Barrile provided the Apprenticeship Liaison team's quarterly report.

i. The Liaisons, alongside DAS staff, have been working hard in this first half of 2025 to strengthen our work in the field through the development of Registered Apprenticeship Programs and Pre-Apprenticeship Programs. This calendar year alone

we have registered 54 Registered Apprenticeship Programs and 5 Pre-Apprenticeship Programs. 30 of the 54 are in the trades, 24 are expansion programs including the first ever, Production Cook with BEST Corp., a Graphic Designer program with WPI and the first Teacher - Baccalaureate Pathway with DESE.

ii. The 5 Pre-Apprenticeship Programs consist of Construction Craft Laborer with Essex North Shore Agricultural and Technical School, Advanced Manufacturing Programs with both Mass MEP and another with Bridgewater State University to support individuals who are neurodivergent, Production Cook, and a CNA position with Local 888 which will be tethered to the Executive Office of Veteran's affairs supporting the Chelsea Soldier's home.

iii. We are also continuing our work with MassHire Career Systems and the Department of Career Services on broadening their understanding of the Registered Apprenticeship model through in-person and virtual training sessions.

iv. Last but not least, in April, we celebrated National Apprenticeship Day, thank you to all council members who were in attendance. National Apprenticeship Day had over 300 apprentices in attendance, an apprenticeship panel, representation from both traditional and expansion partnerships, and the first ever Registered Apprenticeship Fair represented by 17 programs who were actively recruiting for their openings. DAS is very proud of the success of this event, and is reminded that this work takes a village, and we had our village representing in so many ways.

Q: Will DAS be participating in National Apprenticeship Day next year?

A: Yes, we will during the month of April. It will continue for a week.

Q: If any data is requested, can DAS provide it?

A: DAS will work on a packet to provide to the council that will be available to them ahead of council meetings. This will include applicable data.

- Project Manager Jennifer Tanzi provided an overview of the login process and a view of the Sponsor Dashboard.
  i. Currently working on data migration to our test environment, Go-live is expected in early September
  ii. Digital signatures will replace all ink required signatures for all documentation
  iii. Apprenticeship cards will be digital and accessible to apprentices on their cell phones
    - These cards will also have the option to print if necessary
  iv. Reports and Dashboards will be available to sponsors on the new portal:

- Ability to find apprentice information quickly and with ease
- Alerts and action items will inform you of urgent news and tasks to be completed
- Full dashboard of detailed program information with the ability to drill down into the details

v. Communication and next steps:
- In the coming weeks the DAS team will be sending out news on the new database
  - We will be notifying sponsors of upcoming training dates to attend
  - Alerting all sponsors of the system transition dates and when the new system will be available

Q: Will we be able to see other sponsors' information on the new salesforce dashboard?

A: No, Sponsors will only be able to see the information for their own program.

2. **Mentorship- Best Practices:** *How are we seeing Mentorship today?*

- Identifying good leaders for apprentices is needed by employers
- Recruitment and identification of good mentors over years of experience
  - What does that gauge look like?
- Identifying apprentices who are leaders in their own cohorts to eventually place them in these educational roles
- Sponsor POV
  - Provide guidance to the employer on identifying these traits in journey-people
  - Balancing safe class size/ratios with appropriate resources and needs of the apprenticeship cohort
  - Possibly provide class/workshop for mentorship training through DAS
- Willingness to be a Mentor
  - How to get quiet leaders to break out and become a mentor outside of volunteering these individuals
  - DAS aids in identifying and vetting mentors – due diligence
  - DESE is currently piloting a mentorship program to then implement as they head into the school year – something to keep tabs on and learn what works and what doesn't

        - Constantly develop but not deviate from goal
    - Licensed Mentors verse unlicensed
        - Flexibly of seasoned workers verse by the book as well as real world and relatability of demographic
    - Fostering an ecosystem of mentors that is representative of the actual populace of apprentices.
        - Provides experiences/paths to journey-people (certified employee) to apprentices that can identify barriers in that career path
    - How to extend that relationship beyond the apprenticeship program
        - Continued education is important

1. **Future Meetings Discussion Topics**

    - Apprenticeship Council Quarterly updates
    - Intro presentation to see process/pre-apprenticeship approach
    - Site Visits during meetings

3. **Future meeting dates**
    - Monday, September 22, 2025 (In-person, Baystate Medical Center, 759 Chestnut St. Springfield MA, 01199)
    - Monday, December 22, 2025 (In-person, TBA)
        i. Will likely need to happen in the new year due to holidays, etc.

4. **Adjournment**
    - A motion of adjourn was made by Elizabeth Bennett and seconded by Jason Pacheco. The roll call was six in favor, none opposed, no abstentions.
    - The meeting was adjourned.