

WELCOME TO ESAC 2018

Foxwoods

Mashantucket, CT

“Training Today for Tomorrow”

CONFERENCE SCHEDULE

Monday, June 4, 2018

3:00pm - 5:00pm	Registration Booth	Pequot Ballroom Pre-Function
3:00pm - 5:00pm	Exhibits	Pequot Ballroom Pre-Function
5:30pm - 8:00pm	Gourmet BBQ & Wine Experience Co-Sponsored by: <i>MCAC</i>	Stonington Vineyards
5:30pm	Transportation Bus Departs <i>Transportation Compliments MCAC</i>	Grand Pequot Lobby

Tuesday, June 5, 2018

7:00am - 8:15am Breakfast
Sponsored by: *Ironworker Management Progressive Action Cooperative Trust*

7:00am - 2:00pm Registration Booth Pequot Ballroom Pre-Function

7:00am - 3:30pm Exhibits Pequot Ballroom Pre-Function

8:15am - 12:00pm **MORNING SESSIONS** **PEQUOT BALLROOM B**

8:15am - 9:00am Opening Session

Welcome • William Macchione *ESAC President*

Presentation of the Colors • Coventry High school Naval Junior Reserve Officer Training Corps (NJROTC)

Pledge of Allegiance • William Macchione *ESAC President*

National Anthem • SkillsUSA Student

Blessing • Gail Kinney

Invited Guests • Congressman Joe Courtney

9:00am - 9:30am Keynote Speaker

Mark Wagner - *Vice President of Learning Claims The Hartford Insurance Company*

Apprenticeships - A Win-Win for the Financial Services Industry

The Hartford is the first U.S.-based insurance company to create a Registered Apprenticeship Program, which was signed at a ceremony at the U.S. Department of Labor 11/17/16. The Hartford is collaborating with community college partners in Hartford, Orlando and metro Phoenix to develop insurance specific curriculum to support the apprenticeship model for the insurance industry in these communities. This apprenticeship program supports a top priority for The Hartford by helping us to attract and develop

talent to best serve our customers. Join Mark Wagner for a discussion on how the insurance industry is learning to recruit and retain skilled claims professionals outside of the traditional college track. Participating students gain education, training and a full-time position with a company where they can grow their career. It's a win-win for students and The Hartford.

9:30am - 10:00am **Jose Velazquez** - *Deputy Administrator USDOL Office of Apprenticeship*

10:00am - 10:45am **SkillsUSA "Job Ready, Day One"**

Presenter: Heidi Griffen

What is SkillsUSA? And how do we prepare students for the workforce?

10:45am - 11:00am **BREAK**

11:00am - 12:00pm **"UNIQUE INSURANCE NEEDS FOR JATCS. "**

Presenters: Tina Fletcher *President of Ullico Casualty Group, Inc.*, **Diane McNally** *Senior Vice President and Principal - Segal Select Insurance, Inc.* and **Sally Corbin, J.D.** *CEO/Agency Owner - Union Services Agency*

Joint Apprenticeship Training Funds have insurance needs that are different from those of Pension and health & welfare funds. Their roles include both training and providing benefits to apprentices, consequently making their insurance needs unique. JATC leaders and trustees should review with their insurance representative to ensure that correct coverage is in place. The presentation proposes to review the five areas of insurance coverage for JATCs: Fiduciary Liability, Directors and Officers (D&O) Liability, Cyber Liability, ERISA (fidelity) bonds and other coverage and student accident policies.

12:00pm - 1:30pm

AWARDS LUNCH
Sponsored by: ULLICO
and ESAC Standing Committee

Pequot Ballroom A

1:30pm - 5:00pm

AFTERNOON SESSIONS

PEQUOT BALLROOM B

1:30pm - 3:00pm

"WHAT CAN MULTIEMPLOYER PLANS EXPECT FROM THE TRUMP ADMINISTRATION?"

Presenter: James Cole *Principal, Groom Law Group*

The session gives an overview of the recent DOL apprenticeship plan enforcement initiative under the Employee Retirement Income Security Act of 1974 and discusses reporting requirements that are being considered by DOL and may affect apprenticeship plans. The mechanics of a DOL investigation are reviewed and the issues that frequently arise during investigations are discussed. The presentation answers two important questions: What do I do when I get a DOL document request and what can I do before my training plan is audited?

3:00pm - 4:00pm

**APPRENTICESHIP LEADERS IN FINANCIAL SERVICES INDUSTRY:
FIRST-OF-ITS-KIND APPRENTICESHIP PROGRAMS**

Moderator: Bernie Trembl

Presenters: Jodi Greenspan *Assistant Vice President, The Hartford*, and **Alexis Martin** *(apprentice), The Hartford*, **Dan Serota** *AON* and **Olivier Meyenhofer** *Senior HR Business Partner, Zurich*

Panelists will share national best practices around using the Registered Apprenticeship model. Learn how RA can be integrated into your organizations current training and human resource development strategy to create a new workforce for the insurance industry. Panelists will discuss workforce challenges, lessons learned in designing, registering, implementing and funding their programs.

4:00pm - 5:00pm UNDER CONSTRUCTION - WOMEN BUILDING BETTER COMMUNITIES

Presenters: *Susan Moir* Director of Research, Policy Group on Tradeswomen's Issues, and *Mary Vogel* Executive Director, Building Pathways

This session will give an overview of initiatives in Massachusetts that have led to an increase in the participation of women in building trades apprenticeships. We will share our accomplishments over the last 10 years, including almost tripling the number of female apprentices in Massachusetts, more than doubling the number of hours worked by women in Boston, and reaching 6 - 11% women in projects worth over \$3 billion throughout the state; and the strategies and best practices that have led to these results.

5:30pm - 8:00pm

RECEPTION
Sponsored by: IUPAT FTI

Vue 24 - Top Floor Foxwoods

Wednesday, June 6, 2018

7:00am - 8:15am

Breakfast
Co-Sponsored by: Iron Workers Local 37

Pequot Ballroom A

7:00am - 2:00pm

Registration Booth

Pequot Ballroom Pre-Function

7:00am - 3:30pm

Exhibits

Pequot Ballroom Pre-Function

7:15am - 8:15am

Laborers' Health Fair

Pequot Ballroom Pre-Function

11:45am-1:15pm

Sponsored by: NE Laborers' Health and Safety Fund

8:15am - 12:00pm

GENERAL SESSIONS

PEQUOT BALLROOM B

8:15am - 9:15am

**"THE CONNECTICUT TECHNICAL AND CAREER SYSTEM:
MEETING THE NEEDS OF OUR BUSINESS AND INDUSTRY"**

Moderator: Paul Costello

Presenters: Pat Ciarleglio and Ray Mencio Education Consultants, Careers for the Connecticut Technical Education & Career System (CTECS)

This presentation will highlight the CTECS ability to meet with our business and industry partners in providing industry ready students to the workforce. The presentation will highlight the Connecticut Technical Trade Advisory Committee (CTEAC) input on current/future trends which need to be infused within our curriculum. In addition, we will explain curriculum update procedures, production work capabilities, green technology initiatives, stackable credential integration, adult apprenticeship programming as well as our ability to provide Connecticut with over 80% of apprentices in the workforce.

9:15am - 10:15am

BUILDING PATHWAYS CONNECTICUT

Moderator: Paul Costello

Presenters: Amy Blackwood, Frank DaCato, Dwight Hewins various Building Pathways CT graduates

This presentation introduces the newest non-traditional pre-apprenticeship program Building Pathways CT. Building Pathways CT was developed through a partnership with the CT DOL, the CT State Building Trades, the Joint Apprenticeship Training Directors Committee of CT, the CT AFL-CIO and the John J. Driscoll United Labor Agency (ULA), the 501c3 non-profit community service agency of the CT labor movement. Building Pathways CT was created by melding the best practices of other pre-apprenticeship programs into one that fits for Connecticut. The panel will include the program Executive Director, Training Coordinator, Instructor and program graduates who have been successfully placed in building trades apprenticeships and will discuss their successes and experiences with the program.

10:15am - 10:30am

BREAK

10:30am - 12:00pm **HEALTHCARE REGISTERED APPRENTICESHIPS: INNOVATIVE MODEL TO ADDRESS WORKFORCE INDUSTRY CHANGES**

Moderator: Jill Houser *Regional Director, USDOL Office of Apprenticeship Region 1*

Panelists include:

Daniel Bustillo *Director Healthcare Career Advancement Program (H-CAP), a national organization of SEIU unions and healthcare employers who are partnering in support of developing innovative career pathways and quality healthcare career education models*

Mary P. Cleary *MSN, RNBC, Nurse Manager of the Center for Professional Practice Excellence at Yale New Haven Hospital*

Jessica Espinoza *Workforce Strategy Consultant with the SEIU 1199NE Training Fund with a focus on apprenticeship development and implementation at Women & Infant's Hospital*

Judith Hahn *PhD, RN, NEA-BC, CPHQ is the Director of Nursing Professional Practice at Yale New Haven Hospital*

Patrick Quinn *Executive Vice President for SEIU Healthcare 1199NE*

Healthcare Registered Apprenticeships: Innovative Model to Address Workforce Industry Changes Panelists will share national best practices around using the registered apprenticeship (RA) model in various occupations such as: Medical Coder, Medical Assistant, Nursing and more. Learn how the RA model is thriving in healthcare and providing some unexpected positive outcomes in addressing workforce challenges. Panelists will discuss lessons learned in designing, registering, implementing and funding their programs. Hear about a pilot launch of apprenticeship mentor/preceptor training - first of its kind in healthcare!

12:00pm - 1:30pm **LUNCH** **Pequot Ballroom A**
Sponsored by: PSEG Power LLC

1:00pm **Bus Leaves Grand Pequot Lobby** *(1 hr. 15 min. drive time)*

2:00pm - 4:15pm **UA APPRENTICE CONTEST - OFFSITE AT UA Local 777JATC**

4:15pm **Bus Departs UA Local 777JATC**

The UA Plumbers and Pipefitters District 1 Apprentice Competition brings together the finest apprentices from all of New England, New York, New Jersey and Delaware. There are five disciplines in the competition, Pipe Fitting, Plumbing, Welding, HVACR, and Sprinkler Fitting. Winners at the District Competition will advance to the UA International Competition in Ann Arbor, MI this August. They will compete with piping trades apprentices from throughout the USA, Canada, Australia, and possibly Ireland.

Also in attendance will be UA International Officers, Training Coordinators & Instructors, Manufacturers, Mechanical Contractors and many more people from the Registered Apprenticeship Community including a great contingent from the ESAC Conference! We hope you can attend! This premier event will be hosted at our state-of-the-art training facility and you will be sure to be impressed!

5:30pm - 7:30pm **RECEPTION** **High Rollers Luxury Lanes & Lounge**
Sponsored by: Carpenters Contractor Alliance of Metropolitan New York & New England Carpenters Training Fund

Thursday, June 7, 2018

7:00am - 8:15am **Breakfast** **Pequot Ballroom A**
Co-Sponsored by: Roofers & Waterproofers Local 33

7:00am - 2:00pm **Registration Booth** **Pequot Ballroom Pre-Function**

7:00am - 3:30pm **Exhibits** **Pequot Ballroom Pre-Function**

7:15am - 8:15am
11:45am-1:15pm

LABORERS' HEALTH FAIR
Sponsored by: *NE Laborers Health and Safety Fund*

Pequot Ballroom Pre-Function

8:15am - 12:00pm

MORNING SESSIONS

PEQUOT BALLROOM B

8:15am - 9:15am MEMBERS ASSISTANCE PROGRAM (MAP)

Presenter: Kyle Zimmer *LAP-C. IUOE Local 478 Health & Safety Director and Members Assistance Program Director*

Members Assistance Program's (MAP) are an innovative solution to tackle the current opioid addiction crisis and help union members who are struggling with lifestyle issues. Members Assistance Programs train staff, union members and employers as peer counselors to help members and their families who are in need of assistance. MAP's success rate is proved to be much higher than the national average of those recovering from substance misuse disorders and behavioral health issues when focusing on relapse rates.

9:15am - 10:15am STATE OF THE STATES

Moderator: David Wallace

Directors from the State Apprenticeship Agencies and Office of Apprenticeship will provide reports and answer questions from the audience regarding the state of the apprenticeship programs in their states.

10:15am - 10:30am BREAK - Coffee and Donuts Sponsored by: *Plumbers & Steamfitters Local 716 LMCT*

10:30am - 11:15am LABOR HISTORY

Presenter: : Scott Molloy *Labor Research Center, University of Rhode Island*

An overview of labor and work stressing the early nature of union development in colonial America with a look at skilled and unskilled labor, the formation of "modern" unions in the 19th century; especially the trades within the AFL, the extreme difficulty in organizing in any era, the formation of the CIO, the abbreviated influence of globalization and all its cousins, and lastly the importance of updating skills at all times in light of labor history and the current world situation.

11:15am - 12:00pm HELMETS TO HARDHATS PROGRAM: CONNECTING VETERANS TO APPRENTICESHIP

Panel Members: Robert Schwartz *Senior Program Manager, Helmets to Hardhats Wounded Warrior Program* and **David B. Rich** *U.S. DOL/VETS, Director*

Helmets to Hardhats (H2H) is a national, nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry. The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

The panel will discuss the national H2H program and attendees will receive an overview of the website and be provided with tips on how to maximize your outreach efforts to connect with Veterans. In addition, there will be a discussion on GI Bill benefits.

12:00pm - 1:30pm

LUNCH - (on your own)

1:30pm - 5:00pm

AFTERNOON SESSIONS

PEQUOT BALLROOM B

1:30pm - 3:00pm

TRADE AND INDUSTRY BREAKOUTS

- **BUILDING TRADES**
- **EMERGING TECHNOLOGIES**

3:00pm - 3:15pm

BREAK

3:15pm - 4:00pm

INDUSTRY REPORTS

- **BUILDING TRADES**
- **EMERGING TECHNOLOGIES**

4:00pm - 4:45pm

ESAC - YESTERDAY, TODAY, & TOMORROW

Moderator: Spencer W. Viner, Esq. *General Counsel Emeritus*

Presenters: William Macchione *President*, **Paul Costello** *Secretary/Treasurer*,

David Wallace *Conference Advisor*

The presenters will provide an overview of the ESAC Conference. The goal of this session is to discuss and hear from the conferees themselves as to what they would like to see in the future. It will be an open discussion for opinions and for questions. This is your chance to make this conference even better in the future.

4:45pm - 5:00pm

CLOSING SESSION

5:00 PM

DINNER - (on your own)

Friday, June 8, 2018

7:30am - 8:30am

Continental Breakfast

Palm Springs Meeting Room

8:30am

**ESAC STANDING
COMMITTEE MEETING**

Palm Springs Meeting Room

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Southern Connecticut District
Roofers, Waterproofers & Allied
Workers Local 12 J.A.T.C.

Butch Davidson
Chairman JATC

Louis Kaminsky
Apprentice Coordinator

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The Roofers & Waterproofers Local 12
Joint Apprenticeship Training Committee
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