

# **WELCOME TO ESAC 2022**

## ***76<sup>th</sup> Anniversary***

*Harrah's Resort Atlantic City Hotel & Casino 777 Harrah's Blvd Atlantic City NJ 08401*

### ***Apprenticeship 2022 -Standing Strong, Moving Forward***

**Monday - May 16, 2022**

**3:00pm - 5:00pm**            **REGISTRATION**  
**3:00pm - 5:00pm**            **EXHIBITS & SET-UP**  
**5:00pm - 7:30pm**            **WELCOME RECEPTION- Pool Area**

**Tuesday - May 17, 2022**

**7:00am - 8:15am**            **BREAKFAST**  
**7:00am - 2:00pm**            **REGISTRATION**  
**7:00am - 3:30pm**            **EXHIBITS**  
**7:15am - 8:15am**            **Laborers' Health Fair**  
**11:45am - 1:15pm**

**Sponsored by: The Laborers' Health & Safety Fund of North America**

**8:15am - 9:00am**            **OPENING SESSION**

**Presentation of the Colors** - Runnemedede VFW Post 3324

**Pledge of Allegiance** - *President Randy Palladino*

**National Anthem** - *Sara Ruth, Senior, Stockton University, Galloway Township, NJ*

**Blessing** - Rev. Carl E. Styles, Business Manager -Building and General Construction Laborers Local 77 and District Council of New Jersey

**Welcome Remarks** -        **President Randy Palladino**

**Mayor of Atlantic City**        **Hon. Marty Small, Sr.**

**Guest Speaker:**            **Robert Asaro-Angelo, Commissioner**  
   **NJ Department of Labor and Workforce Development (NJDOL)**

**9:00am - 9:30am**            **Keynote Speaker - New Jersey Lieutenant Governor Sheila Y. Oliver**

**9:30am -9:45am**                    **USDOL Office of Apprenticeship – Mike Qualter, Assistant Administrator**

**9:45am – 10:30am**                **New Jersey State Apprenticeship Network**

*The New Jersey Apprenticeship Network (NJAN) is committed to developing a 21st century apprenticeship model that drives economic development through skills and educational attainment. As a key policy priority of Governor Murphy, NJ continues to make strategic investments in growing Registered Apprenticeship opportunities in both traditional and nontraditional sectors. This session provides an overview of the NJAN and detail the many successes to prepare New Jersey residents for the jobs of the future within Registered Apprenticeship program.*

Presenter: Nicholas Toth, Director, NJDOL Office of Apprenticeship

**10:30am – 11:15am**                **Apprenticeship and Training under the Biden Administration**

**Presenter:** James V. Cole, Principal, Groom Law Group

**Moderator:** *Randy Palladino*

**11:15am– 12:00pm**                **ULLICO**

*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.*

**Presenters:** Maimuna Jallow – Manager Marketing UCG, Maris Ceballos –Senior Underwriter UCG

**12:00pm – 1:15pm**                **Awards Luncheon -**

**1:15pm – 2:00pm**                **Opioid-impacted Family Support Professional Apprenticeship.**

*Building Futures Together will present an overview of their Registered Apprenticeship Program (RAP). They hope to share best practices and lessons learned since the inception of the program. The goal of the Building Futures Together program is to prepare 98 paraprofessionals in healthcare and school settings to provide specialized enhanced care coordination to children, youth and their caregivers whose parents are impacted by opioid use disorders (OUD) and other substance use disorders (SUD). The program provides an intensive on the job training experience and didactic instruction so that trainees are competent to provide specialized enhanced care coordination to children, adolescents, and transitional-age youth in high need and high demand areas who are at risk for behavioral health disorders and their families.*

*Presenters: Joanne Malloy, Research Associate Professor and Macey Muller, Project Coordinator University of New Hampshire, New Hampshire’s University Center for Excellence in Disability (UCED), Institute on Disability, Building Futures Together*

*Moderator: Lauren Smith*

**2:00pm – 2:45pm**                **Statewide Acute Care Nurse Apprenticeship Model**

*The Institute of Medicine (2010) Future of Nursing: Leading Change Advancing Health recommends residency programs be implemented for all new registered nurse graduates across all settings, yet hospitals have not consistently hard-wired this into their practice settings. The value proposition for nurse residency programs is in recruitment, retention, and the conservation of resources. The New Jersey Collaborating Center (NJCCN), the workforce center for nursing, has worked with the United States Department of Labor (USDOL) and the New Jersey Department of Labor and Workforce Development Apprenticeship Office to provide an apprenticeship model in 15 of the 19 hospitals participating in our NJ Nurse Residency Collaborative. New Jersey's experiences using the (USDOL) apprenticeship model for nurse residency programs provides a strategy that can be implemented on a state-wide basis. This presentation will provide the research, design, outcomes to date and the feedback from some of the coordinators and residents in the program along with future initiatives.*

*Presenter: Edna Cadmus PhD, RN, NEA-BC, FAAN Executive Director, NJCCN Co-Lead NJAC, Clinical Professor Rutgers, The State University of New Jersey School of Nursing*

**5:30pm – 8:00pm                      RECEPTION – Rum Point Room**

**Wednesday - May 18, 2022**

**7:00am – 8:15am                      BREAKFAST**

**7:00am – 2:00pm                      REGISTRATION**

**7:00am – 2:30pm                      EXHIBITS**

**7:15am – 8:15am                      Laborers' Health Fair**

**11:45am – 1:15pm**

**Sponsored by: The Laborers' Health & Safety Fund of North America**

**8:15am – 8:45am                      Key Note – William Mullen, President  
New Jersey State Building and Construction Trades Council**

**8:45am – 10:00am                      “EEO in Apprenticeship Sponsor responsibilities under CFR 29 Part 30  
and what to expect during a program review”**

*The session provides an overview of the responsibilities of a sponsor towards EEO in Apprenticeship under CFR 29 Part 30 “Equal Opportunity in Apprenticeship”. The changes to requirements to EEO in apprenticeship are similar but have several additions to as to required anti-harassment training, voluntary disclosure for individuals with disabilities, etc. so, understanding the mechanics of a program review and the issues that frequently arise during them are discussed. The presentation answers two important questions: What do I need to do as a sponsor and what to expect when have a review and what can I do before my program is reviewed?*

*Presenter: Charles A. McNeil III, Deputy Regional Director, US DOL, Office of Apprenticeship Region 1*

**10:00am – 11:15am                      Partnerships that Work – An Overview of Successful Pre-  
Apprenticeship Programs**

*The New Jersey Department of Labor and Workforce Development has recently awarded grants to various organizations through its' Youth Transitions to Work (YTTW) and Pre-Apprenticeship in Career Education*

*(PACE) programs. Organizations will discuss the components of a successful pre-apprenticeship program, review best practices and provide an overview of their success to date. The goal is for attendees to take away practical options and solutions to manage and grow quality pre-apprenticeship programs at your institution.*

*Moderator: James Manning, Chief, Contracts and Programs, NJ Department of Labor and Workforce Development*

*Panelists: Dr. Stephanie Harris-Kuiper, Executive Director, New Jersey Health Care Employers District 1199J - AFSCME Training and Development Fund  
Dr. Aaron Fichtner, President, New Jersey Council of County Colleges  
Thomas Sommers, Director of Training, New Jersey Regional Council of Carpenters*

**10:45am – 11:45am            Game Changers in Equity, Diversity and Inclusion**

*We will explore safe activities and exercises designed to introduce topics of equity, diversity and inclusion into work environments. This is a follow-up to last year's presentation, but with a focus on actions that can make a difference in employee behaviors and lead to better understanding, empathy and compassion for co-workers.*

*Presenters: Lauren Smith and Julie Wong*

**11:45am – 1:00pm            Lunch**

**1:00pm – 1:45pm            Innovations in Military Transition**

*Opportunities for Building Trades apprenticeships to bring on transitioning veterans. H2H, CSPs (UA, UBC, IBEW, Sheet Metal, IUPAT), HBI, JTEST, Employer Navigator Partnership Pilot, SkillBridge. The current pilot between USDOL and DOD is to take transitioning service members and recruit them into an apprenticeship program upon release. This is similar to what Helmets to Hardhats but in all occupations and industries.*

*Panelists: Robert Schwartz, Helmets to Hardhats Senior Program Manager, Gabe Soltero, Regional Veteran Employment Coordinator for DOL VETS, Charles McNeil, USDOL, Office of Apprenticeship Region 1 Assistant Director*

**1:45pm – 2:30pm            ReVision Energy Training Center: An Innovative Workforce Development Program**

*In response to the increasing demand for Licensed Electricians and solar training, ReVision Energy launched the first of its kind, state-certified training education program in 2018. This innovative program launched by an Employee-Owned B Corp provides trainees with not only the trade skills but also licensing that will set them up for a lifetime of success. The training center is also a valuable recruiting tool for Revision Energy in hiring women along with cultural and racial minorities in all positions within the company which allows us to meet the challenges of transitioning to a clean energy future. In this session we will discuss how the training center works, how employee owners enroll and participate in the program, and share some of our successes and lessons learned.*

*Presenter: Astrid Blanco, Employee-Owner Talent and Culture Development Specialist*

**5:30pm – 7:30pm            Reception – Star Lounge**

## **Thursday - May 19, 2022 Education Day**

**7:00am – 8:15am**                    **BREAKFAST**

**7:00am – 12:00pm**                **REGISTRATION**

**7:00am – 2:30pm**                **EXHIBITS**

**8:15am – 9:15am**                **Youth Apprenticeship: The Workforce of the Future, Built Today**

*Apprenticeships for young people can be a key connection point into the world of work. These programs provide opportunities for youth of all backgrounds to develop true careers with growth potential and offer an opportunity for employers to inspire and develop a new generation of the workforce and strengthen their talent pipeline. Join JFF, US DOL, and other youth apprenticeship stakeholders to learn how these programs are being implemented and expanded in a variety of industries and how partnerships help to build and sustain Registered Apprenticeship for young people.*

*Presenter: Mark Genua, Associate Director, Center for Apprenticeship & Work-Based Learning*

**9:15am – 10:15am**                **Pre-Apprenticeship Pathways and Program**

*Please join us to hear about programs that work with youth to put them on Apprenticeship pathways. Presenters from the New England Laborers Training Academy will provide information on how their programs work, partnerships they are working with and the direct connections to employment.*

*Presenter: Joseph Sabitoni, New England Laborers.*

**10:15am – 10:30am**                **Break**

**10:30am – 11:30am**                **Building a Youth Talent Pipeline**

*Come hear from Mr. Kevin Kurdziel, CEO, Middlesex County Workforce Development Board, Mr. Dave Gehrke, Structured Learning Experience State Coordinator, New Jersey Department of Education and Mr. Vincent DeLuca, Educator in Residence, New Jersey Department of Education. These speakers will discuss programs and plans for bridging the gap between school and work through Registered Apprenticeship. They will explore key partnerships, how to access funding, equity for different populations and the on ramps along the pipeline. They will identify the benefits for the school system, employers and youth.*

*Moderators: Tricia “Lee” Reynolds*

**11:30am – 1:00pm**                **Lunch on your own**

**1:00pm – 2:30pm**                **Adjustments of Apprenticeship due to COVID**

*Skilled craft workers take many years to develop and apprenticeship training is integral to that process. Faced with an unknown future training centers across the country needed to continuously deliver the same world-class training that is expected from the profession. There were many lessons learned of what worked, what didn't and what remains as part of our future in training. In this presentation we will*

*share the experiences from UA Local 777, IBEW Local 90, and the State of CT DOL Office of Apprenticeship Training as to how we made the needed adjustments to ensure continuous operations during the pandemic.”*

*Panelist: Vinnie Valente, UA Local 777, Paul Costello, IBEW Local 90, and Todd Berch, CT DOL Office of Apprenticeship Training*

**Friday - May 20, 2022**

**7:30am - 8:30am**                      **Breakfast**

**8:30am - 10:30am**                **ESAC Standing Committee Meeting**