

WELCOME TO ESAC 2023

77th Anniversary

*“Apprenticeship Strong
Learn and Work as One”*

**Seneca Niagara Resort & Hotel
May 15-18, 2023**

CONFERENCE SCHEDULE

Monday, May 15, 2023

3:00pm - 4:30pm	CONFERENCE REGISTRATION	Events Center/Pre-Function Area
3:00pm - 4:30pm	EXHIBITS & SET-UP	Events Center/Pre-Function Area
5:00pm - 7:30pm	WELCOME RECEPTION	Russell J. Salvatore Dining Commons at Niagara University <i>Sponsored by: NYS Laborers' Health and Safety Trust Fund, NYS Laborers-Employers Cooperation and Education Trust Fund and Laborers' Local 91 Niagara Falls</i>

Tuesday, May 16, 2023

7:30am - 8:45am	BREAKFAST	Events Center Halls C & D <i>Sponsored by: International Union of Operating Engineers Local 30</i>
7:30am - 9:00am	LABORERS' HEALTH FAIR	Events Center/Pre-Function Area
11:45am - 1:15pm		<i>Sponsored by: New York State Laborers' Health & Safety Trust Fund</i>
7:30am - 2:00pm	CONFERENCE REGISTRATION	Events Center/Pre-Function Area
7:30am - 3:30pm	EXHIBITS	Events Center/Pre-Function Area

..... The Following programs take place in the Events Center Halls A & B.....

9:00am - 10:00am **OPENING SESSION**
Presentation of the Colors • Niagara Falls Air Force Color Guard
Pledge of Allegiance • Randy Palladino *ESAC President*
National Anthem • Anna Heerd
Blessing • Father James J. Maher, C.M. *President of Niagara University*
Welcome Remarks • Randy Palladino *ESAC President*
Honorable Robert Restaino *Mayor of Niagara Falls*
Guest Speaker • Roberta Reardon *Commissioner of Labor*

10:00am - 10:30am **KEYNOTE SPEAKER**
Honorable Kathy Hochul *Governor State of New York*

10:30am - 11:15am **USDOL OFFICE OF APPRENTICESHIP**

The U.S. Department of Labor's (DOL) Office of Apprenticeship (OA) Regional offices provide technical assistance and support to program sponsors, answer questions about the apprenticeship model, guide partners on each phase of developing a program, connect businesses to training providers, and advise partners on available funding sources to support apprenticeships.

Hear highlights on new occupations, diversification, new industries and expansion of registered apprenticeship from each Regional Director.

Region 1 - Bernard E. Treml, III

(States and Territories: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Puerto Rico, Rhode Island, Vermont, Virgin Islands)

Region 2 - James Foti

(States and Territories: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia)

Region 3 - Garfield G. Garner Jr.

(States and Territories: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee)

Region 4 - Dudley Light

(States and Territories: Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming)

Region 5 - Dean Guido

(States and Territories: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, Wisconsin)

Region 6 - Patricia Garcia

(States and Territories: Alaska, American Samoa, Arizona, California, Guam, Hawaii, Idaho, Nevada, Northern Mariana Islands, Oregon, Washington)

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

Presenters: Justin Patten *Manager Marketing, Ullico Casualty Group*

Sally Corbin *Senior Vice President, Director of Insurance Relations, Segal's Insurance Brokerage Practice*

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.

12:00pm - 1:00pm **AWARDS LUNCHEON** **Events Center Halls C & D**
Co-Sponsored By: ULLICO Casualty Group and ESAC Standing Committee

1:00pm - 1:45pm **APPRENTICESHIP AND TRAINING UNDER THE BIDEN ADMINISTRATION**

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

Moderator: Randy Palladino

1:45pm - 2:30pm **DIVERSITY IN APPRENTICESHIP**

Presenters: Joshua Johnson *Jobs for the Future*

John Doherty *Special Assistant to the General President, IUPAT*

Moderator: Trisha "Lee" Reynolds

Please join Joshua Johnson, the Director of the National Innovation Hub for Diversity, Equity, Innovation and Accessibility (DEIA) in Registered Apprenticeship at Jobs for the Future (JFF) to learn about JFF's Innovation Hub and their recently released DEIA Program Design Framework. They will be joined by an employer partner who has adopted the framework and will discuss implementation and why it works.

2:30pm - 3:00pm **DAILY DEBRIEF DRAWING**

5:30pm - 8:00pm **RECEPTION** **Mezzanine/Balcony**
*Sponsored By: New England Laborers' Health & Safety Fund,
New England Laborers' Labor-Management Cooperation Trust,
Laborers' New England Region Organizing Fund and
Laborers' Local 91 Niagara Falls*

Wednesday, May 17, 2023

7:30am - 8:45am **BREAKFAST** **Events Center Halls C & D**
Sponsored By: North Atlantic States Carpenters Training Fund

7:30am - 9:00am **LABORERS' HEALTH FAIR** **Events Center/Pre-Function Area**
11:45am - 1:15pm *Sponsored by: New York State Laborers' Health & Safety Trust Fund*

7:30am - 2:00pm **CONFERENCE REGISTRATION** **Events Center/Pre-Function Area**

7:30am - 2:30pm **EXHIBITS** **Events Center/Pre-Function Area**

..... **The Following programs take place the Events Center Halls A & B.....**

9:00am - 9:30am **APPRENTICESHIP GROWING STRENGTH IN THE ISLAND OF ENCHANTMENT**
Presenters: **Charles A. McNeil III** *Deputy Regional Director/ State Director Puerto Rico*
Christine Carreras-Amadeo *Apprenticeship Program Lead, Workforce Development Program of the Puerto Rico
Department of Economic Development & Commerce*

"Apprenticeship, a new strengthening economic growth tool in Puerto Rico." More and more, organizations in Puerto Rico are looking to Registered Apprenticeship to meet their workforce development needs. Hear from The Office of Apprenticeship Puerto Rico, a partnership with the Federal Office of Apprenticeship and Puerto Rico Workforce Development Office provides a briefing of the growth of Apprenticeship in Puerto Rico.

9:30am - 10:15am **SKILL PLAN MENTORSHIP MATTERS**
Presenters: **Lovey Sidhu** *Director of Workforce Development*
Joshua Johnson *Jobs for the Future*
Moderator: **James Foti** *Regional Director, Region 2 USDOL Office of Apprenticeship*

The Mentorship Matters program enables clients to establish and apply industry best practice in knowledge and skill transfer between journeypersons and apprentices.

This industry-aligned and endorsed program includes mentorship training for apprentices and journeypersons, train-the-trainer training and tools for clients to effectively deliver the program.

Since its inception in 2012, thousands of apprentices and journeypersons across North America have been trained using this program, with proven results in increased skills acquisition, productivity and safety, intergenerational communication and enhanced job satisfaction and retention. To learn more about the program visit <https://skillplan.ca/products/mentorship/>

10:15am - 11:00am **EVERYBODY BUILDS VIRGINIA**
Panelists: **Aline Jackson Diggs** *Workforce Specialist DARS*
David Leon *VA DARS Director of Workforce Programs*
Donna Carvana *Registered Apprenticeship Consultant for DRA*
Moderator: **Patricia (Trish) Morrison** *Director for the Division of Registered Apprenticeship Virginia*

The Rehabilitation Services Administration (RSA) awarded Department for Aging and Rehabilitative Services (DARS) a 9.4 million dollar, 5-year demonstration grant. The grant's goal is to employ 750 individuals with disabilities in high wage, high demand careers in registered apprenticeships, government, and STEM/Healthcare. DARS and Division of Registered Apprenticeship (DRA) collaborated with

the intent to educate individuals with disabilities, businesses and community partners of the benefits of the Registered Apprenticeship Model. This session will highlight joint efforts of DARS and DOLI to collaborate across teams and develop best practices related to the growth of registered apprenticeship opportunities for Virginians with disabilities. Strategies in use include ride along visits to employers, Windmills disability etiquette training to employers, the creation of a self-referral form for new apprentices.

11:00am - 12:00pm NORTH AMERICA' BUILDING TRADES UNIONS PANEL DISCUSSION ON INVESTMENT IN KEY INFRASTRUCTURE PROJECTS

Presenters: Thomas Kriger, PhD *NABTU Director of Research and Education*

Crickett Thomas-O'Dell *Statewide Pre-Apprentice Program Coordinator/Director of Community Engagement, Workforce Development Institute (WDI)*

Greg Lancette *President, Central and Northern New York Building and Construction Trades Council*

North America' Building Trades Unions (NABTU) panel at this year's ESAC conference will explore the extensive opportunities in Building Trades registered apprenticeship programs due to the investment in key infrastructure projects in upstate New York and Ohio. Presenters on this panel will briefly summarize the infrastructure projects that will transform local economies, including the Intel Semiconductor Chip Project in Columbus, the Micron Semiconductor Chip Project in Syracuse, the Global Foundaries Semiconductor Chip Project in Malta NY, and the Buffalo Bills Stadium Project. Additional presenters will discuss the efforts of the Building Trades and their community partners to recruit and train a diverse pipeline of candidates for Registered Apprenticeship on these projects, as well as opportunities in these areas for apprenticeship readiness training. NABTU is recruiting a range of industry stakeholders to participate in this panel.

12:00pm - 1:00pm LUNCH Events Center Halls C & D
Sponsored by: The International Union of Painters and Allied Trades

1:00pm - 1:45pm MANUFACTURING IN NYS: HOW MANUFACTURING ASSOCIATIONS IN NYS ARE UTILIZING REGISTERED APPRENTICESHIP TO MEET WORKFORCE NEEDS

Presenters: Michael Frame *Senior Vice President & Chief Operations Officer, Manufacturing Association of Central New York (MACNY)*

Amy Stage *Director of Apprenticeship and Workforce Development for MACNY*

Christine McLearn *Director of Workforce Development, Center for Economic Growth*

Richard T. Turner *Director of Workforce Development, Rochester Technology and Manufacturing Association*

Moderator: Chris Pinheiro *Director of Apprenticeship Training with the New York State Department of Labor*

"Manufacturing is, and has always been, an important part of New York State's economy. More and more, manufacturers across NYS are looking to Registered Apprenticeship to meet their workforce development needs. Hear from three organizations who are part of the Manufacturers Intermediary Apprenticeship Program (MIAP); the Manufacturers Association of Central New York (MACNY), the Center for Economic Growth (CEG), and the Rochester Technology and Manufacturing Association (RTMA), as they describe how utilizing RA has benefited them and their members.

1:45pm - 2:30pm THE CONSTRUCTION INDUSTRY: PGTI BEST PRACTICES FOR GROWING AND RETAINING A DIVERSE BUILDING TRADES WORKFORCE

Presenter: Mary Vogel *Executive Director of Building Pathways, Inc., a Boston-based non-profit dedicated to creating opportunities for Massachusetts residents*

Founded in 2008, the Policy Group on Tradeswomen's Issues (PGTI), is a multi-stakeholder collaboration of over 75 construction industry stakeholders committed to crushing the barriers to women's access to good jobs in the union construction trades. Over the past 14 years, participating stakeholders have been engaged in developing, implementing and evaluating both a strategic framework and technical tools for

increasing participation of diverse workers in the pipeline from recruitment into apprenticeship through the steady employment that is a precondition to a successful career in the construction. This session will discuss PGTI's strategic framework, the Integrated Supply and Demand Model, which provides a conceptual approach to the variety of barriers faced by women and people of color entering the industry and also by those stakeholders who seek to change entrenched ways of doing business that reinforce the exclusion of diverse workers.

2:30pm - 3:00pm **DAILY DEBRIEF DRAWING**

5:30pm - 7:30pm **RECEPTION** **Pool Area**
Co-Sponsored By: Carpenter Contractor Alliance of Metropolitan New York and New York City District Council of Carpenters Training Center

Thursday, May 18, 2023 • Education Day

7:30am - 8:45am **BREAKFAST** **Events Center Halls C & D**
Co-Sponsored By: Local 37 Ironworkers

7:30am - 12:00pm **CONFERENCE REGISTRATION** **Events Center/Pre-Function Area**

7:30am - 2:30pm **EXHIBITS** **Events Center/Pre-Function Area**

..... **The Following programs take place in the Events Center Halls A & B.....**

9:00am - 9:45am **VALUE OF COLLABORATION BETWEEN NYSDOL AND STATE UNIVERSITY OF NEW YORK TO SUPPORT REGISTERED APPRENTICESHIP**

Presenters: Mary Kohan *Project Manager, Apprenticeship Programs at the State University of New York*
Chris Pinheiro *Director of Apprenticeship Training with the New York State Department of Labor*

"Since 2017 the State University of New York (SUNY) has been supporting the expansion of Registered Apprenticeship in NYS. This is primarily done by offering funding to cover Related Instruction provided by SUNY schools for eligible programs. This work has led to a strong collaboration with the New York State Department of Labor (NYSDOL), including ensuring apprentices can receive training across the state, verifying sponsors/apprentices, conducting joint outreach and marketing and exploring opportunities for new trades. This session will begin with a description of SUNY's involvement in Registered Apprenticeship and then turn to an in-depth discussion about the collaboration between SUNY and NYSDOL."

9:45am - 10:45am **PATHWAYS TO BECOMING A REGISTERED APPRENTICESHIP EDUCATOR**

Panelists: Colleen McDonald *Director of NYS Educator Workforce Development HUB*

Mary Ford, Ed.D *Director of Inclusive Career Pathways*

Emma McCallie *Senior Director of Grow Your Own, Tennessee Department of Education*

David Donaldson *Founder and Managing Partner, National Center for Grow Your Own*

Moderator: Lauren Smith *Apprenticeship Training Program Specialist (ATPS) Care Economy (Education, Healthcare & Social Services) USDOL Office of Apprenticeship*

In August of this year, Departments of Labor and Education collaborated on joint strategies to address Teacher workforce challenges with three priorities: "(1) establish high quality paid Registered Apprenticeship programs for teaching; (2) increase collaboration across workforce and education systems, including strengthening career pathway partnerships, to bring more people into the education profession through high-quality pathways, such as providing opportunities for school-based staff to become teachers; and (3) ensure teachers are paid a livable and competitive wage. All of these efforts will help address labor shortage challenges made worse by the pandemic and benefit students and communities across the country."

The first strategy is to establish a Registered Apprenticeship Program for Teaching. Today you will hear from organizations who were early adopters of this strategy. Please join us to learn about the many partnerships, strategies, and on-going support and service systems available to you when you adopt an apprenticeship program for educators in your own community.

10:45am - 11:00am BREAK

11:00am - 12:00pm BUILDING AN APPRENTICESHIP PROGRAM FOR HIGH SCHOOL STUDENTS

Panelists: Mark Laurrie *Superintendent of the Niagara Falls City School District*

Bryan Rotella *Niagara Falls City School District Administrator*

Matt Rajczak *Niagara Falls City School District Teacher*

Nikki Kraft *Journeyworker and former Apprentice with Laborers' Local 91*

Randy Palladino *Training Director for Laborers' Local 91, Niagara Falls*

To solve our apprentice shortage, we will be discussing a new program for Niagara Falls students introducing them to registered apprenticeship in New York State especially as it relates to 5 building trades including the Laborers, Carpenters, Cement Masons, Iron Workers and Electricians. We will focus on the beginning steps of the program, hurdles faced and cleared, and long-term goals and vision for the program as well as apprenticeship opportunities for women and minorities.

12:00pm - 1:30pm LUNCH (on your own)

1:30pm - 2:30pm PRE-APPRENTICESHIP PATHWAYS AND PROGRAM PANEL

New England Laborers Presenters: James (Jamie) Merloni, III, Nicolas Pavone, Ray Johnson and Joe Caparco

Moderator: Joseph Sabitoni *New England Laborers*

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

2:30pm - 3:00pm DAILY DEBRIEF DRAWING

**3:00pm - 4:30pm ESAC STANDING
COMMITTEE MEETING**

4:30pm CONFERENCE ADJOURNMENT



Conference Bags Co-Sponsored By: Roofers Union Local 33