

# **WELCOME**

## *To the 78th Eastern Seaboard Apprenticeship Conference*

### *“Registered Apprenticeship, Paradise Found”*

**Sheraton Puerto Rico Hotel  
San Juan, Puerto Rico**

**Monday, May 6th - Thursday, May 9th, 2024**

## **CONFERENCE SCHEDULE**

### **Monday, May 6, 2024**

<b>3:00pm - 5:00pm</b>	<b>REGISTRATION</b>	<b>Miramar Foyer</b>
<b>3:00pm - 5:00pm</b>	<b>EXHIBITS &amp; SET-UP</b>	<b>Miramar Foyer</b>
<b>5:00pm - 7:30pm</b>	<b>WELCOME RECEPTION</b> <i>Sponsored by: NJ Construction Craft Laborers Apprenticeship Program Carpenters Contractor Alliance of Metropolitan NY New York City District Council of Carpenters and North Atlantic States Carpenters Training Fund</i>	<b>Bellavista Terrace 4th Floor</b>

Enjoy a beautiful terrace Welcome Reception with passed hors d'oeuvres, food stations and beverages as you network with associates to the sounds of steel drum music.

### **Tuesday, May 7, 2024**

<b>7:30am - 8:45am</b>	<b>BREAKFAST</b> <i>Sponsored by: Laborers' Local 91 LIUNA Niagara Falls and American Bench Craft</i>	<b>Miramar 1-4</b>
<b>7:30am - 9:00am</b>	<b>LABORERS' HEALTH &amp; WELLNESS FAIR</b> Session 1	<b>Miramar Foyer</b>
<b>10:00am-1:00pm</b>	Chair Massage Stations	<b>Miramar Foyer</b>
<b>11:45am - 1:15pm</b>	Session 2 <i>Sponsored by: New York State Laborers' Tri Funds and New Jersey Laborers' Health and Safety</i>	
<b>7:30am - 2:00pm</b>	<b>REGISTRATION</b>	<b>Miramar Foyer</b>
<b>7:30am - 3:30pm</b>	<b>EXHIBITS</b>	<b>Miramar Foyer</b>

**SESSIONS** ..... The Following programs take place in Miramar 1-4 .....

**9:00am - 10:00am**      **OPENING SESSION**  
**Presentation of the Colors**  
**Pledge of Allegiance • Joe Caparco** *ESAC President*  
**Puerto Rico National Anthem • Jose Massanet**  
**National Anthem • Yolanda Rivera**  
**Blessing • Reverend Carl Styles**

**Welcome Remarks • Joe Caparco** *ESAC President*

**Guest Speaker • Governor Pedro Pierluisi** *Governor of Puerto Rico*

**10:00am - 10:30am KEYNOTE SPEAKER**

**Secretary Manuel Cidre** *Dept. of Economic Development & Commerce (DEDC)*

**10:30am - 10:40am BREAK**

**10:40am - 11:10am USDOL OFFICE OF APPRENTICESHIP**

**Presenter: John Ladd** *Administrator Office of Apprenticeship*

The administrator of the U.S. Department of Labor will provide information on the U.S. Department of Labor's way ahead in the utilization of Registered Apprenticeship under the National Apprenticeship System.

**11:10am - 12:00pm INSURING YOUR APPRENTICESHIP FUND**

**Presenters: Dane Sutherland, CLCS** *Vice President, Eberts & Harrison, Inc.*

**Mae Palmer** *Assistant Vice President, Marketing, Ullico Casualty Group*

**Maimuna Jallow-Hancock** *Manager Supplemental Programs, Ullico Casualty Group*

JATCs have unique insurance needs because they are both ERISA plans and training schools. This session will review how to cover JATC risks and best protect trustees and the entities themselves.

**12:00pm - 1:00pm AWARDS PRESENTATION & LUNCHEON Miramar 1-4**

**Sponsored By: New England Laborers Labor Management Cooperation Trust  
New England Laborers' Health and Safety Fund and  
Laborers' New England Region Organizing Fund**

**1:10pm - 1:55pm INFLATION REDUCTION ACT UPDATES**

**Presenters: Andy Ridgeway** *Division Director – National System Building USDOL Office of Apprenticeship*

**Nick Morgan** *President - Adaptive Construction Solutions*

Overview of the Inflation Reduction Act (IRA), Additional Federal actions, IRA prevailing wage and Registered Apprenticeship provisions and requirements, Partnership and technical assistance efforts and Future opportunities.

**1:55pm - 2:40pm APPRENTICESHIP GROWING STRENGTH IN THE ISLAND OF ENCHANTMENT**

**Presenters: Jenny Mar Cañón** *Director of Workforce Development, Puerto Rico Department of Economic Development and Commerce*

**Charles McNeil** *Deputy Regional Director/ State Director Puerto Rico*

**Christine Carreras** *Amadeo, Apprenticeship Program Lead.*

"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 on the growth of Apprenticeship in Puerto Rico.

**2:40pm - 3:20pm HEALTHCARE CAREER ADVANCEMENT PROGRAM**

**Presenter: Joy Jamerson** *Program Manager of Outreach at H-CAP*

H-CAP is a national labor/management organization that promotes innovation and quality in healthcare education. You can check out the organization by visiting our website <https://www.hcapinc.org/>. We are also a partner with the Department of Labor. We serve as an Industry Intermediary that provides FREE technical assistance to healthcare employers, community organizations, non-profits, and institutions to develop, create, and expand healthcare-registered apprenticeship programs (<https://www.hcapinc.org/registered-apprenticeship-about>).

**3:20pm - 3:30pm DAILY DEBRIEF**

**3:30pm - 5:30pm NETWORKING TIME**

**5:30pm - 8:00pm RECEPTION**  
**Sponsored By: Eastern District Council of LIUNA**

**Off Site - Casa Bacardi**

Join us at one of Puerto Rico’s top rated attractions Casa Bacardi, home of the famous Bacardi Rum. Enjoy a festive reception featuring a host of savory horsd’oeuvres, and food with a Puerto Rican flair along with creative cocktails. **Buses will pick-up at the front entrance of the Sheraton Hotel starting at 4:45pm. Buses Sponsored By: Milwaukee Tools**

**Wednesday, May 8, 2024**

**7:30am - 8:45am BREAKFAST** **Miramar 1-4**  
**Sponsored by: New York State Laborers’ Organizing Fund and LUMA**

**LABORERS’ HEALTH & WELLNESS FAIR** **Miramar Foyer**

**7:30am - 9:00am Session 1**

**10:00am-1:00pm Chair Massage Stations** **Miramar Foyer**

**11:45am - 1:15pm Session 2**

**Sponsored by: New York State Laborers’ Tri Funds and New Jersey Laborers’ Health and Safety**

**7:30am - 2:00pm REGISTRATION** **Miramar Foyer**

**7:30am - 3:30pm EXHIBITS** **Miramar Foyer**

**SESSIONS ..... The Following programs take place in Miramar 1-4 .....**

**9:00am - 9:30am APPRENTICESHIP IN NEXT GENERATION CLEAN ENERGY**

**Presenter: Andrew Zwicker** *Head, Strategic Partnerships and Public Engagement, Princeton Plasma Physics Laboratory*

Fusion energy, powers, the sun, and all the stars, and one day they will provide a source of safe, clean, and virtually unlimited electricity. Building the machines that can hold onto this “star on earth” requires highly skilled technicians with unique training. In order to meet this workforce need, the Princeton Plasma Physics Laboratory created the first of its kind in the US registered apprenticeship program in fusion, energy, and engineering. This talk will give a status update of our program, highlight some of our apprentices, and give our plans for the expansion into other highly skilled areas that use plasma.

**9:30am - 10:15am LINE WORKER & EXPANSION- LUMA ENERGY**

**Presenter: Lindsey Petteplace** *Manager Workforce Transition*

LUMA Energy after the damage to the commonwealth caused by hurricanes Maria and Irma in 2017 devastated the power infrastructure, Puerto Rico turned to a private corporation to rebuild power distribution, transmission, and modernization in the Commonwealth of Puerto Rico. The LUMA Apprenticeship program registered in partnership with the International Brotherhood of Electrical Workers, Local 222 on 21 October 2021 provided training in the Linework occupation. The primary goal is to upskill Puerto Rico Electric Power Authority (PREPA) employees hired onto LUMA and also start a cohort of new trainees. LUMA also expanded the apprenticeship into Cyber security occupations as well utilizing instruction from the Puerto Rico Polytechnic Institute in order to bolster the career training provided.

**10:15am - 10:30am BREAK**

**10:30am - 11:15am MENTORSHIP**

**Presenter: Amy Beller** *Senior TA Consultant in the Workforce Program Area at American Institutes for Research (AIR)*

Mentor Training- AIR could provide information on the benefits of mentor training and ways states are using creative approaches to develop mentor training programs throughout the country. We can also discuss the importance of mentor training to recruit a more diverse workforce and expand apprenticeship programs throughout the country.

**11:15am - 11:40am USDOL & NJDOL: A SUCCESSFUL PARTNERSHIP**

**Panelists:** **Robert Asaro-Angelo** *Commissioner, NJ Department of Labor and Workforce Development*

**Bernard Trembl, III** *Region 1 Director, United States Department of Labor*

**Michael Blatt** *State Director New Jersey, US Department of Labor, Office of Apprenticeship*

**James Manning** *Director of the Office of Apprenticeship and Business Services, New Jersey Department of Labor and Workforce Development (NJDOL)*

The session will discuss the strategic partnership between the two agencies that has resulted in unprecedented success in registered apprenticeship in the State of New Jersey, a federal apprenticeship state. The panel members provide promising practices and ideas to maximize effectiveness in serving residents of your home state.

**11:40am - 12:00pm BEST PRACTICES: SUPPORTING THE APPRENTICESHIP IMPLEMENTATION SUCCESS OF INDIVIDUAL AND GROUP PROGRAM SPONSORS - APPRENTICESHIP CAROLINA**

**Presenters:** **Dr. Kathy Dickson** *Senior Apprenticeship Consultant, Apprenticeship Carolina, SC Technical College System*

**Charlese Minder** *Apprenticeship Implementation Specialist, Apprenticeship Carolina*

In the last 7 years, statewide apprenticeship intermediary Apprenticeship Carolina of South Carolina has invested in the development of several technical assistance and technology tools as a resource to support registered apprenticeship sponsors in the implementation of their program past the initial stage of registration. Learn about the tools, processes, leveraged resources, successes and lessons learned from SC-based Senior Apprenticeship Consultant, Dr. Kathy Dickson and Apprenticeship Implementation Specialist, Charlese Minder. Anticipate gaining ideas and insights into the needs of employer sponsors that contributes to on-going utilization and growth of apprenticeship opportunities and apprentices.

**12:00pm - 1:00pm**

**LUNCH**

**Miramar 1-4**

**Sponsored by: Ullico Casualty Group,**

**NYS Laborers Employers Cooperation Education Trust Fund  
and New York State Health & Safety**

**1:00pm - 1:45pm**

**PROJECT LABOR AGREEMENTS TO INCREASE DIVERSITY**

**Panelists:** **Andrew Cortes** *Executive Director Building Futures Rhode Island*

**Dug Jones** *Director of Workforce Grants, Clark University*

**Anthony Wigglesworth** *Philadelphia Area Labor Management Committee*

**Moderator: Lauren Smith** *Apprenticeship Training Program Specialist*

Good Jobs Initiative: Project Labor Agreements as an Equity Tool for Investing in America. With the passage and implementation of unprecedented federal investments, the Biden-Harris Administration has made historic investments that are positioned to create good-paying jobs across the country. This panel discussion focuses on the benefits of labor agreements as an equity tool in addressing worker's needs. Please join Andrew Cortes from Building Futures Rhode Island, Dug Jones of Clark University, and Andrew Wigglesworth to hear more about these tools for DEIA.

**1:45pm - 2:30pm**

**OUR HEADS ARE CONNECTED TO OUR BODIES: THE IMPORTANCE OF MENTAL HEALTH**

**Presenter: Jamie Becker** *Director of Health Promotion, LHSFNA*

Mental health is as important as our physical health. The Laborers' International Union of North America (LIUNA) and the Laborers' Health & Safety Fund of North America (LHSFNA) have been addressing mental health for over two decades. Not everyone was ready to hear what we had to say or was prepared to discuss these issues especially in the context of work. However, the interest and momentum around mental health has been steadily increasing over the last several years. More people are ready to get uncomfortable, to challenge themselves and address issues they never expected they would yet now realize they must. The good news is there is a lot that is being done across the construction trades to address these issues and to make a positive difference in the lives of trades men and women and their families. We will discuss mental health trends across the construction industry, actions being taken to reduce stigma and resources available to meet the needs of the workforce and families.

**2:30pm - 3:00pm VIRGINIA WORKS: LEVERAGING WORKFORCE DEVELOPMENT PARTNERSHIPS FOR REGISTERED APPRENTICESHIP EXPANSION *Panel Discussion***

**Presenters:** *Diana Leyva* Registered Apprenticeship Consultant, Central Virginia Region  
**Jennifer Hynson** Registered Apprenticeship Consultant serving northern and central Virginia with Virginia Works  
**Kara Joyce** Registered Apprenticeship Consultant, Virginia DoL's Registered Apprenticeship Division  
**Moderator: Donna Carvana** Assistant Director for Registered Apprenticeship

This panel discussion aims to explore the inception and impact of Virginia Works, Virginia's new workforce development agency. The discussion will offer insights into the mission, goals, and strategies of Virginia Works and how it is spearheading workforce development in the state. The focus will be on understanding how the division of Registered Apprenticeship collaborates with other divisions and programs under the Virginia Works umbrella to foster robust partnerships.

**3:00pm - 3:10pm DAILY DEBRIEF**

**3:30pm - 5:30pm NETWORKING TIME**

**5:30pm - 8:30pm RECEPTION** **Offsite - La Arcada In Paseo La Princes in Old San Juan**  
*Sponsored By: Department of Economic Development & Commerce, San Juan, Puerto Rico*

Join us for an evening networking event sponsored by the Puerto Rico Department of Economic Development and Commerce (DDEC) filled with Caribbean music, beverages from The Rums of Puerto Rico, renowned worldwide for their quality, craftsmanship, and rich history, and traditional food of Puerto Rico in one of the must-visit destination for anyone exploring Old San Juan, offering a blend of natural beauty, historical significance, and cultural vibrancy. El Paseo de la Princesa, is a beautiful promenade that runs along the historic city walls, offering stunning views of the San Juan Bay and the iconic La Fortaleza, the governor's mansion. It's one of the most picturesque spots in Old San Juan.

**Buses will pick-up at the front entrance of the Sheraton Hotel starting at 5:00pm.**  
**Buses Sponsored By: Adaptive Construction Solutions**

**Thursday, May 9, 2024 • Youth Day**

**7:30am - 8:45am BREAKFAST** **Miramar 1-4**  
*Sponsored by: Augusta Electrical JATC and IUPAT-FTI*

**7:30am - 12:00pm REGISTRATION** **Miramar Foyer**

**7:30am - 2:30pm EXHIBITS** **Miramar Foyer**

**SESSIONS ..... The Following programs take place in Miramar 1-4 .....**

**9:00am - 9:45am WHAT IS YOUTH APPRENTICESHIP**

**Presenters:** *Logan Dean* Program Manager, Apprenticeship and Training at the Maryland Department of Labor  
**Dr. Chris Harrington** State Director North Carolina's State Apprenticeship Agency  
**Charles McNeil** Deputy Regional Director Region 1 Apprenticeship Program Lead

Youth Apprenticeship is Apprenticeship, Youth apprenticeship programs offer a structured approach for young individuals to gain hands-on work experience, technical skills, and industry-specific knowledge while still in school or shortly thereafter. These programs blend classroom instruction with practical, on-the-job training, providing participants with a pathway to a successful career in their chosen field. Youth apprenticeship programs in Maryland and North Carolina, provide high school students with the opportunity to gain valuable work experience and industry-specific skills while still in school. These programs typically combine classroom instruction with on-the-job training, allowing students to earn a wage while completing their education.



**9:45am - 10:30am YOUTH IN PRE-APPRENTICESHIP**

**Presenter: Andrew Cortes** *Executive Director Building Futures Rhode Island*

Youth development and pre-apprenticeship opportunities go hand in hand in the apprenticeship world. Building Green futures, Job Corps and YouthBuild programs offer valuable opportunities for young people to gain skills, education, and work experience, setting them on a path toward sustainable employment and self-sufficiency. Andrew Cortes may be associated with initiatives or organizations that support such programs or advocate for youth development and apprenticeship opportunities within green industries or sustainable practices.. Both programs aim to provide education, vocational training, and job opportunities to young people, especially those who may face barriers to employment.

**10:30am - 10:40am BREAK**

**Miramar Foyer**

**Sponsored by: Local 37 Ironworkers and IUOE Local 30**

**10:40am - 11:15am PRE-APPRENTICESHIP HIGH SCHOOL INITIATIVES**

**Presenters: Jamie Merloni** *New England Laborers' Training*

**Nick Pavone** *New England Laborers Apprenticeship*

**Mike Perrotta** *New England Laborers Apprenticeship*

**Moderator: Joseph (Jay) M. Sabitoni** *Administrator New England Laborers' Training*

Since Career and Technical Education was established, it has played a significant role in exposing and training young tradesmen and women in high schools across our country. In the early 2000s, The New England Laborers' Training Trust Fund had the vision to create a 4-year high school curriculum that would be used as a recruitment and training tool for the Laborer's locals across the New England Region. In 2002 this vision became a reality when they established The New England Laborers /Cranston Public Schools Construction & Career Academy in Cranston, Rhode Island. In 2007, they applied and received Chapter 74 approval from the Department of Secondary Education in Massachusetts. Since then this initiative has expanded across Massachusetts, Rhode Island, and Connecticut. Throughout this presentation, the New England Laborers will take you through their journey on how these initiatives started and where they are today. Presenting certificates to newly graduated apprentices ( maybe certificate of completion)

**11:15am - 12:00pm PRE-APPRENTICESHIP**

**Presenters: Mary Vogel** *Executive Director, Building Pathways MA*

**Andrew Cortes** *Executive Director, Building Futures Rhode Island*

Pre-apprenticeship programs have been a successful pathway for underrepresented groups to access apprenticeships in the building trades. Through a combination of robust recruitment, employability, and occupational skills training, case management and supportive services, career counseling and retention services, and industry partnerships, pre-apprenticeship programs serve to enhance a participant's readiness for entry into apprenticeship. This panel will focus on best practices for providing high-quality pre-apprenticeship training that can be replicated in other industry sectors.

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

**12:30pm - 3:30pm CAREER FAIR - APPRENTICESHIP EXPLORATION INTERACTIVE SESSION**

**Miramar Foyer**

**1:30pm - 2:30pm ESAC STANDING COMMITTEE MEETING**

**San Geronimo 4th Floor**

**CONFERENCE ADJOURNMENT**



**Conference Bags Sponsored By: Roofers & Waterproofers Union Local #33**  
**Raffle Items Sponsered By: DeWalt**