

Welcome To The 79th Eastern Seaboard Apprenticeship Conference

*Charleston, South Carolina
Monday, May 19th - Friday, May 23rd, 2025*

“Apprenticeship- Expanding our Horizons”

Sunday – May 18, 2025

3:00 pm - 5:00 pm Registration

Monday – May 19, 2025

3:00 pm - 5:00 pm Registration

3:00 pm - 5:00 pm Exhibits & Set-up

5:00 pm - 7:30 pm Welcome Reception

Tuesday - May 20th, 2025

7:30 am - 2:00 pm Registration

7:30 am - 3:30 pm Exhibits

Laborers’ Health Fair

**Session 1- 7:15 am – 9:00 am
Session 2- 11:45 am – 1:15 pm**

7:30 am - 8:45 am Breakfast

9:00 am - 10:00 am Opening Session

Color Guard
Pledge of Allegiance
National Anthem
Blessing
Welcome

ROTC Wando High School
Joseph Caparco ESAC President
Carl Styles, LIUNA
Joseph Caparco, ESAC President

10:00 am-10:30 am Keynote Speaker - Michael F. Sabitoni, General Secretary-Treasurer LiUNA

10:40 am - 11:10 am

USDOL Office of Apprenticeship

11:10 am - 12:00 pm

INSURING YOUR APPRENTICESHIP FUND

Presenters: Dane Sutherland, CLCS Vice President, Eberts & Harrison, Inc., Stacia Libby, Marketing Manager, Ullico Casualty Group, Maimuna Jallow-Hancock, Director Market Development, Ullico Inc.

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.

12:00 pm - 1:00 pm

Awards Luncheon

The ESAC Outstanding Achievement Award was established to recognize the contributions of those individuals who may or may not be members of the Standing Committee but who are annual attendees who have made extraordinary efforts to enhance ESAC.

1:10 pm – 1:55 pm

Issues women face while working in the construction sector.

From the record breaking NABTU Tradeswomen Committee to the individual programs International Unions are running, one thing is clear, the future of the construction industry must include women.

Panelists: Rebecca Rougier (LIUNA), Louise Medina (SMART), Kim Fortin (UA), Erica Stewart (Boilermakers)

We will discuss the top issues that unions hear from female members on why women are hesitant to enter the construction field or why they may leave after a short time working in the industry.

- *Safety & Health Issues*
- *Harassment/Environment*
- *Child care*
- *Maternity Leave*
- *Have each of the panelists talk about one initiative their union has instituted to help retain women.*
- *LIUNA: Maternity Leave Policy*
- *SMART: Be4All*
- *UA:*
- *Boilermakers:*
- *NABTU: RESPECT pledge*
- *TWBN Conference & Women's Committees within Unions*
- *A place for women to see others like them*

- *Importance of creating spaces where women can come together and learn from each other*

1:55 pm – 2:40 pm

What changes to registered apprenticeship might we expect under the new administration?

Speaker: James Cole, Principal, Groom Law Group

This presentation will examine the anticipated changes to the registered apprenticeship system under the Trump administration. A key focus will be the potential revival of Industry-Recognized Apprenticeship Programs (IRAPs), initially introduced during Trump's first term and later rescinded by the Biden administration. The presentation will also review expected changes to the treatment of apprentice-able occupations and the apprenticeship utilization requirements under the Inflation Reduction Act, as well as the possibility of increased enforcement actions against registered apprenticeships.

2:40 pm – 3:20 pm

Apprenticeship Training Standards: Enhancing Occupational Training and Education in Registered Apprenticeship Programs

Panelists; Bhavani Arabandi, Urban Institute, Tara Loew, PA; a Construction Industry Rep

Moderator: Zack Boren, Urban Institute

This moderated panel discussion will focus on strategies to improve occupational training and educational content in Registered Apprenticeship programs. Key topics include:

- *Maintaining Standards: How to ensure that occupational skills, work competencies, and curriculum content are current and maintained for a broad range of occupations and industries.*
- *Industry Perspectives: Insights from both the construction sector and emerging industries, building on the use of existing standards to address evolving workforce needs.*
- *Program Processes: Exploring effective methods for training trainers, assessing apprentices' skill attainment, and measuring proficiency.*
- *This session will offer actionable strategies and highlight innovative approaches to maintaining high-quality apprenticeship standards.*

3:20 pm – 5:30 pm

Networking Time

5:30 pm – 8:00 pm

Reception (TBD)

Wednesday - May 21, 2025

7:00 am – 2:00 pm

Registration

7:30 am - 3:30 pm

Exhibits

Laborers' Health Fair

Session 7:15 am – 9:00 am

Session 11:45 am – 1:15 pm

7:30 am - 8:45 am

Breakfast

8:45 am – 9:30 am

Keynote Speaker: Paul Sinanian- BMW Apprentice and Future Talent Programs

9:30 am – 10:15 am

IBEW JATC Local 103 Clean Energy Pre-apprenticeship Program.

Speakers: Chris Sherlock, Training Director, Greater Boston IBEW-NECA JATC
Mary Vogel, Consultant, Equity Works,

For over 120 years, the Greater Boston IBEW-NECA Joint Apprenticeship and Training Center (JATC) has been the region's leading training provider for the electrical and clean energy industries, having trained more than 18,000 electricians. Committed to fostering a diverse talent pipeline, the JATC actively recruits candidates from varied backgrounds and offers structured pathways into apprenticeships and career-track employment.

Building on this commitment, in 2024, the JATC launched the Clean Energy Pre-Apprenticeship Program (CEPAP) to provide technical training, worksite exposure, and job readiness preparation for 18- to 24-year-olds in Greater Boston. The program's first cohort achieved an impressive 87% completion rate, demonstrating its effectiveness in preparing participants for the Registered Apprenticeship Program and careers in clean energy.

10:15 am – 10:25 am

Break

10:25 am – 11:30 am

"An Innovative Model of Collaboration around Early Childhood Apprenticeships in MA"

Presenters: Lauren Cooke, Director of Apprenticeships, Neighborhood Villages
Leslie Baker, Program Director, Family Services of Central MA
Maureen Augesteen, Program Manager, YMCA of Greater Boston

In Massachusetts, five early childhood organizations have come together to form a collaborative partnership to support registered apprenticeships for early educators. Come hear from three of those organizations about the journey of their individual programs, and how the collective group has worked together through communities of practice, stackable partnerships, and shared best practices to enhance workforce pathways for all early educators in the state.

11:30 am - 12:00 pm

Building Community Begins at Home

Presenter: Jason Shedlock, New England Regional Organizer for the Laborers' International Union of North America's (LIUNA) Maine Homeless Pre-Apprenticeship

It's said that we can't build our way out of the housing crisis. But what if we can? Learn how an innovative approach in Maine aims to build communities – and build Maine – by utilizing the pre-apprenticeship model and a worker-centered approach to empower those experiencing homelessness and housing insecurity.

12:00 pm – 1:00 pm

Lunch

1:00 pm – 1:45 pm

Pathways to Public Service: The Power of Apprenticeships (Panel)

Presenters: Andrew Cortes, CEO of Building Futures; Lewis Brown, DOES (or Michael Taylor, DOES if Lewis cannot attend); Becky Dansereau, Maine Apprenticeship Program Consultant at MDOL

Moderator: Andrew Campbell, Urban Institute (Joan Dolan advising)

In January 2024, state and local governments were responsible for more than 20 million jobs, or roughly 13 percent of total employment in the US. Public sector employers at every level of government represent critical, and quality jobs, across every community in the US. There is also a growing talent shortage in the public sector and an urgent need to attract, train and retain the next generation of public sector workers. Registered apprenticeship programs can help meet the talent needs of government employers while also investing in the skills and professional development of constituents. Despite hiring needs and growing interest in the apprenticeship model, there are bureaucratic barriers slowing down opportunities to integrate registered apprenticeship programs within government workforce systems.

This session will begin with a presentation from state leaders in Rhode Island, Maine, and Washington D.C., highlighting exciting efforts to scale apprenticeship programs in the public sector and sharing early lessons learned from implementation, before a moderated panel discussion and audience Q&A.

This session will be a moderated panel discussion to help the audience understand the following:

- *The current landscape of registered apprenticeship programs in the public sector*
- *Why stakeholders across the apprenticeship system and public sector employers should care about expanding apprenticeship pathways into public sector jobs*
- *Current efforts to scale apprenticeship pathways into local, state and federal government jobs*
- *Common barriers encountered across program development and implementation efforts*
- *What factors have contributed to early successful expansion efforts*

1:45 pm – 2:15 pm

Registered and Pre-Apprenticeship Behind the Walls Building Futures Inside- Program

Presenter: Andrew Cortes,

Formerly incarcerated individuals face substantial barriers to obtaining family-sustaining employment post release. In recognition of these challenges, Building Futures and the RI Building & Construction Trades Council launched the Building Futures Inside program in 2023; a pre-release apprenticeship readiness program for individuals incarcerated in Rhode Island's Adult Correctional Institutions. Upon release, graduates enter Building Futures' nationally lauded community-based pre-apprenticeship program, which leads to employment as a registered apprentice in one of many building trade occupations. Return on investment is exceptional and the program currently enjoys 0% recidivism.

2:15 pm – 2:45 pm

Peer Support Through Work

Presenters: Jamie Becker, Director of Health Promotion, LHSFNA,

Peer support is gaining importance in the workplace due to the increasing recognition that workers often feel more comfortable and supported by talking to colleagues who understand their work experiences. This can lead to improved mental health, reduced stress and a more positive work environment, especially when dealing with challenging situations or personal difficulties. Peer support is a valuable tool for building a resilient workforce. A multilevel organization-wide example through the Laborers' International Union of North America (LIUNA) will be showcased. In addition, a grassroots program that started with a coffee cup and a QR code through the New York State Laborers' Health and Safety Trust Fund will be highlighted.

3:00 pm – 3:10 pm

Daily Debrief

3:10 pm – 5:30 pm

Networking Time

5:30 pm – 7:30 pm

Reception

Thursday - May 22nd, 2025
Youth & Education Day

7:00 am – 12:00 pm

Registration

7:30 am - 3:30 pm

Exhibits

Laborers' Health Fair

Session 7:15 am – 9:00 am

Session 11:45 am – 1:15 pm

9:00 am – 9:45 am

Strategies to advance quality pre-apprenticeship and increase youth's participation in Registered Apprenticeship

Panelists: Amanda Richardson, Vice President, Apprenticeship Carolina™ SC Technical College System, Tara Loew, Director, PA Apprenticeship & Training Office

Moderator: Bhavani Arabandi

Throughout the country, states are focusing more on pre-apprenticeship programs as an integral part of the Registered Apprenticeship system, particularly as a way to establish pipelines into Registered Apprenticeship Programs (RAPS) and to increase opportunities for underrepresented populations. To increase the number and quality of pre-apprenticeship programs, states are taking strategies such as processes to register pre-apprenticeship programs, partnerships across state agencies, strong employer involvement and connections to RAPS, and enhanced technical assistance for organizations interested in creating pre-apprenticeship programs. This session will share best practices from across the country on strategies to advance pre-apprenticeship programs and increase youth participating in RAPS along with hearing from individuals participating in these programs.

9:45 am - 10:30 am

From Classroom to Career: Building Strong Pathways Through Pre-Apprenticeship Massachusetts Division of Apprentice Standards

Presenter: Dennis X. Collins, Apprenticeship Lead

Join us for an engaging session on how Registered Pre-Apprenticeship programs are creating seamless pathways to rewarding careers. These programs provide hands-on learning, industry certifications, and job readiness skills—setting up graduates for success in full-time Registered Apprenticeships.

We'll highlight the Commonwealth of Massachusetts' first formally registered Construction Craft Laborer pre-apprenticeship, a groundbreaking partnership between Massachusetts high schools and the New England Laborers. Learn how this initiative is shaping the next generation of skilled workers and discover how similar programs can benefit your community.

10:30 am- 10:40 am

Break

10:40 am – 11:15 am

The Economic Imperative of Child Care

Presenters: Marjorie Cohen, Project Manager, Early Childhood Workforce Connector
Desiree Leclair, National Workforce Development Director, Childcare, SEIU Education and Support Fund
Jennifer Legere, Owner, A Place to Grow, LLC

Access to affordable, high-quality child care is an economic imperative. Without it, parents cannot work, employers cannot operate efficiently, and communities cannot grow. Despite its critical role, child care and early childhood education

(ECE) remains underfunded, leading to low wages, limited benefits, high turnover, and workforce shortages. Employers in all industries rely on high-quality, accessible child care to recruit and retain their workers; the ECE industry should not have to solve the child care crisis alone. This session will explore how employers and Registered Apprenticeship stakeholders across all industries can collaborate to address the child care crisis and support a thriving workforce for all. Please join us for a fireside chat about how to connect the dots between employers, workers, and child care providers to enhance child care systems. Hear from industry leaders to explore strategies to advance ECE RA systems, including ECE career pathways, family child care, and ECE entrepreneurship.

11:15 am – 12:00 pm

New England Laborers' Apprenticeship Panel -The Road to Apprenticeship

Moderator: Jay Sabitoni

Presenters: Nick Pavone, Mike Perrotta, and Terry Camara

The creative ways the New England Laborers' Apprenticeship Program is bridging the gap utilizing pre-apprenticeship.

12:00 pm – 1:00 pm

Lunch

1:00 – 1:45 pm

From ARPs to RA: Current Challenges to Registered Apprenticeship Pathway Programs.

Presenter: Tom Kriger, NABTU Education Director

In this session, NABTU Education Director Tom Kriger will summarize the contemporary challenges facing Apprenticeship Readiness Programs and other pathway programs designed to recruit and train underrepresented populations for construction Registered Apprenticeship.

1:45 pm - 3:30 pm

ESAC Yesterday, Today and Tomorrow

Moderator: Joe Carparco, ESAC President

The President 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.

3:30 pm - 4:00 pm

Closing Session

Friday May 23, 2025

9:00 am –

ESAC Standing Committee Meeting
