

WELCOME
*To the 79th
Eastern Seaboard
Apprenticeship Conference*
“Apprenticeship-Expanding our Horizons”

**Wild Dunes Resort
Charlestown, South Carolina**

Monday, May 19th - Friday, May 23rd, 2025

CONFERENCE SCHEDULE

Sunday, May 18, 2025

3:00pm - 5:00pm	REGISTRATION	Osprey Foyer Hall
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Monday, May 19, 2025

3:00pm - 5:00pm	REGISTRATION	Osprey Foyer Hall
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3:00pm - 5:00pm	EXHIBITS & SET-UP	Osprey Foyer Hall
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5:00pm - 7:30pm	WELCOME RECEPTION	Osprey Outdoor Terrace
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Sponsored by: New York State LECET and Laborers' Local 91

Enjoy a beautiful terrace Welcome Reception with passed hors d'oeuvres, food stations and beverages as you network with associates.

Tuesday, May 20, 2025

7:30am - 8:45am	BREAKFAST	Osprey Ballroom 5-7
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Sponsored by: IUPAT and EmpiRx Health

	LABORERS' HEALTH & WELLNESS FAIR	Osprey Foyer Hall
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7:15am - 9:00am	Session 1	
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11:45am - 1:15pm	Session 2	
<i>Sponsored by: New York State Laborers' Health and Safety Trust Fund</i>		

7:30am - 2:00pm	REGISTRATION	Osprey Foyer Hall
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7:30am - 3:30pm	EXHIBITS	Osprey Foyer Hall
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SESSIONS The Following programs take place in Osprey Ballroom1-4

9:00am - 10:00am	OPENING SESSION
	Color Guard • ROTC Wando High School
	Pledge of Allegiance • Joe Caparco <i>ESAC President</i>
	National Anthem • Nicholas Wells
	Blessing • Reverend Carl Styles <i>LIUNA</i>
	Welcome Remarks • Joe Caparco <i>ESAC President</i>

10:00am - 10:30am **KEYNOTE SPEAKER: Michael F. Sabitoni** *General Secretary-Treasurer LIUNA*

10:40am - 11:10am **Peer Support Through Work**

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

Frank Marchese, Jr. *Executive Director and Administrator of the New York State Laborers' Health and Safety Trust Fund*

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.

11:10am - 12:00pm **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.*

Josh Phillips *Ullico Director of Business Development*

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** **Osprey Ballroom 5-7**
Co-Sponsored By: Ullico Casualty Group & ESAC Standing Committee

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.

1:10pm - 1:55pm **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
- Child care
- LIUNA: Maternity Leave Policy
- UA:
- NABTU: RESPECT pledge
- A place for women to see others like them
- Importance of creating spaces where women can come together and learn from each other
- Have each of the panelists talk about one initiative their union has instituted to help retain women.
- Harassment/Environment
- Maternity Leave
- SMART: Be4All
- Boilermakers:
- TWBN Conference & Women's Committees within Unions

1:55pm - 2:40pm **WHAT CHANGES TO REGISTERED APPRENTICESHIP MIGHT WE EXPECT UNDER THE NEW ADMINISTRATION?**

Presenter: 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 apprenticeable occupations and the apprenticeship utilization requirements under the Inflation Reduction Act, as well as the possibility of increased enforcement actions against registered apprenticeships.

2:40pm - 3:20pm APPRENTICESHIP TRAINING STANDARDS: ENHANCING OCCUPATIONAL TRAINING AND EDUCATION IN REGISTERED APPRENTICESHIP PROGRAMS

Panelists: **Bhavani Arabandi** *Urban Institute*, **Tara Loew, PA** *Director of Pennsylvania Apprenticeship and Training office*
Brandon Martin *Learning & Development Specialist Swiss Krono, LLC*
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.

3:20pm - 5:00pm NETWORKING TIME

5:00pm - 6:00pm NETWORKING RECEPTION Osprey Outdoor Terrace
Sponsored By: Carpenter Contractor Alliance of Metropolitan NY

Connect with old friends, and associates as well as and make new ones.

Wednesday, May 21, 2025

7:30am - 8:45am BREAKFAST Osprey Ballroom 5-7
Sponsored by: Local 37 Ironworkers and Plumbers & Steamfitters LU 184

7:30am - 9:00am LABORERS' HEALTH & WELLNESS FAIR Osprey Foyer Hall
Session 1
11:45am - 1:15pm Session 2
Sponsored by: New York State Laborers' Health and Safety Trust Fund

7:30am - 2:00pm REGISTRATION Osprey Foyer Hall

7:30am - 3:30pm EXHIBITS Osprey Foyer Hall

SESSIONS The Following programs take place in Osprey Ballroom 1-4

8:45am - 9:30am KEYNOTE SPEAKER: Paul Sinanian *BMW Apprentice and Future Talent Programs*

9:30am - 10:15am IBEW JATC LOCAL 103 CLEAN ENERGY PRE-APPRENTICESHIP PROGRAM

Presenters: **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.

10:15am - 10:25am BREAK

10:25am - 11:15am "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*

Rob Lowell *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.

11:15am - 11:45am 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.

11:45am Craft Education Sponsorship Address

12:00pm - 1:00pm LUNCH Osprey Outdoor Terrace
Sponsored by: Craft Education

1:00pm - 1:45pm PATHWAYS TO PUBLIC SERVICE: THE POWER OF APPRENTICESHIPS (PANEL)

Panelists: **Andrew Cortes** *CEO of Building Futures*, **Lewis Brown** *Program Manager, DC Office of Apprenticeship, DOES*, **Becky Dansereau** *Maine Apprenticeship Program Consultant at MDOL*

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

This session will feature presentations 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 audience Q&A.

This session aims to provide a high level overview of:

- 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 and state government jobs
- Common barriers encountered across apprenticeship program development and implementation efforts in the public sector
- What factors have contributed to successful apprenticeship expansion efforts in the public sector

1:45pm - 2:15pm REGISTERED AND PRE-APPRENTICESHIP BEHIND THE WALLS BUILDING FUTURES INSIDE- PROGRAM

Presenter: **Andrew Cortes** *CEO of Building Futures*

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.

2:15pm - 2:45pm DAILY DEBRIEF

- 4:30pm** **LEAVE FOR RECEPTION** Buses will pick-up at the Conference Center entrance of the Wild Dunes
- 5:30pm – 7:30pm** **RECEPTION ONBOARD THE CHARLESTON PRINCESS** **Off-Site Charleston Princess**
Sponsored By: New England Laborers' Labor Management, New England Laborers' Healthy and Safety, New England Laborers' Regional Organizing Fund and New Jersey Construction Craft Laborers'

Glide across sparkling waters, indulging in delicious cuisine, enjoying live music, and taking in breathtaking views of the historic city skyline. It's an unforgettable blend of entertainment, casual dining, and scenic beauty. **Buses will pick-up at the Conference Center entrance of the Wild Dunes starting at 4:30pm. Boat starts boarding at 5:00pm Buses Sponsored By: S&F Concrete**

Thursday, May 22, 2025 • Youth & Education Day

- 7:30am – 8:45am** **BREAKFAST** **Osprey Ballroom 5-7**
Sponsored by: North Atlantic States Carpenter Training Fund
- 7:30am – 9:00am** **LABORERS' HEALTH & WELLNESS FAIR** **Osprey Foyer Hall**
Session 1
11:45am – 1:15pm **Session 2**
Sponsored by: New York State Laborers' Health and Safety Trust Fund
- 7:30am – 12:00pm** **REGISTRATION** **Osprey Foyer Hall**
- 7:30am – 3:30pm** **EXHIBITS** **Osprey Foyer Hall**

SESSIONS The Following programs take place in Osprey Ballroom 1-4

9:00am – 9:45am 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*

Melissa J Stowasser *Vice President, Community & Continuing Education Trident Technical College*

Amy Beller *Senior TA Consultant, American Institutes for Research*

Moderator: Bhavani Arabandi *Urban Institute*

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.

9:45am – 10:30am 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.

10:30am - 10:40am BREAK

Osprey Foyer Hall

10:40am - 11:15am 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.

11:15am - 12:00pm NEW ENGLAND LABORERS' APPRENTICESHIP PANEL - THE ROAD TO APPRENTICESHIP

Presenters: **Nick Pavone, Mike Perrotta, and Terry Camara**

Moderator: **Jay Sabitoni**

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

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

1:15pm - 2:00pm FROM ARPS TO RA: CURRENT CHALLENGES TO REGISTERED APPRENTICESHIP PATHWAY PROGRAMS INTERACTIVE SESSION

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 under-represented populations for construction Registered Apprenticeship.

2:00pm - 3:30pm 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.

3:30pm - 4:00pm CLOSING SESSION

Friday, May 23, 2025

9:00am ESAC STANDING COMMITTEE MEETING

Boardwalk Inn Club Room

CONFERENCE ADJOURNMENT

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Conference Bags Sponsored By: Roofers & Waterproofers Union Local #33 and IUPAT
Raffle Items Sponsored By: Milwaukee Tools and DeWalt