

# GOVERNMENT OF THE DISTRICT OF COLUMBIA

## Department of Employment Services

MURIEL BOWSER  
MAYOR



DEBORAH A. CARROLL  
DIRECTOR

### MINUTES

#### **TWO-HUNDRED-NINETIETH MEETING DC APPRENTICESHIP COUNCIL 4058 MINNESOTA AVENUE, NE, SUITE 5201**

**JUNE 18, 2015**

#### **APPRENTICESHIP COUNCIL MEMBERS PRESENT**

Violet Carter, Employee Representative  
Leroy Watson, Employee Representative  
John Xanthos, Employer Representative  
Frederick Howell, Chairperson and Public Representative  
Courtland Cox, Public Representative  
Deborah A. Carroll, Director of Department of Employment Services

#### **APPRENTICESHIP COUNCIL MEMBERS ABSENT**

Thomas Blanton, Employee Representative  
William Dean, Employer Representative  
Craig English, Representative for Chancellor of DC Public Schools  
Raymond Kibler, Public Representative

#### **APPRENTICESHIP OFFICE STAFF PRESENT**

Drew Hubbard, Associate Director of Employer Services  
Lewis P. Brown III, Program Analyst  
Larry Barnes, Apprenticeship Training Representative  
Ramon Gillead, Apprenticeship Training Representative  
Alletta Samuels, Apprenticeship Training Representative  
Carlos Thomas, Program Assistant

## **COMPANIES/ ORGANIZATIONS/ VISITORS PRESENT**

Gabriela Guheriez, Brothers Mechanical Inc.

Nexi Cervantes, Brothers Mechanical Inc.

Marvin A. Fuentes, Fuentes Fire Protection, LLC

Cliff Condit, C.W. Wright Construction, LLC

Sue Knecht, Strittmatter Contracting, LLC

John Strittmatter, Strittmatter Contracting, LLC

Zia Koreish, HS Solutions, LLC

Jack Hsin, HS Solutions, LLC

Gill Davidson, Mozambique International Group, Inc.

Jason Roberts, Associate Builders & Contractors of Metropolitan Washington

Jasmine White, DC TV

Herbert Niles, DC Office of Motion Picture & Television Development

Diane Watkins, Department of Employment Services

Clayton Witt, Department of Employment Services

**MINUTES OF JUNE 18, 2015**  
**D.C. APPRENTICESHIP COUNCIL MEETING**

Frederick Howell, Chairman called the meeting to order at 4:07pm and asked for roll call. Associate Director of Employer Services, Drew Hubbard took roll call and reported that the meeting had the proper quorum. Chairman Howell asked Apprenticeship Council members to review the minutes of April 2, 2015 and requested a motion. Ms. Violet Carter made a motion to accept the minutes as presented. Director Deborah Carroll seconded the motion. Motion was carried unanimously.

**The following new apprenticeship standards and Employer Acceptance Agreements were presented to the Apprenticeship Council for approval consideration:**

**Brothers Mechanical, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of Brothers Mechanical, Inc. for the trade of Heating, Ventilation, and Air Conditioning. Mr. Barnes provided background information of the company's work projects and violation status. Mr. Barnes also noted that the company had not been cited for any Davis-Bacon, OSHA or Workers Compensation violations within the last three years and had an EMR of 1.12. Ms. Gabriela Guheriez, project accountant and Ms. Nexi Cervantes were present at the meeting to answer Apprenticeship Council members' questions. Mr. John Xanthos asked company officials if company performed work on DC projects prior to the current seven (7) projects mentioned. Ms. Guheriez replied no, and indicated that the DC projects where the company performed work were small residential jobs and service work, unlike any of the large projects the company is currently working on. Mr. Xanthos asked Ms. Guheriez if the company was aware of the Apprenticeship Office prior to performing work on current DC projects and if the company anticipated hiring DC residents during the planning phase of the projects. Ms. Guheriez replied that the company did anticipate hiring DC residents and was aware of the services Department of Employment Services (DOES) provides. Ms. Guheriez also stated that the company had been in contact with DOES to acquire qualified workers and attended forums and job fairs in hopes of hiring qualified residents for the project. She further indicated that she had been in contact via email with Mr. Barnes of the Office of Apprenticeship, Information and Training (OAIT) in order to fulfill her apprenticeship requirements. Ms. Carter asked if the company had ever operated an Apprenticeship program. Ms. Guheriez stated they the company currently operates an apprenticeship program in the State of Maryland that currently had 3 or 4 registered apprentices. Ms. Carter asked how long had the program been in existence. Ms. Guheriez responded that the Maryland program has been registered for 1 year. Ms. Carter inquired about the company's EMR rating being so high. Ms. Guheriez explained that the EMR rating was high due to an incident that occurred in 2009 and that they have an expected EMR rating of 1.08 for next year. Ms. Carter asked where the company planned to keep the maintenance records.

Ms. Guheriez replied that company planned to keep their apprenticeship records in Washington, DC at their 14<sup>th</sup> Street location. Mr. Courtland Cox asked if the company had any District residents employed currently. Ms. Guheriez replied none. Mr. Cox then asked Ms. Guheriez if she was aware of DC Law 2-156, which is the mandatory apprenticeship law for the District of Columbia. Ms. Guheriez stated that she was not fully aware of that particular code, but she was aware of the requirement to have an apprenticeship program if a company is awarded a contract over \$500,000 dollars. Mr. Cox explained the specifications of DC Law 2-156 and the First Source laws. Ms. Guheriez explained that the seven (7) contracts are newly awarded contracts and that she does plan to hire District residents. Mr. Cox advised Ms. Guheriez to connect with Mr. Clayton Witt of DOES. She responded that she and Mr. Witt had already met previously at hiring fairs. Director Deborah Carroll inquired about the types of positions the company is seeking to fulfill. Ms. Guheriez stated that the company was looking to hire HVAC mechanics, duct work installers, helpers, and cleaners and that the company wants to build skillsets from the ground up. Mr. Watson asked about the distance between DOES and the related instruction facility and hours/days of the related instruction. Ms. Guheriez stated that the travel distance is about 30-45 minutes from the District and that apprentices will receive related instruction during work hours or right after work. Ms. Carter asked if the apprentices will be paid for related instruction given during work hours. Ms. Guheriez replied yes. Mr. Watson expressed dismay that there were no District residents currently employed with the company. Ms. Guheriez explained again that the District contracts were recently awarded and that she is willing to work with DOES to hire District residents. Mr. Cox and Chairman Howell reiterated the importance and requirements of the District laws and the consequences of failing to meet the requirements. Mr. Watson made a motion to accept the company's proposed apprenticeship standards for approval. Director Carroll seconded the motion. Motion was carried unanimously.

### **Fuentes Fire Protection, LLC**

Mr. Ramon Gillead Apprenticeship Training Representative presented proposed apprenticeship standards of Fuentes Fire Protection, LLC for the trade of Sprinkler-fitter. Mr. Gillead provided background information of the company's work projects and violation status. The company had not been cited for any Davis-Bacon or Worker Compensation violations and did not have an EMR rating because the company was established in November, 2014. Mr. Marvin Fuentes, Principal Owner, was present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asked whether the company was planning to perform work on phase one of the summer school projects. Mr. Gillead explained that Mr. Fuentes' company was referred to the Apprenticeship Office by another company that has a registered apprenticeship program and wishes to utilize Fuentes Fire Protection, LLC as a tier-subcontractor to work with them during the upcoming summer school projects. Mr. Cox expressed concern that the company did not have any DC residents currently employed and may face First Source and apprenticeship violation laws if no residents are employed on the projects. Mr. Fuentes explained that the

District jobs will make it easier for him to accommodate District apprentices. Ms. Carter asked about the company's outlook of work that will keep the apprentices working for four years in order for them to receive on the job training. Mr. Fuentes responded that he also works as a subcontractor for another company and received an offer to work on the SW Wharf project, which is a two year project. Ms. Carter asked how many apprentices the company plans to hire. Mr. Fuentes responded that he plans to take on 1 to 2 apprentices. Ms. Carter also identified a section in the company's proposed standards that needed additional language. Mr. Leroy Watson asked about the company that offered Mr. Fuentes to bid on the Wharf project. Mr. Fuentes stated that the name of the company was American Automatic Sprinkler. Director Carroll asked whether the 1 to 2 apprentices will be adequate, given the large amount of work projects approaching. Mr. Fuentes responded that he will probably need more District apprentices but could not give an exact number, because he is not involved with the projects yet. Director Carroll asked if the company plans to open offices in the District of Columbia. Mr. Fuentes replied no. Mr. Cox informed Mr. Fuentes of the First Source law and the percentages of District workers needed to meet the requirements of the new First Source law. Chairman Howell expressed to Mr. Fuentes, to not get discouraged if the 1 or 2 District residents do not successfully complete the program; that DOES will assist his company in identifying qualified District residents that will stay on the job. Mr. Xanthos made a motion to accept the company's proposed apprenticeship standards for approval contingent, that the addition language is made to the standards on section 11. Ms. Carter seconded the motion. Motion was carried unanimously.

### **C.W. Wright Construction, LLC**

Mr. Carlos Thomas, Program Support Assistant presented proposed apprenticeship standards of C.W. Wright Construction, LLC for the trade of Cable Installer-Repairer. Mr. Thomas provided background information of the company's work projects and violation status. The company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of .69. Mr. Cliff Condit, Director of Human Resources was present at the meeting to answer Apprenticeship Council members' questions. Mr. Xanthos noted that he is very familiar with the company and their operations and knows that the bulk of their work is performed in Maryland. Mr. Xanthos asked Mr. Condit if his company was trying to get work in the District of Columbia. Mr. Condit responded that the company is interested in working on a big District project with Pepco & District Department of Transportation (DDOT), known as the DC PLUG initiative, and is waiting on the results of their bid. Mr. Condit further stated that being awarded a portion of the project is still a lot of work and wants to be prepared. Mr. Xanthos also noted that the work being performed by the company deals with high voltage and heavy duty electricity, which is high risk and commended the company for having such a low EMR rating. Mr. Xanthos also asked about the company's plans to hire District residents for the apprenticeship program and how can DOES help the company be successful. Mr. Condit explained that he has a plan and the first order of business is to set up relationships with DOES, Workplace Dynamics, and Department of Energy (DOE) to be compliant and utilize the

resources needed to run a successful apprenticeship program and business. Director Carroll asked when the company anticipates on needing to hire, assuming that the company is awarded the contract. Mr. Condit stated that the company has been waiting on a response and the need could be as soon as (6) months. Director Carroll asked what type of skillsets are needed to perform the job. Mr. Condit said the skillsets needed for their particular apprenticeship are unique and consists of both linemen and ground men and that the company will also need cable installers, equipment operators, traffic flaggers, etc. Mr. Xanthos noted that it was good that the company has a plan and resources in place that shows commitment to hire DC residents. Chairman Howell raised concern over the alarming workforce numbers of 803 workers and 0 District residents employed and the company's ability to meet the law requirements. Director Carroll added that the company would benefit from connecting with Mr. Witt from the Business Services Group (BSG), sponsorships and a pre-apprenticeship program in order to get the required amount of District residents trained and ready to work. Director Carroll also stated that it is the goal of DOES to provide companies with qualified District residents and to ensure that residents are trained as long term skilled workers. Ms. Carter asked whether the company had a registered apprenticeship program in any of the other states where they have performed work. Mr. Condit stated that they have a registered apprenticeship program in Virginia that currently has (120) registered apprentices and 24 have graduated. Ms. Carter asked how long had the program been in existence. Mr. Condit said that the program had been in existence for a long time but just recently got registered with the Department of Labor about 6 years ago. Mr. Condit also stated that the program has a high turnover rate because apprentices gain skills and move to other companies that are closer to home. Director Carroll explained the many programs that DOES offers such as, L.E.A.P Academy and offered Mr. Condit the opportunity to learn more about the programs. Mr. Cox elaborated on the concern of the workforce numbers and would like a more detailed specific plan to hire DC residents given the size of the company and prospected award. Chairman Howell asked if the company provided all of the related instruction for the apprentices. Mr. Condit explained that the company will provide most of the related instruction and outsource some. Ms. Carter inquired about the location of where the training will take place. Mr. Condit stated that the training will take place in Ijamsville, Maryland in Fredrick County which is about (60) miles from the District. Ms. Carter noted that most District residents do not drive and that the training facility is far and asked will the company provide transportation. Mr. Condit committed to providing transportation for District apprentices. Director Carroll made a motion to accept the company's proposed apprenticeship standards for approval contingent, that the company provides transportation to the training facility in Fredrick County, Maryland. Mr. Xanthos seconded the motion. Motion was carried unanimously.

**The following revised apprenticeship standards were presented to the Apprenticeship Council for approval:**

**Strittmatter Contracting, LLC**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards for recertification approval of Strittmatter Contracting, LLC for the trade of Operating Engineer. Mr. Barnes provided background information of the company's work projects and violation status. Company had not been cited for any Davis-Bacon violations and has had five (5) Workers Compensation claims in the last three (3) years and had an EMR of .69. Ms. Sue Knecht, company's consultant and Mr. John Strittmatter, owner & vice president were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell expressed concern of the company's high workers compensation claims and asked for an explanation. Ms. Knecht provided clarification and explained that a large majority of the claims were from mechanics who suffered pinched fingers while repairing equipment; however the company sends the workers to the patient care clinic first, to record the incident for safety purposes. Ms. Knecht furthered stated that the most serious incident was a worker who sprained his ankle and was required to be in a boot for a while. Mr. Strittmatter stated that he believes in sending the workers to the clinic to be evaluated and diagnosed, no matter how small the injury may seem. Ms. Knecht noted that after every reported incident and treatment, workers are drug tested for assurance. Mr. Xanthos asked if the company had safety precautions in place given the high number of claims. Ms. Knecht responded that there are safety meetings that take place with safety managers and noted that the EMR shows the difference between the numbers of serious incidents versus workers sent to patient care for safety and recording purposes. Chairman Howell asked if the related instruction is being done at their facility. Ms. Knecht replied that the related instruction was being done at their facility but will be moved to the Associated Builders and Contractors Metro Chapter training facility, because she believes that organization can provide a more structured environment and program training. Mr. Xanthos inquired about the 12 apprentices, who were dropped from the program and how long they were registered apprentices before being dropped. Ms. Knecht responded that the company hired five (5) apprentices last June; one (1) was dropped immediately in July due to incarceration, and that several other apprentices were dropped for violating company policy and three (3) failed to report to job sites. Director Carroll asked whether the company acquired the apprentices through DOES. Ms. Knecht responded that the majority of their workers were obtained through DOES. Chairman Howell asked about the number of District residents currently employed with the company. Ms. Knecht responded that seventeen (17) District residents are currently employed and that a work order is in place to obtain twelve (12) more apprentices. Chairman Howell asked whether the work order was placed with DOES and Ms. Knecht replied, yes. Mr. Strittmatter noted that a few apprentices started out as District residents and eventually moved to Maryland. Mr. Watson

raised a concern about the low graduation rate over the years and asked what can be done to ensure apprentices are completing the program. Ms. Knecht responded that moving apprentices to the ABC Metro training facility will provide more incentive, structure, and overall basics. Mr. Strittmatter added that some of the issues are with heavy equipment and limited space in the District, but moving the training out further from the city would create transportation problems. Associate Director, Drew Hubbard informed the company that DOES is partnering with a community based organization that provides wraparound services that includes 24 hour case management for apprentices to deal with childcare issues and other resources and would like to connect the two organizations. Ms. Carter made a motion to accept the company's revised apprenticeship standards for approval. Mr. Cox seconded the motion. Motion was carried unanimously.

### **HS Solutions, LLC**

Mr. Ramon Gillead, Apprenticeship Training Representative presented revised apprenticeship standards for recertification approval of HS Solutions, LLC for the trade of Telecommunications Technician. Mr. Gillead provided background information of the company's workforce, work projects and violation status. Company had been cited for one (1) Davis-Bacon violation and no Workers Compensation claims within the last three years and has an EMR of .96. Mr. Jack Hsin, owner and Mr. Zia Koreseishl, liaison for the apprenticeship program were present at the meeting to answer Apprenticeship Council members' questions. Mr. Xanthos asked how many apprentices had graduated since 2007. Mr. Hsin stated that the early years of the program were unsuccessful; the company had problems qualifying the apprentices. He also stated that in 2013, the company partnered with Independent Electrical Contractors (IEC) for their apprentices to receive related instruction and have since registered ten (10) apprentices. Five (5) apprentices have been terminated and five (5) are successfully completing their obligations. Director Carroll asked what additional supports do the (5) prosperous apprentices need. Mr. Hsin responded that the apprentices need structure and fair human resource policies. Director Carroll also asked whether the company received their candidates from DOES. Mr. Hsin replied, yes. Mr. Xanthos asked who the company was working with from DOES. Mr. Hsin responded that the company was working with Mr. Ramon Gillead. Mr. Xanthos stated that he wanted to see more of a commitment from the company to hire and graduate District residents. Mr. Hsin explained that the partnership with IEC is an essential component to the success of the company's apprenticeship program and to hire and retain District residents. He also stated that the company plans to hire 3 apprentices every year, 2 of which will be District residents. Mr. Watson expressed dismay over the fact that no apprentices had graduated from the program over the many years that it had been in existence. Mr. Gillead noted that the program structure was changed from a (2) to (3) year program. Chairman Howell questioned the hourly wage for journeymen of \$16.00 per hour. Mr. Hsin provided clarification and noted that the pay structure has changed; the starting hourly rate for journeymen is currently \$17 per hour. Ms. Carter asked



about a Davis-Bacon violation against his company at the Dunbar High School project and whether the company received a non-compliance letter for the Stuart Hobson or Marriot Marque projects. Ms. Carter also asked whether there is anyone from DOES, who does the research for Davis-Bacon violations and non-compliance. Mr. Gillead responded that restitution was paid by the company in the amount of \$10,000.00 for the Dunbar High School violation. Chairman Howell asked for details on the restitution. Mr. Hsin responded that there was a wage issue and that the company received an informal violation and resolved the issue. Mr. Hsin said that he is not aware of any Davis-Bacon violations of his company at the Marriot Marque or Stuart Hobson projects and had not received any notification of such violations. Mr. Hubbard made a motion and recommended tabling the discussion until the end of the agenda, while Ms. Samuels researched the status of the violations. Ms. Carter seconded the motion. Motion was carried unanimously. Apprenticeship Council resumed the matter of HS Solutions later during the meeting and the possible outstanding violations for the projects listed above. Ms. Carter read from the documentation provided by DOES that noted that there was a Davis- Bacon violation that occurred on December 8, 2014 at the Marriot Marque Hotel project; however, the documentation did not have specifics. Mr. Hsin restated that he still had no knowledge of the violation and would do whatever necessary to resolve the issues once he is provided details. Director Carroll noted that the documentation did not provide enough information to withhold the company from approval. Director Carroll then made a motion to accept the company's revised apprenticeship standards for approval, subject to clarification on the alleged outstanding Davis-Bacon violations for the Stuart Hobson and Marriot Marque projects. Mr. Xanthos seconded the motion. Motion was carried unanimously.

### **Mozambique International Group, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards for recertification approval of Mozambique International Group, Inc. for the trade of electrician. Mr. Barnes also provided background information of the company's workforce, work projects, violation status and information of the company's performance as an apprenticeship sponsor. Company had not been cited for any Davis-Bacon, OSHA, or Workers Compensation violations within the last three years. Mr. Gill Davidson, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Ms. Carter expressed concern that the company had been in business for 15 years and had graduated no apprentices during that time period. Mr. Davidson stated that over 90% of his company's work was being performed with the Washington Metro Area Transit Authority (WMATA) and apprentices had a difficult time working the nightshift of 11:00 pm to 7:00 am. Mr. Davidson also stated that several apprentices were terminated or voluntarily resigned because of attendance issues. Ms. Carter asked what steps had been taken to bring more apprentices onboard with the company. Mr. Davidson explained that WMATA, which is the company's main source for work only required journeymen to perform work on its project and would not allow apprentices to perform

work on the projects. Mr. Davidson furthered stated that WMATA recently changed their standards and will now allow apprentices to perform electrical work in order to be more competitive. Mr. Davidson noted that the company is awaiting contracts for more commercial work, which will be favorable for apprentices. He also stated that the majority of the company's available work is still night shift work; however, the company had partnered with Smoot Gilbane at the Roosevelt School project for day work opportunities. Mr. Xanthos asked whether the electrical work being performed dealt with heavy voltages. Mr. Davidson replied no, and explained that the bulk of the company's work was related to cable replacement, re-lamping bus stations/garages, etc. Ms. Carter asked about the status of two (2) current apprentices, who are with the company. Mr. Davidson responded that one (1) apprentice is in his second year and the other is in his first year. Chairman Howell asked about the number of District residents currently employed with the company and how long the company had been a part of the apprenticeship program. Mr. Davidson responded that at least ten (10) District residents are currently on the company's payroll. He also responded that the company had been part of the apprenticeship program since 2002. Chairman Howell asked whether there had ever been any issues with decertification or had the Apprenticeship Office ever raised any concerns with the company's program. Mr. Davidson responded no, and that he has kept in contact with Mr. Larry Barnes over the years. Mr. Lewis Brown of the Apprenticeship Office mentioned that there was an issue with the program being inactive for two (2) consecutive years and was in the process of becoming deregistered. Mr. Brown also asked Mr. Davidson for clarification the differences on the upcoming Pentagon commercial work versus the type of work performed on WMATA industrial projects and how it relates to the revised apprenticeship standards work process for the overall electrical trade. Mr. Davidson explained that depending on the type of work being bided on will determine whether apprentices will be allowed to work on the job, and that a lot of the industrial jobs require only licensed journeyman to perform the electrical work. Ms. Carter asked about the kind of work that is available to sustain the two (2) current apprentices. Mr. Davidson said that he has consistent work with WMATA to sustain the apprentices until graduation and hopes to obtain residential/commercial work to acquire more apprentices. Chairman Howell asked whether the company planned to keep the related instruction with the Cardozo High School provider, even though the provider will be relocating. Mr. Davison replied, yes, because they will still be local. Mr. Watson expressed disappointment of the company's graduation rate and asked how it applies to approving recertification. Chairman Howell inquired about the current metrics and establishing standards for evaluating graduation rates. Mr. Brown noted that the current regulations do not address standards for evaluating graduation rates for a company to be approved for recertification; however, the new District of Columbia revised regulations include completion rates to be cause for action against apprenticeship sponsors. Mr. Xanthos made a motion to accept the company's revised apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

## **International Brotherhood of Electrical Workers Local No. 26**

Ms. Alletta Samuels, Apprenticeship Training Representative presented the International Brotherhood of Electrical Workers (IBEW) Local No. 26 revised step-up apprenticeship standards amendment for recertification approval. Ms. Samuels provided background information of the last Apprenticeship Council meeting when the initiative was initially presented for approval consideration. Ms. Samuels noted that officials of IBEW failed to make the changes recommended that included, eligibility requirements and that the Step-up initiative become a direct entry for regular apprenticeship. Mr. Brown explained the history and purpose of the step-up program and the success the program had towards benefitting DC residents. Mr. Brown also stated that he met with union officials and provided them with suggested recommendations, to no avail. Ms. Carter addressed concerns with the lack of District residents in the workforce numbers with IBEW, which had 767 workers and only 70 were District residents. She also addressed the issue with direct entry and suggested that if individuals completed one (1) year of the step-up program those residents should be granted direct entry into the union's apprenticeship program. Mr. Cox suggested that DOES formally notify IBEW of the recommended changes to be made and to be non-negotiable. He also explained that DOES must be satisfied with the changes made before approval consideration from the Apprenticeship Council. Mr. Cox made a motion to table the union's revised apprenticeship standards amendment for approval until DOES sends IBEW, Local No. 26 a document outlining the changes to be made. Mr. Xanthos seconded the motion. Motion was carried unanimously.

**The following provider for apprenticeship related instruction standards were presented to the Apprenticeship Council for approval:**

## **DC Office of Motion Picture & Development**

Mr. Lewis Brown, Program Analyst presented the DC Office of Motion Picture & Development (MPTD), request for approval consideration to use DCTV (aka, Public Access Corporation) as a training provider for apprenticeship related instruction in the occupation areas of the media and motion picture industry. Mr. Brown provided background information of the agency's training facility, prior training activities and curriculum. Mr. Herbert Niles, Deputy Director, MPTD and Jasmine White and Bob Thomas from DCTV were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell addressed the extensive list of skillsets and occupational areas and asked for more information on the program. Mr. Niles elaborated on the design of the program and explained the purpose of the creative economy career access program. Mr. Niles stated that they have worked with DOES to identify trainees and employer partners beforehand to help form the curriculum and that the employers wanted certified trainees that are proficient in a broad range of skillsets. Chairman Howell asked whether the targeted population was for the first cohort of ten (10) trainees. Mr. Niles responded that the

desired population is from high school to 35 years of age and participants form DC L.E.A.P Academy with a baseline knowledge of a certain amount of skills. Mr. Cox noted that he liked the model, because it's beyond soft skills and directly connects trainees with desired industry, and that the model should be duplicated for other industries. Mr. Cox asked whether the connection will be with the District of Columbia Public Schools (DCPS). Mr. Niles responded that there is currently no formal connection. He also stated that the agency is in the developmental stages of working with Pigmental Animation Studios to identify and partner with local public and charter schools particularly in Ward 5. He added that the goal is to develop a suite of workforce development programs and activate a multimedia platform for the District that translates the skillsets into a profitable enjoyable career. Ms. Carter made the motion to accept the agency as a provider for apprenticeship related instruction. Director Carroll seconded the motion. Motion was carried unanimously.

### **Public Comment**

No public comment.

### **Director's Report**

Drew Hubbard, Associate Director, Employer Services, provided information on expanding apprenticeship beyond construction and partnering with other sectors, specifically the healthcare and Information Technology (IT) industries. Mr. Hubbard provided status updates on the current pre-apprenticeship programs that DOES funds, all of which provide direct entry into registered apprenticeship programs. Mr. Hubbard noted that DOES had completed their internal Davis-Bacon investigation of Mid-Atlantic Air & Plumbing concerning allegations of withholding wages and misclassifying workers at the Sheridan Station Place project and had turned over findings to the Department of Labor. Chairman Howell asked for updates on DC LEAP Academy and Cardozo. Mr. Hubbard and Director Carroll gave an update on the DC LEAP Academy and its intent to expand into the private sector. Director Carroll elaborated on how District agencies are taking different approaches to training the LEAP participants, citing the Department of General Services & District Department of Transportation for creating aggressive training models and preparing participants for career progression in a variety of tracks and entry level positions with the DC Government. Mr. Hubbard stated that the Cardozo High School provider is moving to IDEAL Public Charter School and possibly using the leftover equipment to create an additional hands-on training facility. He announced the joint partnership with a local community organization to provide wrap around services and resources for District apprentices. He also noted that all referrals are now being initiated through the American Job Centers in order to better match prospective apprentices with companies and provide them with case management services.

**Old Business**

None

**New Business**

Mr. Watson inquired about Mr. Throwers departing from DOES. Director Carroll stated that she cannot speak about personnel matters at the meeting. Mr. Hubbard stated that the position was currently posted and was put out to the national apprenticeship community in order to attract strong candidates with a Davis-Bacon background.

**Adjournment**

Ms. Carter made a motion to adjourn the meeting and seconded by Mr. Cox. Chairman Howell adjourned the meeting at 7:20 P.M.