



**OREGON STATE APPRENTICESHIP and TRAINING
COUNCIL**

Council Meeting Summary (Online Meeting)

Commissioner Val Hoyle, Chair

June 16, 2022 – 9:00 A.M.

Meeting Summary

1. Virtual Meeting Protocol: Secretary Ransom read the virtual meeting protocol.
2. Welcome and Roll Call
 - Vice Chair Michael Burch welcomed new members and thanked Kyle Popma for his five years of Council service.
 - Roll Call:

Council Members Present:	Val Hoyle	Chair
	Michael Burch	Public Member /Vice Chair
	Ashley Espinoza	Public Member
	Nathan Phillips	Trades Employer
	Patsy Richards	Non-Trades Employer
	Evan Stuart	Trades Employer
	Amanda Swenson	Trades Employee
	Kennitha Wade	Trades Employee
Council Members Absent	Nicholas Jefferies	Non-Trades Employee

3. Ratification of minutes from the FRO OSATC meeting on April 12, 2022. **M/S/C to approve.**

Public comment

- a. Garth Bachman, IBEW 48 commented regarding the possible change to the inside electrical apprenticeship ratio, expressing concerns about safety, doubts about the quality and adequacy of training that will be provided if the ratio is changed to 1:1, and concerns that the reduced ratio will mean less training on the jobsite leading to lower graduation rates.
- b. Bob Westerman, Pacific Inside Electrical TATC, commented in opposition to changing the inside electrical apprenticeship ratio, stating that the ratio of 2 apprentices to 3 journey level workers is a nation-wide industry standard established by the collective bargaining

agreement between IBEW and the National Electrical Contractors Association to ensure quality training, productivity and for the safety of people and property.

- c. Drew [no last name provided] testified that utilization is not at 50 percent right now, and that capacity could be expanded by 50 percent. He expressed that a change in ratio does not seem like it would be helpful or useful at this time, and he is opposed to the change.

Staff and Agency Briefings

4. Secretary Ransom provided the Apprenticeship and Training Division Administrator's Report:
 - a. Future Ready Oregon
 - The \$20 Million Future Ready Oregon (FRO) investment package (Senate Bill 1545) will increase the Bureau of Labor and Industries' capacity to recruit new programs, facilitate innovation in health care and manufacturing, and support construction pre-apprenticeship to meet industry demand for a highly trained, skilled, and qualified workforce.
 - The investment includes a grant program that will be facilitated by the Apprenticeship and Training Division and administered by the Oregon State Apprenticeship Council.
 - The implementation of FRO will improve diversity, equity, and inclusion measures by establishing new high-quality Pre-Apprenticeship Training Programs that will prepare individuals from underrepresented priority populations. It will also create new Registered Apprenticeship Programs in emerging apprenticeship industries through collaboration with industry partners to identify target occupations and develop the required components to register a new apprenticeship program.
 - The Division has added a Competitive Grants Unit and hiring is underway to support the Division's increased workload and to implement a streamlined grants evaluation process to assist with the preparation for presenting findings to OSATC for approval.
 - ATD published a Grants page on the BOLI website on April 28, which provides detailed information about the funding rounds and evaluation process: <https://www.oregon.gov/boli/apprenticeship/Pages/BOLI-Apprenticeship-Grants.aspx>
 - ATD implemented an application management system that provides ease of use by allowing multiple staff from any organization to contribute to an application. The system that will notify applicants of errors to mitigate submissions being denied for not meeting requirements. The Division is providing technical support throughout every step of the application process.
 - Round 1 opened May 2, 2022 and concluded on June 2, 2022. It was capped \$6 million to be divided between targeted industries and service types. The Division received 20 applications, including 15 large grant submissions and five small grant applications.

- Wide-reaching and intentional outreach was conducted to over 11 thousand recipients including registered pre-apprenticeship and apprenticeship programs, culturally and community-based organizations serving priority populations, health care organizations, and veteran's organizations.
 - Round 2 will have an even more tailored and responsive approach based upon community needs as identified through the responses to Round 1.
- b. Registered Apprenticeship Numbers:
- There are currently 10,624 registered apprentices in Oregon and an increase to women and minority registrations when compared to April 2021, 154 apprenticeship committees and 5,586 training agents.
5. USDOL Office of Apprenticeship: Corrina Pereira, Multi-State Navigator:
- Events for National Apprenticeship Week (November 14 – 20th) can be registered online at <https://www.apprenticeship.gov/national-apprenticeship-week>. Early registration is encouraged for maximum visibility and representation.
 - The Advisory Committee on Apprenticeship (ACA) met virtually on May 16th and was attended by over 1,000 people. It is anticipated that the ACA Council will resume active quarterly meetings in the near future and that it will be expanded to up to 30 members. The nomination period closed on June 3, 2022.
 - USDOL will be launching an aggressive cyber security apprenticeship response to address the high number of vacancies in these positions. The Administration has deemed the more than 500,000 vacancies to constitute a national security risk. More information will be available in the next quarterly report.
 - RAPIDS has been substantially updated to make it more user friendly and efficient for programs and State Apprenticeship Agencies (SAA), as well as for data capturing national data and demographics. RAPIDS is free for SAA and includes technical assistance.
6. Washington State Apprenticeship & Training Council (WSATC): Brittany Craighead, Apprenticeship Compliance Specialist
- Council Member Kenna May has been reappointed as Public Member.
 - WSATC is lifting RSI guidelines that were issued in March 2020 due to COVID-19.
 - o In person delivery of Related Supplemental Instructions (RSI) can now be performed without government mandated health and safety restrictions, although individual facilities may still require COVID-related restrictions.
 - o Virtual delivery of RSI remains allowed. Virtual instruction will no longer be a permissible substitute.
 - o In-person RSI hours reported to L&I must clearly identify unpaid/supervised RSI hours separate from paid or unsupervised hours for industrial insurance purposes.

- o Reporting of virtual delivery of RSI hours as unpaid/supervised for industrial insurance purposes must be done under the following conditions:
 - Competent instructors shall provide live RSI in a capacity of immediate and constant support/contact of the apprentice.
 - Class attendance shall be taken at the beginning of each instructional session as well as upon return from any scheduled break or lunch periods.
 - Complete and detailed daily class schedules shall be provided to each participating apprentice with a copy available to the Department upon request.
 - Apprentices shall not perform any hands on or physical type activities while participating in unpaid/supervised virtual.
 - E2SSB 5600 (Engrossed 2nd Substitute Senate Bill) updates:
 - o WSATC is in the process of establishing sector-based platforms to promote industry collaboration and make recommendations to the WSATC.
 - o WSATC is mapping out the application process for designated grant funds for technology and remote learning infrastructure modernization, wrap-around support services for apprentices, and updating necessary equipment in apprenticeship programs.
 - o The law requires the WSATC to consider living wage, presence of a career ladder, and other non-wage benefits for graduating apprentices when deciding whether to approve a new program. Sustainability of new programs will also have to be considered.
 - o New rules are anticipated to be implemented by early 2023.
 - Registered apprenticeship Numbers Continue to Grow. Between 03-01-2022 and 06/01/2022 there were 16,839 active apprentices, including 1,555 newly registered apprentices and 637 completions.
7. Oregon Community College Apprenticeship Consortium: OCCAC Chair Lena Gates, Apprenticeship Coordinator, Linn Benton Community College
- Staffing Updates:
 - o Joy Crump has been elected Vice Chair for the Consortium, replacing Mark Rehl
 - o Dan LoFaro replaced Shelly Tracy (retired) at Clackamas Community College (CC); Laurie Michaels replacing Tracy Placido (retired) at Clackamas CC.
 - o Kip Morris and Sayward Barnett are now with Central Oregon CC and Mark Griffith is with Klamath CC.

- Lane Community College (LCC):
 - o LCC provides related training for 12 different apprenticeship programs including two recently added, Glazier and Fire fighter.
 - o Approximately 450 student apprentices are served through LCC each term.
 - o In April 2022, a new entry Worker Certificate of Completion was approved and will serve as a pathway for students interested in pursuing an apprenticeship trade and advanced technology programs to gain basic skills to join the workforce.
 - o LCC continues to have high demand for pre-apprenticeship classes.
- Linn-Benton Community College (LBCC)
 - o LBCC administers three registered apprenticeship committees with a total of 12 trades, and provides related training for other committees in the area.
 - o LBCC apprenticeship is collaborative with other departments on campus, including Welding, Pipefitting, Machine Tool and Mechatronics.
 - o The spring term at LBCC had 125 registered apprentices attending courses on campus, each of whom are eligible for a certificate or Associates degree through the LBCC apprenticeship department if they meet specific requirements.
 - o Lena Gates' role is to ensure apprentices are on track to earn these credentials upon completion of registered apprenticeship.
- Lena Gates reiterated the value role that community colleges play in registered apprenticeship in Oregon.
 - o the availability of three Associate of Applied Science degrees and various certificates in Construction, Electrical, and Industrial Mechanical that can be awarded to registered apprentices upon completion of their trade program if they meet the requirements.
 - o These degrees and certificates are monitored by the OCCAC lead college, Blue Mountain CC in collaboration with the Higher Education Coordinating Commission.
 - o The US Department of Labor Bureau of Labor Statistics News Release on September 22, 2020 documented that the median number of years that wage and salary workers had been with their current employer was 4.1 years in January 2020, with little changing from 4.2 in January 2018.
 - These numbers indicate it is essential to guide student apprentices to earn every credential they can acquire while going through their program.
 - Having an Associate's degree or certificate that supports their

trade program serves as a benefit to our apprentices when there is transition in employment.

Council Member Reports

8. Chair/Commissioner's Report

- a. Structural Firefighters Apprenticeship Program
 - Commissioner Hoyle attended the pinning ceremony for the first graduating class of the structural firefighter paid program, which is facilitated through the Jackson Country Fire District 5.
 - Commissioner Hoyle reiterated the importance of the joint management labor team and the dire need for professional structural firefighters to respond to crises and support wildland firefighters efforts to keep communities safe.
 - The apprenticeship model ensures that firefighters look like the communities they serve.
- b. OCAPA Conference
 - Commissioner Hoyle met with the Oregon Concrete and Aggregate Producers Association.
 - The Association wants to promote apprenticeship to ensure young people know about available programs, and it understands the value of the work of OSATC and ATD.
- c. Knife River Training Center
 - Commissioner Hoyle attended the ribbon cutting for the Knife River Training Center. The center has certified apprenticeship programs, is the biggest facility of its kind on the West Coast and is eager to build Oregon's workforce.
- d. Legislative Days
 - The Legislature recently held Legislative Days hearings where they sought an update on Future Ready Oregon. Commissioner Hoyle thanked the ATD team and acknowledged Secretary Ransom and Manager Bandurraga.

9. Council Report - None

Correspondence

10. Certification of correspondence

- a. Secretary Ransom provided the following testimony:
 - On May 10, 2022, the Division notified all programs providing training in the licensed trades that effective June 1, 2022 the Licensure Exam Rules are resuming. The rules had previously been suspended due the impacts of the COVID-19 pandemic.

- The letter provides dates for apprentices impacted by testing site closures during the pandemic. The deadlines provide 12 months for these apprentices, as required by Oregon State Administrative Rule.

b. **M/S/C to certify the correspondence.**

Consent Agenda:

- **M/S/C to approve items 11 – 19 on the Consent agenda**

11. Administratively Approved Items for Ratification
12. [Honorary Completions](#)
 - Chair Hoyle recognized the apprentices who passed away in Q2: Jared Noor, Inside Electrician with North Coast Mechanical and Electrical Trades JATC, and Alan Conlu, Limited Energy Technician B with Limited Energy Electricians JATC.
13. [Meritorious Service Awards](#)
14. [New Committee Members](#)
15. [Compliance Reviews](#)
16. [Revised Standards](#)
17. [Utilization Goals](#)
18. [Dissolution of Committee Standards](#)
19. [Investigation Reports](#)

Action Agenda

20. [Citations to Appear](#)
 - Constructing Hope
 - ATD Summary:
 - Constructing Hope was cited to appear before Council at the March 17, 2022, Quarter 1 meeting for failure to submit documentation.
 - Council determined that the program's failure to report pre-apprentice completion data was pervasive and persistent, and that it and was detrimental to the well-being of pre-apprenticeship participants, the Constructing Hope organization, and the Apprenticeship and Training Division.
 - Council made the determination to suspend Constructing Hope's status as a registered pre-apprenticeship program through the Quarter 2, June 16, 2022 Council meeting and directed Constructing Hope to provide Council and the Division with a corrective action plan documenting steps the program would take to come into compliance with pre-

apprenticeship regulations and to maintain reporting compliance going forward.

- On May 4, 2022, Constructing Hope submitted a corrective action plan that is thorough and clearly identifies processes, procedures, and staff responsibilities for submitting documents within the time frame specified in Oregon Administrative Rules.
- In addition to the robust plan, Constructing Hope has provided completion data for 91 pre-apprenticeship completers for the period of 2020 to the present.
- Constructing Hope (CH) Executive Director Pat Daniels provided the following testimony:
 - CH has submitted 87 percent of the required documentation for participants from 2020, 91 percent for 2021 and 100 percent of the documentation needed for 2022, with 89 of the required forms signed. Of the total documentation requested, 7 are incomplete due to barriers that prevent signature.
 - CH has implemented a new structure that will require all applicants to sign forms and complete the application at orientation.
 - The forms are then uploaded into the CH system where an electronic copy is retained.
 - The registration information will then be reported monthly and quarterly to the CH Board of Directors.
 - The program manager and Pat Daniels meet bi-weekly and the information is added to the Executive Director's report.
- ATD recommendation that:
 - Council accepts the corrective action plan provided from Constructing Hope;
 - reinstates Constructing Hope's status as a registered pre-apprenticeship provider;
 - places Constructing Hope on probation for one year to ensure that the corrective action plan is sustainable and has the intended outcomes.
- **M/S/C to approve the above recommendations.**

21. [Minimum Guideline Standard Committees \(MSGC\)](#)

- ATD Summary:
 - The Division has received three requests from three inside electrician training programs to convene the MGSC for the purposes of simplifying the minimum required ratio for apprentice training.
 - Oregon Administrative Rule 839-011-0141 states that when the Division receives two or more petitions to convene the State MGSC, Council will

instruct the Division to schedule and facilitate the meeting. Pursuant to the Administrative Rules, ATD requests that Council direct the Apprenticeship and Training Division to begin the process of convening the meeting.

- o This process takes time and requires invitations to representatives of every program training in the Inside Electrical trade.
- o When the meetings are concluded, ATD will present the decision or the majority and minority decisions to Council during a regularly scheduled quarterly OSATC meeting.
- **M/S/C to direct the Apprentice and Training Division to convene the State Minimum Guideline Standard Committee for the Inside Electrical occupation.**

22. [New Pre-Apprenticeship Committees](#)

- ATD Summary:
 - o NECA-IBEW Inside Electrical JATC has operated an OSATC approved, trade specific pre-apprenticeship program called NIETC Electric Training Alliance (ETAP) since June 2016.
 - o Recently, the JATC implemented a new funding source for pre-apprenticeship training. Program staff took this opportunity to redesign their entire pre-apprenticeship training program.
 - o The new program that is being submitted is now called the NECA-IBEW Pre-Apprenticeship Program. NIETC will be dissolved should this program be approved.
 - o The new pre-apprenticeship program will continue to serve individuals that are under-represented in the electrical trade to help them improve their chances to become registered electrical apprentices.
- Bridget Quinn, Workforce Development Coordinator for NECA-IBEW Electrical, provided the following testimony:
 - o The former NECA-IBEW pre-apprenticeship program was operated through grant funding that is no longer available.
 - o Due to the success of this pre-apprenticeship program, the training trust has agreed to self-fund the program. Additional funding support will be provided by the Construction Diversity Equity Fund.
 - o No longer being under the umbrella of the ETAP will allow NECA-IBEW to adjust the program and curriculum to increase the focus on aspects pertinent to the unique needs of the Pacific Northwest. NECA-IBEW will also be able to provide additional a larger stipends for pre-apprentices.

- ATD recommends approval.
- **M/S/C to approve the NECA-IBEW 48 Electrical Pre-Apprenticeship Program.**

Recess & Roll Call

- Following a 10 minute break, Secretary Ransom conducted a Roll Call and all previously mentioned Council members remained present.

23. New Apprenticeship Committees and Standards

a. MA 6040 Columbia Gorge JATC - New Boiler Operator

- ATD Summary:
 - The Columbia River Gorge JATC currently oversees seven occupational training standards that serve adults in the custody of the Department of Corrections.
 - This submission would establish a new training standard in the boiler operator occupation.
 - Columbia River Gorge JATC is in good standing with the Division and has the administrative capacity to administer this training standard.
- Andrew Parker, Program Administrator MA 6040 provided the following summary:
 - The Department of Corrections (DOC) has found that individuals who release from prison with trade skills that lead to family wage careers show a significantly reduced likelihood of recidivating is significantly reduced.
 - Columbia Gorge JATC is seeking approval from OSATC the authority to provide training under the boiler operator apprenticeship standard, a 4000 hour program that will train participants how to operate, maintain and repair pressure boilers.
 - Successful completers will have met the requirements to sit for the Level 3 boiler Operators License. The opportunity to sit for that exam will be provided to all program completers. Individuals completing the boiler operator program could continue their training upon release by participating in a stationary engineer apprenticeship, which would further increase their potential employment opportunities.
 - The program, therefore, has the potential to reach and serve all of Oregon's priority population, with the exception of women due to

the restraints of the women's facility geographical location.

- Priority for the initial cohort would be given to those currently working in the DOC boiler plants and who will be released soonest but still have enough time on their sentence to complete the program. Additional recruitment will be open to Adults in Custody (AICs) in institutions who are eligible to work in the boiler plants.
- Discussion:
 - Chair Hoyle asked what connections outside of the DOC MA 6040 is making to other similar registered programs throughout the state, and noted the importance of a relationship building with external registered apprenticeship programs to ensure continued success outside of the DOC through completing registered apprenticeship.
 - Mr. Parker testified regarding the supervisors working in the DOC facilities who have connections with industry professionals that assist with job placement upon release and transition counselors that seek employment opportunities in the industry to assist apprentices with job placement.
 - Council Member Burch asked for clarification about why women will be excluded from priority participation.
 - Mr. Parker clarified that there is no high-pressure boiler at the Women's Facility located at Coffee Creek Correctional Institution. Therefore, women are unable to participate. Women do participate in plumbing apprenticeship programs. The physical location of the women's facilities presents a barrier for accessing wider programs. Staffing shortages leading to facility shutdowns has created additional challenges. Women make up about 4% of apprentices for MA 6040 programs, and the program does reach out to this population when opportunities are available. Traditional CTE programs are available to women as well.
 - Council Member Richards asked if apprentices in the program would be paid a wage.
 - Mr. Parker noted that the Article 1, 41 of the Section Oregon Constitution states that the Department of Corrections is not allowed to pay wages to AICs. The DOC does implement a Performance Recognition Awards System (PRAS) which is based on points that are then transferred into a monetary wage each month. The highest paid AICs are awarded \$75 per month.
 - Council Member Richards raised concerns about pay equity for these apprentices.

- Chair Hoyle noted that issues with pay need to be addressed through the legislature and at federal level, and OSATC is limited in capacity to make changes in this regard.

- ATD Recommends approval
- **M/S/C to approve new Boiler Operator Standard 0815.0 under Columbia Gorge JATC**

b. Clean Water Services JATC

- ATD provided the following summary:
 - Clean Water Energy Services is the water resources management utility for more than 600,000 residents in urban Washington County, Oregon and small portions of Multnomah County, Oregon and Clackamas County. CWES is submitting for a new Committee and a new standard training the Limited Energy B electrical occupation to support water services utility district.
 - The proposed committee has submitted all required administrative documentation and the standard submission meets or exceeds the Oregon minimum guideline standards for Limited Energy B Electrical apprenticeship training.
- Leigh Kojiro, Program Administrator for CWES provided the following testimony:
 - CWES is a utility serving wastewater for Washington County, Clackamas and Multnomah counties. CWES requires Limited Energy Technician B certification from staff to support operations at four advanced wastewater treatment plants and 44 pump stations.
 - CWES has traditionally recruited licensed technicians to join staff, however this has presented challenges and CWES would like to start its own apprenticeship program to meet staffing needs.
- ATD recommends approval
- **M/S/C to approve Clean Water Energy Services JATC and 0459.1 Limited Energy Technician B standard.**

c. Childhood Education JATC

- ATD Summary:
 - The proposed Early Childhood Education JATC and training standard are the result of a partnership with the Southwestern Oregon Workforce Investment Board, Southern Oregon Head Start, Umpqua Community

College, and Southwestern Oregon Community College.

- The proposed early childhood educator apprenticeship training standard would be the first of kind in Oregon and will address the urgent need to recruit and retain skilled workers in Coos, Curry, and Douglas counties.
- The proposed committee has submitted the requisite administrative documentation. These standards are not subject to state MGS, however the proposed standard is aligned with existing USDOL standards in the early childhood learning occupation.
- Wendy Baird, Director of South Coast Head Start, provided the following testimony:
 - The proposed JATC will serve Coos, Curry and Douglas counties with the support of the South Coast Workforce Investment Board, the South Coast Regional Early Learning Hub, Southwestern Oregon Community College, Umpqua Community College, South Coast Head Start and United Community Action Network Head Start.
 - The JATC is being proposed to address the continuous shortage of quality childcare services. Childcare services support the entire workforce, and addressing the childcare shortage is the key to building prosperity in southern rural Oregon, helping families to engage in meaningful employment and in assisting our youth in getting the early supports needed for success in the public school system. At the heart of the childcare and early learning capacity challenge is a lack of a qualified workforce.
 - Head Start programs, state funded early learning programs, school districts and childcare providers cannot safely provide care and services without qualified staff and vacancies are high.
 - Prospective teachers are challenged with gaining enough practical experience and supporting themselves financially while also taking classes to become an early childhood educator without support and a clear pathway.
 - This proposed JATC aims to address this challenge by registering between five to 10 apprentices in the first year, and expanding further in future years with focused outreach to underserved groups. The apprenticeship program will encourage women, minorities, people with disabilities and veterans to apply through outreach to community based organizations, high schools, and work source partners.
 - Apprentices will be placed in classrooms at local Head Starts programs and complete 3072 OJT hours over three years. Related online training will be provided through Southwestern Oregon Community College and Umpqua Community College.

- This will be provided at little to no cost to the apprentices through the use of scholarships, grants and other funding, further reducing barriers to participation.
- The JATC aims to increase the number of qualified early childhood educators to ultimately support the entire workforce.
- ATD recommends approval of the proposed committee and standard.
- Discussion:
 - Council Member Burch reiterated the importance of children seeing role models who look like them and inquired about the number of people of color employed in the Outreach programs.
 - Wendy Baird noted that South Coast Head Start builds the employment base directly from the parents in the communities served to help ensure the employment base reflects communities they serve.
 - Council Member Espinoza inquired how the JATC plans to address the low wages that contribute to the lack of qualified workers in the childhood education field.
 - Ms. Baird acknowledged that early childhood works have traditionally been extremely underpaid compared to public school counterparts, and that the State of Oregon has made great strides in addressing this, with Oregon pre-kindergarten and Preschool Promise implementing minimum wage requirements. Wages are now fairly competitive with public schools – teachers with Head Start who have bachelor's degrees can earn \$25 per hour. The apprenticeship program will bring participants to the Associate's level, at \$22 per hour.
 - Council Member Phillips inquired if ATD staff is planning to seek to expand early childhood education apprenticeship opportunities in Oregon
 - Manager Bandurraga noted that there is an incentive from the federal government, the Governor's office, and the Commissioner's Office to expand the apprenticeship model into that traditionally have not utilized registered apprenticeship and that are in desperate need of a skilled labor force that can start immediately.
 - The model that is being introduced here is the same as what Southwestern Oregon Workforce Investment Board has utilized with the medical assistant trade. In 2019 the Allied Health Medical Assistant trade was approved, the first

apprenticeship of its kind in the state of Oregon, and it began with 5 apprentices and has grown to have 250 apprentices across the state, with those seven counties represented.

- The Early Childhood Education JATC and is using the same promising model, and ATD anticipates that this JATC will grow and expand.
- When ATD hears from community members across the state - especially in rural and frontier regions - that they want to address their needs in certain trades, the first step is promoting this model. ATD has partnered with the Southwestern Oregon Workforce Investment Board to share materials and provide connections.

- **M/S/C to approve Early Childhood JATC and 3004.0 Early Childhood Educator Standard**

d. Hillsboro Advanced Manufacturing JATC

- ATD Summary:
 - The proposed Hillsboro Advanced Manufacturing committee is the result of collaboration between the Hillsboro School District, City of Hillsboro Office of Workforce Development, Jireh Semi-Conductors, and Tosoh Quartz to create new training opportunities that connect youth with manufacturing careers, which have a high need for skilled workers. Partners and stakeholders have worked closely with the Division and with Jobs for the Future, which is the US Department of Labor appointed industry intermediary for the manufacturing industry.
 - The proposed youth apprenticeship training standard for Certified Manufacturing Technician will be the only youth apprenticeship program operating in Oregon and the first to operate in nearly five years. It is aligned with USDOL national guideline standards for competency-based training in the occupation.
 - The committee has submitted required administrative documents and has worked closely with BOLI's Technical Assistance for Employers Unit and Wage and Hour Division Child Labor Unit to ensure that the training and oversight provided meets or exceeds the safety and well-being requirements for youth employment.
 - This program will serve youth ages 16-18 that are enrolled in Hillsboro School District high schools.
- Claudio Rizo, Youth Apprenticeship Project Manager for Hillsboro School District

- The Hillsborough Advanced Manufacturing JATC has come together to design a program that will provide an equitable pathway for Hillsborough High School students ages 16 through 18 to receive hands on paid training that will provide them with a career in advanced manufacturing.
- The proposed JATC seeks to provide a two-year program with a competency based approach through the certified manufacturing technician trade.
- Apprentices will begin as junior high school students and upon completion will have two years of hands-on experience, a high school diploma and a certificate of completion from the Department of Labor. Apprentices will be receiving their related training instruction from Century High school's career technical education program, industrial and engineering systems.
- The Hillsborough Advanced Manufacturing JATC and its partners recognize this as an opportunity to work together to help increase and create a diverse pipeline of talent for our applied manufacturing positions. This is also a way to increase a livable wage, job opportunities for youth while supporting the existing workforce shortage in advanced manufacturing.
- The program will begin with seven apprentices and plans to launch in September 2022.
- Kathy Bishop, HR Manager for Jireh Semi-Conductor:
 - This JATC is a combined effort from industry partners and the Hillsboro school district. The competency-based program will be an effective way to ensure youth are getting the on-the-job skills they need to succeed in this industry, as well as mentorship and support. The JATC hopes to expand over time to support the manufacturing industry, students, and parents.
- ATD recommends approval.
- Discussion:
 - Council Member Burch inquired about the diversity of the first cohort of apprentices.
 - Claudia Rizo noted that for the first year of the apprenticeship program, the JATC will recruit students who already participating in a CTE program, and that the five students of color and one female have applied to date. The program will aim to expand on this through outreach in the future.

- M/S/C to approve Hillsboro Advanced Manufacturing JATC and 2031.9 Certified Manufacturing Technician standard.
- e. Samaritan Health Services JATC
- ATD Summary:
 - Samaritan Health Services is applying to become a Registered Apprenticeship Program providing training in the Pharmacy Technician occupation. The proposed program will serve Benton and Linn Counties.
 - This is a competency-based program that will prepare apprentices to sit for their Certified Pharmacy Technician licensure. This will be the first program of its kind in Oregon. The proposed apprenticeship standards are aligned with USDOL national guideline standards for competency-based training for Pharmacy Technicians. The training standards have been adapted to meet the specific requirements of the National Health Career Association apprenticeship pathway to certification, which is also recognized by the Oregon Board of Pharmacy.
 - Carrie Norris, Workforce Development Coordinator:
 - The pool of available skilled workers within healthcare including pharmacy technicians, has been and is projected to continue to be low. In the past year, it has taken an average of up to three months to fill open pharmacy technician positions.
 - There is a limited availability of local training programs that prepare individuals to work as pharmacy technicians, particularly educational programs designed to enable participants to sit for a national certifying exam.
 - Samaritan Health Services has prioritized the creation of additional training pathways to entry level patient-facing healthcare careers, including to those for whom traditional pathways are not feasible despite being interested in healthcare roles.
 - An apprenticeship pathway will allow learners to apply the theoretical curriculum to real world practice and build their professional reputations and networks while earning a living. This provides an ideal set up for successfully rescaling the Oregon workforce, as modeled by the success of the Medical Assistant apprenticeship, which has seen a 100 percent rate for certification exam and retention.
 - The JATC would partner with National Healthcare Career Association for related training curriculum, delivered online for maximum flexibility. This will set apprentices up to be ready to take the certifying exam at the end of the program to become Certified Technicians.

- Since this is a new program, the first cohort will be small in both size and geographic area, to establish a strong foundation for strategic expansion.
- Daniel Rackham, Assistant Vice President, Chief Pharmacy Officer for Samaritan Health: Samaritan Health (SH) system is a five-hospital health system in Western Oregon with hospitals in Corvallis, Albany, Lebanon, Newport, and Lincoln City. SH operates approximately 20 pharmacies, including retail, medical center, and ambulatory locations. Technicians prepare the majority of medications to patients and are a vital component of Samaritan health services.
- ATD recommends approval.
- Discussion:
 - Council Member inquired about goals for program diversification and outreach and recruitment.
 - SH shared plans to provide outreach to youth populations, including pilot programs such as health career exploration and STEM hub programs, and pre-apprenticeship programs. These may serve as benchmarks for outreach toolkits and programming. The SH organization has an equity and inclusion plan and Council, with the goal of creating a workforce that reflects the communities served.
- **M/S/C to approve the Samaritan Health Services JATC and 0844.0 Certified Pharmacy Technician Standard**

Policy Development, Presentations, and Discussions – n/a

Adjournment

- **M/S/C to adjourn the Q2 2022 OSATC meeting.**

HONORARY COMPLETIONS

Name	MA#	Committee Name	Trade
Jared Noor	1244	North Coast Mech & Electrical Trades JATC	Inside Electrician
Alan Conlu	1099	Limited Energy Electrician JATC	Limited Energy Technician B

MERITORIOUS SERVICE AWARDS

Member Name	MA #	Committee Name	Years of Service
Parma Mudaliar	1136	Jireh Semiconductor JATC	4
Steven Alexanderson	2002	Central Lincoln PUD Local JATC	15
Les Schriver	2002	Central Lincoln PUD Local JATC	21
John Campbell	2002	Central Lincoln PUD Local JATC	6
Jim Smith	4016	Area IV Inside Electrical JATC	28

NEW COMMITTEE MEMBERS

Member Name	MA #	Committee Name	Pos	P/A	E/R
David Albritton	1104	Georgia Pacific Electrical Trades JATC	M	P	E
Scot Allen	7001	Area VII Inside Electrical JATC	M	A	R
Bill Bassett	1082	Tillamook County Outside Electrical JATC	M	A	R
Dathan Bathon	1146	Pacific Northwest IMM JATC	M	A	R
Matt Berkshire	3038	Lane/Douglas Counties Carpenters JATC	M	P	E
Joe Campbell	1052	OR SW-WA Heat/Frost Insul/ Wrkrs JATC	M	P	R
Gerardo Castro	1033	North Coast Plumbers JATC	M	P	R
Liam Clark	1058	Oregon Laborers JATC	M	P	R
Cody Collier	2017	Consumers Power JATC	M	P	E
Dave Doremus	3022	Southern Will-Valley LTD Energy Electrical JATC	M	A	E
Dean Dun	1040	Metro LTD Maintenance Electrician JATC	M	A	R
Dean Dun	1146	Pacific Northwest IMM JATC	M	A	R
Billy Elmore	7001	Area VII Inside Electrical JATC	M	A	E
James Fonua	1095	Leupold & Stevens of Beaverton JATC	M	A	E
Marcus Fowler	7026	Central OR LTD Energy Electrical JATC	M	A	E
Chelsea Freitag	4025	City of Bandon & IBEW LOCAL 659 JATC	S	P	E
Jeff Holliday	2023	Oregon Columbia Laborers JATC	M	A	R
Chuck Hubler	1043	OR SW-WA NW-CA Metal Trades Pipefitters JATC	M	A	R
Jody Jensen	1136	Jireh Semiconductor JATC	M	P	E
Snuffy Jones	1050	OR/SW-WA Roofers & Waterproofers JATC	M	P	E
Seth Lacey	3007	Eugene/Springfield Utilities JATC	M	P	R
Daniel Larzalere	1047	Oregon SW-WA Elevator Industry JATC	M	A	E
Jeff Lee	3007	Eugene/Springfield Utilities JATC	M	A	E

Wirkkula Michael	1126	Renewable Energy JATC	M	P	E
Mark Milligan	3025	Area III Sheet Metal/HVAC Env Systems JATC	M	A	R
Jay Moore	6020	Boise Cascade/WCIW NE-OR TATC	M	P	E
William Redman	2009	Mid-Willamette Industrial TATC	M	P	E
Chet Rhodes	6011	Blue Mountain JATC	M	P	R
Terance Robinson	7025	Bright Wood Corp Ind Electrical JATC	M	P	E
Joe Rogers	1210	S Fork Water Board & N Clackamas CWC JATC	M	P	E
Dan Sartor	4009	Pacific Inside Electrical JATC	M	P	R
Adam Schack	1283	Long Term Careworks Trust JATC	M	A	E
Bill Schmeck	5001	Crater Lake Electrical JATC	M	A	R
Jay Swanson	1082	Tillamook County Outside Electrical JATC	M	P	R
Robert Taylor	1071	OR SW-WA NW-CA Plmbr & Stmfitttr JATC	M	A	E
Bill Vanevery	1099	LTD Energy Electrician JATC	M	A	E
Michael Villarreal	1152	PNW Industrial Apprenticeship JATC	S	P	E
Greg West	3025	Area III Sheet Metal/HVAC Env Systems JATC	M	A	E
Mitchell Williamson	3007	Eugene/Springfield Utilities JATC	M	P	E

COMPLIANCE REVIEWS – None Q2

Review Type: PO = Program Operation; AA = Affirmative Action

Status: C = Compliance; SC = Substantial Compliance; GFC = Good Faith Compliance; OOC = Out of Compliance

MA#	Symbol Suffix	Trade	Committee Name	Review Type	Review Period	Status
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REVISED STANDARDS

MA#	Symbol Suffix	Trade	Committee Name	JATC Revisions
1065	0075.0	Cement Mason	Oregon Columbia Masons TATC	Wage Progression
1081	0296.0	Machinist	Boeing Portland JATC	Minimum Qualifications Related Training
1095	0296.0	Machinist	Leupold & Stevens of Beaverton JATC	Probationary Period Ratio
1095	0644.0	Limited Maintenance Electrician	Leupold & Stevens of Beaverton JATC	Probationary Period
1178	2005.0	Energy Auditor	Building Energy Controls JATC	Selection Procedures Wage Progression Competencies Related Training

1182	0195.0	Fire Fighter	Oregon State Fire Fighters JATC	Geographical Jurisdiction Minimum Qualifications Related Training
2008	0308.001	Industrial Maintenance Millwright	Mid-Willamette Industrial Electrical JATC	Geographical Jurisdiction
2020	0459.0	Limited Energy Technician A	Area II Limited Energy Electrical JATC	Selection Procedure
2020	0459.1	Limited Energy Technician B	Area II Limited Energy Electrical JATC	Selection Procedure
5009	0159.0	Inside Electrician	Area V Inside Electrical JATC	Selection Procedure
6013	0159.0	Inside Electrician	Area VI Inside Electrical JATC	Selection Procedure Probationary Period

UTILIZATION GOALS

MA#	Symbol Suffix	Trade	Committee Name	Review Period
1033	0432.0	Plumber	North Coast Plumbers JATC	2022-2024
1057	0067.0	Carpenter	Pacific Northwest Carpenters JATC	2022-2024
1057	0069.0	Scaffold Erector	Pacific Northwest Carpenters JATC	2022-2024
1057	0110.0	Pile Driver	Pacific Northwest Carpenters JATC	2022-2024
1057	0145.0	Ext/Int Specialist	Pacific Northwest Carpenters JATC	2022-2024
1057	0335.0	Millwright	Pacific Northwest Carpenters JATC	2022-2024
1065	0052.0	Bricklayer	Oregon Columbia Masons TATC	2022-2024
1065	0075.0	Cement Mason	Oregon Columbia Masons TATC	2022-2024
1100	0459.0	Limited Energy Technician A	Protective Signaling JATC	2022-2024
1175	0365.0	Operating Engineer	OR/Columbia Heavy Equipment Operator JATC	2022-2024
1282	0480.0	Roofer	Oregon Columbia Roofers JATC	2022-2024

MA#	Symbol Suffix	Trade	Committee Name	Review Period
3002	0517.0	Sign Maker/Erector	Central Sign Hanger JATC	2022-2024
6008	0159.0	Inside Electrician	Ontario JATC	2022-2024
6008	0432.0	Plumber	Ontario JATC	2022-2024

DISSOLUTION of COMMITTEES AND/OR STANDARDS

MA#	Symbol Suffix	Trade	Committee Name	Dissolution Type
1137	1044.0	Aircraft Mechanic	Columbia Helicopter JATC	Committee and Standard
1143	0296.0 1094.0	Machinist CNC Mill Operator	OR Industrial Development Training JATC	Committee and Standard
2009	0459.1	Limited Energy Technician B	Mid-Willamette Industrial TATC	Standard
6040	0510.0	Sheet Metal Worker	Columbia Gorge JATC	Standard
7016	0414.0	Pipefitter	Klamath Basin Industrial TATC	Standard

INVESTIGATIONS

MA#	Symbol/Suffix	Trade	Committee Name	Regarding	Disposition
5036	0067.0	Carpenter	Southern Oregon JATC	Apprentice Training and Orientation	Unsubstantiated

CITATIONS TO APPEAR

MA#	Symbol/Suffix	Trade	Committee Name	Regarding
PMA 1013	n/a	Various	Constructing Hope	Corrective Action Plan

PRE-APPRENTICESHIP

PA#	Trade(s)	Program Name	Focus
TBD	Electrician	NECA-IBEW 48 Electrical Pre-Apprenticeship Program	BIPOC, women, veterans, individual with disabilities, individuals living below federal poverty guidelines.

MINIMUM GUIDELINE STANDARD COMMITTEES

MA#	Symbol Suffix	Trade	Committee Name	Type
8003	0159.0	Inside Electrician	Oregon Electricians Minimum Guideline Standard Committee	Request to Convene

NEW COMMITTEES AND/OR NEW STANDARDS

MA#	Symbol Suffix	Trade	Committee Name	Type
6040	0815.0	Boiler Operator	Columbia Gorge JATC (State correctional institutions or facilities in Malheur, Marion, and Umatilla Counties)	New Standard
TBD	0459.1	Limited Energy Technician B	Clean Water Services JATC (Washington County)	New Committee New Standard
TBD	3004.0	Early Childhood Educator	Early Childhood Education JATC (Coos, Curry, and Douglas Counties)	New Committee New Standard
TBD	0844.0	Certified Pharmacy Technician	Samaritan Health Services JATC (Benton and Linn Counties)	New Committee New Standard
TBD	2031.9	Certified Manufacturing Technician	Hillsboro Advanced Manufacturing JATC (Washington County)	New Committee New Standard