



Office of Apprenticeship

Iowa Apprenticeship Council Meeting

March 25, 2025

10 am – 12:00 pm

DMACC Urban Campus

Agenda item 1. Call to Order

Chair Tim Felderman called to order the meeting of the Iowa Apprenticeship Council (the Council) on March 25, 2025, at approximately 10 am.

Agenda item 2. Roll Call

Members in Attendance

1. Tim Felderman
2. Kolton Hewlett
3. Jeremy Lindquist
4. Ginny Shindelar
5. Trevor Stevens

Shelly Evans called roll and advised Chair Tim Felderman that quorum was established.

Approval of Agenda

Chair Felderman called the next order of business which was the approval of the meeting Agenda for March 25, 2025. The agenda was previously emailed to the Members of the Council.

- **ACTION ITEM:** Motion to Approve the Agenda for 3/25/25.

Jeremy Lindquist motioned to approve the Agenda and Trevor Stevens seconded the motion. Members of the Council in attendance voted on the motion by voice vote, which carried unanimously.

Introduction of Council Members

Tim Felderman asked each Council Member to introduce themselves.

Kolton Hewlett - CFO at Cass Health, Atlantic, IA. 500 employees. 2 years ago, started the first nursing apprenticeship program in Iowa. Looking to continue to expand into other healthcare professions such as lab, radiology, respiratory therapy and the like. Excited to be here.

Ginny Shindelar - VP of Education at ABC of Iowa in this position for about 15 years. I run the apprenticeship program and handle leadership, leadership training and continuing education for journeymen and masters. I am excited to be a part of this group.

Jeremy Lindquist - Director of training and education for Plumbers and Steamfitters Local 33 and Iowa Pipe Trades and HVAC program. I started in apprenticeship program, taught it and became the administrator of our program. Looking forward to working with everyone to put Iowa ahead in apprenticeships.

Trevor Stevens - Licensed electrician that went through Des Moines Electrical Apprenticeship. Teacher trained from UNI. I taught electrical program to high school students for 5 years. Navigated all barriers that impact the educational world for accessing registered apprenticeships getting started in school. Continue to add my endorsements and did a multi occupations which allowed me to have a coordinator title and work with school to work programming and pre-apprenticeship programs to support students accessing registered apprenticeship. Moved to Des Moines Electrical Apprenticeship where I continue to expand awareness and outreach to schools and individuals in central Iowa.

Tim Fedlerman - High school principal at West Delaware Community School District. We have 5 apprenticeships and multi pre-apprenticeships. Graduation requirement of work-based learning experience prior to graduation. Career portfolio that all students need to demonstrate as part of graduation requirement. Extremely proud of the opportunities our community provides students to prepare for next stage.

Agenda item 3. Welcome by Beth Townsend, Executive Director, Iowa Workforce Development.

Beth Townsend – it is nice to see this project come to fruition. Linda Fandel and I talked about options for Iowa to become its own apprenticeship agency and take control and administer registered apprenticeship (RA) programs. Other states are now trending that way. Kentucky, Tennessee, and Alabama. Legislation passed approval in 2023. It took a legislative amendment in 2024 to be approved by USDOL in June 2024. Welcome to the council on behalf of the Governor who is a big supporter of RA programs. You all have unique backgrounds. We will rely on recommendations from local RA programs, unions, ABC, etc. Example is Cass Health. We want to bring that to high school students. Great results are happening in West Delaware. Stories vary from business to business. Some employers have no interest in high school students working in their businesses. Eventually, some employers do this to help develop their workforce pool. It has turned out to be the best thing for some employers and the kids of been phenomenal. Skilled in learning the program, there to work and worked collectively well with current employees. RA is a development tool from the beginning of the process. Apprentices are learning from people who already have the skills. This is the best way to learn. The Governor is deeply committed to expanding RAs. I would love to see RAs at all high schools. I want

to provide these opportunities to high school students. Being in the workplace you get lessons learned for a path of success. Acquiring valuable, portable, and transferable skills. 40% of students do not go to universities or community colleges. I want those students to have the same successes. Paths available for all students to be successful. Need to create awareness for students and employers. Many employers are wondering where their employee pools will come from. IOA and IWD can help develop that program and make it into a successful RA. I would like to acknowledge Kathy Anderson and Dane Sulentic. Both have been phenomenal. Dane has put together a tremendous team. They love helping employers and students. SAA positions us to use RA in Iowa like we have never done before. We can set strategic plans and the council can help us do that. Need to expand creation and awareness for all employers across the state. I appreciate the council being a part of this and we will 100% support you.

Agenda item 4. SAA/IOA Presentation by Dane Sulentic, State Apprenticeship Director, Iowa Office of Apprenticeship.

Dane Sulentic – I echo everything Director said and appreciate the kind words. I'm super excited to be here today. I accepted this position in 2023 with the goal of being here today. Move expansion and growth of apprenticeship throughout the state. Became Director in August 2023. I did not expect to be here after college. I went into higher education after college. I knew nothing about apprenticeships when I took position at DMACC in apprenticeship. Heard all cliques. I worked with the Iowa office. This is a good path. I went the traditional route which really opened my eyes. Spent 5 years in prison as the state apprenticeship coordinator with the Department of Corrections. Opened my eyes to the impact. There are a lot of barriers, morale is bleak. Ended up with 30 different programs and 300 apprentices in 9 correctional facilities. Not all created equal. Impact you can't take away from them learning a skill and getting a certificate at the end. For a lot it was the first time they ever completed something and received recognition for their skills that they learned while not breaking the law. Eye opening on impact for a lot of different people from every age group and ethnicity and demographic.

One program was in housekeeping, and it had the most apprentices in it. These individuals were the most proud. This is just a doorway to the next apprenticeship because it makes them see that they can do it. Made them want to see what other apprenticeships they could do. Before you know it, they are in the facilities working on a \$50K CNC machine. If it can work in those facilities, it can work anywhere in high schools, rural Iowa, and urban Iowa. It took a long time coming to get to today but really excited and glad we are finally here. 3 main parts to discuss today.

I want you to see what our teams does and what we oversee. More than just program development. Fantastic team that is committed. IOA is about growing and expanding these programs. We have established a really good foundation over the last 10-15 years. Apprenticeships have been around forever. Options are limitless now to start growing at the local, state, and community levels. Introduction of team and kudos. Team started with 4. Currently 10 members and have grown tremendously. We have the right people in the right places.

1. History.

- USDOL Office of Apprenticeship – Iowa office oversaw all registered apprenticeship programs in the state.
- Steady growth over last 10 years. Made great strides in expanding apprenticeship into high schools and growing non-traditional apprenticeable occupations.
- Governor Reynolds and IWD leadership wanted to build on the RA growth.
- Started process to become a State Apprenticeship Agency.
- Officially established on 7/1/23 and codified under the Registered Apprenticeship Act (Chapter 84D of the Iowa Code). 6/27/24 officially approved by USDOL as SAA. 6/28/24 given the keys to the car. Ready but not prepared, that is ours now. 9,000 registered apprentices.
- Duties include:
 - serve as the state registration agency.
 - establish labor standards for quality pre-apprenticeship, youth apprenticeships, registered apprenticeships, and apprenticeships.
 - establish rules regarding the registration of quality pre-apprenticeship programs, registered youth apprenticeship programs, registered apprenticeship programs, and apprenticeship programs in the state when the sponsor of such programs chooses to certify or register programs with the office.
 - resolve disputes between parties to an apprenticeship agreement.
- Established SAA.
 - Effective 6/27/24, DOL Office of Apprenticeship approved Iowa to be a SAA.
 - From this day forward the IOA oversees all work related to RA through IWD.
 - All programs must follow federal guidelines under CFR 29:29 and 29:30.
 - Currently 30 states have transitioned to SAA.
- Why SSA?
 - SAA, IOA offers direct support to RA programs, including:
 - Strategic growth to meet Iowa's workforce needs.
 - 1:1 program development.
 - Personalized customer service & ongoing technical assistance.
 - Compliance guidance and monitoring.

2. IOA Overview.

What does IOA oversee?

- Program Development and technical support. Education along the way. Processes can be cumbersome. Broad view to narrow view. Get into the weeds when developing a program. Training of internal staff so all are on the same page.
- Grants and financial support.
 - Oversees grants 84E and 84F which are state funded grants.
- Compliance and monitoring.
- External relationships and partnerships.
 - Educate
 - Collaborate
 - Partner.

- Systems, processes, and data assessment.
 - Create and implement
 - Conduct data projects
 - Use data.
 - Data. 936 registered programs and 9,501 active apprentices.
 - High school RA data.
 - 233 apprentices (16-17 yrs old)
 - 317 apprentices (18 yrs old)
 - 134 programs with high school age
 - 21 recognized QPAs
 - Active Programs.
 - RA program data.
 - RA occupations.
 - Active Apprenticeship data.
 - Apprenticeship data.
 - Cancelled apprentices outnumber the completed apprentices. Why? New apprentices have always been high. We need to look at completion rates.
 - IOA Grants. 180 completers. 400 active apprentices. How do we sustain and grow?
 - 84E grants.
 - 67 sponsors
 - \$3 million fund
 - 84F grants.
 - 24 awardees
 - \$665,000 funds awarded
 - IOA APC coverage map.
 - There is a lot of ground to cover.
 - Team has done a lot of work and communication.
 - Challenges of RA Growth
 - Understanding benefits
 - Navigating administrative/programmatic requirements
 - Attrition
 - Meeting employer needs
3. State Apprenticeship Council Structure and Support.
- Council.
 - Advice IOA and provide community outreach.
 - Council support.
 - Insight/best practices
 - Expansion of opportunities and funding
 - Feedback recommendations

Agenda item 5. Open Meeting Rules Overview by Brooke Axiotis, Attorney, Iowa Workforce Development.

Brooke Axiotis - Thanks council for service.

- Iowa open meetings laws. Iowa Code Chapter 21.
- Government body – board, council, or commission. 84D.5
- Meeting – gathering in person or electronically with majority of members. Majority 3 or more. Deliberating or acting within the scope of policymaking duties. Exceptions: ministerial, social or administrative.

Tim Felderman – clarification. One on one conversation is not quorum?

Brooke Axiotis - only if 3 or more.

- Emails with everyone on it constitute open meeting.
- General meeting requirements. Need to provide reasonable notice. Time, date, place. Allow for media and public to attend.
- AI Chatbot. Can be used to take individual notes but if notes sent to council, it can create an open meeting. Rely on minutes prepared.
- Open records requests. If receive FOIA request, please email to open records email. Attorney will review and provide feedback for a response.

Agenda item 6. Review of Bylaws by Dane Sulentic, State Apprenticeship Director IOA.

Members have received copies of the Bylaws.

Chair Felderman asked if any questions or concerns. The Bylaws were previously emailed to the members of the Council.

- **ACTION ITEM: Motion to Bylaws.**

Kolton Hewlett motioned to approve the Bylaws and Jeremy Lindquist seconded the motion. Members of the Council in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 7. Council Discussions.

Dane Sulentic – I previously proposed a few questions to council members. I'm curious to hear what areas are working in apprenticeships, what are the positives, what areas can we grow, what are barriers and where do you see things in five years? It would be nice to hear your thoughts and comments, high level overview to see what group can tackle going forward.

Tim Felderman – Looking forward to digging into the data. What is the why? Why are apprenticeships being cancelled. Look at underrepresented gaps. Amount of females

and percentage of females who would be eligible. What can we do to support the IOA team.

Dane Sulentic – how were you able to get your program started in your school district? What was the by-in, positives, or barriers?

Tim Felderman – making sure we had the right people at the table, school district level, county economic development, educational institutions, and IowaWORKS. All extremely valuable partners to start conversation. Easier after the first and gaining momentum. Who you rely on is transformative. Next barrier is how to provide apprenticeships within 4 year career track. Had to rely on CC training. How do we move on with universities and regents.

Kolton Hewlett – Noting apprentice data. Every employer had natural attrition. General baseline turnover rate. Comparing with internal apprenticeship programs, if employer based, sometimes it's just not right fit. Healthcare is unique and apprentices typically need a degree. Must partner with CCs differently. Proven to be a challenge. We partner with 2, one more so than the other. Clinical instructors, nurses on staff are adjunct instructors with CCs and teach curriculum. Apprentices still need associate's degree. The biggest burden is to work with CCs. Need to think about education differently. My goal or role for council is to bring CCs along with us. Have made progress with 2 CCs we work with but has been challenging to figure out best way to handle that. We need to make sure we have balance. Not sure how to motivate CCs. Paying full tuition as if going on campus. Healthcare issue is we will pay a nurse more to work in facility than CC will pay an instructor. We are willing to pay instructor and they get to continue to work in capacity of clinician. They don't want to lose their clinical skills by going fully into education.

Dane Sulentic – many discussions to have on healthcare side and definitely growth there.

Ginny Shindelar – Picked up on stat that 40% of high school students don't go to college. A lot of opportunities here to attract them to registered apprenticeships. Reason to be on the council was for pre and high school apprenticeships. Lots of challenges that lead to opportunity. Need to standardize. Students, counselors, and parents want students to get credit. Uniform across with all programs.

Jeremy Lindquist – attrition rates - everyone wants to talk about it. Looking at that how many going from RA to RA to RA? Especially in construction occupations. Can you follow a construction type model? What is the reason you have to have the associate's degree. Can't pay a welder to work in a school, they make more money in the field than school. How do we get it to where we work across different agencies to make construction model into all different ideas. Healthcare is a big one. Get more kids into that type of thing.

Trevor Stevens – attrition data. Some opportunity to look at successful. What are those that have 95% success rate. What are they doing and we can mimic other RAs. What is working Interest if cyclical. Stagnation of programs – why? What is the regard or outcome of choosing those options. Paying high benefits, job safety, job security. Curriculum more standardized and transferred against state lines. Recognized all over. Selling points are hearing from schools and emphasize to students, parents, etc. Get parents and schools to buy in.

Tim Felderman – energy behind apprenticeships right now. Difference between apprenticeship and internship and some misinterpretation and wrong definitions. Need standard language to bring everyone to the table for commonality. Get all high schools, education institutions, businesses on the same page and make it common across all different entities.

Trevor Stevens – excited to learn about staff at IOA since they will be valuable in expanding. One barrier is rural Iowa and distance from training facilities. Employers don't want to train and give them the skills to go somewhere else. Need program development, technical support and training available to talk to small contractors and employers/ Need to get them set up and get well rounded and valuable employees so they don't disappear. Employee does have value because of training provided and allows for job security, wages, and benefits. The team will be able to helping those small areas and what they can be doing. This is an effective method.

Jeremy Lindquist – biggest/hardest part of my organization is distance to training facilities. Rural schools want to come into the trades. I-35 is 1.5 hours from the training center. How to get kids there or support schools to train. Good at 16-18 year but it's the 18 – 25 year olds that are hard to reach. How do we get 25-35-year-olds into apprenticeship programs. My core goal is to reach that population.

Kolton Hewlett – not every nurse thought they would be a teacher. We want to get them more comfortable doing this. Teaching clinicals. For those serving in mentor and journeymen roles, how do they support the students. Educators in our facility can help with that. How do we train staff to be great educators. Mixed bag with 18-20-year-old age group. Some non-traditional. Some with 2nd and 3rd careers. One potential benefit of college experiences is student support services. At life stage where need more life skills. How do you provide support systems for those still going through developmental stage in life and how to help them. More formal educational program.

Dane Sulentic – great conversations. Momentum is there and with this group can really move the needle. Tired of talking about it so let's get some plans to move forward. All real situations. How do we shift the thinking or perimeters. Get into high schools, even those under 16 years old. Need to continue education and understanding. Introducing students and those out of high school and not into college. Echo what you all have said and excited about getting those conversations started. Great and excited to hear your thoughts and expertise. With this group, IOA team and Governor's office we have the ability to bring stakeholders and invaluable resources so we can shift the thinking and confines of apprenticeship. Change parameters. Go after 25-30 year olds. How to get them to understand apprenticeship opportunities. Opportunities with pre-apprenticeship and youth apprenticeship. Pipelines. Lots of resources but need continued education and understanding. Get junior high middle school kids introduced to it as well as those out of high school. Get them in training program. Get conversations started, tackle individual scenarios.

Tim Felderman – what do you want from us before next meeting?

Dane Sulentic – way to strategize. How do we do this? How do we tackle some of these things. Bring stakeholders to the table. Start working towards the path forward. Dive in and bring people in to start gathering this information.

Agenda item 8. Public Comments.

No public comments.

Adjournment.

Chair Felderman asked for a motion to adjourn.

- ACTION ITEM: Motion to Approve Bylaws.

Jeremy Lindquist motioned to approve the Bylaws and Trevor Stevens seconded the motion. Members of the Council in attendance voted on the motion by voice vote, which carried unanimously.

Chair Felderman adjourned the meeting at 11:27 am.



Shelly Evans - Executive Assistant, Iowa Workforce Development