

RPAC REGIONAL PRE-APPRENTICESHIP COLLABORATION

Date: _____ January 31, 2020 _____

Retention Standards Committee Meeting Minutes

S.M.A.R.T. Goals, Plans, Outcomes = **Specific. Measurable. Action. Reasonable. Timely.**

Strategic Plan / Current Work / S.M.A.R.T Goal Applications:

1. Research and develop a comprehensive list of current retention efforts used by stakeholders
2. Raise awareness of the benefits of retention and impacts of turnover
3. Present models of successful retention services (Urban League and Connect for Success)
4. Meet with two other committees: training standards and outreach

New Business / Ideas / Proposals / SMART Goal Applications:

1. Overview of apprentice recruitment and retention research project – Rich Stolz, One America, and Anna Pavlik, City of Seattle
 - Rich presented his org's research project that is grant-funded. The goals are to design and implement a research project that would have strong qualitative information and include any existing quantitative data. He'll be hiring a contractor to manage the project. He said he'd like help identifying as many people as possible to interview to learn more about their experience, entering, staying in apprenticeship and the barriers to advance.
 - The Retention members support this project and agreed to assist the contractor as needed.
2. Review and finalize 2020 Retention Committee goals

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- In the short amount of time allotted, Committee members discussed goals we can accomplish as a committee in 2020. It was recommended that we focus on smaller goals vs. big and audacious ones. It was also recommended we build on the work we did last year, which was the compiling the existing retention efforts.
 - The below 2020 goals are proposed for members' approval:
 1. Publish existing stakeholder retention efforts/resources on RPAC website and encourage edits/updates by viewers.
 2. Develop resource handouts for pre-apprentices/apprentices, industry and training providers.
 3. Identify and schedule at least one training workshop related to retention.
 4. Identify and inform how other RPAC committees can help improve retention.
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Committee Members and Monthly Attendance:

PRESENT	Name	Company	Representation	Role
	Cameron Shoulders	Shoulders Training & Consulting	Training Provider	
X	Consuelo Davis	Port Seattle	Public Agency	Co-Chair
	Derek Lemmon			
X	Guy Astley			
	Jack Chapman			
	Jamie Beethe			
	Jamie Jackson			
	Kristi Grassman			
X	Lawrence Willis	Urban League	Training Provider	Vice Chair
X	Linda Helenberg			
	Marline Pedreguson			
X	Paula Resa	NW Carpenters Inst.	Training Provider	
X	Rodney Williams			
	Roxane Blevens	ANEW	Training Provider	
	Ruth Admal	Connect for Success	Nonprofit	Co- Chair
	Tawny Sayers			
X	Tim Shaw	Ironworkers		
	Venus Dean-Bullinger	Sound Outreach	Nonprofit	
X	Sam Pierce	Port of Seattle		
X	Adam Dempsey	Walsh Construction		
X	Errol Gartrell			
X	Clarrisa	Urban League		
X	John Boufford	Sound Transit		
X	Elmer Arter	LNI		