

**Apprenticeship Advisory Board
Meeting Minutes
April 9, 2014
Department of Labor & Industry**

Members Present

Harry Melander, Chair
Johnnie Burns, Secretary
Jeni Blaylock
Mark Christianson
Todd Ferrara
Matt McDowall
Mike Mitchell
Dale Narlock
Everett Pettiford

Members Absent

Stan Theis

Staff

Asst. Commissioner- Jessica Looman
Rich Davy
Mary Des Jarlais
Terry Frauly

Visitors

Craig Chapman – Goodwill/Easter Seals
Tom Cherioli - FMC
Mark Conroy – Roofers Local 96
Mitchell Davis Jr. – Minneapolis Urban League
Larry Gilbertson – Local 512 IW
Mary Kay Piltz – Center Point Energy
Rick Martagon - BAC Local 1 / ACAM
Ed Nelson – IBEW 110
Jim Nimlos – Mpls Electrical JATC
Tom Westlund - ABC
Jan Williams – Goodwill/Easter Seals

Staff Continued

Terry Frauly
Bernie Michael
Susan Smith
John Vo

I. Call to Order

The meeting was called to Order by Chair Melander at 1:35 p.m. and roll call was taken. No new announcements. He asked the board if we could move agenda item IV, Old Business, item a.; Apprenticeship Corrective Action Plan to the beginning of the meeting. There were no objections.

IV. Old Business – Apprenticeship Corrective Action Plan

Assistant Commissioner Jessica Looman addressed the board and provided an update of the Apprenticeship Law talked about at previous meetings. The bill has successfully moved thru both the House and the Senate and is being heard on the floor this week. ~~We~~ ~~The state is are~~ trying to get in conformance with Fed Reg. 29 CFR 29, which delegates the authority to administer the apprenticeship programs in the given state. Our goal is to ensure that apprentices are receiving the training that they have been promised under their agreement and ensure that the programs are providing that training.

The change addresses the following primary issues;

- Reciprocity with other states
- Clarifies and explains the differences between the Apprenticeship Program and an Apprenticeship Agreement
- Federal uniformity to Training Requirements, Probationary Periods, Approval Programs, Oversight and Maintaining the Training Standards for Registered Apprenticeship Programs
- Establishes a course for complaints from workers/apprentices to MN DLI, and resolution of said complaints.
- Ensure oversight of the programs which are not providing training under the standards and denotes steps to help those programs get into compliance.

It is important to note that;

- Reciprocity does not automatically recognize you as an apprentice; it just allows you to become an apprentice here in the state of MN and each agreement still needs to meet our standards and requirements for apprenticeship.
- The Apprenticeship Program (or the standards as we all know it as), very clearly lays out what the programs is going to do. The Agreement is actually the “deal”, the agreement between individual apprentices and their program.
- Federal uniformity will help to ensure workers receive training from skilled journeyworkers or recognized teachers in the facilities and educational organizations.
- The changes will take effect and be implemented on January 1, 2015.

Many of you will not see very many changes in the way your programs are administered. A few of the changes will affect programs without collective bargaining, in terms of the way apprenticeship agreements are formatted. MN DLI will be doing some transitioning and training on the new apprenticeship agreements and what the accountability and performance measures are for the programs.

There is a brief summary on the front page of the Apprenticeship Works Spring Newsletter, which highlights some of the most pronounced changes.

Questions from the board were; “can an apprentice from California come here and you will recognize their program if he transfers here?” and “does the individual need to get their State body to do something or can the individual request reciprocity themselves?”

Assistant Commissioner Looman explained; The actual sponsor/employer that wants to have their apprentice recognized here, needs to reach out to MN DLI with the request of reciprocity and has to prove they meet our standards, ratios, wages and training minimum standards. If the Program is a recognized program from other states federally recognized programs, we must recognize them as a program, yet we do have to make sure that they meet our standards in order to accept them for reciprocity.

II. Approval of Meeting Agenda

A motion was made to accept agenda as presented, seconded. Motion carried.

III. Approval of Previous Meeting Minutes

A motion was made and seconded to accept the February 12, 2014 meeting minutes as presented. No discussion, no correction. The vote was unanimous, motion carried.

IV. Old Business

Discussed at beginning of meeting.

V. New Business

Nothing brought forth.

VI. DLI Reports - Office of Apprenticeship Report

- a. Director Burns stated he is impressed with the outreach efforts made by most of the programs. As a group we have taken the outreach of the apprenticeship process to a new stage of engaging people with various hands-on demonstrations and focusing on what the process is about.
- b. Diversity is one of the main stays and important aspects of the apprenticeship training program. Mary DeJarlais, DLI working with the Apprenticeship Coordinators group resulting in significant increase to the efforts being made to diversify in the last few years. The Ironworkers have done a great job recently and they are providing increasing opportunities for minorities and females. A

new report was provided with numbers from 2011 through current date, giving a comprehensive view of the growth of diversity in our programs. The report of numbers by particular sponsor was not presented, yet Mr. Burns noted the Laborers program is a leader and does a great job in diversifying their program.

- c. The top 5 programs that are employing or have minority/female participation highs are; The Laborers, Carpenters, Roofers, Health Care and Operating Engineers.
- d. The LEAP grant is up for renewal. As of today, the plan is to renew the three current programs; Goodwill Easter Seals, Urban League, and Under Construction for a second year. They are all doing an excellent job. Urban League is the leader in placing a lot of individuals in the trade apprenticeship programs. Mr. Burns would like Urban League to present and share information about their program and what they do to the Board in the near future.
- e. Chairman Melander inquired if the previous request for additional information on apprenticeship reports was met satisfactorily today. A board member commented, "Yes, we can now put things in perspective and know which direction we are headed in".

One board member questioned why the field "white male" was not reported separately.

Mr. Burns explained; the DLI computer system is limited in this report. He will provide an "overall numbers report" at the next board meeting.

A board member asked "what efforts are we seeing as far as recruiting veterans?" and pointed out based on the numbers reported in the Apprenticeship Works Spring Newsletter, the veteran numbers are a bit lower than previous reports.

Mr. Burns noted that as he visits the training centers (JATC's) he notices this topic is becoming increasingly important. DLIWe, generally speaking, hasve taken a back seat to the Federal Government in enforcement of this. President Obama mandated a concerted effort that the Federal Government needs to be more involved with recruitment of veterans and enforcement of the programs.

Motion was made and seconded to accept the Office of Apprenticeship Report as given

VII. Apprenticeship Coordinator's Report

Rick Martagon, apprenticeship coordinator for Bricklayers & Allied Craftworkers Local No. 1, addressed the Board and reported on the Construct Tomorrow outreach event at Fairview High School in Roseville with over 200 attendees. The participation was diverse, with English Language Learners, Alternative Learning Centers and many others in attendance. The next event is to be held sometime this summer and is currently deciding on a site location. This summer event will host the entire Youth Build Program, the Minneapolis/St. Paul Summer Work Programs and the Under Construction Program. This will be a large event and will have about 50 volunteers that participate in the outreach efforts.

Member McDowall is informing educators in the St. Cloud area of our different offerings and has received some responses for more information. Rick reported his office is receiving requests for information from entities throughout the state. He stated "the program has been around for a year and we just keep growing".

A board member asked "How long do the Construct Tomorrow events typically last? Are they held in the morning or the afternoon, Are they all day long?"

Rick explained; the first event was in the morning for about 3 – 3 1/2 hour, the 2nd event was in the afternoon for a similar amount of time.

VIII. Board Discussion

Rich Davy, DLI, introduced Jason Wadell & Deb Schlekewy from DEED. Deb supervises the unit which administers the TAA program. Over the last few years they've been working on spreading awareness of the availability of this program to apprentices and apprenticeship sponsors, extending themselves to learn about the apprenticeship process so their staff can more readily assist in getting funding to this group when applicable. This has included visits to the Bricklayers and Masons training centers and inviting Rick Martagon to speak at the Joint Counselors Conference in Rochester last summer.

TAA is a federal employment and training program for workers who have lost their jobs due to foreign trade. This is further described as their employment has literally gone overseas or that the product/service is made in another country and is being sold cheaper, therefore causing the products in MN to become less saleable. TAA can provide job training, job search, placement support, wage supplements for workers age 50 and over, and relocation services for workers moving 50 miles or more to a new position. The program offers a set number of weeks of funding, usually 130 weeks.

The program has been in place since 1974, yet no apprenticeship participants had utilized it until recently. At this time there have been two apprentices coordinated and one is in process. Recognizing this untapped area, the office began working with Rich Davy at DLI to define what is offered, the processes involved and how to get awareness to apprenticeship participants. They are working with Rich Davy and a dislocated worker counselor to define the application process. What they have come up with so far is; the apprenticeship program needs to be a registered program with the state of MN, it is also required that there be "dual documents" #1; a TAA approved training application, #2; a TAA apprenticeship training application, developed by Ryan Merz.

Once an applicant is TAA approved, the program can pay for 100% of their training. This looks a little bit different for apprenticeship; usually with occupational skills training, its 100% at a school or training facility, with apprenticeship it could cover registration/initial fees, annual dues, required tools, uniforms, equipment, books, transportation to and from the training institution or worksite if the distance is 50 miles or more. Funding is until they reach suitable employment, further defined as 80% of their previous wage or they exhaust their training weeks.

A board member asked "what are the two coordinated apprenticeships your office recently enrolled?"

Deb Schlekewy replied; two persons that were laid off from Boise Cascade in International Falls, one is in the pipefitting program and the other in the electrical program.

A board member asked "how do you get your word out there?"

It was explained; Identifying workers that are at risk of layoff due to foreign trade can be difficult, as companies do not like to be identified as trade affected. There is a process with the US Dept of Labor which includes an investigation, defined positions that are trade affected and if so then an official certification. At that point, our office has subpoena power to request an affected worker list and notify the workers directly about our program. We also have a rapid response team that responds to any worker layoff of 50 or more employees. In both of these situations, we market on-the-job training and apprenticeship programs.

A board member asked “where does the funding originate and is there a funding cap per individual?”

It was explained; ~~The~~ federal government gives each state an allocation annually. There is a training and employment guidance letter every year with the allocation. There is no top cap, yet MN DEED has created an annual soft cap based on \$15,000 tuition only, per student. MN is in the top 12 for funding.

Chair Melander announced a request to make a comment to the Board has been requested. This was not part of the agenda, and typically no modifications are made after Agenda Approval. He asked the board to allow an individual to talk up to 3 minutes and noted that in future meetings if public comment is requested, this will be brought forward after roll call and before approval of agenda and previous meeting minutes. The board made a motion to allow this individual to speak, seconded with no discussion and approved.

Mr. Juan Coleman, resides in Fridley MN , stated he is deeply concerned about the accessibility to apprenticeship training facilities and opportunities for people of color and low income individuals. His opinion is that the current building trade apprenticeship facilities and training opportunities are not within an affordable transportation distance for this group of persons. He and Troy Parker have been working towards utilizing metro area churches as satellite training facilities. They have presented a bill at the MN State Capitol, yet no hearings have been scheduled on that bill. He wishes to work with others to compile a strategic plan to provide accessibility and inclusion for all persons interested in apprenticeship in the building ~~trades~~ occupations.

IX. Announcements

The next meeting will be on July 9, 2014 at 1:30 p.m. Board Member Ferrara reported he may not be in attendance at the July meeting.

X. Adjournment

The meeting adjourned at 2:20 p.m.

Respectfully Submitted,

Johnnie Burns

Johnnie Burns