

Meeting Minutes: Apprenticeship Advisory Board

Date: January 13, 2021
Time: 1:30 pm
Minutes prepared by: Denise Carrier
Location: Virtual - WebEx
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance

Members Present:

John Aiken
Tom McCarthy
Sophie Thaden
Jessica Looman
Melissa Stachovich
Norma Miller
Don Mullin
Laurie Warner
Deon Clark

Attendees:

Rick Martagon	Charles McIntosh	Megan Holland
Andrew Cortes	Beth Bowman	Patricia Jespersen
Roslyn Robertson	Lucretia Bentrup	Michael Prebil
Thomas Aasheim	Ted Lykowski	Stephanie Ochocki
Heather McGannon	Jeffrey Heimerl	Dean Gale
Tim Busse	Samuel Heimlich	Tim Barrett
Jeremy Parker	Dave Dressler	Renae Jennings
Betsy Adamson	Britta Moline	Krista DeGeest
Partia Busey	Erica Klein	Ross Micali
Brian Hagberg	Adam Hanson	Jerri Sweeney
Stephen Harper	Darcus Mitchell	Cassandra VanDeurzen
Mary Douglas Marshall	Derrick Atkins	David Radziej
Tom Kennedy	Mary Berg	Jason Wadell
Greg Renne	Tim Garcia	Paul Blomquist
Dean Mills	Jamie Quenzer	Mike Bambrick
Pat Wagner	Murray Death	Claudia Aurand
Kelly Kristo	Larry Eisenstadt	Kelcey Woods-Nord
Roger Avelsgard	Grace Ouellette	Jordan Vandervelde
David Frary	Susan Ortner	
LaRohn Latimer	Leslie Philmon	

1. The Meeting was called to order by Chair McCarthy at 1:30 p.m.

Meeting was called to order.

A. Roll Call – Chair directed that the record notes those members in attendance.

B. Announcements – No announcements.

2. Approval of Proposed Agenda

A motion was made by Warner and seconded by Clark to approve the January 13, 2021 Apprenticeship Advisory Board Meeting Agenda. All members voted to approve the agenda.

3. Commissioner Update

Temporary Commissioner Roslyn Robertson reported that Labor and Industry has continued to take an active role in the COVID response. The Department has seen a steep increase in inquiries in response to COVID. The Department has received nearly more than 15,000 worker's compensation claims sighting COVID as the purpose of the claim. The Department is working closely with employers and educating employees. Robertson added that the Legislative session has kicked off. Robertson is scheduling time to meet with legislators one-on-one. Robertson feels that this is a good investment in time to educate the legislators that will be making decisions that will impact Labor and Industry. Robertson shared that the Department has four policy proposals other than workers compensation. One of the four proposals is related to Apprenticeship. She said that the Department will be reintroducing the Apprenticeship Federal Conformity Language, which promotes equal employment opportunity under Code of Federal Regulation 29-30. The second proposal will be for OSHA citations to be posted on DLI's website. This will give an incentive for employers to voluntarily address safety and health in their own workplace. The third proposal seeks to add two members to the construction advisory council. That council provides advice to the agency with regards to making positive changes in the building codes. The fourth proposal relates to child labor. The Department seeks to make child labor information non-public. The last policy proposal that the Department may have would be if the Work Comp Advisory Council moves a proposal for consideration to the legislature. Robertson reported that all legislative changes impacting the Worker's Compensation Law Chapter 176 must be unanimously approved by the Worker's Compensation Advisory Council. Robertson acknowledged that the Apprenticeship Board would be having a conversation today about joining the State Apprenticeship Council Alliance. The Department of Labor and Industry supports the participation and partnership with the State Apprenticeship Council Alliance. Robertson mentioned supporting Governor Walz's One Minnesota Workforce Initiative, and the Department of Labor seeks to engage apprenticeship sponsors to continue to promote your efforts to support, encourage, and invite women, minorities, and indigenous people into registered apprenticeship.

4. Old Business

- A. Approval of November 10, 2020 Minutes.** Warner moved to approve and second by Stachovich. Roll call was taken and approved by all.
- B. Discussion:** Participation in State Apprenticeship Council Alliance
Mullin made a motion to join the committee and second by Warner. Roll call was taken and approved by all.

5. New Business

- A. State of Registered Apprenticeship in Minnesota Report:**
John Aiken, Division of Labor Standards and Apprenticeship
Minnesota Department of Labor and Industry

Highlights - Apprenticeship Minnesota's Strategies:

Aiken reported that DLI is committed to expanding and supporting the registered apprenticeship system that recruits, trains, and retains a highly skilled and diverse workforce in Minnesota by:

- Providing program support and technical assistance.
- Engaging industry about the benefits of utilizing the registered apprenticeship model.
- Support career-readiness training that positions diverse participants for success in becoming a registered apprentice.
- Facilitate strong connections and partnerships with community-based organizations that can serve as a resource for Minnesotans seeking employment navigation and support while assisting apprenticeship programs in their recruitment efforts to build greater workforce diversity and opportunity.
- Conduct compliance to protect the interests of apprentices by ensuring programs meet the standards of a high-quality registered apprenticeship and the apprentices are receiving and completing their training.
- Utilizing technology and media to position the Department as a resource and raise ongoing awareness about registered apprenticeship.

Highlights - Apprenticeship Minnesota operations during COVID-19

- Apprenticeship Minnesota has and remains operational including to conduct the administration of apprentice registrations, cancellations, and completions.
- Most of the Apprenticeship Minnesota team remains in teleworking status. Each is equipped to respond by phone and email.
- Program development and technical assistance continue to be provided daily.
- Program compliance reviews continue to be conducted.
- Apprenticeship Minnesota is leveraging online virtual platforms as an engagement strategy to maintain and build connections with community and apprenticeship sponsor partners.

Apprenticeship Week in Minnesota (Virtual Activities and Events)

Aiken congratulated the Apprenticeship Minnesota staff for a very successful Apprenticeship Week. Aiken provided the board with the calendar of activities and events.

Highlights - Recent program activities

Aiken announced a series of funding opportunities in support of registered apprenticeship expansion efforts as part of the current MN Registered Apprenticeship Expansion initiative.

- Career-Exploration Programming: \$60,000 to support career exploration programs that will introduce youth to careers through registered apprenticeship. Applications due before Jan. 20, 2021 - Informational webinar was held by DLI on Dec. 23.
- Career-Readiness Training: \$290,000 to support career-readiness programming to prepare individuals to enter and succeed in a registered apprenticeship program. Application period now closed Dec. 10, 2020. Evaluating applications - funding announcements coming soon.
- On-The-Job Training: \$23,000 to support employers interested in forming a new registered apprenticeship program and support existing registered apprenticeship programs to grow their current training programs. Application period remains open until July 31, 2021 or when funding has been awarded whichever comes first.
- Related Technical Instruction: \$150,000 to support employers interested in forming a new registered apprenticeship program and support existing registered apprenticeship programs seeking to grow their current training programs. Application period remains open until July 31, 2021, or when all funding has been awarded whichever comes first.
- Supportive Service funding - To be announced this month - to assist newly registered apprentices in overcoming obstacles to retention. Informative webinar will follow that announcement.

- Registered Apprenticeship featured in a virtual event in November with educators, parents, and school staff from Minneapolis North High School – Community Connection Series
- Hosted virtual Introduction to Registered Apprenticeship Event – “Apprenticeship for the Healthcare Sector” on Dec. 17, 2020.
- Tribal Nation engagement at DLI continues. Recent conversations with Red Lake, Lower Sioux Community, and upcoming consultation with Bois Forte about registered apprenticeship this week.
- Connected with 10 of 16 Caterforce Area Directors to schedule Apprenticeship Minnesota presentations to and engagements with Workforce Investment Boards.
- Preparing for the legislative session now currently underway.
- Utilizing 12 additional short informative apprenticeship videos and six apprenticeship spotlight articles for social media broadcast and Apprenticeship Works newsletter publications.
- Participated in veterans’ virtual career fair in November – a partnership with MN Department of Veteran Affairs.
- Presenting on registered apprenticeship to the MN Transitions Coalition/MN Department of Corrections later this month.
- Kicked-off new apprenticeship database project gathering requirements that will lead to replacement of the existing platform.

**Program Expansion Activities Funded in part
By Federal Grants from US Department of Labor Office of Apprenticeship**

Minnesota Apprenticeship Initiative

Funding: \$5M

Years of grant performance: 2015-2020 (Extended Due to COVID)

Apex Initiative

Funding: \$1.8M

Years of grant performance: 2017-2020 (Extended Due to COVID)

Minnesota Registered Apprenticeship Expansion Initiative

Funding: \$1.3M

Years of grant performance: 2019 - 2022

Minnesota Capacity and Expansion of Registered Apprenticeship Initiative

Funding: \$450K

Years of grant performance: 2020 - 2023

Aiken experienced technical issues during his presentation and was unable to communicate the conclusion of the report. However, Rick Martagon, State Program Administrative Director for the Apprenticeship Unit stepped in share the remainder of the Apprenticeship Report providing a statistical snapshot on current and previous levels of actively training apprentices and participating sponsors to show trends related to apprenticeship in Minnesota. These statistical trends included, active apprentices, newly registered apprentices and completing apprentices. In addition, he provided gender and diversity statistical trends to complement the Gender/Diversity Report received by the board.

B. Discussion and Approval of Registered Apprenticeship Report

Martagon answered questions from Board members. A motion was made by Warner and second by Looman to accept Aiken’s report. Roll call was taken and approved by all.

C. Construction Careers Foundation

Pat Wagner

Wagner reported that CCF has two programs. Construction Career Pathway Initiative – Year-round educational experiential learning to expose young people to consider construction as a valid career choice. From 2017-July 2020 – 23,000 youth have participated in some activity throughout the State. Learn to Build is a hands-on approach from 1 day to 2 weeks. When COVID hit they produced take-home kits in the areas of carpentry, design build, tiling and electrical. In the future they will be offering kits, but also curriculum online that organizations throughout the State can access. They are also looking at after school programming as restrictions change. Their High School program called Minnesota Trades Academy historically has had around 72 young people. They had to pivot to a hybrid program that includes online learning, home projects, and small teams for hands-on experience with 5 youth and 1 adult. The Helmets to Hard Hats Program has had challenges with 62% of past statistics. Mental-health support has been added at this time to the Helmets to Hard Hats brochure to assist their veterans. They are continuing with their social media campaign, and their app is up and running. They have 5 trades that are already accessing and using the app to inform high-school youth with notification of when there is application opportunities and other events. They have invested in a learning management system (LMS). Their middle-school curriculum will be using this as a platform to educate educators. Their first pilot will be Construction 101. They are working with the Department of Education and offering CEU's to educators. They are looking to expand learning platforms to assist parents to learn more about construction as a viable career choice. Wagner shared that they are adding a navigator to their support system. They are looking forward to 2021 as an opportunity for them to refine their programs, and socials media in this learning management system.

D. Construct Tomorrow Program

Tim Busse, Executive Director

Busse updated the board with Construct Tomorrow activities on video and virtual projects. They are planning their student events for the Fall of 2021-2022.

E. Apprenticeship Coordinators Association of Minnesota

Tom Aasheim, ACAM President

Aasheim reported that right now everyone is in transition mode and trying to keep their apprenticeship programs moving forward. They have recently brought their classes online but at a very slow pace. Their coordinators are very busy trying to keep their programs up to standard for the State.

Next Meeting

Date: Wednesday, April 14, 2021

Time: 1:30 pm, Virtual WebEx

6. Adjourned

A motion to adjourn was made by Warner and seconded by [NAME]. Roll call was taken and approved by all.