

Meeting Minutes: Apprenticeship Advisory Board

Date: April 14, 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:

Tom McCarthy
Sophie Thaden
Melissa Stachovich
Norma Miller
Don Mullin
Laurie Warner
Deon Clark

Attendees:

Derrick Atkins
David Malone
Sherry Kinnibrugh
Leslie Philmon
Dean Mills
Carol Hendricks
David Frary
Jason Wadell
Timothy O'Neil
Larry Eisenstadt
Ed Godfrey
Claudia Aurand
John O'Phelan
Portia Pusey
Barry Dulton
Scott Haime
Peggy Young
Anna Carlson
Crystal Burgoraf
Tim Barrett
Brian Hagberg

Chris Kohn
Dustin Prim
Michelle Scheidemantle
Ross Micali
Indred Alexander
Melissa Kmetz
Andrea Wiley
Mary Urias
Ramona Wilson
Loren Roe
David Radziei
Marlon Moore
Kelsey Kennedy
Tim Walker
Greg Weaver
Susan Ortner
Dave Dressler
Chelsea Hoops
Jennifer Hathaway
Murray Death

Sue Wallace
Ching Olson
Marney Curfman
Karen Blackburn
Dean Gale
Dave Lillback
James Dietrich
George McMahn
Shaina-Marie Stevenson
Adam Hanson
Terry Frauly
Betsy Adamson
Gary Thaden
Charles McIntosh
Grace Ouellette
Kelcey Woods-Nord
Roslyn Robertson
John Burcaw
Darcus Mitchell

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

Commissioner Roslyn Robertson reported that Jessica Looman has moved on and has asked for a recommendation from the Building Trades for a replacement to backfill the labor spot, also John Aiken resigned his position on March 22nd. Robertson acknowledged John's good work in leading the Apprenticeship and Labor Standards group for the past 6 years. He did a great job and was a great apprenticeship advocate.

Robertson brought attention to our legislative agenda. The department had 4 policy initiatives.

- Apprenticeship – to align Minnesota Apprenticeship with federal office of apprenticeship with regards to our requirement to be in compliance with the federal EEO requirements with regards to the recruitment and retention of people of color.
- OSHA – a provision to make OSHA citation data public after the agency have received verification that an employer has received those citations. There has been great success thus far in the house with our agency proposals.
- Child Labor Information – the department is seeking to maintain the child labor information as private non-public information.
- Add an accessibility member and an energy member to the construction code advisory council.

Robertson shared that the biggest area in our policy provisions is concern over making that OSHA citations public. As expected, they have received push back from the industry. Minnesota is only 1 of 4 states that do not make citations public in a short fashion after citations are issued. Robertson confirmed that they are continuing to work with their committee chairs to find a reasonable solution that will allow us to bring some transparency to that process.

Robertson said that In addition to the policy initiatives they also have numerous budget initiatives including the earned paid sick leave; a policy to improve rights to unpaid leave and pregnancy accommodations; a proposal to support nursing mothers who are lactating; paid family and medical leave; a policy to increase the labor standards general operating budget to maintain the existing personal; they also asked for a operating increase for MNOSHA-that program same fate; the next proposal is to conform the OSHA penalties with federal OSHA penalties; a provision relating to the CCLD division asking the legislature for approval to increase the amount of pay out of the construction code contractor recover fund.

Robertson shared that she has been involved with the Commissioner of DEED and the Commissioner of Higher Education to establish what is a family sustained wage rate, and how could we work together to ensure that individuals that are utilizing the services either through the higher education, DEED workforce development programs, or registered apprenticeship. They came up with a proposal that would identify \$55,000 per year as being the minimal wage rate that would sustain a family. They were asked how many of the participants upon completion would earn \$55,000 per year or a family sustaining wage rate.

Robertson said they are excited about the participation in the one Minnesota Goal. Registered apprenticeship is truly an opportunity that elevates individuals from low wage earnings to very comfortably earning wages that can in fact sustain a family. Robertson has been reaching out to apprenticeship sponsors to ask them to look at

their current participation rate of women, minorities, people of color, and indigenous populations to make a voluntary commitment to increase the number of participants.

4. Approval of Minutes

Approval of January 13, 2021 Board Minutes.

5. Statuses of Registered Apprenticeship in Minnesota

A. Federal Grant Updates

Anne Welch, Director of Projects and Planning Labor and Industry

- ETA Grant name: State Apprenticeship Expansion, Equity, and Innovation (SAEEI)
- Period of performance: 48 months
 - The anticipated start date is July 1, 2021 (July 1, 2021 – June 30, 2025)
 - Note: MNRAE ends June 30, 2022, MN CERA ends June 30, 2023
- Available award amounts range from \$2,000 to \$10,000, depending upon number served
- Minnesota will seek \$3.95 million to support 500 new registered apprentices
- Application submission date: April 22, 2021, 4:00 p.m. CST

B. Grant Goals

- System expansion to support the development, modernization, and diversification of RAPs
- Partnership and alignment to support workforce system integration
- Increasing the number of apprentices enrolled in RAPs, including underrepresented populations
- Innovation in program development and recruitment strategies

C. Target Populations

- Youth
- Woman
- People of Color
- Formerly incarcerated individuals
- Persons with disabilities
- Protected groups identified in 29 CFR Part 30.1
- Commitment to prioritizing veterans
- Interest in targeting populations and industries most affected or displaced because of the COVID-19 pandemic

D. Anticipated Strategies

- Equity is a primary focus in this grant opportunity and will be central to the framework
- Financial incentives to reimburse sponsors in the creation of new registered apprenticeship programs
- Funding for related technical instruction and on-the-job training as a reimbursement
- Continued support of innovative pre-apprenticeship programs
- Continued statewide outreach through several mediums designed to reach potential apprentices who are under-represented

Roll call was taken and approved by all.

6. Construction and Skilled Trades Career Counseling Resources

Dan Solomon, Manager, Minnesota Dual-Training Pipeline, Minnesota Department of Labor, and Industry

Solomon reported that in 2019 the Minnesota Legislature tasked DLI with assisting in the development of enhanced career counseling services for middle and high school aged students for construction and skilled trades careers.

Solomon shared that the commissioner of education must collaborate with the commissioner of labor and industry to incorporate construction and skilled trades into career counseling services for middle and high school aged students. Solomon said that advisement should identify high-growth, in-demand skilled trades and include information on various career paths and associated jobs, the salary profiles of those jobs, and the credentials and other training desired by employers for those jobs.

Solomon reported that they did a survey to better understand educators and counselors needs and challenges, and findings were discussed. After all the information was compiled a construction and skilled trades resource guide was developed. Posted here <https://education.mn.gov/MDE/dse/cte/orig/ind/>

7. Construct Tomorrow Program Update

Nate O'Reilly, Co-chairman Construct Tomorrow

O'Reilly reported that Construct Tomorrow was founded in 2013 to bring awareness to high school students about post-secondary career opportunities in registered apprenticeship programs, and the building and construction industries. There are three main building blocks that round out achieving these goals. The main goal is hosting in person events to highlight the variety of opportunities in building construction trades. Provide continual training, career development, and quality of life benefits. They further the awareness through families, educators, and communities about these opportunities. O'Reilly said that since the inception of construct tomorrow they have connected with over 50,000 students, and over 100 high schools across the state of Minnesota. These students receive practical one-on-one advice from experienced trade professionals along with interactions with current apprentices. Construct Tomorrow also connects with teachers, school counselors that do interact with these students daily, and to provide them with the information, tools, and resources to give these students the information about these opportunities post high school. Their main delivery at Construct Tomorrow was highlighting the hands on, in person interactive events. Videos have also been a big highlight for the schools to get the word out. O'Reilly gave an update for the 2021-2022 year. They are hopping to have in person events once again and planning accordingly.

Update Tentative Dates: Late September 2-day event in Shakopee at Mystic Lake Casino; October 6th & 7th at the St. Fair Ground St. Paul; October 28th Mayo Civic Center Rochester; November 18th Mayo Health Systems Event Center in Mankato; January 26th Rivers Edge Convention Center St. Cloud; February 10th & 11th The DECC in Duluth; early March Grand Casino Hinckley, and early April Moorhead Field House.

8. Apprenticeship Coordinators Association of Minnesota Update

Tom Aasheim, ACAM President

Aasheim thanked John Aiken for his support he has given them throughout the years. Congratulated Commissioner Robertson on her appointment as a full-time Commissioner.

Aasheim shared that the classes for the apprenticeship group has been on schedule. They have been working with Construct Tomorrow doing the virtual videos for their outreach efforts and working a lot with different community groups identifying people interested in work. They are going to hold their injured apprenticeship golf tournament in June.

9. Adjourn

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

Next Meeting:

Wednesday, July 14, 2021