

**Apprenticeship Advisory Board
Meeting Minutes
July 8, 2015
Department of Labor and Industry**

Members Present

Harry Melander-Chair
Todd Ferrara
Mark Christianson
Thomas McCarthy
Mathew McDowall
Everett Pettiford
Laurie Warner
John Aiken- Secretary

Members Excused

Jeni Blaylock
Mike Mitchell

Staff

Mary DesJarlais
Heather McGannon
Terry Frauly
Rich Davy
Grace Ouelette
Susan Smith

Staff (cont.)Visitors

Jessica Looman – DLI Deputy Commissioner
Rick Martagon Susan Smith

Visitors

Tyler Aman – GR Energy
Joanne Hager- Tradeswomen
Edward Nelson – IBEW 110 / St. Paul JATC
Tom Westlund - ABC
Jack Hettewer – Mpls. Plumbers JATC
Rick Gale – St. Paul Plumbers JATC/Local 34
Matt Marquis- CCA, MDPA, MECA, MFCA, MPWEA, IICA, IMCA
Sam Greenwood - BAC
Larry Gilbertson – ACAM/Ironworkers 512
Chris Favreau – Floor Coverers
Mark Conroy – Roofers Local 96
Andy Staas – BAC #1
Sarah Lechowich – St. Paul College Trading Up Program
David Bellefeuille –MN Dept. of Veterans Affairs

- I. Call to Order**

The meeting was called to Order by Chair Melander at 1:33 p.m.

 - a. **Roll Call** was taken, those that are present here and those that are not will be listed in the minutes for this meeting.
 - b. **Announcements.** None

- II. Approval of July 8, 2015 Meeting Agenda**

A motion was made to accept agenda as presented, and seconded. Agenda approved without objection.

- III. Approval of Previous Meeting Minutes April 9, 2015**

A motion was made and seconded to accept the April 9, 2015 meeting minutes as presented. No discussion, no corrections, errors or omissions. Minutes approved without objection. The vote was unanimous.

- IV. Old Business**

None presented.

- V. New Business**

Sara Lechowich, Director St Paul College “Trading Up Program” reported the program is up and growing. They are seeking participants from lower income, under-represented groups, focusing on women, veterans, and people from communities of color. They are looking for support from other trades and all persons interested in volunteering to be a participant on a panel, to be instructors, etc., or be involved in promotion of the program. They will be using the MC3 curriculum plus other curriculum used at St. Paul College to get participants started in the process. The program is highly individualized. Participants will have a specific instruction path according to their background and the results of the accu-placer exam. Some participants might require many courses while others may only need refresher courses to help them get placed.

The first orientation session is scheduled for August 20, 2015. The second orientation session is scheduled for September 22, 2015.

The program has applied for a grant through the McKnight Foundation, to be awarded in August 2015. They hope to receive this grant and use it for funding a career navigator position. The program guarantees job placement into the actual trade of the participants' choice.

Member Christianson asked, "How do individuals find out about your program?" Ms. Lechowich explained they currently work with Ramsey County Workforce Centers & the YMCA organization to help gear and guide potential participants to the program. They are building on a social media campaign with a Facebook page, they also are in communication with organization centers and trades and slowly building the network of other programs to help publicize and funnel potential participants.

Member Ferrara asked, "What disqualifies a person – is there a residence requirement?" Ms. Lechowich stated the participants must reside in Minnesota, be at least 18 years old and meet income limits. Member Ferrara conveyed his concern for availability of the program for persons outside of the metro areas. He encourages the program to look into solicitation in the rural counties of the state. Ms. Lechowich responded that the program in place right now is a pilot program and the long-term goal is to grow it into a state-wide program.

VI. DLI Reports - Office of Apprenticeship Report

Director John Aiken reported the following:

With the economic recovery, a solid construction season and a renewed interest in registered apprenticeship, there are more than 10,000 registered apprentices today. This is the first time since 2008 that this number has been recorded.

Reported on unit activities for last quarter (April, May & June):

- Minority and female participation rate is close to 25% today. In 2007, minority and female participation rate was 15%.
- Female participation is at a steady rate of 7%.
- Minority participation is approximately 19% with nearly 2,000 participants.
- Veteran participation rates in registered in apprenticeship programs continue to climb throughout the year with more than 420 participants.
- DLI Apprenticeship approved nearly 1,400 workers entering registered apprenticeship in just the last quarter. This is nearly triple the number of the last quarter (Jan., Feb., and Mar.) and this is 200 more than at the same quarter in 2014.
- Field Rep. Terry Frauly has processed more than 1,100 registration changes.
- 1,959 new apprentices for the year.
- There has been 550 completions (+300 were in the last quarter) for the year.
- We have approved and welcomed 12 new sponsors (Cedar Engineering of the Lake in Maple Lake and Trillium Woods Health Care in Plymouth are just 2 examples of new apprenticeship sponsors) this year.
- 10 compliance reviews completed.
- Assisted 10 sponsors in revising their program standards.
- Engaged with approximately 400 persons with 60 outreach visits and outreach communication efforts.

Looking ahead:

The DLI office implemented an improved data management system in June and is actively working with sponsors to provide technical assistance in using the new system. Sponsors can now register, cancel and transfer apprentices and process completions. We continue to look for ways to approve our processes so we can respond to and service apprentices the best way possible.

We are working with MN Veterans Affairs Education & Employment office on aligning our organizations to collaborate in helping veterans find employment through registered apprenticeship. We are also aligning with MN Dept. of Education, Mike Mitchell, to develop a system that would welcome youth into registered apprenticeship when they have completed their experiential learning programs through MBE.

The Labor Education Advancement Grant (LEAP) for fiscal year (FY) 2015 has closed. We expect final reports from Mpls Urban League, Goodwill Easterseals and Construction Careers Foundation to be submitted to the DLI Apprenticeship division by the end of July. The LEAP program is funded through grant support through this office to facilitate and promote participation of minorities and women in registered apprenticeship. The Legislature appropriated another \$100,000 for FY 2016 and the department issued a request for proposal at the end of June. It is advertised in the State Register to interested community based organizations. Application responses are due July 29th by 4:30 p.m. at the St. Paul DLI office.

Director Aiken expressed his appreciation for the DLI staff who has been working extremely hard to meet the expectation of the public. The unit has been down one staff member during a very busy time and Terry Frauly and Rich Davy have taken on additional work, Grace Ouelette has worked hard to generate apprenticeship cards and completion certificates, and Rick Martagon's hard work and leadership has kept the unit on track with the mission of the department. Director Aiken announced that Mary DesJarlais was leaving the department later this month and conveyed his appreciation for her tremendous contributions to registered apprenticeship and her positive impact on many people. He said that she and her work have elevated the presence of registered apprenticeship throughout our state.

Heather McGannon, DLI PIPELINE project manager gave a presentation of this project (PIPELINE is a "private investment, public education, labor and industry experience"). This project's goal is to expand dual training in identified industries. The process will include objectives of developing and enhancing the states' skilled workforce and participation of industry employers and leaders, education representatives and labor representatives. Dual training is similar to registered apprenticeship in that it will have an employer focused training model with competency standards involving work processes and related instruction (on the job training). This project began on July 1, 2014. The 1st legislation ended on June 30, 2015 and a 2nd legislation was approved for July 1, 2015 through June 30, 2016. For further information or reports either visit DLI website or feel free to contact Ms. McGannon

The American Apprenticeship Initiative, through the US Dept. of Labor, is offering \$100 million in program funding to promote apprenticeship. MN's apprenticeship initiative grant proposal was submitted April 30, 2015 for a \$5 million dollar grant and the department expects an announcement soon from USDOL. Our goal is to explore expansion of registered apprenticeship, align registered apprenticeship with post-secondary education, encourage employers to look at registered apprenticeship opportunities, serve under-represented populations, to support H1B Visa programs. The lead applicant was DEED (Dept. of Economic Development) with the service area covering the whole state of MN. Key partners; 101 employers that committed, 31 related instruction providers that are supporting the employers, 18 apprenticeship providers (labor

organizations, workforce centers, etc.). DLI's goal is to serve an additional 814 registered apprentices. There are five targeted industries/occupations: Advanced Manufacturing, Agriculture, Health Care Services, Transportation, and Information Technology.

Mary DesJarlais from the DLI apprenticeship staff gave an update on the summer youth programs. MN DLI supported two summer youth programs:

Under Construction

Under Construction is in its 11th year, building garages and decks in St. Paul. Interns will be participating in a trade rotation to get hands on exposure to several trades. This experience will help them have awareness of the 16 different trades they may enter upon graduation. The local contractors are hosting "lunch and learn" events to provide students an opportunity to communicate directly with employers and network for the future.

GAP Youth Build

Youth Build primarily focuses on construction preparation and work ready skills. Most students are immigrants from the Karen community. The program has partnered with Local 96 Roofers, Mark Conroy, and has been successful in getting students into apprenticeship. The goal is to expand that partnership with other organizations.

Between the two programs, a total of 40 interns received OSHA 10 Safety Certification from the DLI OSHA consultants.

Mary then reported an update on the WESA (Women in Economic Security Act) grant program. The grant is legislative funds specific to recruit and retain women in registered apprenticeship programs. There were four (4) providers awarded a WESA grant;

Construction Careers Foundation

Construction Careers Foundation hosted an all-female class in May at the Mpls. Plumbers facility which 19 women participated in a rotational training. This provided concise hands-on exposure to various trades; low-voltage, sheet metal, pipefitters, electrical, etc. The class graduated 17 women and placed 12 of them in programs such as; Building MN Apprentices, Plumbing, Pipefitting, Electrical, Finishing trades and laborers. There are 4 of the graduates still looking to get placed in a program.

Construction Careers Foundation produced a Math Boot Camp class. This was a concise 8 week program of math tutoring to elevate participants' skills to be competitive in the licensed construction trades.

WI Regional Training Partnership with AFL-CIO

WI Regional Training Partnership is focused on mentoring and retention for women entering registered apprenticeship, providing all of the support services that are needed to keep the participant successful throughout the apprenticeship period. They have partnered with the 19 graduates of the Construct Careers Foundation and are providing mentorship and support for them.

Association of Women Contractors

Association of Women Contractors is providing scholarships to 4 women to support them financially, with mentoring, educational and networking systems through the first 2 years of their registered apprenticeship.

Summit Academy

Summit Academy is recruiting and training women to enter into electrical and heavy equipment operator programs. A recent success story is a single mother that was working a minimum wage job entered the heavy equipment operator program and after completing the specialized training is working as a crane operator apprentice.

VII. **Apprenticeship Coordinator's Report**

Larry Gilbertson, President of ACAM reported that his organization has been very busy manning all the current construction job sites, ensuring the mandatory staffing requirements are met. He wanted to state that all the trades are doing a fantastic job meeting the requirements.

ACAM has also been actively working with Construct Tomorrow, Building MN, Construction Hiring Connection, Trading Up, Youth Build and many other apprenticeship organizations in working toward expanding apprenticeship programs throughout the state.

Several trades (Bricklayers & Allied Crafts, Pipefitters, and Ironworkers) have relocated to ensure they are providing the best training facilities they can for all participants.

Member McDowall stated that the recent Construct Tomorrow event held in the St. Cloud area was a tremendous success, yet he noted that as we expand outreach events to outstate areas it would be very helpful to have a lead contact person or a head sponsor to provide guidance to newcomers to this type of event.

Mr. Gilbertson agreed and believes as we continue to provide outstate events, experience will come with time. He appreciated the thoughts and comments.

VIII. **Board Discussion**

Presentation from Minnesota Dept. of Veterans Affairs Education and Employment Office; Director, David Bellefeuille

Mr. Bellefeuille stated that he oversees the Veterans Education and Employment Division for the State of MN, encompassing 4 general areas;

- Higher Education Veterans Programs – with staff at each college campus in MN.
- MN GI Bill Program; Higher Education/Individuals enrolled in an approved OJT or Apprenticeship program.
- State Approving Agency; assist with compliance to ensure the Federal GI Bill requirements are met in the programs that are receiving state GI bill funds.
- Veterans Employment; focusing on veteran employment, of which registered apprenticeship programs are included.

Mr. Bellefeuille provided a brochure explaining the different types of programs that the GI Benefit can be utilized and how to apply for benefits.

The MN GI Bill is separate from the Federal GI Bill. The MN GI Bill is a benefit that can be used by individual veterans in registered apprenticeship programs. In 2013, the MN GI Bill was expanded to include OJT (on-the-job training) and apprenticeship programs. This also benefits the employers, and in some cases the JATC's or JAC's by providing \$1,000 for each veteran hired and after 1 year retention another \$1,000 payment. The veteran is eligible for \$1,000 each 6 months with a cap of \$7,000 in GI Bill benefits. The veteran must be active in a VA approved training program and the employer/JATC/JAC must be a VA-approved training program.

The 1st initiative his office - engaging registered apprenticeship programs/sponsors that MN DLI currently recognizes, about the opportunity to become a VA-approved training site for veterans to utilize their GI Bill benefits.

The 2nd initiative – engaging veterans that are currently in a MN registered apprenticeship program to educate them of the opportunity to utilize their GI Bill benefits while they are going through their apprenticeship program. His office is aware of each discharged veteran in the state, MN DLI office is aware of veterans in a registered apprenticeship program, looking for ways to connect on these issues.

Member Ferrara expressed concern about the effectiveness of education efforts directed at veterans about career path offered through apprenticeship versus a college/university degree. Mr. Bellefeuille conveyed to the board that his commissioner is pressing for leadership to ensure veterans understand what the “trades” industry offers; paid employment while learning at a very live-able wage and a future career path. Mr. Bellefeuille said that he hopes to work with Director Aiken and Apprenticeship Supervisor Rick Martagon to construct a process in which both offices will be able to educate veterans of the benefits to registered apprenticeship.

Further Discussion:

Member Ferrara directed attention to the performance measure reports provided from DLI Apprenticeship expressing concerns over the term “goal” being used on the handout. He indicated that the information reflected statistics rather than stated goals. He inquired about research and reporting on the attrition of registered apprentices. Director Aiken responded agreeing with Member Ferrara’s comments about the word choices used in the report handout and suggested a change was in order. He also discussed his interest in having the apprenticeship program implement processes that may assist in identifying trends in apprenticeship completions and areas to improve upon.

IX. Announcements

Next regular scheduled meeting is Wednesday, October 14th, 2015 @ 1:30 pm.

X. Adjournment

The meeting adjourned at 2:40 p.m.

Respectfully Submitted,
John Aiken