

**Apprenticeship Advisory Board  
Draft Meeting Minutes  
October 8, 2014  
Department of Labor & Industry**

**Members Present**

Harry Melander, Chair  
Johnnie Burns, Secretary  
Mark Christianson  
Dale Narlock  
Everett Pettiford  
Stan Theis

**Members Absent**

Jeni Blaylock  
Todd Ferrara  
Matt McDowall  
Mike Mitchell

**Staff**

Jessica Looman -Asst. Commissioner  
John Aiken- Asst. to Commissioner  
Mary DesJarlais  
Rich Davy  
Terry Frauly  
Bernie Michel  
Susan Smith

**Visitors**

Tom Aasheim – FTI-um  
Tyler Aman – GR Energy  
Brian Ashe – Local 49  
Mark Conroy – Roofers Local 96  
Chris Favreau –Local 68 JATC  
Brian Hagberg – FTI-um  
Bill Lombard – Pipefitters 445  
Rick Martagon – BAC Local 1 / ACAM President  
Matt Marquis – Various Organizations  
George McMahon – MN Teamsters  
Maria Meza  
Dean Mills – Laborers  
Jim Nimlos – Mpls Electrical JATC  
Gary Thaden – MMCA/NGCA  
Paul Trudea – Carpenters Apprenticeship  
Tom Westlund - ABC

**I. Call to Order**

The meeting was called to Order by Chair Melander at 1:30 p.m.

- a. **Roll Call** was taken.
- b. **Announcements.**

Johnnie Burns announced that he has taken a new job position in Arizona and his last day as the Director of Labor Standards will be Friday, October 24, 2014. John Aiken, from the DLI Commissioners staff, will step in the interim. He's been shadowing Director Burns for the last couple of weeks. He will take over as the Director of Labor Standards full-time on Monday, October 27<sup>th</sup>, 2014 and continue until the Commissioner's staff makes a decision about the next director.

The work done over the last couple of years has produced an addition of over 2,200 active apprentices. The percentage of minorities has increased significantly and Director Burns credits the industry for this, by coming together and making opportunities available to everybody.

Chair Melander spoke to Director Burns, "Good job, you have been a big part of our growth. Hopefully we will be able to find someone to fill your shoes".

**II. Approval of Meeting Agenda**

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

**III. Approval of Previous Meeting Minutes**

A motion was made and seconded to accept the July 9, 2014 meeting minutes as presented. No discussion, no corrections, errors or omissions. The vote was unanimous, motion carried. Minutes from July 9, 2014 board meeting were approved.

**IV. Old Business**

None presented.

**V. New Business**

None presented.

**VI. DLI Reports - Office of Apprenticeship Report**

Director Burns commented that the work being done by all the programs is top notch, the buy into offering opportunities to everybody and increasing apprenticeship, which means increasing career paths for all people has been great. The percentage of minority and female has gone up dramatically with about 21% minority and 7% female, which is amazing. Congrats to everyone for the work that you are doing to make this happen.

The top 5 registered apprenticeship programs are; #1-Laborers, #2-Carpenters, #3-Electricians, #4-Roofers, and #5-Sheet Metal Workers (Plumbers are very close as #6).

The top 5 active minority apprenticeship programs are; #1-Construction Laborers, #2-Carpenters, #3-Health Support Specialists, #4-Roofers, #5-Electricians.

The state legislature appropriated monies, as a grant, to assist women in entering and completing registered apprenticeship programs, specifically high wage/high demand careers The RFP (request for proposals) will be published in the October 13<sup>th</sup>, 2014 State Register and posted on the DLI website. It is open for most private non-profit businesses.

Asst. Commissioner, Jessica Looman explained further, there is \$250,000 available as a one-time appropriation. She really encourages persons/groups that are interested in putting together a program to specifically target outreach to women for registered apprenticeship programs to inquire. The closing date for application/proposal is November 30, 2014.

Director Burns had one last announcement; Bernie Michel, Apprenticeship Training Field Rep., Sr. is retiring. He will be leaving the department at the end of 2014. Thanks to Bernie for all his years of service at DLI.

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

**VII. Apprenticeship Coordinator's Report**

Rick Martagon, Apprenticeship Director, Bricklayers & Allied Crafts reported;

Construct Tomorrow recently held an all-day event in Rochester, sponsored by the SE Building Trades, at the Mayo Civic Center. Approximately 350 participants attended, from all Rochester area high schools and various other programs. All the trades were represented.

The largest Construct Tomorrow event to date, will be held Friday, Oct. 10<sup>th</sup> at Rogers High School. This is an outdoor event and we are expecting over 500 students/participants to attend. The school has been helpful in the coordination and the planning. Local 49 will provide demonstration of Class 5 operations and demonstrate a mini excavator, Fitters will demonstrate fire torches. Every trade represented will have "hands on" experiences available.

The final 2014 Construct Tomorrow event will be at North Hennepin Community College on Nov. 14<sup>th</sup>, 2014. By the time we are done with all the 2014 events we estimate that there will be approximate 1500 – 2000 students that we have served.

Future 2015 Construct Tomorrow events are in the planning/scheduling stages. We are working on an event in Duluth, sometime in March and an event in the St. Cloud area, sometime in April. Also, the School District of St. Paul has approached us and wishes to expand the events to include a larger audience in 2015.

Our website is under revision to update to 2015 standards/user needs. There are funds set aside and a committee formed to handle this project. Bill Lombard is heading the committee and we expect to see the product shortly after the New Year.

**VIII. Board Discussion - Presentation from Under Construction participant; Maria Meza**

Mary DesJarlais, from the DLI Staff Apprenticeship Outreach and Education pointed out that often there has been questions from board members as to; what are we doing to get young people interested in apprenticeship? And how do we make our outreach efforts the best we have available.

About a year ago we had a presentation from Ethan Laubach, the Director of the Under Construction Program and he talked about what his program is doing with young people during the summer 8-week training program. Such as; paying them an hourly rate to mimic what happens with the earn as you learn pay structure, holding OSHA 10 training at DLI to make sure our interns are safe, and how we are trying to make some pathways for our interns into the industry.

She introduced Maria Meza, an intern who has spent two summers with the Under Construction Program as a Junior and a Senior at Johnson High School. After graduation from high school, she became a crew leader in the 2014 summer 8-week program. Currently, she attends St. Paul College in the Carpentry Program, will be graduating that program this coming spring, and is looking to be the next generation of new apprentices. She's going to talk about her experience in the Under Construction Program and share her thoughts on it.

Maria stated that her "first summer in the program was the just the tip of the iceberg" and she needed to adjust to being the only female on her team. She stated this wasn't too hard for her because she likes to work hard and believes you should earn your pay with hard work.

She wasn't thinking about doing a second summer with the program. During her Senior year of high school she preferred not to work a minimum wage job, such as fast food employment. So, when she was asked if she wanted to return for a second summer 8-week program, she didn't hesitate.

In her second summer in the program, she was "introduced and exposed to a lot of companies, visitors came to the program, I got to talk to plumbers, pipefitters, electricians, cement masons, tile setters, and brick layers". During her second summer

she asked herself “what do I really want to get out of this and what do I feel most comfortable doing?” She felt that she wanted to be a carpenter, as she feels you learn a little bit about everything in carpentry and framing is something she really likes to do.

Maria discussed the topic of learning the appropriate tools needed for the career and the challenge and difficulty in procuring the tools. Learning the difference between tools that you use on your personal home and the tools that you need to perform work on a professional job site. Knowing which tools will follow you for years vs. the inexpensive tools. It is a financial struggle for college students/new apprentices to afford the tools they need.

Maria feels “the Under Construction program is a really good program for minors who don’t really fit into the typical careers. There are some people that are more hands on with learning”. She feels she is currently learning well in the St. Paul College Carpentry Program. This fall they have volunteered to construct a storage shed for an assisted living home in Crystal, MN.

Questions to Ms. Meza from various board members;

“Do you think you’ll find a career as a Carpenter in the future?”

Yes, I am currently exploring a way to work as a carpenter or construction worker and fit in my school schedule.

“Which projects did you work on with Under Construction?”

The first summer I worked on a volunteer project building a refuse/recycling storage unit in the Frogtown area of St. Paul and after completion, her crew visited one of the working groups nearby and helped the group pour the cement slab for a new garage.

The second summer I worked on a volunteer project building a new garage, learning about rafters, dimensions, building walls, fitting doors, etc.

“When you were doing these projects, were you working in conjunction with a Journeyman carpenter?”

The crew is supervised by skills trainers. The Under Construction program has two types of skill trainers; one skill trainer is construction knowledgeable and the second supervisor is a youth manager and deals with all things adolescent. The crew is usually these two supervisors with a crew of 12 students.

“Did you feel that you were getting enough information to be able to do your job?”

Yes, as a youth in the Under Construction program. I thought I received pretty good information on the basics. We didn’t construct commercial buildings, just residential. As an adult attending college, everything goes very fast.

“Do you think you’ll be able to see people that have the skills to do this kind of work in your social circles and refer or convince them to try this program?”

Yes, I personally referred/convincing a couple of my friends from Johnson High School. The way that the teams are put together and the relationships built are really good. You need to bond and have a positive relationship with your crew.

“Have you applied for an apprenticeship program?”

Not yet, I want to go to college and get a degree. Originally I thought I wanted to study Child Development /Education, yet I also had an interest in construction. My experience helped me to decide to pursue Carpentry. I enjoy going to class and learning all that I can to further my education. My goal includes both Residential and Commercial construction.

“Are you the only person in your family that is tied to the construction trade?”

Yes, the only one and I am the youngest in my family.

“As a young woman, what could you tell us that would be helpful to continue to have your peers become more interested in this industry?”

Some females are never exposed to anything about the construction industry. It’s best for women to hear from other women that are in the trades. The manner in which some men present the industry can feel intimidating to young females. At a Construct Tomorrow event, I ran into the same woman two summers in a row and this proved to me that women can do this work. She was enthusiastic and loves her job. This definitely played a part in my decision to go into the construction trades.

“Are you prepared to be a leader, because in construction you will need to be a leader sooner or later”

I believe you have to learn before you can lead others. I realize it will take time to learn. I also believe you need to learn to take advice from others. I think someday I will someday be ready to lead a crew.

Mary DesJarlais thanked the board for their time and expressed the need for continued support and ideas on outreach, recruitment and sustaining participation in the apprenticeship programs. She suggested a possible “adopt an apprentice” idea, which would help new apprentices with gear and tools.

Ken Peterson, Commission of DLI wanted to say a few words of appreciation for the board members and all involved. He wanted to acknowledge Mr. Johnnie Burns, “We’re going to miss him he’s done a great job helping out the Commissioner and Asst. Commissioner and leading the efforts of his section”

**IX. Announcements**

None presented.

**X. Adjournment**

The meeting adjourned at 2:35 p.m.

Respectfully Submitted,  
**Johnnie Burns**