

MINUTES

Apprenticeship Advisory Board Meeting

Date: October 14, 2015
Time: 1:30pm
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance:

Members Present:

Tom McCarthy
Laurie Warner
Michael Mitchell
Mark Christiansen
Harry Melander
Matt McDowell
Jeni Blaylock
Todd Ferrara

Attendees:

Mark Conroy - Roofers Local #96
Dave Dressler – Limited Energy
Rick Gale – St. Paul Plumbers
Adam Case – Fair Contracting Foundation
Buck Paulsrud – Metro Sheetmetal Workers
Carl Zitzen – Metro Sheetmetal Workers
George McMahn – Teamsters
Tom Westlund – ABC
Vicki Sandberg – Bldg. MN
Gary Larson – Laborers Training Center
Tom Aasheim – FTL-UM
Brian Hagberg – FTL-UM
Andy Staab – BAC Local #1 MN/ND
Brandon Peterson - BAC Local #1 MN/ND
John Aiken – DLI
Rob Lukkonen - BAC Local #1 MN/ND
Jeremy Joa - BAC Local #1MN/ND
Dean Gale – St. Paul Plumbers #34
Ed Nelson – St. Paul Electricians
Sam Greenwood – BAC Local #1 MN/ND
Larry Gilbertson – Ironworkers
Brian Aske – Operators local 49
Terry Frauly – DLI
Rich Davy – DLI
Heather McGannon – DLI
Rick Martagon – DLI

I. Call to Order

Meeting was called to order by Chair Melander at 1:30pm.

- **Roll Call** was taken and the chair directed that the record will note those members in attendance, and those absent.
- **Announcements:** none provided.

II. Approval of the October 14, 2015 Meeting Agenda

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

III. Approval of Previous Meeting Minutes from July 8, 2015.

A motion was made and seconded to accept the July 8, 2015 meeting minutes as presented. A member brought up that the meeting minutes are very well done and very detailed more so than they have been for a long time. No corrections, errors or omissions. Minutes approved unanimously.

IV. Old Business

None presented.

V. New Business

None presented.

VI. Registered Apprenticeship Report:

Apprenticeship Director John Aiken reported the following:

Aiken reported continuing growth in apprenticeship sharing statistics from the recent newsletter issue. He stated active apprentices are at 11,000. Women participation is at 750 (7% of total active), minority participation is 2,184 (20% of active), veterans at 497 (5% of active). He provided statistics from 2010 as a comparison: 5% active apprentices for women, 12% were minority, and veterans we were at 4%. He discussed that the unit is also looking further into attrition rates of apprentices and shared that total cancellations in each fiscal year (2011-2015) represented approximately 17% of each fiscal year's average active apprentice total.

He reported on an active outreach effort stating that there have been 27 events, 31 organizations engaged, 151 instances of technical assistance provided to sponsors, fielded 78 informational calls, and visiting with 18 perspective sponsors.

He reported that Deputy Commissioner Jessica Looman was invited to the White House to participate in the Apprenticeship USA Summit and participated in discussions related to sector-wide apprenticeship collaborations and strategies.

He shared news about the new look of Apprenticeship's website and that updating of its content is underway. He also announced the publication of a new brochure called Choose Registered Apprenticeship. It is an information guide that is part of our division's

apprenticeship tool kit designed to educate potential sponsors and employers about the components and benefits of registered apprenticeship.

He also announced that Minnesota was awarded the US Department of Labor's Grant for our Minnesota Apprenticeship Initiative. The state was awarded 5 million in grant funds to expand registered apprenticeship over the next 5 years in advanced manufacturing, agriculture, healthcare information technology, and transportation. He stated that DLI has engaged more than 100 employers and the grant will involve 29 new occupations and 800 new apprentices over 5 years. He said that DLI anticipates orientation with the US Department of Labor with partner DEED in the coming weeks.

He reported that \$100,000 in LEAP Grants have been awarded recently to the Minneapolis Urban League and the Construction Careers Foundation to encourage, promote and increase participation from women and communities of color in apprenticeship programs registered with the Department. They are beginning their programs as of October 1st.

He announced that National Apprenticeship Week will be declared by President Obama November 2nd – 8th and Minnesota will be joining in that effort stating that DLI is planning to participate in events and tours of programs; requested a proclamation from the Governor's office and encouraged programs to showcase their programs as well. He suggested open houses, hosting a job shadowing day, or a skills exhibition, and encouraged sponsors to make DLI aware of their efforts.

Member McDowall: Stated that in past reports members received a breakdown per trade or occupation for apprentices.

Director Aiken: Apologized for the oversight and indicated that copies did not make it into member folders but was available at the table.

Finally, he acknowledged the service and support of Susan Smith, DLI's Administrative Support for the Board announcing that she accepted another job opportunity with the Minnesota DNR.

A motion was made to accept the report and seconded. No other discussions or questions. The vote to accept was unanimous.

VII. Construct Tomorrow Update

Christian Seaberg, Co-Chair for Construct Tomorrow, Manager for JE Dunn Construction.

Seaberg reported that Construct Tomorrow has an amazing student outreach program now in our 3rd year. It is in the process and should be hearing any time now about

federal acceptance as a non-profit organization. The program consists from members of the contractors, amazing apprenticeship coordinators, the government, and the Dept. of Education involved in this.

Seaberg stated that in the first two years of participation the outreach was “amazing and it took off like wild fire.” Its first event was at Humboldt HS and noted that the program cannot do single High Schools anymore because of the demand.

Seaberg provided statistics from the previous year:

- In 2014, over 3,000 students.
- We have Statistics for over the age of 18 as of their event.
- 800 students expressed an interest in construction.
- 30 high schools participating

Seaberg stated that the program is working very closely with the apprenticeship coordinators on contacting those students in those different areas where they have expressed interest, because at the end of an event an exit survey is conducted asking them what trade they were interested in.

Seaberg stated that because of the magnitude of the program, the need for it, and the demand, the board divided up the state into Construct Tomorrow regions. That way every school that reaches out to the program has a region they are able to talk to and get an event planned. Seaberg pointed out that there is now a Construct Tomorrow team in Duluth adding that the program is doing the same for the Northwest corner of the state, Southeast, Southwest, Central Minnesota, with the Twin Cities being the main hub for the board overseeing Construct Tomorrow along with its Coordinators.

For 2015-2016, Seaberg reported that the program had its first event two weeks ago at Roosevelt HS, along with five other high schools that attended that program. The next one is in a couple weeks at North Hennepin Community College. There has been over 27 High Schools in the North Hennepin-North Minneapolis area that have been invited to participate in this program. The program is going to be in the Hinckley area in February working closely with TERO and the Mille Lacs Band of Ojibwa who have embraced the Construct Tomorrow program and want to know what they can do to help increase participation.

Seaberg announced that there is an exciting one for the Twin Cities on March 8th at St. Paul Schools. The program is back at Jimmy Lee Rec Center. Seaberg stated that DLI's Rick Martagon is collaborating with the program and with the representatives from St. Paul Schools and with the City of St. Paul who are supportive of the program. Seaberg stated that other dates and areas are under development and hope to cover the entire state of Minnesota.

Member Ferrara: Asked for the date for North Hennepin Community College. Date of

November 13 was provided.

Member Ferrara: Asked whether the State Apprenticeship's web site could highlight these dates and times and recommended to consider a motion to that fact, if it's within the rules or the laws or the IRS regulations for a non-profit to post.

A member stated that with the first event being at one high school you probably had a really good ratio of instructors to students that were coming through, and a lot of people were able to get hands on because that's what drives this. As you are bringing in more people to these events and more high schools what do you feel is your ratio? Not as much hands on?

Seaberg responded stating that the program has more, but there are some trades that they need to help increase their volunteers working the station. It's also not just the apprenticeship coordinators and apprentices going through their training programs. From day one it is the contractors and the apprentices working together.

X. Recognition:

Director Aiken invited apprentices Brandon Peterson and Jeremy Joa to stand and be recognized. He stated that Joa has been a tile layer for CD Tile Layer and Stone who placed 1st in state, 3rd in regionals, and went on to compete at the national competition in Bowie, Maryland. He also introduced Peterson stating that he also competed at the national level and was declared the winner of the national completion. Aiken congratulated the apprentices for their work.

Buck Paulsrud Retirement: Chair Melander recognized Paulsrud for his service to apprenticeship throughout the years and invited Paulsrud to address the attendees. Paulsrud expressed his appreciation and honor to be associated with so many assembled in the room. DLI's Rick Martagon addressed attendees about his work with Paulsrud stating that he as an Apprenticeship Coordinator in 2007, and Paulsrud along with others offered him mentorship and time whenever needed. He further commented, "I have said this to Buck in one-on-one conversations that it was so important for my development to have Buck there to call on, and I can't thank him enough personally and professionally for what you did in your mentorship, and I wanted to recognize you for that. It was really important in my development as a coordinator and it really helped show me the way, so I want to thank you."

XI. Announcements

2016 Board Meeting proposed schedule forthcoming.

XII. Adjournment