



Minnesota Apprenticeship Advisory Board

Quarterly Meeting – July 15, 2020

John Aiken | Board Secretary

Tom McCarthy | Board Chair

Board member - roll call



Deon Clark

Jessica Looman

Tom McCarthy - Chair

Norma Miller

Don Mullin

Melissa Stachovich

Sophie Thaden

Laurie Warner

John Aiken - Secretary

Review and approval of proposed agenda

- I. Board Convenes
- II. Roll Call – Attendance
- III. Review and Approval of Proposed Agenda
- IV. Commissioner’s Update – Roslyn Robertson, Deputy Commissioner
 - MN Workforce Goals
 - Industry-Recognized Apprenticeship Programs (IRAPs)
- V. Old Business
 - Approval of January 15, 2020 Board Meeting Minutes
 - Approval of Apprenticeship Director’s Quarterly Report – April 15, 2020
- VI. New Business
 - Report – State of Apprenticeship in Minnesota (John Aiken, Director of Labor Standards and Apprenticeship)
 - Update – Apprenticeship Coordinators Association of Minnesota (Larry Gilbertson, President)
 - Update – Construct Tomorrow (Tim Bussey, Executive Director)
 - Introduction – Occupational Safety and Health Consultation (Tyrone Taylor, OSHA Consultations)
- VII. Adjourn

Approval of the proposed agenda



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Commissioner's Update

Roslyn Robertson | Deputy Commissioner

Agenda – Old Business

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Review and approval of Jan. 15, 2020, meeting minutes



**See draft minutes
provided to board
members by email.**

Approval of Jan. 15, 2020, minutes



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Review and approval of director's quarterly report – April 15, 2020



**See report
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Approval of director's quarterly report – April 15, 2020



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Agenda - New Business

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Quarterly Report – State of Apprenticeship in Minnesota July 15, 2020

John Aiken | Director of Labor Standards and Apprenticeship

Director's report - agenda

- **Welcome**
- Apprenticeship Operations – COVID-19
- Apprenticeship Statistical Information
- Initiatives
 - Minnesota Apprenticeship Initiative (MAI)
 - Minnesota Apex Initiative (APEX)
 - Minnesota Registered Apprenticeship Expansion Initiative (MNRAE)
 - Minnesota Capacity and Expansion of Apprenticeship Initiative (MNCERA)

Operations during COVID-19

- Apprenticeship Minnesota program services have and remain operational including the administration of apprentice registrations, cancelations and completions.
- Apprenticeship Minnesota team remains in full 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 but are completed by phone and electronic exchanges with programs to ensure social distancing.
- Apprenticeship Minnesota has postponed in-person public engagements but is moving to virtual engagement strategies.
- National Association of State and Territorial Apprenticeship Directors has postponed the fall national apprenticeship conference to Spring 2021 in Virginia.
- Engagement conducted online in virtual settings.

Servicing programs during COVID-19

- DLI issued guidance, offered support and technical assistance to registered programs on March 13 for those suspending or postponing training operations due to COVID-19 pandemic.
- Apprenticeship field representatives have been working with programs who have opted to modify their standards to incorporate some virtual distance-learning strategies.
- DLI developed and shared COVID-19 general safety guidelines with training facilities on May 22. The guidance applied to adult-learning, training, formal testing and small assemblies, as recommended by the Minnesota Department of Health (MDH) to address the mitigation of COVID-19 exposures. The guidance did pertain to apprenticeship training centers.
- Those training centers who opt to resume training must have a COVID-19 Preparedness Plan in place.
- COVID-19 general safety and additional guidance and templates are available at staysafe.mn.gov.
- Apprenticeship training centers are invited to contact Minnesota OSHA Workplace Safety Consultation for further customization and guidance.

Email: osha.consultation@state.mn.us **Phone:** 651-284-5060, 1-800-657-3776



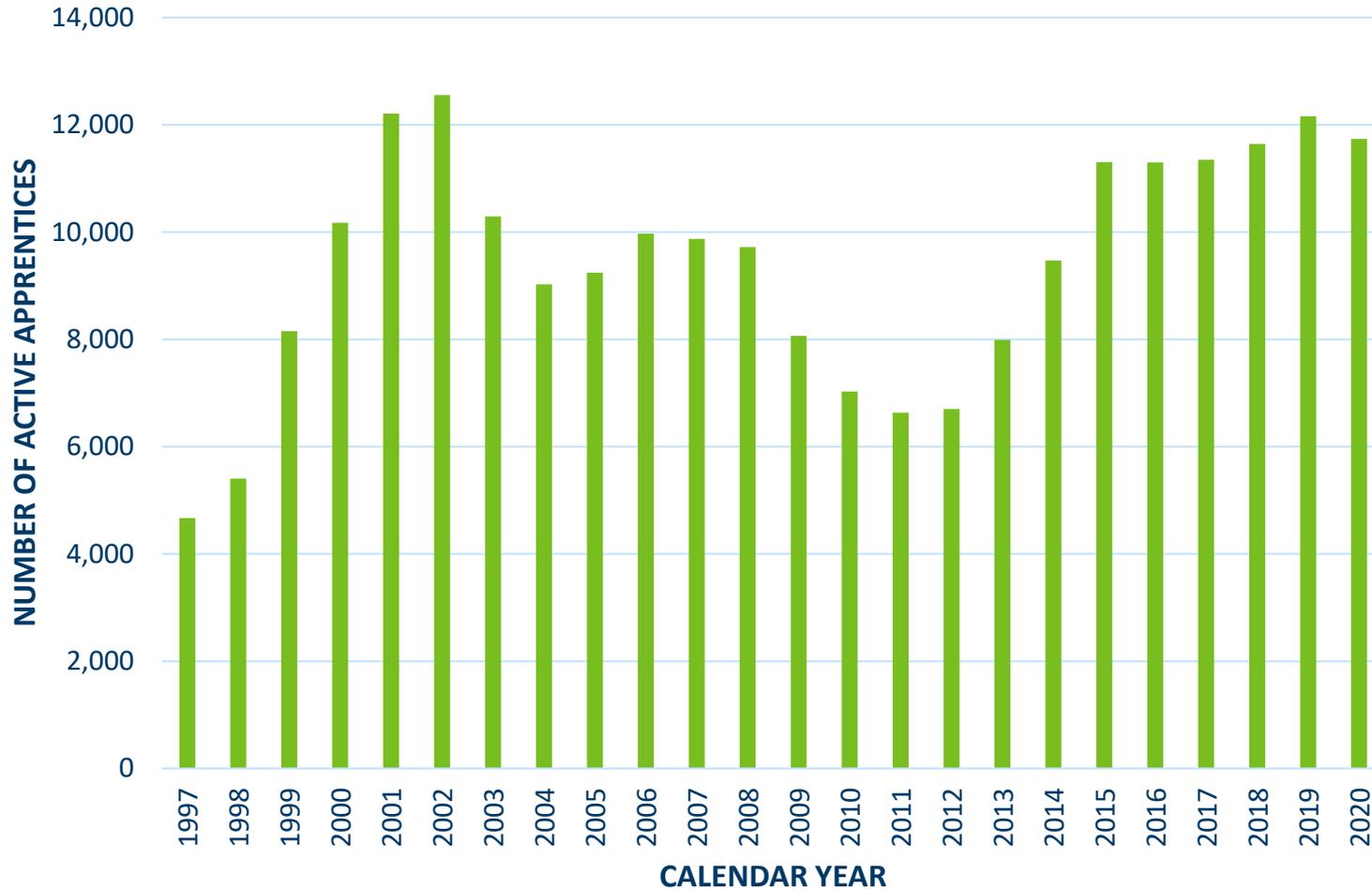
mn APPRENTICESHIP
MINNESOTA

Statistical Snapshot: Registered Apprenticeship Activity in Minnesota

Number of active apprentices training 11,739 (July 2020)

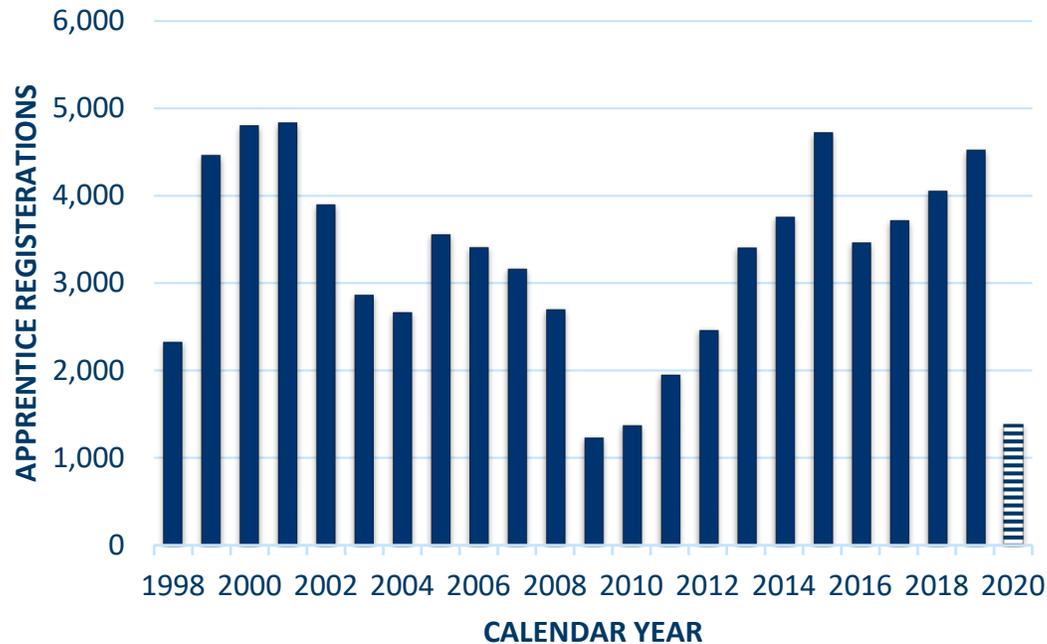


mn APPRENTICESHIP
MINNESOTA



Apprentice Registrations

By calendar year

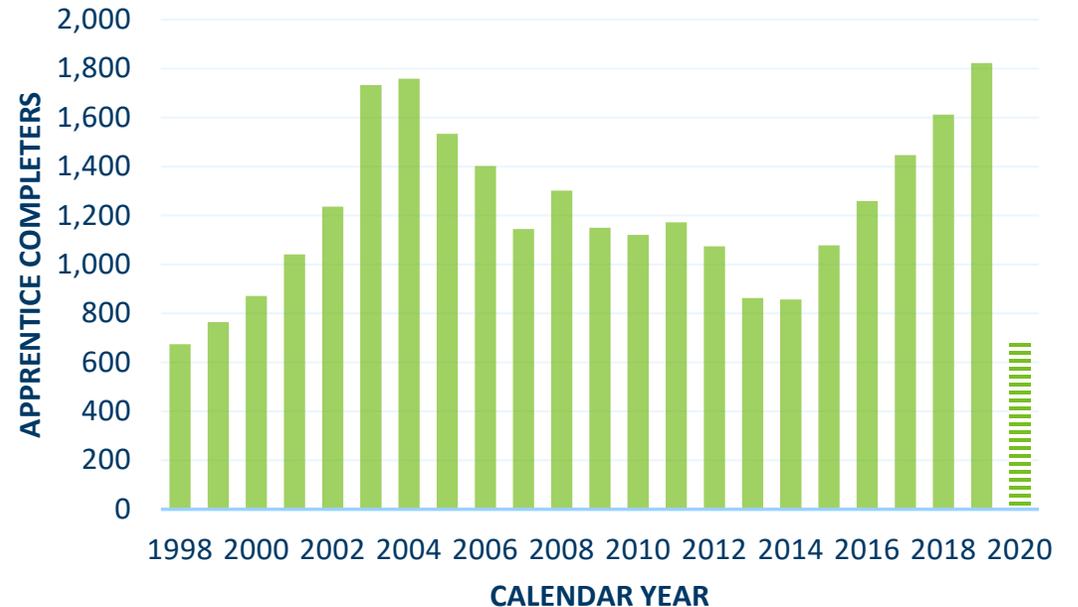


3,037
Registrations
01/2019 – 07/2019

1,386
Registrations
01/2020 – 07/2020

Apprentice Completions

By calendar year

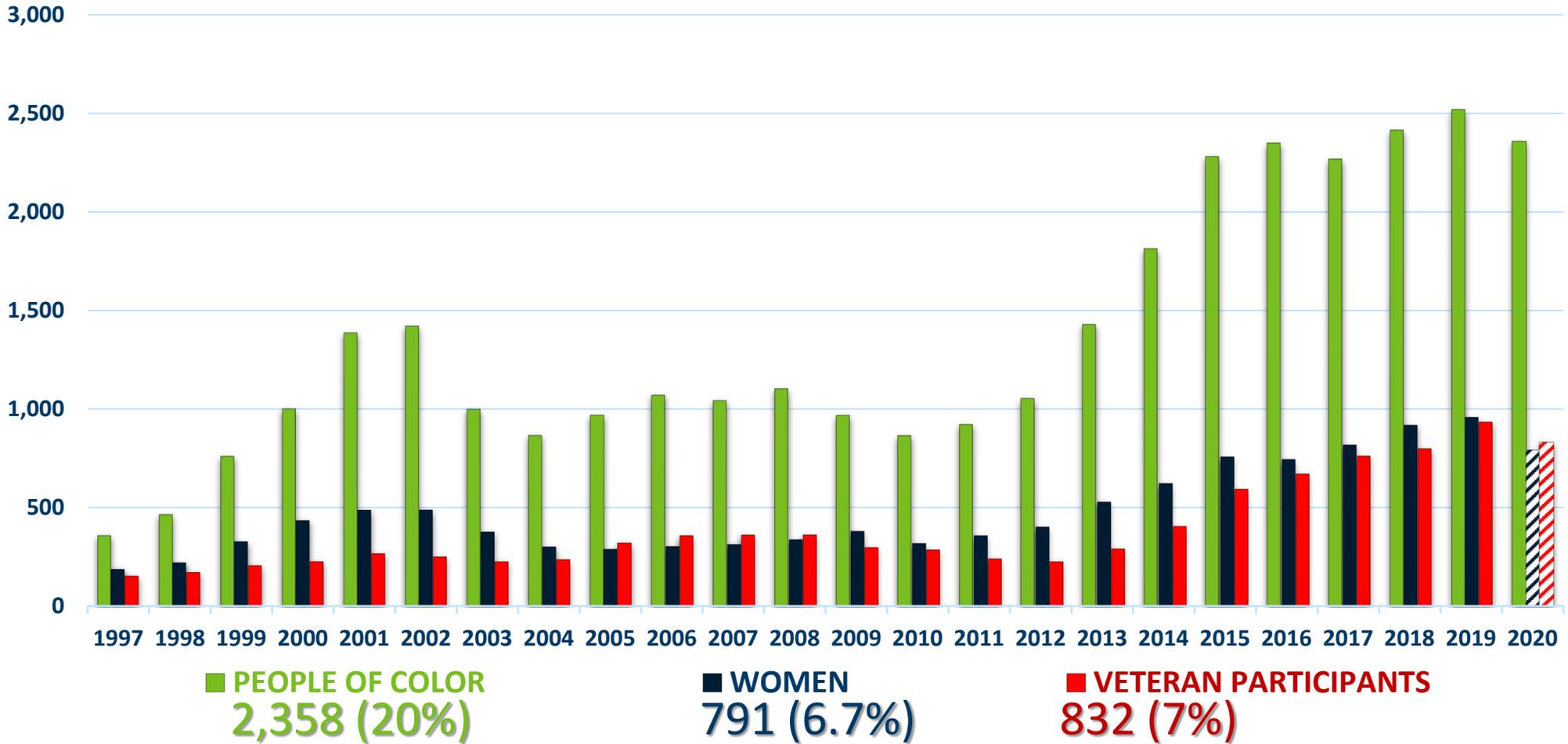


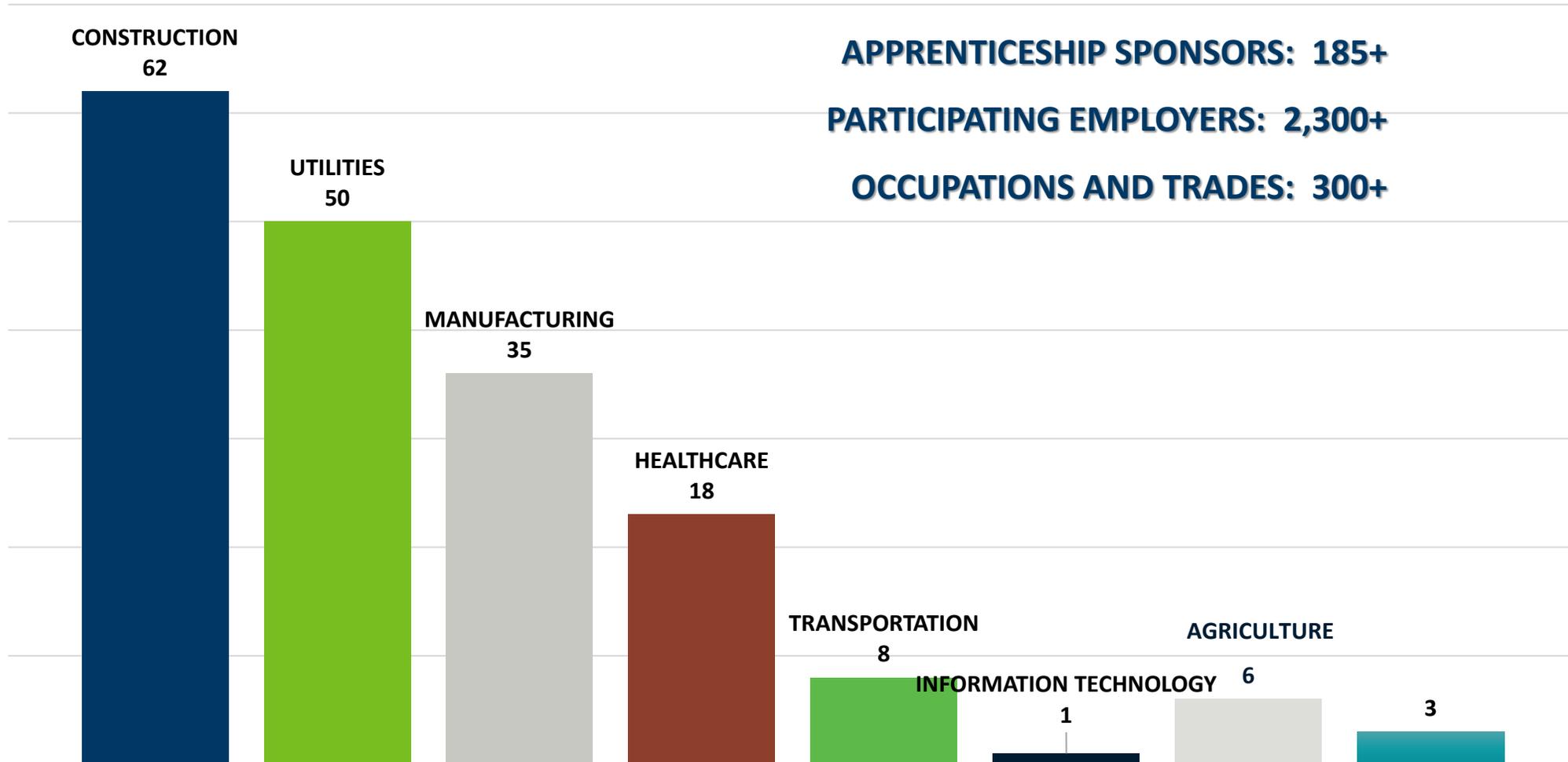
1,214
Completions
01/2019 – 07/2019

684
Completions
01/2020 – 07/2020

Apprentice Participation Demographic Trends

By calendar year





Minnesota Apprenticeship Initiative (MAI)

5-year initiative to expand registered apprenticeship in agriculture, advanced manufacturing, health care, information technology and transportation. This is in partnership with the Department of Employment and Economic Development.

Goal for fall 2020

- Engage 100 employers in developing a registered apprenticeship model
- Develop 30 high-growth occupations
- Register 1,000 new apprentices

Results

- 100+ employers engaged
- 65 apprenticeship programs registered
- 42 occupations
- 350 apprentices – active (147 additional anticipated from sponsors)
- 300 apprentices – completed

ADVANCED MANUFACTURING:

- **Aero Design** – Sewing Machining Repairer (Duluth)
- **AGCO**- Mechatronics Technician, Welder (Jackson)
- **Ajax Metal Forming Solutions** (Fridley)
- **Alliance Machine** – Machinist Level 1 (Elk River)
- **Analog Technologies Corp.** - Solderer
- **Custom Mold & Design** – Machinist (Forest Lake)
- **Daiken Applied** – Maintenance Technician
- **Diversified Plastic** – Tool Maker (Minneapolis)
- **Eaton Corporation** – Machinist, Maintenance Mechanic
- **MTS Systems** – CNC Machinist Level 1/Mechanical Assembler (Eden Prairie)
- **Innovize** – Flexographic Press Operator (Vadnais Heights)
- **Intek** – Extrusion Molding Machine Operator
- **K & G Manufacturing** – CNC Operator (Faribault)
- **Logic PD** – Solderer & Machine Operator (Eden Prairie)
- **L & M Radiator** – Welder & Machinist
- **Mechanical Systems** – Welder (Dundas)
- **Mikros Engineering** – Injection Molding Machine Operator
- **MRG Tool & Die** – CNC Machinist Level 2, Supervisor (Faribault)
- **MTS** – CNC Machinist Level 1, Mechanical Assembler
- **NTM** – Machine Operator (Fridley)
- **Owens Corning** – Maintenance Mechanic (Minneapolis)
- **Pequot Tool and Manufacturing** - CNC Machinist (Pequot Lakes)
- **Potlach** – Mechanical Technician (Bemidji)
- **Schwing America Inc.** - Welder (Vadnais Heights)
- **Seneca Foods** – Maintenance and CNC Machinist (Rochester)
- **Spectro Alloys** – Mechatronics Technician
- **TEROG** - CNC Machinist
- **TLC Precision** – Radar Technician (St. Paul)
- **Uponor, Inc.** – Maintenance Technician (Apple Valley)
- **Viracon** – Maintenance Mechanic (Owatonna)
- **Wells Academy** – CNC Operator (Bemidji)

AGRICULTURE:

- **Ardent Mills** – Miller (Hastings)
- **Pro Tree** – Arborist (Hopkins)
- **Rainbow Treecare** – Arborist (Minnetonka)
- **SavATree** – Arborist (Afton)
- **Shadywood Tree Experts** – Arborist (Hopkins)
- **Tree Trust** – Arborist (St. Paul)

MAI Employer Participants

HEALTH CARE:

- **Amherst Wilder Foundation** - Mental Health Practitioner (St.Paul)
- **All Star Academy** -
- **CANA** – Certified Nursing Assistant, Health Information Coder
- **CentraCare** – Community Health Worker (St. Cloud)
- **Community Health Services** – Certified Medical Assistant
- **Essentia Health** – Health Support Specialist (Duluth)
- **Fairview Health Services** – BSN, Certified Medical Assistant, Surgical Technologist (Minneapolis)
- **HealthPartners** – RN and Careline Nurse (Bloomington)
- **Mt. Olivet Rolling Acres** – Direct Support Professional (Chanhassen)
- **The Hartford** – Disability Analyst (Bloomington)
- **Thorne Crest Senior Living** – Health Support Specialist (Albert Lea)
- **Olus' Home**-Direct Support Professional (Twin Cities)

TRANSPORTATION:

- **Dan's Southside Marine** – Outboard Motor Technician (Bloomington)
- **Boyer Trucks** - Diesel Mechanic
- **Harry Browns Automotive** - Automotive Technician
- **Buerkle Hyundai** – Automotive Technician
- **Buerkle Honda** – Automotive Technician
- **Roseau Ford** – Automotive Technician (Roseau)
- **Metro Transit** – Coach Operator (Twin Cities)
- **Dahlke Trailer**- Mechanic (Twin Cities)
- **Rihm Kenworth Motor Company** – Diesel Mechanic
- **St. Paul Public Works** – Transportation Trainee
- **Miller Marine** – Outboard Motor Technician (St Cloud)

INFORMATION TECHNOLOGY:

- **cmERDC** – Software Developer (St. Cloud)

Complete Employer List:

Visit: dli.mn.gov

Apex Initiative

Activities

- Supporting consultations with sponsors in the areas of diversity, equity and inclusion.
- Support career pathways
 - Career exploration programs for youth, construction career-readiness training targeting women and people of color.
- Develop apprentice support resources
 - Launched a research project directly engaging apprentices and sponsors to gather information about what they need to successfully complete a registered apprenticeship program. Utilizing the research, and with the assistance of registered apprenticeship advisory groups, a vendor drafted tools to support registered apprentices and sponsors. Tools for apprentices that are in development include a financial wellness tool.

Apex Initiative (continued)

Apprenticeship Minnesota communications

- **Video production** - two videos promoting registered apprenticeship to influencers (caregivers, teachers, school counselor). Videos can be found on YouTube.
- **Apprentice and sponsor stories** – Two vendors will collect apprentice and sponsor stories for use on the Apprenticeship Minnesota website, for social media and in publications to increase awareness of registered apprenticeship opportunities.
- On-going **social media** presence on Twitter, Facebook, Instagram and LinkedIn.
- Apprenticeship Minnesota's **website** is being updated for ease of navigation and to provide additional information.

Public engagement

- Hosting a **three-part WebEx series** about diversity, inclusion, equity and hiring best practices. Presentations and discussions will be hosted by a subject matter expert. Announcements coming soon.
- **Employer engagement** – Introduction to registered apprenticeship

Apex Initiative (Continued)

Virtual Engagement Events *(WebEx Online Platform)*

- **Three-part Speaker Series: Diversity, Inclusion, Equity and Hiring Best Practices**
(Last Thursday of each month, 10 to 11 a.m.)
 - July 30, 2020
 - Aug. 27, 2020
 - Sept. 24, 2020
- **Introduction to Registered Apprenticeship Presentations**
(Third Thursday of each month, 10 to 11 a.m.)
 - Oct. 15, 2020
 - Nov. 19, 2020
 - Dec. 17, 2020

MN Registered Apprenticeship Expansion Initiative (MNRAE)

Four key goals

1. Support the development and recruitment of a diverse pipeline of apprentices;
2. Support the rapid development of new registered apprenticeship programs and expansion of existing registered programs;
3. Integrate apprenticeship into state workforce development, education and economic development strategies; and
4. Build state capacity to make it easier for industry to start registered apprenticeship programs and for apprentices to access opportunities.

Funding

- \$1.3 million
- Period of performance: July 1, 2019 – June 30, 2022

Metrics

- 800 new registered apprentices
- 23 new registered apprenticeship programs

MNRAE Activities

1. Ruth Taylor named Project Manager of the MNRAE initiative.
2. Melvin Robinson III hired as new apprenticeship field representative.
3. Provide funding to support expansion of registered apprenticeship through funding support for related instruction and on-the-job learning (RFP announcements coming soon);
4. Provide funding to support career exploration and career readiness programming (RFP to post fall 2020).
5. Engage workforce boards to educate and align on registered apprenticeship.
 - Presented to the Southeast Minnesota Workforce Board in June 2020.
 - Scheduled to present at the MAWB Operation Committee meeting in July 2020.
6. Engaging community-based organizations and stakeholders through our Community Connection Series.



Minnesota Capacity Expansion for Registered Apprenticeship Initiative (MN CERA)

NEW!

USDOL ETA grant to build state capacity to expand registered apprenticeship

- Funding: \$450,000
- Period of performance: July 1, 2020, to June 30, 2023

Goals for MN CERA funding

1. National apprenticeship system building
2. System alignment for apprenticeship expansion
3. Improving data sharing and data integrity

All goals and initiatives are designed to strengthen structures to support registered apprenticeship programs in Minnesota.



Minnesota Capacity Expansion for Registered Apprenticeship Initiative (MN CERA)

Key activities

- A. Improvements to Apprenticeship Minnesota data systems.
 - Modernize the apprenticeship data-management system to improve data tracking and reporting.
 - Improve employer and sponsor interfaces in the data-management system to allow programs to have ready access to information and conduct business online with DLI.

- B. Further align registered apprenticeship with stakeholders
 - Engage secondary-education institutions, including CTE teachers and directors, other educators, school career counselors and administrators, to raise their awareness of career opportunities available through registered apprenticeship.
 - Continue coordination and engagement with workforce development programs.
 - Collaborate with the Department of Veteran Affairs for communication and engagement strategies to connect veterans with registered apprenticeship and their G.I. Bill benefits.

THANK YOU



JOHN AIKEN

Director of Labor Standards and Apprenticeship

Minnesota Department of Labor and Industry

443 Lafayette Road N., St. Paul, MN 55155

(651) 284-5285 | John.Aiken@state.mn.us

Discussion and approval of director's quarterly report – July 15, 2020



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Apprenticeship Coordinators Association of Minnesota update

Larry Gilbertson | ACAM President and Training Director for Iron Workers Local 512

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Construct Tomorrow update

Tim Bussey | Executive Director

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Occupational Health and Safety Consultation

Email: osha.consultation@state.mn.us

Phone: 651-284-5060, 1-800-657-3776

Tyrone Taylor | Director – OSHA Consultation Services

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Call to adjourn July 15, 2020, meeting



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