

Meeting Minutes: Apprenticeship Advisory Board

Date: January 24, 2018
Time: 1:30 pm
Minutes prepared by: Denise Carrier
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance

Members Present:

Harry Melander
Laurie Warner
Todd Ferrara
Don Mullin
John Aiken – DLI
Tom McCarthy

Members not present

Jenni Blaylock
April Schnell
Everett Pettiford

Attendees:

Melissa Stachovich – MREA
Tom Westlund – ABC
Dave Dressler – Limited Energy Program JATC
Greg Koczt – UHL Company
Dan Ferguson – IBEW
Michelle Drier – MEA
Derrick Atkins – JATC
Adam Hanson – MN ABC
Betsy Adamson – MNDLI
Andy Snope – IBEW
Tom Cherioli – FMCS
Johnnie Burns – MNDLI
Larry Gilbertson – IWLU512
Kim Schmidt – Goodwill Easter Seals
Tony Gardner – YWCA of St. Paul
Rich Davy – MNDLI
Darcus Mitchell – MNDLI
Ruth Taylor – MNDLI
Jeremy Parker – GAP School
Rick Martagon – MNDLI
LaRohn Latimer – MNDLI
Leslie Philmon – MNDLI
Kim Maher – Const. Tomorrow

1. Call to Order

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

- A. **Roll Call** – Chair directed that the record note those members in attendance.
- B. **Announcements** – Apprenticeship Minnesota will be hosting an Apprenticeship Summit on March 7, 2018 at Earl Brown. Notices will be sent out to RSVP.

2. Approval of Proposed Agenda

A motion was made to accept the agenda as present, and seconded. Agenda approved by Ferrara, 2nd by all. Agenda approved without objection.

3. Approval of Previous Meeting Minutes from October 18, 2017

A motion was made and seconded to accept the October 18, 2017 meeting minutes as presented. No corrections, errors or omissions. Minutes approved unanimously.

4. Old Business

Aiken reported that the Construction Education Foundation with the Associated Building Contractors request that Apprenticeship Minnesota and the Board approve an apprenticeship on-the-job training ratio change to the low voltage installer limited energy trade. The current journeyman to apprentice ratio for this trade would be 1 journeyman for every 2 apprentices. This request would be to change it from 1 journeyman for every 3 apprentices. Construction Education Foundation Associated Building Contractors currently operates a registered apprenticeship program with multiple trades in Minnesota. Tom Westland was introduced at the last board meeting as their education director. Last year CEF added the low voltage installer trade to its list of occupations.

The board discussed the ratio change in depth. Todd Ferrara made a motion to approve the ratio change. Melander asked if there was a second, there was no motion so the motion did not advance. Melander then asked if there was a motion to deny. Mullin made a motion to deny the request, and McCarthy seconded that motion. The motion carried.

5. New Business

A. Registered Apprenticeship Report:

Apprenticeship Director John Aiken reported the following:

Aiken delivered his State of Apprenticeship in Minnesota report to the board providing updated participation levels and demographics.

Apprenticeship Minnesota continues with 4 strategies in an effort to provide quality apprenticeship development services and compliance oversight:

1. Communications, Engagement & Development
2. Process improvement

3. Grant Administration
4. Operations & Technical Support

Highlights:

Minnesota Apprenticeship Participation Snapshot:

- 11,343 Active
- 2,264 Minority
- 817 Women
- 760 Veterans

Key Apprenticeship Minnesota Stats:

- 1,433 Graduations: Decade High
- 3,694 Newly Registered Decade 2nd Highest Record
- 5 years of +3,000 new apprentices registered annually
- Minority Participation Rate: 20%
- Women Participation Rate: 7%
- Veteran Participation Rate: 6.6%

Engagement & Communication:

Aiken reported that Apprenticeship Minnesota has engaged with a communications and marketing firm, Russel Herder, to develop a professional communications plan and strategies to brand Apprenticeship Minnesota, communicate its benefits to employers and to workers. The roll out of a communications strategies will come next month which will include videos, social media, earned media and new online content. In addition, the Department of Labor & Industry is also developing and rolling out this year a new and improved website. Apprenticeship Minnesota is partnering with the Department of Employment and Economic Development through its Minnesota Apprenticeship Initiative, to engage high growth industries in developing programs in agriculture, advanced manufacturing, health care, IT and transportation.

National Apprenticeship Week:

Aiken shared that Apprenticeship Week was a resounding success with activities spotlighting great new and established programs across the state.

Development:**Minnesota Apprenticeship Initiative:**

Aiken said that a \$5M Grant was awarded by the USDOL over 5 years to Minnesota to expand registered apprenticeship as a workforce development tool in five industries: advanced manufacturing, agriculture, health care services, information technology, and transportation.

Grant Partner: Department of Employment & Economic Development
 Grant Term: October 2015 – September 2020
 Grant Goal: 1,000 Registered Apprentices
 100 Employers Engaged
 30 Trades/Occupations

Apprenticeship Minnesota welcomed 3 new apprenticeship programs since the board last convened:

SPONSOR	HealthPartners	Aero Design & Manufacturing	Wilder Foundation
LOCATION	Bloomington	Duluth	St. Paul
INDUSTRY	Healthcare	Manufacturing	Healthcare
OCCUPATION	PCA-or-ERT to RN patient care assistant or emergency room technician.	Welder & Mechatronics Technician	Mental Health Practitioner
HOURS	2,000	4,000	4,000
# OF APPRENTICES	10	2	24

Apprenticeship Minnesota & Staffing Update:

Jessica Looman: DLI Deputy Commissioner Names Commerce Commissioner by Gov. Dayton
 Brian Wille: Left state service a month ago.
 Darcus Mitchell: New addition to the apprenticeship team.
 Rich Davy: Retirement Acknowledgement 2000-2018

Leap Grant:

Aiken reported that in late 2017 the Minnesota Department of Labor and Industry (DLI) award \$210,000 in Labor Education Advancement Program (LEAP) funding to several community-based organizations to fund efforts that encourage, promote, and support the participation of women and people of color in registered apprenticeship programs. The grant’s performance period will run from January 1, 2018, through June 30, 2019. DLI grant recipients included:

1. The Minneapolis Urban League
2. Build Minnesota/Construction Careers Foundation
3. Goodwill Easter Seals
4. SOAR Career Solutions (Duluth)
5. Workforce Development, Inc. (Rochester, MN)

Apprenticeship Expansion (“APEX”)

3 Strategies:

- Branding and Communications
- Employer and Stakeholder Engagement

- Construction pre-apprenticeship/orientation pathways

Seven construction employer roundtables throughout the state to discuss best practices and challenges involved with recruiting and retaining a diverse workforce.

Pre-apprenticeship/Industry orientation course have been an extremely successful part of this grant. Aiken said that they have received proposals for the last round of funding and awards will be announced in the near future.

APEX Partner Update:

Bricklayers:	39 started program, 31 completed, 29 placed.
Building MN:	62 placed in 43 women and minorities placed.
Cement Masons:	17 started program, 13 completed, 10 placed.
Carpenters:	23 participants in each (one in Hermantown, one in Twin Cities), 15 completed and 8 placed already since completing in September.

Supporting Partnerships:

Minneapolis Build Trades and North Hennepin Community College to credential construction technology degree programs for all the construction trades. Get credit for your apprenticeship.

2-year construction technology degree program for registered apprentices. Includes 6 construction technology courses with completion certificate, being granted up to 27 credits by North Hennepin to apply to A.S.

Construct Tomorrow: Apprenticeship Minnesota has long been a partner with Construct Tomorrow providing hands on experiences to young people as an introduction to construction. Apprenticeship Minnesota is now entering into a contract to financially support Construct Tomorrow. Funding may be possible through our Accelerator grant.

Return-On-Investment Projects:

Aiken shared that in partnership with ELI’s Labor & Statistics Bureau, Apprenticeship Minnesota is developing a Request for Proposal to DLI’s Research & Statistics to collect and report on Apprenticeship return on investment information for employers.

B. Discussion and Approval of Registered Apprenticeship Report

A motion was made to accept Aiken’s report as given and 2nd. All were in favor.

C. Apprenticeship Roundtable Update

Johnnie Burns, APEX Apprenticeship Engagement Consultant

Burns reported that his focus on the grant was to engage construction employers and apprenticeship stakeholders about successes and challenges related to recruitment and retention in the industry. The discussions focused on identifying and sharing best practices related to addressing

barriers, needs, and diversity in the construction industry. Burns said that he is collecting feedback and information to share across the industry.

D. Construct Tomorrow Update

Kim Maher, Co-chair Construct Tomorrow

Maher reported that the organization added events in Eveleth, Mankato, St. Paul area, St. Cloud. Out of those areas they have reached about 2,400 kids. They have reached about 89 schools so far. They have upcoming events scheduled, and plan on reaching 22,000 kids. Duluth has an event for 10th graders to give them a taste of it. Construct Tomorrow has launched a new website.

E. Apprenticeship Coordinator's Report

Larry Gilbertson, ACAM President

Gilbertson reported that they had their National Apprenticeship Week in November and noted the bus tour to training centers was a big hit. January 12th Gilbertson attended a Minneapolis School Board Conference to engage school board members and educators about apprenticeships, and how they can get information on us to educate their young folks. January 12th they did a Construct Tomorrow event in St. Cloud that was a big success. They are having their injured apprentice fund raiser on 1/29/18 at Mancini's. 2/8/18 they are going to North High to a trade career event. 2/22/18 a Construct Tomorrow event in Hinckley. 2/27-2/28 there is a huge event in Duluth. 3/4 – 3/10 they have the women in construction week. 3/7 is the Apprenticeship summit and after that the Women Building Success awards in MN. They now have paid maternity leave for women in the trades, so they will help get women in the trades.

6. Next Meeting

Date: Thursday, April 12th, 2018
Time: 1:30 pm
Location: MN Dept. of Labor & Industry, Minnesota Room

7. Adjournment