

Meeting Minutes: Apprenticeship Advisory Board

Date: July 17, 2019
Time: 1:30 pm
Minutes prepared by: Denise Corrier
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance

Members Present:

John Aiken
Tom McCarthy
Sophie Thaden
Donald Mullin
Everett Pettiford
Laurie Warner
Todd Ferrara

Absent:

Mathew McDowall
Jessica Looman

Attendees:

Andrew Richamond – Roofers 96
April Hildre – MREA
Derrick Atkiins – Mpls JATC
Melissa Staenaicn – MREA
Brandon Nelson – MNLEA
Greg Renne – FTIUM
Gary Thaden – MMCA/NECA
Allison Liuzzi – Wilder
Dean Mills – JATC
Chris Faurean – JATC
Sarah Lechomch – Carpenters Trng
Wes Hiaos – DNR
Ed Godfrey – MDVA
Valerie McClannahan – DNR
Cary Thaden – MMCA/NECA
Tom Kennedy – ABC
Michelle Dreier – MEA
Norma Miller - MUL
John O’Phelon – Ramsey Cty
Ryan Ponthan – NCSRCC
Jeff Millthr – NCSRCC
Rick Peterson – NCSRCC
Kevin Welz – BAC
Dave Dressler - JATC
LaRohn Latimer - DLI
Jeremy Parker – DLI
Rick Martagon – DLI
Terry Frauly – DLI
Darcus Mitchell – DLI
Leslie Philmon - DLI
Ruth Tayler - DLI
Betsy Adamson – DLI
Grace Ouellette - DLI

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

Meeting was called to order.

- A. **Roll Call** – Chair directed that the record notes those members in attendance.
- B. **Announcements** – No announcements.

2. Approval of Proposed Agenda

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

3. Approval of Previous Meeting Minutes from April 17, 2019.

A motion was made and seconded to accept the April 17, 2019 meeting minutes as presented. Minutes approved unanimously.

4. Old Business

No old business.

5. New Business

A. Registered Apprenticeship Report:

Apprenticeship Director John Aiken reported the following:

KEY STATISTICAL INDICATORS:

Snapshot	2019*	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
NEW:	2,433	3451	3715	3462	4717	3756	3404	2466	1957	1381	1239	2701	3163
GRADS:	1,080	1345	1447	1258	1078	857	863	1074	1172	1121	1151	1302	1145

End of the CY – Apprenticeship Minnesota Snapshot:

*Reflects data as of June 30, 2019

July 2019 – SNAPSHOT (By the Numbers)

SNAPSHOT	2019	
Active:	12,067	100%
Male:	10,682	92%
Female:	853	7.0%
Minority:	2,248	18.63%
Veteran:	800	6.63%

REGISTERED SPONSORS:

- Apprenticeship Sponsors: 183+
- Participating Employer: 2,300+
- Occupations & Trades: 300+

MINNESOTA APPRENTICESHIP INITIATIVE

5-year initiative to expand registered apprenticeship in Agriculture, Advanced Manufacturing, Healthcare, Information Technology and Transportation. Aiken said that 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
- 46 new apprenticeship programs registered
- 380 apprentices employed and registered
- 229 graduates
- 730+ apprentices pledged by participating employers

MINNESOTA APPRENTICESHIP EXPANSION INITIATIVE (APEX)

- Making funding available for organizations to host and support affinity and mentorship group activities.
- Hosting statewide presentations with featured speakers on changing demographics and recruitment and retention of apprentices.
- Providing over \$750,000 in funding opportunities to support construction career readiness as a pathway into registered apprenticeship.
- Providing \$135,000 in funding to support seven career exploration programs.
- Researching methods to strengthen apprenticeship will take place throughout 2019.
- Soliciting marketing agencies to plan and implement a new Apprenticeship MN communications and outreach initiative to support apprentices and sponsors.
- Aiken gave a snapshot of all of the programs that have been developed in Advanced Manufacturing, Information Technology, Agriculture, Health Care, and Transportation.
- Support and fund construction career-readiness program pilots specifically targeting women and communities of color (underrepresented in apprenticeship). They will also support and fund construction career-exploration programs designed to provide youth with a hands-on experience with registered apprenticeship in the construction industry.

USDOL ETA GRANT (Minnesota Registered Apprenticeship Expansion – MNRAE)

Funding of \$1,356,276.90 to support the expansion of registered apprenticeship.

Period of performance: July 1, 2019 - June 30, 2022

Goals for MNRAE Funding:

1. Support the development and recruitment of a diverse pipeline of apprentices.
2. Support the rapid development of new registered apprenticeship programs and/or the significant expansion of existing registered programs.
3. Fully integrate apprenticeship into state workforce development, education, and economic development strategies and programs.

4. Build state capacity to make it easier for industry to start registered apprenticeship programs and for apprentices to access opportunities.

Key Initiatives:

- Work with sponsors and community-based organizations to provide incentives, resources and support to generate new registered apprentices
- Conduct outreach, recruitment and introductory meetings
- Conduct bus tours for educators, school counselors, workforce partners and stakeholders
- Fund Career Exploration/Exposure and Career-Readiness programs
- Provide mentorship resources
- Employer and stakeholder outreach
- Registered apprenticeship program registration process improvements
- Convene meeting with workforce development groups

National Apprenticeship Week 2019:

Aiken shared that the US Department of Labor has not announced yet what date Apprenticeship Week will be, but anticipates that it will be November 11th – 15th, 2019. The Department is already making arrangements for that week.

Discussion and Approval of Registered Apprenticeship Report

A motion was made to accept Aiken's report as given and seconded. All voted in favor.

B. Presentation: Allison Liuzzi, Minnesota Compass Project Director

Liuzzi gave a presentation on the influence and impact of Minnesota's Changing Demographics.

Summary:

1. We expect to see continued growth in jobs, but not people.
2. We need to do better at home growing our workforce while also welcoming new residents.
3. There is an apparent mismatch between the jobs we expect to see that we pay good wages, provide steady benefits, and the skills in which we are investing in.

Board member Warner asked what other stakeholders receive this information? Obviously our education programs should be aware of this and know what path we are going down starting at a young age.

Liuzzi said that this is all part of their MN Compass project work. They give about 50-60 presentations a year. Liuzzi has been traveling around the state doing presentations with the Apprenticeship MN Team to give this information to potential employers who might be setting up registered apprenticeship.

John O'Phelan asked how will technology and automation play a part in future workforce needs?

Liuzzi mentioned that it is being accounted for in terms of what we know now. We don't know what we don't know. We will have to continue and modify those estimates, and they do modifications every 2 years. Liuzzi said that it is going to have to be a critical thing that they invest in otherwise they are just not going to eliminate those workforce shortages.

Gary Thaden expressed concern on how apprenticeship is inaccurately viewed as less than college and strongly recommended that presentations and communications reflect equivalence.

Liuzzi said that it is all based on the way that their database sources bring it to them. They need to get better at categorizing everything that is not a 4-year college degree. Their data sources like census bureau and deed are really good at telling them what share of workers have 4 year degrees and which occupations require a 4-year degree, but anything outside of that 4-year degree gets really messy on those data sources.

Board member Ferrara asked how Compass is funded?

Liuzzi replied that the MN Compass Project is funded by a collaborative of foundations. There is about 13 foundations that support them, and they came together to support this project with the goal of getting unbiased quality research in the hands of people that can use it to do things.

C. Tree Care Industry Association (TCIA)

Request to modify Apprenticeship Ratio: Arborist Apprenticeship Program

Information was passed out to the board members by TCIA representatives exploring the possibility of a ratio variance. Information was accepted and taken under advisement. No action was taken. This will be put on the October 16, 2019 meeting as old business.

D. Construct Tomorrow Update

Andrew Richmond, Co-Chair Construct Tomorrow

Construct tomorrow is looking to hire an Executive Director. It is posted on the AGC site. Next week they will be posting it on Minnesota Council of Non-profits. They are looking for fundraising and volunteers to help with events.

Dates and Locations: 11/20/19 Mankato; 2/20/20 Hinckley; 10/3/19 & 10/4/19 St. Paul; 2/25/20 & 2/26/20 Duluth; 10/23/19 Rochester; looking for locations in Minneapolis and Moorhead.

E. Apprenticeship Coordinator's Report

Rick Martagon, Apprenticeship Minnesota

Martagon substituting for Larry Gilbertson, president of Apprenticeship Coordinators' Association of Minnesota (ACAM)

Update:

- Minnesota Trades Academy: The participants are HS students from the metro area who visit apprenticeship training centers throughout summer. They experience hands-on experiences and exposure to construction careers.
- APEX groups: funded through the Apprenticeship Expansion Grant here at the Minnesota Department of Labor. There are several ACAM programs participating including the Carpenters Training Institute, FTIUM, Construct Tomorrow, SOAR, Workforce Development Inc., White Bear Lake School District, LIUNA, St. Paul Public Schools, Iron Workers, St. Paul Pipefitters and Heat and Frost Insulators.
- State Fair: Apprenticeship Coordinators are going to be at the AFL-CIO booth. Members of ACAM and apprenticeship groups will also be there.

Martagon said that all the trades are busy signing up new members and looking forward to having new apprentices in their training centers this fall.

F. Presentation and Discussion

US Department of Labor and its development of a proposed Industry-Recognized Apprenticeship Program (IRAP) model

Aiken announced that a notice of proposed rulemaking was issued on 6/24/2019 by the US Department of Labor (USDOL) to create and support a system the recognition of IRAPs. He stated that the rule USDOL establishes a process by which the USDOL would approve standard recognition entities (SRE's) to recognize industry-recognized apprenticeship programs (IRAP). He indicated that there is a 60-day public comment period related to this rule. The deadline for that is the 26th. He provided additional comment on how the rule alters 29 CFR Part 29 which governs the current registered apprenticeship system. Aiken provided a comparison chart to illustrate the differentiation of registered apprenticeship from IRAPs. He said that the USDOL has provided some guidance on IRAPs (See TEN 3-18). He added that the Department intends to express its concerns about the IRAP proposal.

Aiken expressed concern about IRAPs and indicated that it didn't appear that DLI had direct regulatory oversight role with IRAPs. However, he expressed a commitment by the State of Minnesota to registered apprenticeship and the Minnesota Apprenticeship Act. Deputy Commissioner Roslyn Robertson offered comment that the rule did not indicate a Minnesota Department of Labor and Industry role. Gary Thaden in attendance asked whether it is the expectation of the Federal Government to require the Department to enforce it with this proposed rule. Deputy Commissioner Robertson responded that there are specific instances articulated in the proposed rule that indicate IRAPs will be developed by the industry. The only oversight would be USDOL's Office of Apprenticeship providing a favorable determination to SREs. The rest of the relationship would be between the standard recognition entity and those participating.

There was a motion and seconded to put together a resolution from the Minnesota Department of Labor that will be crafted and sent out as correspondence for approval.

G. Stakeholder Engagement

Seeking feedback to help inform the Department's Strategic Planning.

Aiken said the Department is exploring legislative conformity language to align with Federal Regulation requirements of the 29 CFR 30 which outlines equal employment opportunity requirements of registered apprenticeships.

Aiken sought feedback from the board about other things that the Department should be thinking about from an apprenticeship perspective, legislative, or initiative perspective.

Board member Ferrara offered that he feels that the state has to assert a roll in the process, because there is no way the Federal Government is going to do what we want to do here in Minnesota. Ferrara said we ought to think out of the box how to remove barriers, how to get obstacles out the way, to have a lot more apprentices, and a lot more apprenticeship programs within our state.

Aiken suggested to the board members provide feedback about the challenges and opportunities that we have related to expanding the doors of registered apprenticeship.

Next Meeting

Date: Wednesday, October 16, 2019
Time: 1:30 pm
Location: MN Dept. of Labor & Industry, Minnesota Room

6. Adjournment