

## Meeting Minutes: Apprenticeship Advisory Board

Date: October 16, 2019  
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:**

John Aiken  
Tom McCarthy  
Sophie Thaden  
Donald Mullin  
Laurie Warner  
Todd Ferrara  
Mathew McDowall  
Jessica Looman

**Absent:**

Everett Pettiford

**Attendees:**

Andrew Richmond – Roofers Local 96  
Gary Thaden – MMCA/NECA  
Dave Dressler – JATC  
Greg Renne – FTIUM  
Melissa Stachovich – MREA  
Sarah Lechowich – CCF  
Norma Miller - MUL  
Becky Brink Ray – GESM  
Sarah Norgren – GAP School  
Jim Wilkerson – Goodwill  
Adam Hanson – MNABC  
Dean Mills – JATC  
Clara Albert – Electrical Assn.  
Matt CampanariO – Carpenters  
Scott Panek – Carpenters  
Michelle Dreier – MEA  
Larry Gilbertson – Ironworkers JATC  
Jen Hathaway – MN Bldg. Trades  
Derrick Atkins – Minneapolis JATC  
John O’Phelan – Ramsey County

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 by Sophie Thaden to accept the agenda as presented and seconded by Don Mullin. Agenda approved without objection.

## 3. Approval of Previous Meeting Minutes from July 17, 2019.

A motion was made and seconded to accept the July 17, 2019 meeting minutes as presented. Minutes approved by Laurie Warner and seconded by Sophie Thaden. Minutes approved without objection.

## 4. Greetings

Commissioner Leppink welcomed everyone. Leppink took a few moments to recognize the board members whose terms will be expiring in January—Todd Ferrara, Mathew McDowall, Donald Mullin, and Everett Pettiford. The appointment process will open on November 4, 2019 for those positions whose terms will be expiring.

Commissioner Leppink shared that the Governor has put forward a couple of legislative proposals for consideration related to Apprenticeship. One of the proposals is to bring the state apprenticeship back in conformance with the EEO provisions in Federal regulations that were recently updated. The other is a proposal to possibly update the appeal process for apprenticeship agreement complaints.

Commissioner Leppink shared that a proposal was made to the governor by the Department outlining a change to the current complaint and complaint/determination appeal process with the Department after determination has been issued.

Board member Ferrara wanted to know that if the board would affirm support of this proposal and whether such a step was necessary? Leppink replied that if the board decided to take a position on this legislation, it would be something DLI would communicate to the governor, because right now it is under his review.

Chair McCarthy suggested that once all the information is put together he suggested a process and a possible formal vote at the next board meeting.

Commissioner Leppink said that the Department did submit comments on the IRAP proposal made by the US Department of Labor. DLI's written response was shared with the board.

Leppink also commented that the work on an apprenticeship survey is ongoing and the work is not completed yet.

## 5. Old Business

John Aiken said there was an open request from the previous board meeting regarding a on-the-job program ratio change from Tree Care. He communicated that the program withdrew its request for consideration.

## 6. New Business

### A. Registered Apprenticeship Report:

**Apprenticeship Director John Aiken provided his report by PowerPoint that provided a statistical snapshot on the current and previous levels of actively training apprentices and participating sponsors to show trends related to apprenticeship in Minnesota. He reported that actively training apprentices numbered more than 12,000 with a yearly high of 12,634 set in August. In addition, he discussed trends related to gender and diversity in apprenticeship while providing the board the Gender/Diversity Report.**

**He provided updates on the following initiatives underway including:**

#### **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
- 48 Sponsors
- 55 New apprenticeship programs registered
- 494 Apprentices registered
- 258 Completions
- 75 Apprentice placement spots remaining

#### **MINNESOTA APPRENTICESHIP EXPANSION INITIATIVE (APEX)**

- Funding is available for organizations to host and support affinity and mentorship group activities.
- \$350,000 Available in funding to support construction career-readiness.
- \$60,000 Available in funding to support additional career exploration programs.
- Funding an apprentice research project: Currently in development.
- Contracted with Labor Education Services (LES) for media services.
- Hosting statewide presentations with featured speakers on changing demographics and recruitment and retention of apprentices are taking place statewide throughout 2019.
- Hosting bus tours to apprenticeship training centers throughout Minnesota.

- Developing construction industry employer resources to support recruitment and retention of a diverse workforce.
- Working with Russell Herder to promote the benefits of registered apprenticeship.

#### **APEX INITIATIVE – CAREER EXPLORATION AND READINESS TRAINING**

- 425 participants have been trained through APEX construction career-readiness programs launching in to registered apprenticeship.
- Over 2,000 individuals have been introduced to the construction trades with programs support from APEX career exploration funding.

#### **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

#### **Status: Hiring a Project Manager**

##### **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

#### **LEAP – 2020-2021**

- Funding is now available for the next two years to community-based organizations for facilitating the placement and support of women and people of color in registered apprenticeship/.
- 2020: \$100,000
- 2021: \$100,000
- Proposals due by November 15, 2019.

#### **Community Engagement Series – July 2019 Launch**

- Goal:** Connect registered apprenticeship to Minnesota communities and build effective partnerships that foster and support economic opportunity for underrepresented Minnesota populations in Apprenticeship.
- Phase 1:** Apprenticeship Minnesota will conduct visits, consultations, presentations and community participations.
- Phase 2:** Apprenticeship Minnesota will facilitate and introduce Apprenticeship sponsors to CBOs.

**National Apprenticeship Week of November 11-15, 2019:**

Rick Martagon, State Program Administrative Director for Apprenticeship Minnesota briefed the board on National Apprenticeship Week and what the Department had planned for activities highlighting registered apprenticeship in Minnesota. He indicated that event activities would be sent out to members of the board.

**Discussion and Approval of Registered Apprenticeship Report**

A motion was made to accept Aiken's report by Don Mullin as given and seconded by Laurie Warner. All voted in favor.

**B. Report by Andrew Richmond, Construct Tomorrow Co-Chair**

Richmond reported that their board has hired an executive director, Tim W. and will be starting in December. He has been onboarded to meet the greater need.

**C. Report by Larry Gilbertson, ACAM President**

Gilbertson reported that they gave a presentation at the Building Trades Association on Apprenticeship programs. They have been hosting the Minnesota Trades Academy. They had a graduation at the Minnesota Trades Academy. Their work with the Minnesota Explorer Posts has been continuing. They had a booth at the St. Fair. On 9/7/19 they hosted their ACAM Sporting Clay Shoot to raise money for their injured apprenticeship fund. They raised over \$6,000. They were part of the Tradeswomen Building Nations.

**D. Sara Lechowich, Construction Career Foundation**

Lechowich presented the Construction Careers Pathway Initiative Participant Data Report July 1, 2018 – June 30, 2019

A summary of the report:

- Helmets to Hard Hats – 547 vets. 82 have successfully transitioned into apprenticeship.
- Construction Careers Pathways – Youth 21 and under. A pipeline to touch base for all the youth to become exposed to the different construction careers.
- Social Media Campaign – They have made 4.5 million impressions with social media. 33,000 people clicked okay I want to go check out that website, and they came to the CCF website.
- Creative production: Conducted 20 video interviews with construction workers to create a short video regarding construction careers that schools can use.
- Mobile App: Industry exposure so they can click on a trade and learn more about it. It will let them know about events in their zip code area.
- Learn to Build: Middle School Events. 8 events last year. These events are a 1-day event to a 2-week camp experience. Let's them know about other events available to them after that.
- Future Innovators: Coming soon working in partnership with Mortenson.
- Working with schools: They work with a lot of schools to help students with the pathway to construction.

- Demographics: 2018 – CCF touched over 255 schools not including online schools. Emailed: Every single high school in the state of Minnesota. 37% of their participants have been identified as women. 57% came from under represented communities, and 51% were from greater Minnesota.

#### **E. Becky Brink, Director Training for Goodwill EasterSeals**

##### **Labor Education Advancement Program**

- The Goodwill EasterSeals vision is to a world where everyone turns is the power of work. The mission: To eliminate barriers to work in independence.
- Purpose for their training programs is to provide access to inclusive hands on learning environments that are individualized and prepare students for career pathways.
- The structure is as this: 12 weeks, 390 hours, 1<sup>st</sup> 6 weeks in the shop and classroom with instructor. 6 weeks is where the individual can go and get the paid work training, site supervisor provides the hands on at the site.
- Employment and readiness training: 1 day a week throughout. Tours of the training centers, engagement with employers, speakers, mock interviews.
- Location: St. Paul in their construction training facility, 20,000 square feet. It also houses their automotive training program.
- Project Sites: Are across the 9-county metro area. Last year they served and trained 72 individuals. 77 completed the training, and 92 that went into placement had industry placement.
- Construction fundamentals, OSHA 10, Measuring, math, hand and power tooling. They work on a mock up before they actually go onsite.
- Everyone that finishes their program gets a certificate from Goodwill EasterSeals as well as a St. Paul College. They earn 36 continuing education units.
- Of the individuals trained 3% were women, 95% were low income, 59% were individuals that were formally incarcerated, 21% homeless. Average age was about 45% from ages 25 to 34. History of short-term employment was 52%, and not work experience was 45%.
- Leap Grant – they have 30% of all placements that are apprentice placements. Their goal is 50%.

#### **F. Matt Campanario, Carpenters Training Institute**

##### **APEX Apprenticeship Readiness Training**

- Oversee 16 registered apprenticeship programs over a 6-state area.
- They provide state of the art training for the carpenter craft.
- They work with community partners
- 5-week, 160-hour training
- Tool and shop safety, job site safety, how the job sites are going to work, residential construction, framing, drywall on wood, commercial construction, interior systems, steel studs, drywall, exterior finish, concrete forms and instruments. Networking and how they are going to be successful in the construction industry.
- Requirements for the program: 17 years of age or older, high school diploma, GED, or in the process of obtaining those, valid drivers license or in the process of obtaining, and obtaining an interview.

#### **Next Meeting**

Date: Wednesday, April 15, 2020  
 Time: 1:30 pm  
 Location: MN Dept. of Labor & Industry, Minnesota Room

## 7. Adjournment