

Meeting Minutes: Apprenticeship Advisory Board

Date: November 10, 2020
Time: 1:30 pm
Minutes prepared by: Denise Carrier
Location: Virtual - WebEx
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance

Members Present:

John Aiken
Tom McCarthy
Sophie Thaden
Jessica Looman
Melissa Stachovich
Norma Miller
Don Mullin
Laurie Warner
Deon Clark

Attendees:

Rick Martagon	Tanya Weinblatt	Mike Vecellio
Thomas Aasheim	Lael Booth	David Siegel
Roslyn Robertson	Barry Blazevic	Ruth Taylor
Andrew Cortes	Adam Hanson	Tim Barrett
Jeremy Parker	Tom Kennedy	John Burcaw
Heather McGannon	Jess Niebuhr	Nancy Reszetar
Tim Busse	Patrick Cushing	Dan McGurie
Brynn McConnell	Zela Fabbri	Deseria Galloway
Jackie Carlstrom	Jacquelynn Mol Sletten	Tim Grimm
Leslie Philmon	Claudia Aurand	Carl Borleis
Mandi Wimer	Liz Lonetti	Ann Gibson
Shannon Geno	Sacha Alexander Kuhn	D'Sean Tolefree
JoAnn Brown	Hilary Kruckenberg	Anne Taci
Steven Gerlich	Michael Schroeder	John Ophelan
Marv Urias	David Ring	LaRohn Latimer
Gena B	David Wade	Sara Lechowich
Kelsey Hutchins	Dave Dressler	Lenita Warfield
Christa Seaberg	Crystal Burggraf	Tim Garcia
Amy Sjoblad	David Radziej	Julie Dincau
Jamie Pfuhl	Murray Death	Christopher Reilly
Brad Hopping	Brian Hagberg	Jill Baum
Kristen Hoyles	Charles McIntosh	Shannon Sullivan
Barry Davies	Janelle Miller	Kelcey Woods-Nord
James Dietrich	Darry Stevens	
Terry Frauly	Kelly Kristo	
Darcus Mitchell	Jerome Balsimo	
Robb Moser	Natalie Seger	
Sarah Shapiro	Maja Numainville	
Paul Baer	Grace Ouellette	
Jamie Quenzer	Mike Bambrick	

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 and seconded to approve today's agenda.

3. Commissioner Update

Temporary Commissioner Roslyn Robertson reported that the Department of Labor and Industry has played a significant role in providing guidance and consultation during COVID. Robertson mentioned that the agency has experienced its share of challenges during COVID, but it remains focused on its work and services. She expressed interest in the newly elected administration at the national level and said that some Department concerns will be forwarded to the new administration about things that have occurred at the federal level where the new president might have opportunity to make some changes. She further stated that DLI went live with their Workers' Compensation campus system. Campus is a new technology that will allow the Worker's Compensation industry to interact and participate with electronic data exchange. She noted that the feedback from the industry has been positive. She said that DLI remains very active with the Youth Skills Training and Pipeline programs and expressed excitement about DLI's continued activities supported by apprenticeship grants.

4. Old Business

Approval of July 15, 2020 Minutes. Warner moved to approve. The motion was seconded and approved by all.

5. New Business

A. **State of Registered Apprenticeship in Minnesota Report:**

John Aiken, Division of Labor Standards and Apprenticeship
Minnesota Department of Labor and Industry

Director Aiken welcomed all and wished everyone a Happy Apprenticeship Week.

Apprenticeship Minnesota's Strategies:

Aiken reported that DLI is committed to expanding and supporting the registered apprenticeship system that recruits, trains and retains a highly skilled and diverse workforce in Minnesota by:

- Providing program support and technical assistance;
- Evaluating and securing funding opportunities from the U.S. Department of Labor;
- Engaging industry sectors currently under-represented in the system to expand registered apprenticeship into more industries to build and shape their workforce;
 - Building strong and effective partnerships to create greater awareness about registered apprenticeship to drive expansion, recruitment and diversity efforts;
 - Supporting and funding the development of pathways to careers through registered apprenticeship;

- Ensuring compliance so that program learning is delivered to apprentices;
- Utilizing technology and media to position the department as a resource and raise ongoing awareness about registered apprenticeship; and
- Celebrating apprenticeship success.

Director Aiken highlighted the activities and events happening during Apprenticeship Week in Minnesota and acknowledged the commitment of apprentices and the support they receive from their families, mentors, employers and sponsors as well as the community-based organizations.

Program Activity Update

- Apprenticeship Week in Minnesota promotion, education and awareness.
- Highlighted Manufacturing Apprenticeship Programs during Manufacturing Week in October through social media and videos--included hosting a webinar with the Minnesota Dual-Training Pipeline Program.
- Announced \$150,000 to support new and existing apprenticeship sponsors to invest in related instruction and off-set its cost to deliver registered apprenticeship training. Visit www.apprenticeship.mn.gov. Current offering is open.
- Announced \$290,000 to support the delivery of career-readiness training to prepare individuals to enter and succeed in a registered apprenticeship program. Visit www.apprenticeship.mn.gov. Current offering is open until Dec. 11, 2020. A webinar to help with questions and provide additional information about the funding opportunity is 3 p.m. on Nov. 24, 2020 – details on website to follow.
- Exploring funding career-exploration programming that links to registered apprenticeship careers and apprenticeship supports for apprentices.
- Participated virtually in the National Association of State and Territorial Apprenticeship Director's National conference in September. New national officers elected to lead the organization.
- Apprenticeship Minnesota hosted virtual three-part speaker series: Diversity, Inclusion, Equity and Hiring Best Practices.
- Hosted ongoing monthly "Introduction to Registered Apprenticeship" virtual events. Will be hosting an Introduction to Apprenticeship for the Healthcare Sector on 12/17/2020.
- Produced 12 additional short informative apprenticeship videos and six apprenticeship spotlight articles for social media broadcast and Apprenticeship Works newsletter publications.
- Participated in veterans' virtual career fair in partnership with Minnesota Department of Veteran Affairs in September. Next one scheduled is 11/19/2020.
- Participated in a virtual panel discussion about apprenticeship hosted by the Urban League.
- Launched modernization project that will update the apprenticeship registration system.
- Apprenticeship Minnesota operations during COVID-19
- Apprenticeship Minnesota program services have and remain operational.
- Most of the Apprenticeship Minnesota team remains in teleworking status.
- Program development and technical assistance continue to be provided daily.
- Program compliance reviews continue to be conducted by phone and electronic exchange.
- Apprenticeship Minnesota is leveraging online virtual platforms as an engagement strategy to maintain and build connections with community and apprenticeship sponsor partners.
- Aiken shared a statistical snapshot on current and previous levels of actively training apprentices and participating sponsors to show trends related to apprenticeship in Minnesota. These statistical trends included, active apprentices, newly registered apprentices and completing apprentices. In addition, he provided gender and diversity statistical trends to complement the Gender/Diversity Report received by the board.

Discussion and Approval of Registered Apprenticeship Report

Aiken answered questions from Board members.

A motion was made by Warner and 2nd by Looman to accept Aiken's report. All voted in favor.

B. Construct Tomorrow Report

Tim Busse, Executive Director

Construct Tomorrow

Busse congratulated everyone for Apprenticeship Week and a job well done. Current activities have been delayed because of COVID. The focus remains getting students interested in construction-trades education and pointing them toward an apprenticeship education. Said Construct Tomorrow is moving more into videos. They launched a POV video series where it is the point of view of apprentices in training. It breaks them down into 30 or 60 second videos and post them on their youth page, Tik Toc, and social media. They are also working on a project called "Ask the Apprentice" video series. They go out to classes and have students ask questions that they would ask an apprentice typically at their student events. Then have the Apprentice answer the questions that students have asked. They are also focusing on another important part of their mission to raise awareness with groups of people they don't normally talk to about the benefits of apprenticeship education. Next week they will have a booth at the Minnesota Counselors Association annual conference.

C. Apprenticeship Coordinators Association of Minnesota ("ACAM") Report

Tom Aasheim, ACAM President

Aasheim succeeded retiring Larry Gilbertson of Ironworkers Local 512 as the new ACAM president. Aesheim introduced himself and provided a brief update. He stated that on November 18 they will be getting together with just the coordinators, and in January with the whole group. He stated that they went to online learning and it has been challenging because he believed most of the people getting into their apprenticeship programs are better hands on learners.

D. Introductions

State Apprenticeship Council Alliance

Andrew Cortes, National Co-Chair

Cortes introduced himself to the board as national co-chair of the State Apprenticeship Council Alliance and provided a background regarding its genesis and purpose. He spoke in personal terms about the benefits of the registered apprenticeship model and its capacity to transform a young adult's life. He spoke about the administration of the national registered apprenticeship system shared between the states and the federal government. He said that State Apprenticeship Councils are the ones situated on the ground advising the respective state apprenticeship agencies on the implementation of the registered apprenticeship model, providing input on how to best safeguard apprentices, and meeting the needs of employers and industry through the apprenticeship model. He stated that there is no national voice for the state apprenticeship boards themselves so in recent years state apprenticeship councils from around the country started to join into an alliance. He noted that more than half of the States in the country administer registered apprenticeship which is a significant part of the national system and a motivation for creating the alliance. He spoke of a partnership with National Association of State and Territorial Apprenticeship Directors (NASTAD), an organization in which Director Aiken is actively engaged. He noted that currently there are only four possible states remaining who could be in the alliance but haven't yet—Minnesota happens to be one of them. He expressed appreciation for introducing the alliance to the board and shared that there is an agreement that structures the organization that expresses the principals of its partnership through roles of the various members, and how collectively it can help advance the national apprenticeship system together from a state perspective. Cortes shared that he did have the pleasure of serving on the USDOL's national apprenticeship advisory committee previously for 8 years under the previous administration when there was a great expansion focus of the apprenticeship model and federal grants such as the Apprenticeship USA Initiative were launched. Despite these efforts and progress, he said that that advisory committee's voice went away under the current administration, and unfortunately the federal advisory committee has been

dormant for 4 years. This too he believes informs the importance of forming the alliance to step in and add its voice in support of promoting high quality registered apprenticeships around the country.

Director Aiken asked that Cortes provide the board members with additional information regarding their charter which would provide to the board members greater perspective on what this fraternity is trying to accomplish. He agreed to send additional information.

Next Meeting

Date: Wednesday, January 13, 2021

Time: 1:30 pm

Location: Virtual WebEx

6. Adjourned