Meeting Minutes: Apprenticeship Advisory Board

Date: November 10, 2020
Time: 1:30 pm
Minutes prepared by Denise Corrier
Location: Virtual - WebEx

Minutes of the Meeting

Attendees:

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

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