

**Apprenticeship Advisory Board  
Draft Meeting Minutes  
January 14, 2015  
Department of Labor & Industry**

**Members Present**

Jeni Blaylock  
Todd Ferrara  
Mark Christianson  
Thomas McCarthy  
Mathew McDowall  
Mike Mitchell  
Laurie Warner  
John Aitkin - Secretary

**Members Absent**

Harry Melander - Chair  
Everett Pettiford

**Visitors**

Tom Cherioli – Fed Mediation /Conciliation - FMCS  
Dean Mills – Laborers Training Center MN - LTC  
Edward Nelson – IBEW Local 110  
Buck Paulsrud – Metro Area SMW Local 10 JATC  
Jeremy Parker – St. Paul GAP School – YouthBuild Program  
Tom Reger – Local 633

**Staff**

Ken Peterson – DLI Commissioner  
Jessica Looman – DLI Deputy Commissioner  
Mary DesJarlais  
Terry Frauly  
Grace Ouelette  
Susan Smith

**I. Call to Order**

The meeting was called to Order by Substitute Chair Blaylock at 1:33 p.m.

- a. **Roll Call** was taken, those that are present will be noted and those that are not will be listed in the minutes for this meeting.
- b. **Announcements.**

John Aiken welcomed 2 new Board Members.

Tom McCarthy, a plumber apprentice from 1986 -1991, an apprenticeship instructor from 1996-2004 and is currently working as the Business Manager for Plumbers and Gasfitters, Local 34.

Laurie Warner, a retired Field Representative with AFSME Council 5, and previous member of Duluth City Council.

DLI Commissioner, Ken Peterson welcomed the new board members and thanked the existing board members for their service. Announced Jessica Looman has been promoted to the position of Deputy Commissioner, and in the goals set for 2015 apprenticeship was at the top of that list. The goal set for apprenticeship is continued growth in the registered apprenticeship program and finding ways to expand the program to make it better, without concessions to disparage it.

**II. Approval of Meeting Agenda**

A motion was made to accept agenda as presented, and seconded. The vote was unanimous; the motion carried.

**III. Approval of Previous Meeting Minutes**

A motion was made and seconded to accept the October 8, 2014 Apprenticeship Advisory Board meeting minutes as presented. The vote was unanimous; the motion carried.

**IV. Old Business**

None presented.

**V. New Business**

Deputy Commissioner Looman recommended introductions of all in attendance, including each board member. Each person introduced themselves and who they represented.

**VI. DLI Reports - Office of Apprenticeship Report**

Director Aiken spoke to his belief that "fundamentally, government can establish the conditions to help people make the most of their own lives". His work experience includes positions in the MN Attorney General's office, the MN State Secretary of State office, the Massachusetts Commonwealth Office of Home Foreclosure and most recently, the MN Dept. of Labor and Industry office, pursuing continuous improvement in the processes of our state agencies.

**a. Status of Apprenticeship**

Director Aiken's report included what he feels are challenges we currently have and positive indicators to consider as we move forward.

**Challenges** found; Minnesota's 21<sup>st</sup> Century Economy demands that workers be more highly skilled, the "Baby Boom Generation" is retiring in record numbers, and some business's are concerned about the pool of qualified, skilled workers available to replenish the industry.

**Positive Indicators** to consider as we move forward; Minnesota's economy continues to recover from the great recession, young people are looking for more options in career pathways, Registered Apprenticeship is receiving national and state recognition, as a great model for developing highly skilled workers to meet the needs of employers, and we have a dedicated Dept. of Labor & Industry staff working diligently to provide the best in service to our apprentices, sponsors, and stakeholders.

The DLI Apprenticeship office, along with the MN IT department and consultants, are working to develop an improved data base management system. The end goal is to streamline processes, improve efficiencies, and become less paper orientated. The hope is to launch this project by the end of May 2015 and an update will be provided at the next quarterly meeting.

The MN DLI apprenticeship office staff has responded to 3,500 service and informational calls, and has participated in almost 300 community outreach meetings for CY 2014.

Director Aiken noted Senior Field Representative Bernie Michel retired at the end of 2014 and Senior Field Representative Brian Wille is currently out of the office.

**b. New DLI Apprenticeship Leadership**

New Apprenticeship Division Supervisor Rick Martagon is a seasoned veteran of registered apprenticeship. He has served in capacities as; Apprenticeship Coordinator for Bricklayer & Allied Craftworkers (BAC) Training Center, as a Field Superintendent for Harrison Tile, and as the President of the Apprenticeship Coordinator Association of MN.

**c. Total of apprentices by occupation / d.Total women and minority apprenticeship participation by sponsor**

There are reports, provided for this meeting, which are a snap shot of the specific measured numbers. Director Aiken highlighted some of the data in the reports;

- **Registered apprentices numbered 9,176 at the end of calendar year (CY) 2014.** This is the 2nd highest number in the past 3 years. It represents a 40% increase from 2012 CY totals and a 16% increase from 2013 CY totals.
- **Minority participation of registered apprentices, numbered 1,702 at the end of calendar year (CY) 2014.** This is the highest in the past 3 years. It represents a 69% increase from 2012 CY totals and a 23% increase from 2013 CY totals.
- **Female participation of registered apprentices, numbered 615 at the end of calendar year (CY) 2014.** This number represents both minority and white females combined; 172 listed in the minority category and 443 listed as white females. This is the highest number in the past 3 years.
- **Graduation rates show nearly 3,000 apprentices have graduated out of registered apprenticeship programs over the last 3 years.** The average is about 980 graduates per CY year.
- **Veteran's participation of registered apprentices is showing a 28% increase from CY 2013 to CY 2014.**

**e. WESA Grant Update**

The Women's Economic Security Act (WESA) Grant opportunity is to promote and assist women in entering and completing registered apprenticeship programs in non-traditional occupations. An RFP (release for proposal) was published in October 2014. Proposals received were evaluated at the close of December 2014. Several groups were chosen and awarded grant monies to provide this program; Construction Careers Foundation, Association of Women Contractors, WRPT Big Step (through the AFL-CO), and Summit Academy.

**f. American Apprenticeship Grant**

The American Apprenticeship Initiative is a US Federal DOL grant for promoting apprenticeship. Offering \$100 Million in funding with a possible 25 awards granted. A proposal for \$5 million would have to serve a minimum of 1,000 new registered apprentices and a \$2.5 million proposal requires serving a minimum of 300 new registered apprentices.

Registered apprenticeship is the American Apprenticeship Model (the same program we oversee here at MN DLI). DLI is trying to coordinate the efforts of a lot of groups who are interested in using registered apprenticeship as a great workforce development tool, and assist those who wish to explore and pursue the American Apprenticeship Grant.

MN DLI staff's role will be to coordinate proposals and to partner with groups interested in this initiative. Heather McGannon, from the MN DLI staff, is the primary contact and coordinator, please feel free to reach out to her.

There are 4 fundamental primary focuses, which are not exclusive; Employment, On the Job Training, Related Instruction, Infrastructure for Employers and Unions to start programs.

Deputy Commissioner Looman provided more information, stating there are 4 primary target areas, not at the exclusion of others, for expanding registered apprenticeship; Manufacturing, IT, Healthcare services, and Financial services (accounting, bookkeeping, and other areas). These and other areas may have the capacity to look at the formal registered apprenticeship program as a productive training program.

### **Strategic Work Plan Update**

Mary DesJarlais presented an update regarding the Strategic Work Plan put into action in 2012.

Trade training programs and contractors have been recruiting, training and placing people on jobs. The Viking stadium has report 39% minority participation and 9% women. The Capitol renovation project for the interior project they have 36% minority and 21% women. This is a 3 year project.

The Construct Tomorrow program has exposed over 2200 high school youth to apprenticeship programs and career opportunities in the trades. We've created a data base of students that attended and are interested in further information, providing information and marketing to try to recruit them into our program. Demand for the Construct Tomorrow program has been huge, and we have waiting lists of school districts and places that want us to bring this program to their towns and schools.

The Under Construction program celebrated their 10<sup>th</sup> year in business last year. They have had over 250 high school students experience the apprenticeship model of paid work experience, safety training, and career coaching. Over 60 of those students currently are involved as a registered apprentice, have reached journeyman status, or are enrolled in a technical college program.

The contractors and our apprenticeship partners have come to the table and contributed to make all of these successes. Hands-on, tours, visited projects and interacted with the students. It's only going to continue to grow and we're doing a great job. We are always looking for ideas and input.

Motion was made and seconded to accept the Office of Apprenticeship Report as given. Motion carried.

## **VII. Apprenticeship Coordinator's Report**

Rick Martagon presented one last time on behalf of the apprenticeship coordinators association MN. Collaborating with MN DLI and community partners, our group had a really successful 2014.

Construct Tomorrow held 4 events during 2014 in which 2,200 students participated. The events are engaging, capture the attention of, and encourage participants to visit and learn more about each of the trades. Construct Tomorrow programs for 2015 are scheduled to be state wide in the Egan, Duluth, St. Paul and St. Cloud areas.

The rebuild of their website; constructioncareers.org was completed. It is now more interactive making it easier for students and parents to find out about our programs, with a parent portal, an ongoing continuous improvements section.

Goodwill EasterSeals, Local 633 Cement Mason and plasters, as well as IUPAT District 82 and the carpenters are involved in a program to increase minority and women participation in the trades.

At the next apprenticeship coordinators meeting a new president will be elected.

**VIII. Board Discussion - Presentation from Guadalupe Alternative Programs (GAP), YouthBuild AmeriCorps; Transition Coordinator, Jeremy Parker**

Jeremy Parker, a transition coordinator working primarily with the construction career path at GAP wanted to bring awareness of the GAP Youthbuild Program. Located west of St. Paul, GAP is the 3<sup>rd</sup> largest Youthbuild program in the nation for participation and currently has 110 students enrolled. The capacity is about 130 students. The ratio of female to male students is currently approximately 50% to 50%. In the Construction career path we currently have 28 students, 4 of which are females.

GAP has been in existence for 45 years, starting as an alternative school, and throughout the years the demographics have changed. As a non-profit, they are allowed to serve 18 –24 year olds. The last 4 years, the GAP Youthbuild program has been primarily serving the Karen community.

The Karen people are an ethnic minority from the country of Burma. Most of these young people have grown-up or been living in refugee camps in Thailand. Currently, MN has the largest population outside of SE Asia with 6 to 8 thousand Karen people. There is just shy of 1 million more refugees in Thailand that are expected to be relocated in the future.

When involved in the GAP programs, students are enrolled in 1 of 3 career paths offered; Healthcare, IT, and Construction. Students spend half of their day in academics (English, reading, math, social studies, etc.) and half of their day in their career path training. GAP has staff trainers for the career paths on-site.

GAP is the 2<sup>nd</sup> largest ESL (English as a Second Language) provider in the twin cities. English language skills can be a barrier and it is an important part of our program. The students leave the program with a diploma or GED and skills in their career path. There is a mandatory 90% attendance and a requirement of a valid driver's license at graduation.

As a transition coordinator I work with students and past graduates on either tracking into post-secondary education facility or entering into the workforce (traditional or an apprenticeship). In conclusion, just wanted to let the board know that there is a group of individuals that will be looking for employment and apprenticeship would be a great opportunity for them.

**IX. Announcements**

None presented.

**X. Adjournment**

The meeting adjourned at 2:35 p.m.

Respectfully Submitted,  
**John Aiken**