

MINUTES

Apprenticeship Advisory Board Meeting

Date: January 13, 2016
Time: 1:30pm
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance:

Members Present:

Tom McCarthy
Laurie Warner
Michael Mitchell
Matt McDowell
Jeni Blaylock
Todd Ferrara
Don Mullin

Members Not Present:

Everett Pettiford

Attendees:

Brian Aske – Operators local 49
John Aiken – DLI
Terry Frauly – DLI
Rich Davy – DLI
Heather McGannon – DLI
Rick Martagon – DLI
Jessica Looman – DLI
Tyrone Taylor - DLI
Dean Mills – Laborers
Larry Gilbertson – Ironworkers 512
Clara DeRosier – MEA
Janelle Wells – MEA
Erin Murray – MEA
Andy Staab – BAC Local #1 MN/ND
Jeremy Parker – GAP School
Janelle Wells – MEA
Erin Murray – MEA
Jus Rubin – MEA
Kelly Francis – FCF
Ed Nelson – IBEW
Jan Williams – Urban League
John Rophred - MDE

I. Call to Order

Meeting was called to order by Chair Blaylock at 1:30pm.

- a. **Roll Call** was taken and the chair directed that the record will note those members in attendance, and those absent.

b. Announcements:

- Departing Member: Mark Christianson. John extended the Departments appreciation for him being a part of this important group.
- Reappointed Members: Todd Ferrara, Matt McDowall and Everett Pettiford. John Aiken Congratulated them and looks forward to working with them in the coming years.
- John introduced Don Mullin as a new member to the board for a 4 year term. John offered the new member and the new appointed members an opportunity to say a word or two.

Don Mullin: He is looking forward to serving on the board, and said that apprenticeship is a passion of his.

Todd Ferrara: Todd is the Vice President and Co-owner of Standard Heating and Air Conditioning. They have an Apprenticeship Program that has been State approved. Todd has been involved in training apprentices on various technical advisory groups at 4 or 5 of the different trade schools related to HVAC work. Todd also has a passion for seeing people learn skills. He felt it was a great honor to be appointed by the 4th Commissioner that has appointed him.

Matt McDowall: Matt owns McDowall Company. He deals with Local 10, Local 96, 539 Pipefitters in the St. Cloud Area. He represents the outstates, and he has a lot of things that happen in the Metro, and has a good representation for what happens outside of the metro.

- **The Construction Industry Conference:** 1 day conference on February 18th where DLI will be providing educational networking opportunities for Highway Heavy, Commercial Building, and Residential Contractors for the entire construction industry. It will take place at the Earl Brown Heritage Center in Brooklyn Center. To register visit us online at dli.mn.gov/construction.

II. Approval of the October 14, 2015 Meeting Agenda

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

III. Approval of Previous Meeting Minutes from October 14, 2015.

A motion was made and seconded to accept the October 14, 2015 meeting minutes as presented. No corrections, errors or omissions. Minutes approved unanimously.

IV. Old Business

None presented.

V. New Business

1. Registered Apprenticeship Report:

Apprenticeship Director John Aiken reported the following:

John Aiken, Director announced the reconfirmation of Todd Ferrara, Matt McDowell, and Everett Pettiford

John Aiken reported that 2015 was a big year for Apprenticeship in Minnesota. In January DLI welcomed Rick Martagon as Supervisor to the Apprenticeship Unit. Rick hit the ground running on day one and has been a big part of our success here at DLI.

John also reported that DLI updated their forms and procedures to align with Federal guidelines. The Apprenticeship Unit developed, implemented, and launched an online database to provide expanded services to apprenticeship sponsors in the administration of their programs while enhancing our compliance and reporting capabilities. They provided database training and assistance to sponsors, and developed and published an apprenticeship tool kit that we hope will assist the division in our communications with stakeholders about the components and the benefits of apprenticeship.

DLI awarded grants to the Minneapolis Urban League in Construction Careers Foundation to expand apprenticeship opportunities to women and minority communities.

Thanks to the commitment and hard work of Deputy Commissioner Jessica Looman and our Special Projects Manager Heather McGannon. The US Department of Labor awarded Minnesota a 5 million dollar grant to expand apprenticeship in this state over the next 5 years.

In November, Governor Mark Dayton issued a proclamation recognizing registered apprenticeship as an effective workforce development model, that is opening the doors of opportunities for workers to enter the middle class, alleviate racial and gender disparities, and recognized labor for its outstanding commitments to developing skilled workers.

By the numbers, we welcomed more than a dozen new sponsors this year in nearly two dozen occupations. We began the year with 9,500 apprentices and that number surged to more than 11,000 by the close of the year.

Female participation increased from 6.5 to 7 percent. Minority participation improved 19 to 20 percent. Veterans posted gains of 3.5 to 5 percent. We celebrated more than 1,000 apprentice completions—of a 4 year high.

These continuing positive trends are largely due to the ongoing recruitment and the work of the construction and building trades.

Thanks to the DLI Field Reps Terry Frauly, Rich Davy, and from Administrative Assistant, Grace Ouellette. They helped register more than 4,600 new apprentices this last year which was a record number unseen in more than 16 years.

~~John reported that we are looking forward to the coming year.~~ The unit will continue to engage, support, and build partnerships with industry, labor, community-based organizations and government institutions to expand apprenticeships in the coming year.

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DLI welcomes Denise Corrier who will be providing support for the Apprenticeship Advisory Board into the future. ~~We are~~The division is excited to have her assistance.

We are also excited to announce that the unit will be joined by LaRohn Latimer later this month. He will be developing apprenticeship programs as part of the Minnesota Apprenticeship Initiative. He brings great experience, enthusiasm, and positive energy to this role. He will be a welcome addition to the team.

John celebrated 1 year as Director of this program. He has had an opportunity to tour the most incredible training facilities, and meet amazing people making a difference. He couldn't be more proud of the Apprenticeship Programs, and the commitment of so many who are making apprenticeship what it is today.

John thanked the board for its perspective and advise~~ment~~ on our program along the way. John thanked the Board for their service, and looking forward to another bright year for apprenticeship in this great state.

John invited Heath McGannon to provide a brief update on the status of the Minnesota Apprenticeship Initiative.

A motion was made to accept the report and seconded. No other discussions or questions. The vote to accept was unanimous.

2. **Minnesota Apprenticeship Initiative Update** **Heather McGannon, Special Projects**

Heather explained that the Minnesota Apprenticeship Initiative was a US DOL Grant. It is a public private partnership focused to expand registered apprenticeship in the State of Minnesota. DLI and DEED are the Health Partners, and they have over 101 employers that represent the private.

The initiative received funding for 5 million. They are planning to get leverage for 100 million through the State system infrastructure, and that is a lot of the work

that will be done here at DLI and DEED, as they are only being funded for a Project Manager. There will be a Project Manager position for this grant through DEED being posted within the next 2 weeks, and also employee wages from their private partners. They will serve over 814 new apprentices, and 29 programs.

There are 5 industries: Advanced Manufacturing, Agriculture, Healthcare Services, Information Technology, and Transportation.

Rick Martagon and Heather McGannon have been going out to visit the core lead partners. The lead partners are the ones who brought the employers to the table. They could be labor representatives, non-profits, workforce service areas, higher education, or the employer themselves. Rick has been going and talking about what the registered apprenticeship are, the requirements, and what the process is. Heather has been discussing the logistics, the grant, and where they are at with their occupations.

~~They are looking for programs to really get in to affect in the next 6 months.~~

**3. Construct Tomorrow Update
Christian Seaberg, Co-Chair for Construct Tomorrow, Manager for JE Dunn Construction.**

Seaberg reported that Construct Tomorrow is an industry driven program to get the wonderful careers for the construction trades in front of the High School students. They do hand's on stations at big events with lots of kids.

Seaberg passed out an information sheet with statistics since inception. Seaberg also passed out a list of dates they will be attending ~~s~~School ~~y~~Year ~~e~~Events for MN youth to learn about careers in the construction trades.

There board is in ~~the~~ strategic planning for moving forward. Next year is going to be exciting. One of their goals is to have a Twin Cities Construct Tomorrow Event that goes over a couple of days and gives every high school in the Twin Cities the opportunity to have a time slot to have a group of their students come and check out Construct Tomorrow.

One of their potential venues ~~that is really exciting to be meeting with~~ is the Boy Scout Base Camp.

John Aiken added that the Dept. of Labor and Industry is also promoting ~~that~~ Construct Tomorrow and will continue to post believe in it, so the Dept. will be having this information on our the DLI web-site and makingto raise awareness of the program people aware of it.

~~McDowall~~ Matt wanted to know with the requested more information about the Hinckley Event and ~~their coordinators~~ its staffing. ~~who is going to staff it? Is He asked if the Construct Tomorrow was~~ it going to be staffed by their Duluth trades, or ~~is it going to be staffed by your~~ metro trades.?

Seaberg ~~mentioned~~ responded that she would be interested in having both.

~~Matt McDowall~~ also asked if Construct Tomorrow would be doing anything in Southwest Minnesota.

Seaberg said that there were two areas in our state that have not had the ~~wonderful~~ opportunity to get a taste of Construct Tomorrow. Southwest Minnesota is one of the regions that we have created. Mankato is that core group, and because of the aggressive schedule that we have right now with those, we committed to six major events a year. The Southwest-Mankato we will be working on it in September of 2016-2017 school year. At the same time they are also working with Bemidji.

~~One of the members asked how they get students to these events.~~

~~When asked how students get to Construct Tomorrow events,~~ Seaberg said that ~~in itself could be a full time position for multiple people.~~ They have been very successful working with schools that are a little bit smaller and easier, ~~but if are dealing with St. Cloud or DEED.~~ Their local representatives are also helping with the scheduling of the time blocks. They ~~have created and distributed~~ a template ~~that is sent out to the~~ to schools ~~to schools~~ inviting them to events and and ~~provides a a stating~~ contact ~~this~~ person to ~~figure out your time slot for~~ coming ~~coordinate an event visit.~~

Seaberg said that the goal is that within 2 years to have touched every high school in our state at least one time. She said that with the Twin Cities event going forward next year, ~~it is that~~ would be a repeat every single year with 8th – 12th graders, so if they started in 8th grade by the time that they graduate they have been to at least 4 Construct Tomorrow events.

4. **Apprenticeship Coordinator's Report** **Larry Gilbertson, ACAM President**

Gilbertson said that all the training centers are full. John mentioned that we have record numbers in all the training that we do. The numbers will probably get increased again this year. We have some pretty good forecast for some work coming up.

He said most of the programs sell themselves and we just need to get the opportunity out to the young folks.

Gilbertson thanked Christa for all the hard work that she has done with Construct Tomorrow.

Gilbertson said they are continuing to have presentations at their training centers and bringing the young people in to see what it is all about. We spend a lot of money selecting, recruiting, and training people.

They continue to work with community-based organizations. He said personally it is very gratifying in his line of work when you get a young man or woman, and maybe they have a small family, and they have been working at Walmart or Wendy's or something like that, and after 6 months in the program then all of a sudden they can go home and say honey we have insurance now for our kids, we've got a retirement we can look at.

Gilbertson said that at least 4 or 5 of the trades that he knows of already who are coordinators up here in this level have asked them to give demonstrations and presentations at the international or national level on some of these recruitment programs. It just shows the pioneering or groundbreaking work that the coordinators have done.

He thanked Rick Martagon for being in this chair because he got a lot of this going. He is hoping he can reap the benefits as these programs get better and better.

Gilbertson said the trades are beginning to look at getting a certification to the council on occupational education, which is a group that should be able to provide them with funding through grants.

The projection going forward with the construction work in the Twin Cities there is supposed to be a 30, 40, and 50 story tower going up in the Twin Cities area downtown. Mall of America expansion, the Mayo 30 billion over the next 10 years, so there should be plenty of work opportunities continuing.

Member McDowall made a comment about discussion on the Iron Range. He wanted to know what Gilbertson had heard about it from other coordinators, is there any efforts being done, are people still doing their training up there?

Gilbertson said yes there is an area for outreach. He said as trainers they don't get involved too much with the business end of it, but they still continue their efforts for outreach right there. There are some nice projects coming up there that hopefully will continue. One being the big Essar Steel, a big bridge up in

Virginia, some work that is up there that they are hoping will go through. There will be some challenges up there with the mine situation as it is right now.

Member Mitchell encouraged them to consider getting some information about the annual career and technical education conference that takes place in Minnesota. It is at the Radisson in Bloomington in November. We always have lots of decision makers from the High Schools, and they invite employers and trade unions are always welcome. Construct Tomorrow would be always welcome. It is information that can be given out at an informational session to the decision makers to put programs in place in High Schools in the trades. They will be getting more information out there. It is a joint effort between the Department of Education and MNSCU, and it is a whole one-day conference. It usually has 400+ people that will attend it.

Gilbertson said they would love to be a part of it. They do not turn down any opportunity to get the word out there wherever they go. He said they can actually be a friend to the school counselors. A lot of people will be going off to college, but there is a lot of people where college is not for them. He said this is a priceless opportunity for these people.

Gilbertson said that they have the injured apprentice fundraiser on January 25th at Mancini's.

5. Introductions:

Director Aiken introduced Tyrone Taylor as the new Director in OSHA Consultation. Tyrone Taylor has a lot of experience in Consultation. He congratulated Tyrone on his appointment and said Tyrone will be a great person for everyone to get to know in the days, weeks, and years.

Tyrone Taylor came up to say a few words. He introduced himself as the Director of OSHA Consultation, and he said the one that he wanted to make sure that everyone knew is that we are still here, and they definitely want to continue any relationship that they've had with you. If they have not had a relationship with you please let's get acquainted and let's start a relationship.

One of the members asked what specifically is the role of OSHA with regards to Apprenticeship. ~~In other words OSHA seems to have its own outreach and abilities to do things.~~

Tyrone said ~~that can~~ OSHA Consultation can assist with training. ~~They can,~~ assist with any knowledge or skillset ~~that you need~~ed, 10 hour, 30 hour, training courses. They will sit down with any employer and find out what that employer needs. He said they could shape an alliance to make sure we meet your needs.

~~Director Aiken shared that as the Apprenticeship Agency they are concerned about having a good quality program. What that means is what is the experience of the apprentice, and are they learning through the ratios? Are they getting the on the job training, but in addition to that, when they are performing this work are they doing it in a safe way. That is where that OSHA Consultation can be of assistance to a program, and to an employer, about what kind of safety training is available. This training can help build a quality apprentice program and keep apprentices safe as they learn, so that they can share that with a new group of folks who are going out on these sites.~~

6. **Dave Bellefeuille** ~~liffe~~ from the MN Department of Veterans Affairs

Dave is the Director of Education and Employment.

~~Dave Bellefeuille mentioned reported~~ that DLI will be coming to the County Veterans Service Officer training in February and March to talk about apprenticeship. He ~~had a request to the~~ stated that he has been engaging Apprenticeship Coordinators that the VA for all of the about veterans who are using the and GI bill benefits and is encouraging coordinators to connect with him about veterans in their programs. They are ~~He~~ requesting the coordinators provide them-Veteran Affairs with those the training agreements. Send them all in for anyone who is wanting to use the GI Bill, or is currently using the GI Bill. The reason is for their compliance ~~part of it~~. Dave Bellefeuille said that part of his responsibility is on the State Approving Agency. He asked everyone to please send those into their office, and this does not replace the certification form the 1999 that you have to send to St. Louis along with the training agreement as well, because for whatever reason the big VA really struggles in tracking the Apprenticeship Training Agreements. He said that if they get them at the State level they can really assist through that compliance part of it and insure that they are tracking these men and women who are in this particular program.

He appreciates us opening the doors and letting him get in front of the veterans and talk about what we have going on in our facilities.

Member Mitchell asked what the process is for the men or women getting out of the service to get back into Minnesota.

Dave Bellefeuille said that when they men and women in uniform separate from ~~the~~ service they typically will go through a TAP, Transition Assistance Program, and that is usually run by the Fed~~eral~~, and then they just land back in the State that they separated from. He said that many veterans are unaware that their GI Bill benefits are available for use in apprenticeships and OJT's, and that is their role to insure that they are.

They receive about 100 DD-214 veterans every week in Minnesota who are coming off active duty.

A member had a question about how many of those are coming back and actually actively seeking ~~like~~ a new ~~career, a~~ career, are most of them some starting over, or do some of them have businesses or careers that they had prior to their service?

~~Dave Bellefeuille responded that said~~ typically these are men and women who join the military right out of high school so they are starting over, the average age in 22 to 27.

Most of the veterans end up with an unemployment claim which they are _____ eligible for in a workforce center, and then an institute of higher learning.

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A member asked when they first come back if they have a record of who is actually coming back, and where they are getting separated to?

~~Dave Bellefeuille~~ said they receive their DD-214 and on that DD-214 it shows their last address that they had when they joined the military.

7. Joan Hager, Local 563

~~Hager t~~ Thanked the whole Apprenticeship community in helping to meet the needs of our changing workforce, strongly encouraged participation of the trades in the Construction Industry Conference and encouraged communications to the building and construction trades to attend-

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~~Hager is interested in making sure that the trades people have opportunities for Apprenticeship Programs in the trades. She thought that it would be wonderful if the people who do the planning of this conference will consider a trades persons right. She would love if the Apprenticeship Board would put information out for trades people to attend if they have an interest in attending.~~

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XI. Announcements

2016 Board Meeting proposed schedule.

Wednesday	_____ January 13, 2016	_____ 1:30 pm
Wednesday	_____ April 27, 2016	_____ 1:30 pm
Wednesday	_____ July 13, 2016	_____ 1:30 pm
Tuesday	_____ Wednesday October 11, 2016	_____ 1:30 pm

A member brought up that April 20th would be a bad date as the Building Trades have a Legislative Conference out in DC.

John Aiken, Director will email the Board with an alternate date for the April Mtg.

XII. Adjournment