

**Apprenticeship Advisory Board
Meeting Minutes
Wednesday, February 6, 2013
Minnesota Room – Department of Labor and Industry
443 Lafayette Road No, St Paul 55155
DLI.CCLDBOARDS@State.MN.US**

Members Present:

Johnnie Burns, *Secretary*
Director of Apprenticeship
Harry Melander, *Chair*
Jeni Blaylock
Todd Ferrara
Stan Theis
Mark Christianson
Dale Narlock

Members Absent:

Everett Pettiford
Matthew McDowall (excused)
Mike Mitchell (excused)

Staff Present:

Bernie Michel
Rich Davy
Mary Desjarlais
Brian Wille
Commissioner Peterson
Assistant Commissioner Looman

Visitors:

Ed Nelson
Jim Nimlos
Jeff Burns
Dave Aaserud
Joe Mulford
Mary Rothchild
Buck Paulsrud
Sam DiPaola
Rick Gale
Dean Mills
Jeremy Parker
Tyler Aman
Matt Marquis
Jack Hettwer
Rick Martagon
James Ekhaton
Gary Thaden
Brian Aske
Layne Johnson
Mary Dailey
Betsy O'Conner
Tom Aashiem
Debra Bultnick
Phil Rainey
Tom Tomkin
Larry Gilbertson

I. Call To Order

The meeting was called to order by chair Melander at 1:40 p.m.

II. Approval of Meeting Agenda

Motion to accept agenda, second.
All to Accept, non to Oppose.

III. Approval of Previous Meeting Minutes

Motion to accept previous minutes as written, second.
No discussion, no correction. All to Accept, non to Oppose.

IV. New Business Commissioner Peterson

First I would like to thank you for all the work you do on the counsel, the work you do is important and the counsel is important to operate a successful Apprenticeship program in MN. I would like to talk about the implementation of diversity goals on state funded vertical construction projects. In your packets is the diversity goals handout, I would like to go over a few things. Last March/April the Commissioner of the Department of Human Rights, as he is required to by law, came out with some standards in the state funded construction projects. The standard is 32% in Ramsey/Hennepin Counties and 22% in the 2 outlying counties of the twin cities metro area. Our department was given the task of coming up with a plan to handle the vertical construction vs. horizontal projects being done by the MDOT. What we are giving you is an outline of that plan and some of the high points of it. Some of the numbers that compelled the commissioner to take the position he did was data retrieved from the MN census bureau re: MN construction industry and population demographics, the emphasis on interest was put into the 21.7% of minority workers now in construction. Many of these workers are self-reported to the census bureau and many do nothing more than weekend projects, others do a lot more. DHR needs to base their findings on some data so they chose this group. With the growth of these groups numbers should reach 32% of publicly funded construction projects. Woman are currently at 5% with the departments goals being 6%, we will reach that goal. We met with well over 60 representatives over the summer and early fall to talk about the direction we should be going in and then came up with our recommendations.

Initiative I: We realize we cannot reach the 33 and 22% goals all at once so we recommend it be done in increments of 2% each year, so by 2021 we will have reached those goals. Proposed that at the end of each year we set up a benchmark counsel to assess what we're doing right or wrong.

Initiative II: The Apprenticeship system is the best way we have to see the number of minorities and woman in the business; in 2013 we're asking every Apprenticeship program to come up with a plan to meet that goal by 2021.

Initiative III: Is to increase exposure to young people about the industry, our goal by 2021 is to reach at least 1000 young people/year.

That is a quick summary of our initiative, any questions or comments?

Todd Farrara: I wish initiative II and III were reversed because there is already a large burden on the Apprenticeship programs, from what I have learned/observed by being

on this board, on recruiting members. We're losing numbers, there is a lot of competition out there for these jobs, and Apprenticeship programs are getting hammered. At the same time public schools have initiatives in place for construction trades. We spend millions of dollars in our high schools and post-secondary schools. I feel that when parents get the word as to what these jobs are in the construction industry we can begin to break down some of these foolish misconceptions of the cost benefit of a college degree today, in my opinion, vs. a construction trade education. I think we are missing the mark by spending so much time and effort on educating our young people to go in the wrong direction. I would like to point out to the commissioner that you should be spending time with the department of education in particular; there is a misalignment in high school education and post-secondary education. We are trying to align these with the skilled trades. We are trying to emphasize learning a skilled trade first before seeking other post-secondary educations. I hope you are taking some time to look at the dollars spent to get young people into careers and dollars spent to realize the value of the state tax dollars being spent. More than 50% of our state tax dollars go to education and we certainly wouldn't want them all working at these jobs that don't have a future. I really like what's being said here but I just want to say in Apprenticeship programs it's difficult because of the burdens.

Commissioner Peterson: Todd we couldn't agree more and I can tell you we spend more time discussing the key strategies and construction trade developments than we do anything else. We take the other stuff very seriously but we are on the page and we are going to be doing a better job.

V. DLI Report (Johnnie Burns)

Currently we have over 6000 Apprentices on the State of MN, in January there were 125 cancellations, 125 New Apprentices and 68 Graduations. We revised some of the standards, we still aren't meeting our goals for those areas but we are pushing through. As of today there are 983 minority Apprentices with 396 being female. We have a breakdown of each minority class and the gender within them, for example there are 291 black male Apprentices and 312 Latino male Apprentices. Those numbers continue to rise; program sponsors are doing a great job. I think some of the initiatives out there and the push for inclusion are getting better so thank you.

Question: Re: the performance measurements, this is good information but it really is more useful to us if we can see the trailing; looking at January 2013 is interesting but looking at the trend is more valuable for the public. Years ago we used to show the trailing numbers, I would recommend that the chair at least consider looking at this information as a trend and not just an individual month.

Harry: Yes Johnnie can make sure that happens ~ any other questions to Johnnie?

Buck Paulsrud: In respect to the recruitment our training program is looking into perhaps inserting some direct entry language into our standards. Is the division of Apprenticeship aware of any sample language? Would the department be willing to

work with a group to develop some sample language that various training programs could look at to possibly put into their standards?

Johnnie: Yes on both accounts, we will look to see if there is any language that exists and provide that and we are willing to sit down and work with anyone on some direct entry language.

Buck: Thank you ~ as an example in our standards, the sheet metal Apprenticeship, we have direct entry language for organizing efforts. If we organize a non-union ~non-signatory shop, we have direct entry language in there.

VI. Office of Apprenticeship Report (Johnnie)

I want to focus on the attendance of these meetings, I have heard that in the past the attendance hasn't been great but the last few meetings have been really good. We want to provide more data/more information at these meetings so if you have suggestions/ideas, if you want to highlight your program to let people know what you're doing or how you're doing it; please talk to myself, Rich or Mary and we'll be happy to do that. I've been visiting training facilities across the state, I'd be happy to come out to see what you're doing if you're providing training to workers. I want to see what you people are doing so if you want to provide that information to me we can set up a time. I think these meetings are important, so it's important to share, important to learn and to gather information. So I would like to see your attendance at these meetings continue and again to provide information and suggestions on how we can make these meetings better in the future.

VII. Apprenticeship Coordinators Report - (Rick Martagon)

I'm Rick Martagon, coordinator for the brick layers and the president of the Apprenticeship Coordinators Association of MN. I had a chance to look over the report we just went through, I thought it was very helpful, nice effort. We've had a busy few months; we had the annual injured apprentice fundraiser that was held at Mancinni's with 65 in attendance. The Coordinators, different locals and some JATC members were there, a little lower number in attendance but still a fantastic event. Outreach efforts: we have a big event coming up at St. Paul College, this event is part of the Career and Technical Education Advisory Board initiative and we're a part of the construction part of that group. This event is February 26th from 2-6 pm and our role we will have some hands-on and some opportunities for kids to get dirty. They will be bussed in from various schools around the city; it should be a real fun event. There are also some outreach events coming in March; Mary community center has a construction outreach program for folks in the community. I know its targeted for St. Paul but there are some folks coming from Mpls. as well in an effort to reach people of color and females as well. It's a great program, in the past the sheet metal workers have participated as well as bricklayers and cement mason locals; this year the painters (District 82) will be involved with the cement masons 633 and the bricklayers. There will be 3 groups with

10 people in each group and they will spend a week in our training centers. It's a broad exposure of what we do. There have been about 12-14 people that have come through that are now apprentices in our program.

- Final version of the Apprenticeship video was shown

Again I want to thank all the committee members, I think the video turned out really nice. We used that in all our outreach efforts as a group. The Coordinators are in a lot of high schools and this is our busy season, there are a number of events coming up over the next three months with job/career fairs and high school events. It's a very useful tool and the kids relate to it well, the video will be posted on U-tube under the labor education page.

VII. Board Discussion

Brief presentation/overview of new programs ~ Dale Narlock and Bernie Michel
I'm Bernie Michel, Apprenticeship field rep. Dale and I are going to talk on registered Apprenticeship in power line workers, specifically with municipal and public utilities that are out of State programs that range from 1-3 apprentices. These programs are 8000 hours or 4 years. The curriculum they are using is correspondence based, usually a 4 year curriculum divided into modules, 1st ~ 2nd ~ 3rd ~ 4th year curriculum are the same. A new one that has been developed recently that is very popular with the municipals is the Northwest Line College curriculum. Northwest College is a full time technical college in Idaho that trains individuals to become power line workers during the day and also offers a power delivery program that is a correspondence program. It's probably the most up to date program, the other programs out there are also effective as these Apprentices' are spread out from one corner of the state to the other. It's difficult for these students to get to a technical college for off hours/after work for training needed to complement their non-the-job training. Through the correspondence they usually have someone administering the test/testing results at the end of each chapter, and then turning it in to make sure the individual has completed and passed their lessons. The occupations for these utilities don't stop with power line worker. There are a variety of other occupations in the electrical utilities besides line workers i.e. meter technicians, power house electricians, stationary engineers and heat/water mechanics. These occupations are associated with utilities that produce their own power, either through diesel power, steam or whatever it might be. As of today we have about 95 registered electrical Apprentices in the State, prior to 2008 their numbers were pretty consistent around 150. They are one of the top industries right below the building trades as far as numbers. The qualifications for these programs are; 18-years of age or older, high school diploma or GED and a graduate of one of the 3 technical colleges that has a power line worker program (Wadena tech ~ Wakota tech ~ Jackson Tech). This program has a very high completion rate; my feeling is it's because of the completion of the technical college requirements. I would like to mention the role of the MN Municipal Utilities Association; they are an employer association that provides onsite/ongoing safety and technical training for the utilities. They also have a large training facility in Marshall MN where they conduct a number of onsite 4-5 day programs in various subjects i.e.

underground installation. 50 hours a year of safety training is our minimum in any program, the line workers get way beyond that. The last thing that I would like to mention when an apprentice graduates they receive a journeymans certificate through the State on MN. They also have the option of taking the MN lineman exam, MN class A journeyworker lineman exam, and it's optional for line workers. I always make sure apprentices are aware of this; it is optional so there are no CEU requirements and renewal is based in expiration date only. Both Certifications, the State journey worker certification and the Class A certification, hold a lot of weight and we encourage our apprentices, if they are going to take the exam, to do so soon after they complete the apprenticeship program.

Dale: There are 15 parameters that need to be met in the program to become a lineworker.

Poles and Towers ~ 1000 hrs.

Equipment ~ 300 hrs.

Conductors ~ 900 hrs.

Climbing ~ 350 hrs.

Metering ~ 400 hrs.

Transformers ~ 400 hrs.

Sectionalizing devices ~ 300 hrs.

Safety meeting ~ 400 hrs.

Sub-Stations ~ 200 hrs.

Trouble Shooting ~ 1000 hrs.

Record Keeping ~ 200 hrs.

Lighting ~ 50 hrs

Live Line Maintenance ~ 8000 hrs.

Right Away ~ 300 Hrs.

Underground ~ 1400 hrs.

I would like to explain a little in how this has affected Thief River Falls and how it came into TRF. The first introduction to the Apprenticeship program was in the 1990's in Wadena MN to the Wadena hotline school. Dennis Merchant was the speaker for the opening of the school; it was Dennis who advised me that using the division of Labor would enhance our training program. At the time no many people knew about the Division of Labor, we were aware of other programs through the merchants but not the Division of Labor. The general feelings were people didn't want any agencies coming in and telling them what to do in their programs. I was apprehensive and had to get special permission to contact Bernie Michel. Many line workers in TRF, with the exception of myself, never had any formal training. I was a graduate of the Wadena Line workers school in the 1970's. I shared my training concerns with the Director who additional training was very beneficial for the city of TRF. Bernie came in and reviewed the training requirements; we agreed to use the Merchants course with the documentation being done in house and I would do the documenting since I was the foreman at the time; the documentation was for the training hours that would go to the DLI. The original program that was set-up by Bernie is what is still used today. The city has incorporated and apprenticeship pay scale to the program. 6-month step raises for apprentices begins after they complete their first

year of training and the final step raise in the 4th year isn't given until the apprentice scores a minimum of 80% on a test. In addition with the training the city needed to use the MMUA for metering, transformers and substation training which ensures the apprentice is getting trained. TRF isn't able to do 100% of the training so we use the MMUA training center to assist us in getting these trainings done. With tighter budgets training started to drop off so in 2000 the MMUA opened a training center in Marshall MN to make the trainings more affordable in 1 location; line workers from all over MN, N. Dakota, S. Dakota, and Iowa and as far as Hawaii has attended their trainings. As of 2-years-ago MMUA has started on-site/on-demand trainings where they use the NW College training; they will come to your site to do trainings. Our line workers are trained at a higher level making them more confident, our pay scale is based on a high standard not just time, its time and education combined. I cannot tell you what this program had meant to me and to other cities; Bernie has made a big statement with many line workers across the State just by coming to one town. I have talked to many other communities and utilities that follow this program and linemen who have felt the same sense of accomplishment as I have by completing the program. So to say thank you that you have made a huge impact on others is not enough; you have served the DLI with great justice ~ Bernie I thank you very much and I know may utilities and co-ops who have feel the same way for your work and dedication.

MNSCU Overview:

My name is Tom Tonkin, I am a retired Dean from the MNSCU system and I have been working on this as a special project the last few months.

I am Mary Rothschild, I am the senior systems Director for Workforce Development, and I work in the systems office Downtown St. Paul

Joe Mulford ~ I work for Mary

Tom: I just want to give you a brief overview of what we've been doing. As you all know National Labor experts have stressed that the future workforce of the US is going to need more educated workforce. The concern is surrounding Apprenticeship that if they want to continue in to College to be a supervisor or anything else they receive little to no credit for the 4 years of training they have already completed. What's happened recently is the US Dept. of Labor and Education have been directed to commit themselves to change this by building a Nat'l network of Colleges that can grant academic credit for the skills apprentices work on. We've been exploring some ideas to possibly formalize a relationship with the DLI and MNSCU to move forward to see if we can enhance this by allowing them to get college credit for some of the apprenticeship programs that are interested in doing so. We feel this will benefit both the MNSCU colleges as well as the apprenticeship programs. The goal is the Apprentice earns credit for the apprenticeship courses they take and can enroll in general education courses either concurrently or after. However they choose to hopefully obtain a certification/diploma or associates degree in the MNSCU system which them would have a transcript of college credits so they can proceed with their education; bottom line is building a stronger workforce in MN. I have been working on a couple pilot programs; I have been working with Paul Trudeau with the Carpenters

to convert the actual lecture/lab content so they do into equivalent college courses. We have the curriculum pretty well completed but there are a few lingering issues that need to be dealt with on the State level. There is a faculty State-wide union that needs to overview and approve what we're doing as well as some funding issues. It's a slow process but we want to make sure that we're doing everything correctly. It has been a great pleasure for me to work with these programs, there is no question the quality of the instruction and curriculum is excellent.

Question: (Stan T) How many trades have you talked to besides the carpenters/millwrights?

Tom: I've been up to St. Michael and met with Jim Nimlos with electrical and I've worked with Dan McConnell and have worked with a few others but I don't want to get too many involved before we have a clear pathway and understanding on how to move forward on this.

Stan: Can I suggest you talk with plumbers/pipefitters to see what we've already established?

Tom: Over in St. Paul? Yes I have met with them already.

Question: Is the idea to set up a model to be replaced or to do this one at a time? Cause it seems to me its 10-years too late and a bunch of dollars short but its great effort. It seems to me if you're taking a walking approach to this we're going to be in 2030, mean while we're just out of alignment, so what are you doing to set up a system to make this replicate?

Tom: I would say we're probably going to look at at least 2 or 3 different pathways, for example at Alexandria they have a manufacturing program and they've hired a part time Director, they're working with more of a non-union manufacturing up there and that would be a different pathway for them. We're trying to take time to get it right so when we move forward we don't run into complications.

Joe: Just to clarify, I totally agree with you, we can do this one at a time but there are some things we can do to expedite the process systematically. We've been meeting with Mr. Burns and their staff to look at some systematic approaches in terms of things such as articulation and credit for prior learning making it easier to get involved with the program to recognize the work they've done.

Question: Some of the groups on a nat'l level have relationships or articulation agreements with different Universities on a much broader scale. What about the other way around, what about someone coming from a 4-year school, can they go to the other way and apply some of those credits to a craft apprenticeship program?

Mary: In Tom's work, part of this is building a sense of trust between the scope and the content of the program being taught at the apprenticeship and registered

apprenticeship programs. Once that trust us there I think that 2-way street will be much easier to develop. We have a lot of adult learners in our colleges and one of the things we discussed with Mr. Burns is the opportunity to more closely mentor or provide guidance and assistance to our college students for the opportunity to be a registered apprentice in a program. I think there are lots of opportunities but I agree with Tom, our work with our faculty and our work to understand content and curriculum in the skills training is our 1st step. It's not that this hasn't been done before but I think the trend toward credit for prior and concurrent enrollment are really starting to provide venues for developing these different models; but picking up the pace is our clear objective.

Question: Are there any studies being done Nat'l in this? Wondering if you are looking at other States where this is being done.

Joe: Yesterday I had a conversation with Laura Ginsburg with the Federal DOLI; she gave me some examples i.e. Wisconsin and Ohio, of some of the pilot programs out there. They're actually in the final stages of developing a white paper, one of the examples she gave me from the paper was a project being done at Hennepin Tech. So there are some good things going on in MN, I believe that document should be out in the next month or so.

Harry: I recommend that we circulate that document to the members of this board for sure.

Buck: What is the time line on the completion of this?

Tom: Well I think our initial goal when we started working with the carpentry was to have something in place for the next college year.

Johnnie: We are looking forward to working with MNSCU in the promotion of the registered apprenticeship piece associated with this. There are a lot of details that go along with this as far as training, schooling and meeting the requirements of a registered apprenticeship program. We'll work together for a while until we get this right. It's going to be all over the place in different industries, construction has already been started by MNSCU; we're looking outside the construction trades as well.

Harry: Any other questions? If not I have one, watching what MNSCU's budget is, I know there is a line item for apprenticeship mentoring or shadowing. Wondering if you'll come back and talk about that, maybe before session ends.

Mary: We would certainly have much more information about the approach from the legislature is likely to take to the MN State budget requests. It does have a very strong work force development approach to it both in internships and apprenticeships, as well as new equipment and more innovative approaches to learning; more hands-on, so that's a real central part of the system budget. We are looking for partnerships and funding for most of these program areas. We've had

conversations here with both Assistant Commissioner Looman and Mr. Burns about the scope of how to provide greater opportunity in some of the unique areas such as manufacturing, as well as providing greater support to individuals in registered apprenticeship programs; and how to provide guidance to those interested in receiving college credit. The Governor had been very supportive so I think coming back in April with some good concrete information is good timing for us.

Announcements

- **Please note the room change for the April meeting**

Next regularly scheduled meeting

- i. Wednesday February 6, 2013 ~ 1:30 p.m. Minnesota Room DLI
- ii. Wednesday April 10, 2013 ~ 1:30 p.m. **PINE ROOM** DLI
- iii. Wednesday July 10, 2013 ~ 1:30 p.m. Minnesota Room DLI
- iv. Wednesday October 6, 2013 ~ 1:30 p.m. Minnesota Room DLI

VIII. Adjournment

A motion was made to adjourn, seconded and approved. The meeting was adjourned at 3:00 p.m.

Respectfully Submitted,

Johnnie Burns

Johnnie Burns