

MINUTES

Apprenticeship Advisory Board Meeting

Date: April 27, 2016
Time: 1:30pm
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance:

Members Present:

Harry Melander
Tom McCarthy
Laurie Warner
Michael Mitchell
Jeni Blaylock
Todd Ferrara
Don Mullin
Everett Pettiford
Matt McDowell
John Aiken

Members Not Present:

Jeni Blaylock

Attendees:

Tyler Aman – GRE
Dave Dressler – MN Limited Energy
Christa Seaberg – Construct Tomorrow
Gary Thaden – MMCA/NECA
Melissa Stachovich – MREA
Brienne Mensing – Carpenters
Andy Staab – Bricklayers
Mark Conroy – Roofers Local 96
Larry Gilbertson – Ironworkers Local 512
Gary Larsen – Laborers Apprenticeship Training Center
Adam Hanson – ABC
Tom Aash – FTI-UM
Brian Hayberg – FTI-UM
Kelly Francis – FCF
Marie Zellman – MUL
Ebony Walker - MUL
Terry Frauly – DLI
Rich Davy – DLI
LaRohn Latimer – DLI
Denise Corrier - DLI
Heather McGannon – DLI
Rick Martagon – DLI
Jessica Looman – DLI
Tyrone Taylor - DLI

I. Call to Order

The meeting was called to order by Chair Melander at 1:30pm.

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

II. Approval of the April 27, 2016 Meeting Agenda

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

III. Approval of Previous Meeting Minutes from January 13, 2016.

A motion was made and seconded to accept the January 13, 2016 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:**

Apprenticeship Minnesota continues its work to develop a strong statewide program.

- Aiken reported that Apprenticeship is actively conducting compliance and supervisory reviews of existing programs stating that these reviews are essential to maintaining the integrity of training and ensuring apprentices progress with the knowledge, supervision, experience and safety required to be successful. Aiken said Registered Apprenticeship wants to convey their appreciation to all programs for their cooperation in helping us complete these important reviews.
- Apprenticeship is providing technical expertise daily to programs and connecting apprentices with resources to help them choose the career path of their choice.
- Apprenticeship welcomed LaRohn Latimer onboard in late January. Latimer is developing programs aligned with our Minnesota Apprenticeship Initiative—an expansion into advanced manufacturing, agriculture, health care, information technologies and transportation industries. This is part of a USDOL grant of 5 million dollars awarded to the State of Minnesota. Latimer is already a valuable resource to our mission and has been working closely with Heather McGannon, DLI’s PIPELINE project manager, and our MAI MVP, to shepherd participants through the development and registration process.
- Aiken discussed his recent opportunity to be in Washington, D.C. last week to meet and confer with Apprenticeship leaders from across the country and

USDOL leadership to learn and share best practices on program development and to connect and partner on future initiatives to promote the registered apprenticeship model. USDOL indicated that it will be announcing the designation of another National Apprenticeship Week. Stay tuned for updates.

- Building on our relationship and aligning our mission with the Department of Veteran Affairs, Rick Martagon, our own apprenticeship unit supervisor and a veteran of the US Navy, was extended an invitation to address a gathering of Minnesota's County Veteran Services Officers in Mankato to share information about registered apprenticeship as a successful career track for returning service men and women. His presence and discussion was well received. Apprenticeship looks forward to additional opportunities to partner with the Department of Veteran Affairs and thank Dave Bellfeuille from the VA for his continuing engagement with DLI.
- Later this week Martagon will travel to Illinois to represent DLI at the Women Build Nations Conference where we hope to participate in conversations about the issues women face in the construction industry, our mission to increase women participation in apprenticeships and learn best practices in recruitment and retention to meet these goals.
- Aiken reported that Apprenticeship was honored to attend several graduation ceremonies including those hosted by the Roofers, Twin Cities Heat & Frost Insulators, and St. Paul Pipefitters. Aiken said he personally looks forward to joining the Minneapolis Plumbers on May 11, along with Deputy Looman, to celebrate the achievements of its graduating apprentices.
- John extended his appreciation to Governor Dayton, Commissioner Peterson and Deputy Looman for their strong support of this program. The governor's budget up for consideration at the legislature calls for a supplemental budget increase of \$250,000 annually to support our programs mission to reduce racial and gender disparities through registered apprenticeship and foster the expansion of this employment-based model throughout Minnesota.

Info & Comments from Aiken's Report:

By the Numbers:

There are more than 11,000 active apprentices, a number sustained despite the winter months.

There are 237 active programs, a Minnesota record.

We have more women in active apprenticeship than ever before. (7%)

We have record participation of minorities in registered apprenticeship (20%)

Veteran participation continues to climb and set state records. (5%)

Graduations: (250 and counting this year)

Why is registered apprenticeship strong in Minnesota?

Strength cannot just be measured in statistics alone.

It is the enthusiasm of industry leaders stepping forward as participants in our Minnesota Apprenticeship Initiative to further expand this time-tested model.

It is measured in the individual discipline, hard work, determination and achievement of each apprentice as he or she juggles the pressures of life, education and career. Aiken said he was a guest at the St. Paul Pipefitters graduation ceremony earlier this month. It was an amazing site to see the pure joy and sense of accomplishment as those 43 apprentices approached the podium to be recognized for their true achievement.

Strength is also measured by the commitment and the investment of employers, associations, community-based partners, JATCs, training centers, apprenticeship coordinators, instructors, business agents, and organized labor. They are the ones that are creating opportunity for thousands looking to build a better future and a better Minnesota.

While apprenticeship today may be perceived and celebrated by some as something new, many in this room know its history and its record of success and many in this room are the reason for its success. We look forward to the coming construction season and future opportunities to share this model.

**2. Recent Developments to Federal Grants related to Apprenticeship.
Jessica Looman, Deputy Commissioner**

The USDOL has announced that they have released another large amount of money for the development and expansion of registered apprenticeship.

Looman provided further information about the development. There are 3 parts to the new 90 million dollars that are available.

- The first part is 30 million dollars that is directly supporting the USDOL Office of Apprenticeship. They are excited for the funds to really help further the work of USDOL. That will also help us here in Minnesota, because at a national level they are developing apprenticeship expansion, information, and tools. They are still continuing to work on a return on investment calculator that we have been looking forward to having as a tool.
- There is about 9.5 million dollars that has been made available to the states. What that means is there is direct grant funding amount. It is non-competitive of up to \$250,000 for each state. The eligible applicant for that money is the State Apprenticeship Authority. In Minnesota the State Apprenticeship Authority is the Minnesota Department of Labor & Industry. Therefore, as the State Apprenticeship Authority we will be applying for it next to help support the work that we are already doing in

this agency and help us expand, explore, do more research, more strategic planning, more development, work with more employers, work with more registered apprenticeship programs to develop tools that you all need in order to help continue to make your programs successful.

- The final 50 million dollars, or whatever is not used up of the 9.5 million dollars that is allocated to states, plus an additional 50 million, will be available for competitive grants early summer. The 5 million dollar Apprenticeship Initiative we received last year is helping to expand by 1,000 apprentices over the next 5 years in manufacturing, IT, agriculture, healthcare services, and transportation.
- The additional funds that will be available this summer whether it is this agency or other state agencies, community based organizations, or registered apprenticeship programs, those funds will be released they said early Spring. Those grants will be available just like the MAI grants were available last year. They can really be used to expand registered apprenticeship, and develop or support all of those things.
- The Governor has also included in his budget an increase for the actual operations of our program. This is one time funding to really help us be more strategic, provide more tools, and more support to registered apprenticeship program in this state.

There was a motion to accept John's report and Jessica's comments. The board approved unanimously.

3. Discussion and Approval of Registered Apprenticeship Report

The board accepted the reports as written. All in favor.

4. Construct Tomorrow Update

Christa Seaberg, Co-Chair for Construct Tomorrow, Manager for JE Dunn Construction.

- Christa gave an update about their most recent 2-day event in Duluth. She said that the Superintendent of schools up in Duluth was an absolutely great supporter of the program. The first day was two high schools. They approximately 1,000 students at that event. The next day it was all the outlying schools. We had about 7 or 8 hundred for that. They cannot wait for next year.
- The other thing that is in the immediate future is that Christa is traveling up to Brainerd on Sunday – Tuesday to participate in SE High School counsellor's annual retreat. They will have a Construct Tomorrow booth there, but the great part is Construct Tomorrow is one of their outbreak sessions.
- On May 11th they are at Canterbury Park Expo Center doing the South Metro Construct Tomorrow event. They are going to be doing things

inside and outside. Very aggressive and huge interactive pieces for the kids. Right now their count is around 700. They are hoping to get more registered to have over 1,000 kids.

- The group is working on scheduling the 2016 – 2017 school year events.
- In October, they are in Mankato, and in early November, Bemidji.
- They are in the process of finding a part time administrative assistant to help them with the basic meeting minutes, scheduling, and the fund raising.

Mathew McDowall commented that Construct Tomorrow has a video out that came out in September that is really good to show schools.

Christa said they have a partnership with the U of M program. John Seed put together the video for Construct Tomorrow of the events that had taken place to date. It is a 9 minute You Tube video that Christa will provide the link for. It has been a wonderful marketing tool for them.

Aiken mentioned that the Department has a web page dedicated to Construct Tomorrow. The Department does post information such as updates and the dates of when the events occur and encouraged content.

A motion was made to accept Christa's report as given.

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

Gilbertson thanked Christa Seaberg for all the hard work she does with Construct Tomorrow. He said that April and May are a busy time for ACAM. They have a record number of apprentices in just about each one of their training facilities. They are operating at full capacity. They have been reaching out to all the schools. Construct Tomorrow is their biggest push to get out to folks, and also the community based organizations. They like to give them the same opportunities with their apprenticeship programs.

May 25th they have their injured apprentice fund raiser golf tournament at Majestic Oaks golf course in Ham Lake.

They are also working with Don Mullin on the multi craft core curriculum. They will be doing some training at their place near the end of May.

A motion was made to accept Larry's report as given.

XI. Announcements

Don Mullin said this summer they will have their first Minnesota Trades Academy. It is a partnership between the building trades and the St. Paul Minneapolis public school, and the Construction Careers Foundation. They have 24 – 25 young students that are part of a summer jobs program. They will be exploring the different training centers around the metro. It's going to be a good program and it is moving forward. It is a great outreach into the community and getting young people into the construction trade.

Next Board Meeting:

Wednesday	July 13, 2016	1:30 pm
Wednesday	October 11, 2016	1:30 pm

XII. Adjournment