

MINUTES

Apprenticeship Advisory Board Meeting

Date: July 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
Jeni Blaylock
Todd Ferrara
Don Mullin
Everett Pettiford
John Aiken – DLI

Members Not Present:

Matt McDowell

Attendees:

Terry Frauly – DLI
Rich Davy – DLI
Heather McGannon – DLI
Rick Martagon – DLI
Jessica Looman – DLI
LaRohn Latimer – DLI
Larry Gilbertson – Ironworkers 512
Melissa Stachovich – MREA
Dave Dressler – MN Limited Energy
Tom Westlund – ABC
Pat Wagner – CCP
Sophie Thadew – MMCA
Tom Aash – FTI-UM
Brian Hayberg – FTI-UM
Christa Seaberg – Construct Tomorrow
John Rapheal – MDE
Gary Larsen – Laborers Training Center

I. Call to Order

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

- a. **Roll Call** was taken and the chair directed that the record would note those members in attendance, and those absent.
- b. **Announcements:** No announcements.

II. Approval of the July 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 April 27, 2016.

A motion was made and seconded to accept the April 27, 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:**

Aiken reported that Apprenticeship Minnesota continues its work to develop a strong statewide program. Aiken reported that the apprenticeship team has conducted more than 50 apprenticeship program compliance and supervisory reviews in addition to assisting more than 23 programs with program revisions. Aiken said that these compliance efforts are essential to ensure program and training quality for apprentices.

Aiken submitted program statistics for the boards review. Aiken pointed out that the apprenticeship participation overall continues to increase and that these gains are primarily due to continued economic health of Minnesota's economy in the construction industry where the vast majority of current apprenticeship program exits. There are more than 11,396 individuals actively pursuing their apprenticeships in 222 registered programs statewide.

Aiken reported that the Apprenticeship Division continues to work with programs to expand apprenticeship opportunities to underserved populations including women, communities of color, and veterans. Today we can report modest but positive gains in the three areas.

Apprenticeship participation rate July 2016 snapshot.

Statistics reflect the State of Apprenticeship at the close of each fiscal year.

Number	Category	Part. rate 2016	Part. rate 2015	Part. rate 2014	Part. rate 2010
11,396	Total Active Participation				
795	Female Participation	6.98%	6.78%	6.65%	4.6%
2,351	Minority Participation	20.63%	19.62%	18%	12.39%
607	Veteran Participation	5.3%	4.38%	3.7%	4.17%

Minority participation has increased from 12% in 2010 to 20% today.
Female participation increased from 4.6% in 2010 to nearly 7% today.
Veteran participation increased from 4% in 2010 to 5.30% today.

Aiken said that that Minnesota Apprenticeship Initiative is now in full swing this year. The US Department of Labor awarded the State of Minnesota a 5 million dollar grant to expand the use of registered apprenticeship in non-traditional high growth industries of Agriculture, Advanced Manufacturing, Healthcare, Information Technology, and Transportation over the next 5 years. The initiative is a partnership between DLI, who is assisting participants in program development, and the Department of Employment and Economic Development who is serving as the grants fiscal agent.

LaRohn Latimer of DLI and Carrie Fink of DEED joined the MAI team this year. DLI will be announcing the addition of three new programs next month in the advanced manufacturing, healthcare and transportation sectors. These will be the first of what we hope to be 30 new programs developed in partnership with 100 Minnesota employers to create 1,000 new apprentices in Minnesota.

Aiken reported that in its ongoing efforts to expand apprenticeship opportunities to underserved populations, DLI will again announce the availability of \$100,000 in LEAP funds, as well as \$30,000 in Women Economic Security Act Funds. These funds were dedicated by the Legislature for community-based organizations. A notice will be posted soon. Those interested in being added to the notification list can contact the Department, and ask for LaRohn Latimer to share your contact information.

Finally, Aiken reported that in recognition of the increased interest in registered apprenticeship as a model, and DLI's ongoing efforts to expand its use in Minnesota, the Governor proposed and the Legislature passed a \$250,000 budget permanent increase to the Apprenticeship Division's base budget to fund further efforts to reduce racial and gender disparities while fostering the expansion of the employment-based model. With these resources the Division is currently seeking applicants for two additional positions to meet its mission.

2. Discussion and Approval of Registered Apprenticeship Report

Ferrara expressed a concern about the number of apprenticeship graduates.

Aiken responded that one of the things DLI continues to do is work with programs, conduct compliance and supervisory visits to insure that apprentices are receiving quality training. He said the USDOL and other national leaders in apprenticeship will tell you that the completion rates can be low nationally. He also added that programs vary in length and term and that the completion statistics provided were for the year. He stressed the importance of strong relationships with programs to identify barriers to completion and discussed DLI's LEAP & WESA grants to community based partners as one way DLI is

supporting registered apprenticeship program efforts to recruit and retain apprentices.

A motion was made to accept Aiken's report, and seconded. Report approved without objection.

**3. Construction Careers Foundation – Construction Career Pathway Alliance
Pat Wagner**

Wagner talked about the changes to the construction community as a whole and some funding that is coming and has been approved to really support a construction career pathway initiative.

Wagner reported that the Construction Careers Foundation is a 501C3. It was originally formulated 12 years ago to focus on what could the industry do collectively to bring in the new generation, and so CCF is an association of associations. They are looking to provide opportunity for wonderful careers in construction for individuals and their family members.

Wagner reported that they started with 2 programs, the first was a youth summer internship. Historically, CCF had an initiative called Under Construction where youth work for 8 to 9 weeks. She said a synergy started happening, and CCF started talking to the building trades on both sides of the river, and coordinators. From that there came this thought and this concept collectively to enhance the Under Construction program to where we are with the union training centers, where the youth go for 9 weeks to visit. This year they are doing 16 weeks in training at the training centers. It has moved into a whole new evolution of education and bringing the next generation into this industry as a career choice.

CCF has helped 260 youth from the Twin Cities go through this youth program. 60% have selected this industry as a career choice.

Wagner reported that since the inception of the Building Minnesota program, 70% of Building Minnesota apprentices have successfully moved to single craft programs. Because of some of these activities as well as their partnership with the building trades CCF was approached to write a bill to look at the new generation and the gap of disparities. CCF's budget historically has been between \$25,000 to about \$175,000. The bill is for 2 million dollars this first year. What that means is that CCF is working collectively with existing organizations that already have things in place to address the disparity and to build a construction career pathway.

Wagner presented a flow chart of the process of CCF. (Attached)

Member Mitchell asked Wagner to clarify numbers of students participating, and the programs CCF offers.

Wagner clarified that out of 260 students, 60% went on to apprenticeship or an educational track.

Member Ferrara asked Wagner if there are any schools that actually have a Vo-Tech. Ferrara stated that Burnsville has a Vo-Tech setup for students. He asked, are there any other Vo-Tech schools that do that?

Wagner responded that in Bloomington there is, and also there is discussion right now that MPS is talking about the potential of that.

4. Construct Tomorrow Update
Christa Seaberg, Co-chair Construct Tomorrow

Seaberg reported that Construct Tomorrow has been around for 3 years and engaged every area of Minnesota. This year it is going to cover the map in its entirety in one year. By the middle of August, it will have all the dates for the 2016-2017 school year set in place.

Seaberg discussed the Construct Tomorrow Calendar. Flyer was passed out.

She said Construct Tomorrow is very excited to be involved with the grant with the Construction Careers Foundation.

Seaberg also reported that they are taking their paper surveys and going electronic. This will really help with reporting.

Member Ferrara asked if there was a way for a high schooler to register a profile, express their interest, and keep track of them using social media?

Seaberg reported that it is in the works. Construct Tomorrow marketing group is in the process of recreating their web page, also with Facebook & Twitter. If a kid is unable to attend a Construct Tomorrow event they will be able to get their name into the database.

Chair Melander posed a question to the Deputy Commissioner Looman about how much support DLI gives to CCF and Construct Tomorrow. Melander asked if there are grants or more that we can do?

Looman reported that the Department of Labor and Industry partners, provides technical assistance, and provides staff time and resources available the Apprenticeship Unit to support and ensure the success of the Construct

Tomorrow program. She stated that DOLI is invested and supportive in the career exposure, career readiness components of registered apprenticeship, Looman reported that it currently has \$100,000 a year in LEAP grants, and has partnered for a long time with organizations like CCF, the Urban League, and with Goodwill Easter Seals to provide small amounts of direct support to help women and minorities be successful in registered apprenticeship.

Looman said that there are some future opportunities available. She announced a US Department of Labor grant that was recently announced called the Apprenticeship Expansion grant to identify opportunities to partner with programs to develop more diversity inclusion, and youth development to help get more young people, people of color, women, and veterans into registered apprenticeship programs.

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

Gilbertson reported that ACAM is supporting the Minnesota Trades Academy. He said that this week they were at the Cement Finishers, the Iron Workers the mid part of August. He said they are looking forward to supporting Construct Tomorrow this fall and spring, and added that ACAM has a booth at the state fair this year at the AFL-CIO building. Their instructors have been going through professional development classes and going through training.

Gilbertson reported that their graduation and participation rates have went up since they have been doing more outreach, and more selective in the candidates that they take, and having more opportunities to put them to work. Gilbertson reported that they have been seeing 85% to 90% completion rates in the 3 year programs.

Member Mitchell added by saying how important apprenticeships, internships, and hands on learning are for students. He said that kids that participate in something like Construct Tomorrow tend to graduate at about a 90% rate over students who don't take those types of courses. The more opportunities that are out there and available for students to participate the more it helps those students to graduate.

6. Board Discussion

Chair Melander requested that Deputy Commissioner Looman provide information about current and future resources in support of registered apprenticeship.

Looman reported that the Department is in the process right now of developing proposals for the 2017 Legislature, and it is a biannual budget year for this administration. She discussed opportunities for better coordination and outcomes aligning with the administration goals and said that DLI is open to suggestions from everyone. She also updated the board that the budget of registered apprenticeship was increased 25 percent to provide further oversight and support of programs and the development of new ones. She provided a brief overview of the Minnesota Apprenticeship Initiative and discussed the PIPELINE project. She added that the department received an Accelerator grant from the USDOL in the amount of \$200K and is exploring the possibility of hosting an Apprenticeship Summit to promote awareness, provide support of programs and a venue to exchange best practices.

Member Ferrara asked Looman about efforts to partner with the Dept. of Education and high schools.

Looman offered that DLI has been meeting with the Department of Education and CTE providers to identify how high school programs keep kids safe and align with registered apprenticeship.

The board had further discussion around education programming and alignment with registered apprenticeship with member Mitchell citing national studies about youth engagement, training opportunities and outcomes. Member Mullin added that he visits school districts and talking to school board members and from that experience expressed the need for more coordination to build successful pathways. Construct Tomorrow co-chair, Seaburg also added to the discussion by expressing a need for more engagement by the Department of Education with the program and stressed the need to bring the Construct Tomorrow program to more educators and school boards.

VI. Adjournment