

MINUTES

Apprenticeship Advisory Board Meeting

Date: October 11, 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
Laurie Warner
Michael Mitchell
Jeni Blaylock
Todd Ferrara
Everett Pettiford
Matt McDowell
Tom McCarthy
John Aiken – DLI

Members Not Present:

Don Mullin

Attendees:

Terry Frauly – DLI
Rick Martagon – DLI
LaRohn Latimer – DLI
Leslie Philmon – DLI
Ruth Taylor – DLI
Joanne Hager – Active Rand & File Laborer
Edwina Patterson – POCUM
Joanna DeLane – MUL
Melissa Stachana – MREA
Roosevelt Pargo – MUL
Tom Westlund – ABC
Dean Mills – Laborers
Sophie Thadew – MMCA
Matt Marquis – Management Guidance, LLP
Clara DeRosier – ETN of MN
Jamie Qenzer – ETN of MN
Ken Peterson - DLI

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:**

Ken Peterson, Commissioner of Dept. of Labor & Industry

Commissioner Ken Peterson addressed the board about his role as a member of the National Apprenticeship Advisory Committee. Peterson said that he had recently attended a meeting of that committee in September 2016. Subjects such as participation goals for minorities and women; marketing and promotion of National Apprenticeship Week; and funding of the Apprenticeship Office and initiatives were topics of discussion of the group.

JoAnn Hagard, Lives in North Minneapolis

Hagard addressed the gathering encouraging and promoting the importance of reporting women participation in apprenticeship in addition to minority participation.

II. Approval of the October 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 July 13, 2016.

A motion was made and seconded to accept the July 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:

Aiken reported that the state of Apprenticeship in Minnesota stating that interest in the time-tested model continues to grow.

The gender/ethnicity report and some statistical information regarding a snapshot of apprenticeship as of the close of September 2016:

Sponsors:	220			
Construction	70	Utilities-50	Manufacturing-30	Healthcare-23
Public Sector	3			

Apprentices:	11,603		
Female:	802	6.9%	
Minority:	2,424	20.89%	
Veteran:	662	5.7%	

Apprenticeship Unit New Hires:

Leslie Philmon joined the apprenticeship team to promote and develop registered apprenticeship programs in nontraditional high-growth occupations through the Minnesota Apprenticeship Initiative. Leslie comes to us from North Hennepin Community College where she served as program manager for the Minnesota Construction Apprenticeship Preparatory Program and workforce partnership liaison.

Ruth Taylor joined our compliance team, and will serve to partner, develop and support the diversity and inclusion efforts in established programs. Taylor recently came to us highly recommended from the Cement Mason JATC program where she provided various JATC program assistance for 9 years.

This brings the division to a team of 8. This would not be possible without the commitment of Commissioner Ken Peterson and Deputy Looman in recognizing the importance of funding these services to apprenticeship programs.

Compliance Efforts:

25 compliance reviews (59 in the calendar year)

20 supervisory reviews (52 in the calendar year)

Aiken extend thanks to apprenticeship coordinators for their efforts. Compliance efforts help to ensure program integrity and apprentices receive the training promised.

WESA Grant Update:

Aiken reported that in 2015, DLI funded pilot projects with Association of Women Contractors, WRTP/Big Step, Construction Careers Foundation and Summit Academy OIC to promote, engage and support women through registered apprenticeship. Aiken reported that over the course of the grant period, collectively more than 2,400 women were engaged and informed about a career in the construction trades. In addition, more than 200 received assessment, training and mentoring assistance. Thanks to these efforts, more than 40 women are now actively building their future career in construction through registered apprenticeship.

LEAP Grant Update:

Aiken reported that in 2015, DLI funded LEAP programs with the Construction Careers Foundation and the Minneapolis Urban League. The Department awards \$100,000 in The Labor Education and Advancement Programming to community-based programs who facilitate, engage and support women and minorities in registered apprenticeship. These populations have historically been underrepresented in apprenticeship. Aiken is awaiting final reports from CCF and the Minneapolis Urban League. So far, Aiken can report that collectively, these programs have engaged more than 100 workers, helped to place and support more than 23 apprentices in the construction trades.

Construct Tomorrow

Aiken expressed his continued support of Construct Tomorrow and reminded the gathering of a two-day Construct Tomorrow event starting Oct. 12 and 13 at the Scout Base Camp in the Twin Cities.

Minnesota Apprenticeship Initiative (MAI) Update:

MAI is made possible by a USDOL Grant to the State of Minnesota awarded in late 2015—a DLI/DEED partnership. It is \$5M Grant to expand registered apprenticeship by 1,000 apprentices over 5 years in high growth industries: Advanced Manufacturing, Agriculture, Health care, Information Technology, and Transportation.

Year 1:

- DEED hired Carrie Fink to oversee the fiscal reporting for the grant (Early 2016)
- DLI hired LaRohn Latimer to focus on developing apprenticeship program under MAI (January 2016)
- Memorandum of Understanding Completed between the two agencies
- Administration of the grant in place
- Held dozens of engagement meetings and facilitation of grant partners
- Providing information about the essential components of apprenticeship
- Streamline the monitoring process
- Registered 6 new apprenticeship programs with Minnesota employers including:

Owens Corning (BROOKLYN CENTER, Minn.)

(Maintenance Mechanic)

Manufactures roofing and insulation products for commercial and residential customers

Viracon (OWATONNA, Minn.)

(Maintenance Mechanic)

Architectural glass fabricator for commercial and government buildings

K & G Manufacturing (FARIBAULT, Minn.)

(CNC Machinist)

Designs and conducts high precision CNC manufacturing in Aerospace, medical, recreation industry sectors

Roseau County Ford (ROSEAU, Minn.)

(Automotive Technician)

Auto repair in transportation sector

Leading Age Minnesota:

(Health Support Specialist)

A consortium of employers providing career development apprenticeships to workers serving older adults in long term care facilities.

Good Shepard Lutheran Services – Rushford

Good Shepard- Sauk Rapids

Three Links Care Center - Northfield

Aiken reported that MAI is in the process of identifying additional employers who seek to expand and train their workforce through registered apprenticeship. Through a grant, employers may receive up to \$5,000 for each new MAI registered apprentice to assist with apprenticeship support costs.

Year 2 Goals:

Register 20 additional employer programs in 18 occupations

Companies we are currently working with include:

Potlatch – Bemidji

Fairview Health Services – Twin Cities

Buhler - Plymouth

Ornu Ingredients (“Or-New-A”) - Byron

Gold N Plump – St. Cloud

APEX Expansion Grant

Aiken reported that on September 6, 2016, DLI submitted a response to a USDOL’s Apprenticeship Expansion Grant Opportunity. While the previous MAI grant opportunity addressed the need to expand registered apprenticeship in non-traditional industries outside of construction, DLI focused part of the APEX grant application specifically on the construction industry.

The APEX grant setting 3 goals:

- 1) Address our state’s racial and economic disparities by increasing female and minority participation in registered apprenticeship.
- 2) Greater engagement of industry and employers in apprenticeship recruiting and retention initiatives.
- 3) Develop a strong statewide outreach and promotion campaign around registered apprenticeship opportunities.

Objectives:

1. Expand registered apprenticeship as an effective employment-based tool to develop a 21st Century workforce.
2. Develop and oversee registered apprenticeship programs.
3. Promote workforce diversity through registered apprenticeship programs.
4. Ensure portability and support the career development continuum for apprentices and graduates.

Strategies:

- 1) Construction Career Readiness
- 2) Statewide Apprenticeship Promotion
- 3) Construction Employer Engagement
- 4) Technical Assistance

Aiken reported that DLI incorporated 4 shovel-ready career readiness programs into its initial grant submission which included the Carpenters, Building Minnesota, Cement Masons, and Bricklayers.

National Apprenticeship Week

Aiken report that the USDOL has announced that the week of November 14-20, 2016, is designated National Apprenticeship Week. The week will provide opportunities for sponsors to showcase their programs, state-of-the-art facilities and the amazing work of their apprentices. Registered apprenticeship has a long and proud history in Minnesota thanks to the commitment and hard work of JATCs, sponsors, and coordinators they are making that possible.

Aiken reported that last year, they had an opportunity to visit and spotlight more than a dozen programs and training centers across the state and introduced to some really great apprentices. Aiken said they want to continue to support your efforts and encourage you to connect with us about your ideas and plans.

2. Discussion and Approval of Registered Apprenticeship Report

Board member Ferrara expressed the need for additional outreach to assist outstate programs on minority and female participation.

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

3. Construct Tomorrow Update

Rick Martagon, Supervisor of Registered Apprenticeship

October 12, 2016 there is a 2-day event at the Boy Scout Base Camp that combines both St. Paul, Minneapolis Schools, and metro schools.

Martagon reported that there are confirmed participation of around 1,500 students. It is a really big 2-day event. Very exciting.

Martagon reported that Construct Tomorrow is conducting events in the Bemidji and Mankato areas, two new areas. He said that Construct Tomorrow put in an RFP with Construction Careers Foundation. There has been some additional funding that has been requested, and hopefully the proposal will meet the requirements and they will be awarded funding.

VI. Adjournment