

Meeting Minutes: Apprenticeship Advisory Board

Date: February 27, 2019
Time: 1:30 pm
Minutes prepared by: Denise Carrier
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance

Members Present:

Tom McCarthy
Sophie Thaden
Mathew McDowall
Jessica Looman
Donald Mullin
Everett Pettiford
Laurie Warner

Absent:

Todd Ferrara

Attendees:

Jim Willerion – Good Will
Mike Willetts – MMUA
Melissa Stachavien – MREA
April Hildre – MKEA
Sarah Norgren – Gap School
Ann Willaert – South Central College
Gary Thaden – MMCA/NCFA
Jamie Quenzer – MEA
Adam Hanson – MNABC
Jody Paulson – BAC
Paul Gartzke – Rasmusson College
Stephen Harper – HTC
Ardy Scope - IBEW
Dean Mills – LTC
LaRohn Latimer - DLI
Jeremy Parker – DLI
Rick Martagon – DLI
Jeremy Parker – DLI
Darcus Mitchell – DLI
Kelly Henriksen - DLI

CALL TO ORDER

Meeting was called to order by Chair McCarthy at 1:30 p.m.

- A. **Roll Call** – Chair directed that the record note those members in attendance.

- B. **Announcements** – Welcome to the new members. Aiken explained to the board members that they should have received a white folder as a welcome packet that will provide them information such as the Minnesota Apprenticeship Act, the Apprenticeship Board schedule which meets on a quarterly basis. Communications would like to do a photo of the Board at the conclusion of the meeting.

April Schnell who serves as an Ex-officio of the board. She is appointed by the Department of Education's Commissioner to be in an advisory roll on this board. April will be leaving this board and news is expected from the new Commissioner of Education about potential replacement.

Nancy Leppink, Commissioner called into the Apprenticeship Advisory Board Meeting to introduce herself.

1. Approval of Proposed Agenda

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

2. Approval of Previous Meeting Minutes from October 24, 2018.

A motion was made and seconded to accept the October 24, 2018 meeting minutes as presented. No corrections, errors or omissions. Minutes approved unanimously.

3. Old Business

No old business.

4. New Business

A. Registered Apprenticeship Report:

Apprenticeship Director John Aiken reported the following:

Aiken reported that today they are about 11,500 strong in registered apprenticeship. They continue to see an increase since 2010. Last year eclipsed 12,000 for the first time in over a decade. They hope to get to that level this summer when construction ramps up again.

Active Apprentices by Industry Sector:

- Construction – 90% are in construction
- Utilities – Around 400 – 500 a year
- Advanced Manufacturing
- Healthcare
- Public
- Transportation/Auto
- Information Technology
- Agriculture

Aiken said that they are getting ready to celebrate the 80th Year of Apprenticeship in Minnesota. It was established April 1939 in this Department.

The Building and Construction Trades have been the stewards of this system that we have grown here to appreciate.

KEY STATISTICAL INDICATORS:

Snapshot	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
NEW:	3451	3715	3462	4717	3756	3404	2466	1957	1381	1239	2701	3163
GRADS:	1345	1447	1258	1078	857	863	1074	1172	1121	1151	1302	1145

End of the CY – Apprenticeship Minnesota Snapshot:

*Updates to reflect end of the calendar year statistics

February 2019 – SNAPSHOT (By the Numbers)

SNAPSHOT	2018	
Active:	11,588	100%
Male:	10,682	92%
Female:	903	7.8%
Minority:	2,332	20%
Veteran:	799	6.9%

REGISTERED SPONSORS:

- Apprenticeship Sponsors: 189+
- Participating Employer: 2,300+
- Occupations & Trades: 300+

MINNESOTA APPRENTICESHIP INITIATIVE

5-year initiative to expand registered apprenticeship in Agriculture, Advanced Manufacturing, Healthcare, Information Technology and Transportation. Aiken said that this is in partnership with the Department of Employment and Economic Development.

Goal for fall 2020:

- Engage 100 employers in developing a registered apprenticeship model
- Develop 30 high-growth occupations
- Register 1,000 new apprentices

Results:

- 100+ employer engaged
- 42 new apprenticeship programs registered
- 380+ apprentices employed and registered
- 730+ apprentices pledged by participating employers

MINNESOTA APPRENTICESHIP EXPANSION INITIATIVE

Goals:

- Develop and launch apprenticeship communications and branding plan.
- Support and fund construction career-readiness program pilots specifically targeting women and minority populations (underrepresented in apprenticeship). Partners; Building Minnesota, Bricklayers and Allied Crafts, Cement Masons and Carpenters.
- Conduct construction employer engagement to identify and share recruitment and retention best practices.

Results:

- Supported 4 registered apprenticeship programs to provide construction-career readiness training for females and people of color: 216 individuals placed in registered apprenticeship out of 308 served, 72% completion of programs, 70% placement in registered apprenticeship.
- Hosted first of its kind Apprenticeship Summit in Minnesota March 2018.
- Developed and launched the first communications and branding plan for apprenticeship in Minnesota. Currently soliciting an agency to support ongoing communications and outreach initiatives.
- Completed more than 18 construction employer and apprenticeship stakeholder meetings statewide to identify recruitment and retention best practices and barriers.

Aiken reported that additional funding through the Minnesota Apprenticeship Expansion Initiative will be available for:

- Make funding available for organization to host and support affinity and mentorship group activities with the goal of improving recruitment and retention of women and minorities in construction registered apprenticeship.
- Hosting statewide presentations with featured speakers on changing demographics and recruitment and retention of apprentices are taking place statewide throughout 2019.
- Providing over \$750,000 in funding opportunities to support construction career readiness and pre-apprenticeship funding over the next two years.
- Providing \$135,000 in funding to support seven career exploration programs.
- Researching methods to strengthen apprenticeship will take place throughout 2019.
- Soliciting marketing agencies to plan and implement a new Apprenticeship MN communications and outreach initiative to support apprentices and sponsors.

National Apprenticeship Week**Rick Martagon reported the following:**

- Apprenticeship had 3 bus tours set up during apprenticeship week. One in St. Paul, Minneapolis, and Duluth. They saw 3 training centers for each bus tour.
- Martagon said they hosted Apprenticeship Panels – hosted by Workforce Centers.
- Open Houses hosted by Apprenticeship programs.
- Apprenticeship Roundtables.
- Woman Building Success event at IBEW Local 110.
- Rochester Plumbers and Pipefitters New Training Center Open House.
- Apprenticeship Staff presence in various Training Centers.

B. Discussion and Approval of Registered Apprenticeship Report

A motion was made to accept Aiken's report as given and 2nd. All were in favor.

C. Construct Tomorrow Update**Rick Martagon, DLI**

The January 30th St. Cloud event was closed due to weather. This will be rescheduled to March. February 2nd they will have an East Grand Forks event. February 21st a Hinckley event. The Hinckley event was very well attended. Rick reported that the teachers are getting the students prepped

ahead of time for these events. February 26th & 27 in Duluth over 1,000 students will attend the 2-day event. Rick reported other events that Construct Tomorrow will be hosting.

D. Apprenticeship Coordinator's Report

Rick Martagon, DLI

Rick reported that Larry Gilbertson was in Duluth for the 2-day Construct Tomorrow event. Construct tomorrow is going well and their events are well attended.

Next Meeting

Date: Wednesday, April 17, 2019

Time: 1:30 pm

Location: MN Dept. of Labor & Industry, Minnesota Room

5. Adjournment