

Meeting Minutes: Apprenticeship Advisory Board

Date: April 17, 2019
Time: 1:30 pm
Minutes prepared by: Denise Corrier
Location: Minnesota Room
Minnesota Department of Labor & Industry
443 Lafayette Road N
St. Paul, MN 55155

Attendance

Members Present:

John Aiken
Tom McCarthy
Sophie Thaden
Jessica Looman
Donald Mullin
Everett Pettiford
Laurie Warner
Todd Ferrara

Absent:

Mathew McDowall

Attendees:

Jeremy McCombs – Local 455
Bill Lombard – Local 455
Gary Larsen – Laborers
Tim Garcia – IBEW 110
Derrick Atkins – Mpls Elec JATC
Larry Gilbertson – ACAM
Ed Godfrey – MDVA
Robert Ahles – MDVA
Andrew Richmond – Roofers 96
Tom Kennedy – CEF
David Radziej – Metro PHCC
Del Vancurn – City of Anoka
Brian Farmer – Local 633
Sarah Norgren – GAP School
Gary Thaden – MMCA/NECA
David Malone – Brick Layers
Michelle Dreier – MEA
Pierre Rhodes – YWCA
April Hildre – MREA
John O’Phelon – Ramsey Cty
Norma Miller - MUL
LaRohn Latimer - DLI
Jeremy Parker – DLI
Rick Martagon – DLI
Debra Buckner – DLI
Darcus Mitchell – DLI
Leslie Philmon - DLI
Ruth Tayler - DLI
Betsy Adamson - DLI
Kelly Henriksen - DLI

CALL TO ORDER

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

- A. **Introduction** – Commissioner Leppink and Deputy Commissioner Roslyn Robertson were introduced to the board. Each addressed the board and those in attendance.
- B. **Roll Call** – Chair directed that the record note those members in attendance.
- C. **Announcements** – No announcements.

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 February 27, 2019.

Thaden suggested a correction to the minutes. The correction was made and approved.

A motion was made and seconded to accept the February 27, 2019 meeting minutes as presented. Minutes approved unanimously.

3. Old Business

No old business.

4. New Business

A. Registered Apprenticeship Report:

Apprenticeship Director John Aiken reported the following:

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

April 2019 – SNAPSHOT (By the Numbers)

SNAPSHOT	2019	
Active:	11,366	100%
Male:	10,682	92%
Female:	853	7.8%
Minority:	2,248	20%
Veteran:	800	6.9%

REGISTERED SPONSORS:

- Apprenticeship Sponsors: 190+

- 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:

- 500+ employer engaged about apprenticeship
- 47 new apprenticeship programs registered
- 462 apprentices employed and registered
- 713 apprentices pledged by participating employers
- 60 apprentices graduated
- 20 employers in active development in AG, IT, Healthcare and Manufacturing
- Partnered with AFL-CIO's Wisconsin Regional Training Partnership that registered 50 industrial manufacturing technician apprentices with 8 Minnesota 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.

Aiken gave a snapshot of all of the programs that have been developed in Advanced Manufacturing, Information Technology, Agriculture, Health Care, and Transportation.

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

- Funding to support affinity and mentorship group activities with the goal of improving recruitment and retention of women and minorities in Construction registered apprenticeship.
- Statewide Outreach and Engagement.
- Funding construction pre-apprenticeship/career readiness through registered apprenticeship programs.
- Funding career exploration programs linked to registered apprenticeship programs and community-based organizations.

- Funding research to connect with the apprentices to survey their needs.
- Funding communication strategies sharing the benefits of Apprenticeship Minnesota.

Aiken shared that the Minnesota Expansion Initiative will be used to develop and launch apprenticeship communications and branding plan. Apprenticeship Minnesota has contacted Russell Herder who will develop a two-year outreach plan for us that includes social media platforms, and they have helped us refresh and renew brochures.

Aiken reported that Apprenticeship Minnesota will support and fund construction career-readiness program pilots specifically targeting women and communities of color (underrepresented in apprenticeship). They will also support and fund construction career-exploration programs designed to provide youth with a hands-on experience with registered apprenticeship in the construction industry.

Aiken presented the Outreach & Engagement Calendar of Events for 2019-2020.

**Apprenticeship Bus Tours
Funded by the Apex Grant**

- Rogers High School/Elk River School District to visit IBEW Local 292 JATC, Carpenters and Cement Masons, and Plasterers-April 24 (students & educators)
- Southwestern Building and Construction Trades Council hosts educators and local officials- visiting three metro (May 2019), and Rochester (TBD) area apprenticeship training centers.

Aiken shared that he will be traveling to the 2019 NASTAD Winter Conference to engage with USDOL about registered apprenticeship.

B. Discussion and Approval of Registered Apprenticeship Report

A motion was made to accept Aiken's report as given and seconded. All voted in favor.

C. Construct Tomorrow Update

Andrew Richmond, Co-Chair Construct Tomorrow

Construct Tomorrow is working very hard on reaching the greater Minnesota area. They are looking for places to go to spread the careers that are available besides going to college. They have recently hired an event coordinator to help out the board. Some of the places they have visited is East Grand Forks, Hinckley, New Hope, and Duluth. For February, March, and April they talked to a total of 3,073 students. They will have the future schedule of events on the website soon for next year.

D. Apprenticeship Coordinator's Report

Larry Gilbertson, ACAM President

March 5th they had the Women Building Success Awards. Recently, Local 455 Pipefitters had the state competition. They had some winners and there will be a write-up in the next Apprenticeship Works Newsletter. On May 2nd, they are going to have an Explorer Post Open House at the Ironworker's Training Center. May 29th they are having the ACAM Golf Fundraiser at Majestic Oaks. The money that they raise goes into an injured apprentice fund. If an apprentice is injured on the job and misses more than 30 days ACAM provides them a check for \$600 to help pay the bills. In June they have some APEX Grant training. Students will be able to visit the ironworkers, the pipefitters,

and sprinkler fitters basically trying to look at some trades that deal with metal and welding. In June and July the Minnesota Trades Academy will be bringing youth into the different training centers. Gilbertson reported that ACAM is developing a speaker's bureau and a list of all apprentice coordinators and instructors.

Next Meeting

Date: Wednesday, July 17, 2019

Time: 1:30 pm

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

5. Adjournment