

## Meeting Minutes: Apprenticeship Advisory Board

Date: October 24, 2018  
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:**

Harry Melander  
Laurie Warner  
Todd Ferrara  
John Aiken – DLI  
Tom McCarthy  
April Schnell  
Everett Pettiford  
Jenni Blaylock  
Mathew McDowall  
Don Mullin

**Attendees:**

Melissa Stachovich – MREA  
Gary Thaden– MMCA/NECA  
Jody Paulson – BAC  
Deon Clark – TCI Solutions  
Chris Favreau– Floor Coverers JATC  
Larry Gilbertson - ACAM  
Betsy Adamson – DLI  
Adam Hanson – MNABC  
Dean Mills – LTC  
Leslie Philmon – DLI  
LaRohn Latimer - DLI  
Jeremy Parker - DLI

### CALL TO ORDER

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

- A. **Roll Call** – Chair directed that the record note those members in attendance.
- B. **Announcements** – No Announcements.

### 1. Approval of Proposed Agenda

A motion was made to accept the agenda as presented, and seconded. Agenda approved motion offered by Ferrara, 2<sup>nd</sup> by all. Agenda approved without objection.

## 2. Approval of Previous Meeting Minutes from July 18, 2018

A motion was made and seconded to accept the April 12, 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:

#### 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

#### OCT 2018 – 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%

#### 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
- 39 new apprenticeship programs registered
- 339 apprentices employed and registered
- 600+ apprentices pledged by participating employers

## **MINNESOTA APEX 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:**

- Hosted first of its kind Apprenticeship Summit in Minnesota March 2018.
- Developed and launched the first communications and branding plan for apprenticeship in Minnesota
- Completed more than 18 construction employer and apprenticeship stakeholder meetings statewide meetings statewide to identify recruitment and retention best practices and barriers.
- Supported 4 registered apprenticeship programs to provide construction-career readiness training:
  - 206 individuals placed in registered apprenticeship out of nearly 300 served
  - 70% minority and female participation
  - 72% completion of programs
  - 62% placement in registered apprenticeship

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.
- Making funding available to support construction career readiness and pre-apprenticeship funding.
- Making funding available to support career exploration programming.

### **National Apprenticeship Week**

**Rick Martagon reported** that the apprenticeship staff is busy planning apprenticeship week. Each year they get a little bit more involvement from their sponsors. Martagon said they could not do it without each of the apprenticeship field reps taking ownership of the events and helping get things organized. On Veterans Day they will be featuring veterans who are apprentices in the trade. Also they will have a spotlight on all industries with registered apprenticeship programs and apprentices as well.

Martagon announced that they have 3 bus tours set up during apprenticeship week. One in St. Paul, Minneapolis, and Duluth. They will see 3 training centers for each bus tour.

Martagon briefly listed some of the events of apprenticeship week. They will also be on the web site under Apprenticeship Minnesota.

Aiken reported that they have been able to secure a proclamation from the Governor for National Apprenticeship Week, and we will be publishing that come November 11<sup>th</sup>. In addition to that a proclamation for November 15<sup>th</sup> as Women in Apprenticeship Day.

Aiken introduced the board to Jeremy Parker, New Senior Apprenticeship Field Rep

Aiken and Martagon visited their NASTAD counterparts. That is National Association of State and Territorial Apprenticeship Directors. This meeting was hosted in Milwaukee, Wisconsin.

Aiken also reported that the apprenticeship team put together a very large mailing to the school principals providing brochures about careers in apprenticeship.

**B. Discussion and Approval of Registered Apprenticeship Report**

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

**C. Apprenticeship Advisory Board Appointments**

Four appointments to the Apprenticeship Advisory Board are due to expire for the following:

- |                   |                         |                        |
|-------------------|-------------------------|------------------------|
| • Harry Melander: | Employee member (chair) | Term Expires: 1/7/2019 |
| • Jeni Blaylock   | Employee member         | Term Expires: 1/7/2019 |
| • Thomas McCarthy | Employee member         | Term Expires: 1/7/2019 |
| • Laurie Warner   | Public Members          | Term Expires: 1/7/2019 |

**D. Construct Tomorrow Update**

**Larry Gilbertson, ACAM President**

Construct tomorrow has been very busy. October 9<sup>th</sup> they were in Eveleth and participated in a nice fair. The 17<sup>th</sup> they were in Fairmont MN and next week they have one in St. Paul. The Construct Tomorrow schedule is in the Apprenticeship Works newsletter. Gilbertson provided locations that they have served, the number of students that they served, and the cities they have been to and the schools. Construct tomorrow goes in to meet 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> graders, and hopefully they can plant the seed and let them know that apprenticeships really are a viable career that they can have making good money.

Gilbertson shared that they will be taking a few applications for some members that will be leaving the board.

**E. Apprenticeship Coordinator's Report**

**Larry Gilbertson, ACAM President**

Gilbertson reported that on Sept. 19<sup>th</sup> – 22<sup>nd</sup> the Ironworkers had their international apprenticeship competition at the ACAM headquarters in St. Paul. There were 75 competitors that represented 15,000 Ironworkers nationwide. Out of the 75 competitors 4 were women that competed. Next year the Women Building Nations Conference will be in Minnesota. On Oct. 8<sup>th</sup> the labors have their open house at their training facility in Lino Lakes.

ACAM representatives attended the Women Build Nations conference.

## **F. Construction Careers Foundation Presentation**

### **Pat Wagner, Executive Director**

Construction Career Foundation is a non-profit founded in 2004.

Mission – They really look at programs that outreach the emerging workforce, and to really look at providing opportunities for them to look at construction as a career choice.

Construction Careers Foundation has 3 programs:

Building Minnesota, Apprenticeship Programs, and Helmets to Hard Hats. Wagner said that they partner with ACAM, Building Trades, and Construct Tomorrow.

Wagner was excited to say they had a huge turnout of students from 170 schools that participated in one of the programs across their matrix. Of all those that participated 32% were female.

Wagner also said that for the coming year they are really looking for a social media campaign to look out for the students and connect them. It is also just an outreach piece of how can we get to them and influence them.

Wagner shared that they have summer paid internship opportunities and also supporting graduating seniors getting into the industry.

### **Next Meeting**

Date: Wednesday, January 30, 2019

Time: 1:30 pm

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

## **5. Adjournment**