

**Apprenticeship Advisory Board
Meeting Minutes
February 12, 2014
Department of Labor & Industry**

Members Present

Harry Melander, Chair
Jeni Blaylock
Johnnie Burns, Secretary
Mark Christianson
Matt McDowall
Todd Ferrara
Mike Mitchell
Everett Pettiford

Members Absent

Dale Narlock (excused)
Stan Theis

Staff

Bernie Michael
Susan Smith
Mary Des Jarlais
Terry Frauly
Rich Davy

Visitors

Chris Favreau- Local 68
Dave Kornecki- MN Senate
Dean Mills – LTC
Ed Nelson – IBEW
Eric Houske- Local 134

Visitors Continued

Joe Towner – ABC
Mark Conroy- Local 196
Mike Wilde – FCF
Phil Raines – ABC
Rick Martagan – BAC/ACAM
Tom Westlund – ABC
Tyler Aman – GRE
Eathan Laubach - Under
Construction

I. Call to Order

The meeting was called to Order by Chair Melander at 1:35 p.m. and roll call was taken.

II. Approval of Meeting Agenda

A motion was made to accept agenda as presented, seconded. Motion carried.

III. Approval of Previous Meeting Minutes

A motion made and seconded to accept the October 9, 2013 meeting minutes as presented. No discussion, no correction. All to Accept, Non to oppose, motion carried.

IV. New Business

Nothing brought forth.

V. DLI Reports - VI. Office of Apprenticeship Report

- a. Status of Apprenticeship –Calendar year 2013 ended with 7800 total apprentices. Secretary Burns (Mr. Burns) reported that since 2012 we’ve had an increase of 1400 registered apprentices. There were 822 Graduations/Completions in 2013. Top three occupations for graduations in 2013 were; Construction Laborers graduating 130 apprentices, Electrical Wireman graduating 85 apprentices and Plumbers graduating 76 apprentices.
- b. Mr. Burns reported women and minority apprenticeship registration is steady, yet cancellations/suspensions in their category are almost at an equal rate. He stressed priority on the screening processes; ensuring candidates possess the aptitude and skills to perform the specific work. In 2013, approximately 19 training programs were visited and each program stressed the need for apprentices to have basic math skills and the ability to communicate with people on a professional level as becoming more and more important.
- c. The DLI office is continuing outreach, with a focus on exposing registered apprenticeship programs as a viable option for students and recent graduates. DLI partnered with Construct Tomorrow @ the Humboldt High School event and various trades offered “visual/hands-on” demonstrations. Mr. Burns has directed his staff to include outreach to the parents and guardians of the students.

- d. Mr. Burns explained the LEAP Grant and its purpose. Participants of the grant include Urban League, Goodwill Easter Seals, Under Construction/ Construct Tomorrow. They are required to submit a quarterly report to make sure the funds are used to send individuals into registered apprenticeship programs. Urban League makes the most placements, Goodwill Easter seal is improving at placements, and Under Construction continues to operate fairly well. Construct Tomorrow program will be discussed further in todays' meeting.
- e. Member Mitchell requested clarification of the target population for the pilot project shared by DLI, MnSCU and DEED.

Mr. Burns explained that it is a pilot program with the manufacturing industry titled "Skilled Manufacturing Customized Training Program". It is not a registered apprenticeship program. Mr. Burns explained the background and the goals of the program. He offered to provide more information in future meetings, if requested.
- f. Chair Melander requested the breakdown of occupations and the report with total numbers of women and minorities by sponsor.

Mr. Burns apologized that he did not have these reports and assured the board he would provide this at the next meeting.
- g. Motion was made to accept the DLI and Status of Apprenticeship Report as given, was seconded with no discussion, and motion carried.

VI. Apprenticeship Coordinator's Report

- a. President of the Apprenticeship Coordinators Association of MN, Rick Martagon, reported on the annual fundraising dinner for injured apprentices and that his organization recently made a donation of \$1000 to the Construct Tomorrow effort. He welcomed Mark Conroy with the Roofers and Water-proofers, as a new Apprenticeship Coordinator.
- b. Construct Tomorrow, an effort between the Assoc. of General Contractors, Apprenticeship Coordinators Association of MN, DLI and various educators is developing with the following progress; The Board is formalized, non-profit status has been initiated, committees are organizing and a new website is set to unveil early March. Chris Favreau with Local 68 Floor Coverers, has stepped up to lead all committees, recruit the trades participation and manage all the different events.
- c. Construct Tomorrow is committed to 6 large events per year over a 5 year period. The next event is March 4th from Noon till 3 pm, at Fairview ALS in Roseville. It will be similar to the Humboldt High School event, with multiple programs from the area in attendance, including Adult Basic Education students.

A member asked what trades have committed to Construct Tomorrow. Mr. Martagon believes that there are currently 7 different trades. He will bring this information to the next board meeting.
- d. A follow-up event is scheduled at Humboldt High School Feb. 27th, during the student-parent conferences. Tables staffed with a trade representative and a contractor representative from that trade will be offered, with the goal of reaching parents/guardians and providing background into what a construction career might look like.
- e. Member McDowall spoke as a representative of the outstate contractors and emphasized the importance for the Construct Tomorrow efforts to branch out of the metro area.

Mr. Martagon reported that he was in the planning stages for the first outstate event in Rochester, MN. He has also had contact with the Bldg. Trades Association of St. Cloud, President Mike Ganz, hoping to bring an event to this area of the state.

VII. Board Discussion

Apprenticeship Corrective Action Plan;

- a. Mr. Burns spoke of the Corrective Action Plan which is required of MN DLI to continue authority as a state apprenticeship agency. The USDOL requires Minnesota to make changes in the laws and rules to bring us up to compliance with federal standards. The USDOL Federal office has not approved the plan, although they have stated they have no objections to it. The Apprenticeship Corrective Action Plan has been submitted to the MN Legislature for changes/approval and we are waiting for the Legislature response.

Update on the Construction Industry Conference, held February 6, 2014;

- a. Mr. Burns reported attendance was close to 400. It's undecided if this will be an annual event, but believes we may need to expand upcoming conferences due to such a great demand. The one-on-one meetings were available upon request to meet with any entity represented at the conference. This was a great component and one of the highlights of the event. He is still waiting on the participant paper feedback and electronic survey feedback to be compiled. We'll look at the comments and look at the outreach efforts and make adjustments to the presentations/offerings for our next conference.

Presentation from Under Construction Program.

- a. Director Eathan Laubach, explained his organization interviews and hires current high school students and recent graduates as interns for an 8 week/35 hr. per week program. It is a proven pipeline that has registered apprentices in various trades (plumbers, pipefitters, laborers, carpenters and sheetmetal) as a result. The focus is on promoting construction careers to young women and young minorities, and 80%-90% of their participants are of a minority and most from a low-income household. Some interns begin in this program, then enroll in a secondary school program for various construction programs, and after a 2-4 year college tract, become employed in the industry. He reported that Mary DeJarlais, from DLI, and himself were at Roosevelt High School all morning today speaking with students. Under Construction recently acknowledged 10 years in existence.
- b. The summer of 2013 had 24 interns working on 2 sites in St. Paul with a result of 12 interns placed. The back of the handout lists this info in detail. The summer of 2014, the plan is 48 interns at 4 sites in St. Paul and Minneapolis (2 crews of 12 in St. Paul and 2 crews of 12 in Minneapolis). Mr. Laubach invited anyone to come and visit the programs this summer.
- c. Mr. Laubach solicited resources or suggestions for math tutors to assist interns in testing for placement in a program.

Member Ferrara inquired as to the interns' current high school or technical schools availability of remedial tutoring.

Mr. Burns suggested state workforce centers and possible classes or lessons for remedial training. He stated that he believes these offices have untapped resources and has directed his staff to make more connections with them.
- d. Chair Melander inquired about using the "school-to-work" model and any restrictions due to safety concerns.

Member Mitchell responded with current regulations; the intern must be registered in a state approved training program, there are age restrictions to get an exemption from some of the hazardous occupational areas, and they have to be under the supervision of someone in that workplace.

Mr. Burns noted the need to verify the persons in charge and their safety record, the type of equipment most used, and the over-sight structure of the program. "We need to consider how young is too young and what are the safety rules/concerns".

- e. Member Mitchel stated that he will bring the issues of tuition, remedial education and general educational support forward to meetings he's involved in with MnSCU.

Member Ferrara believes a student that is enrolled in a program, should then qualify to be a recipient of remedial training support. The schools want students, we want apprentices. Where is the disconnection and can we change it?

Member Mitchell expressed the need for the issues to be talked through; the tuition cost to the student for remedial education and if the remedial training will be of a benefit.

Mr. Laubach pointed out the trend he's seen in the last 5 years; Area school districts are promoting college, then after 1 year, the student often either loses interest, finds it unaffordable, or a scholarship offer is no longer active. At that point, some will come inquiring for employment with the local trades businesses. Subsequently, for some of these candidates, the currently owed school debt becomes one of the obstacles to helping them succeed.

Mr. Burns also shared his experience from the Humboldt High School Construct Tomorrow event, of 12 students queried as to after graduation plans, 10 planned on college. Yet, none of them had a specific tract of study. We need to do a better job of packaging the options of registered apprenticeship programs and help people be more informed of the construction industry and the possibility it may be a viable option for them.

VIII. Announcements

The next meeting is scheduled to be held on April 9th, 2014, 1:30 p.m. at MN DLI St. Paul Office, Minnesota Conference Room.

IX. Adjournment

The meeting adjourned at 2:15 p.m.

Respectfully Submitted,

Johnnie Burns

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