

**Apprenticeship Advisory Board  
Meeting Minutes  
October 20, 2010  
Minnesota Room – Department of Labor & Industry  
443 Lafayette Road No, St Paul 55155  
[DLI.CCLDBOARDS@State.MN.US](mailto:DLI.CCLDBOARDS@State.MN.US)**

**Members Present:**

Roslyn Wade, *Secretary*  
*Director of Apprenticeship*  
Roosevelt Gaines, *Chair*  
Judi Rubin  
Kimberly Zimmer  
Todd Ferra  
Buck Paulsrud  
Robert Gfroerer  
Harry Melander (New Member)  
Robert Sogla  
Dale Narlock

**Members Absent:**

Mike Mitchell *Ex-Officio*

**Visitors:**

Eric Houske  
Dick Tessier  
Rick Martagon  
George McMan  
Rick Gale  
Buck Paulsrud  
Glenn Resman  
Tom Cheioli  
Matt Marquis  
Mitchell Davis  
Jim Kuhn  
Everett Pettiford  
Tom Reger  
Jim Nimlos

**Staff Present:**

**I. Call To Order**

The meeting was called to order by Chair Gaines at 1:35 p.m.

**II. Approval of Meeting Agenda**

Review of Agenda  
i. No comments made on Agenda

### **III. Regular Business**

#### **A. Department of Labor Report – Roslyn Wade**

Good Afternoon it is good to see some old faces and some new faces. Thank you all for your continued interest and support of the Apprenticeship unit. I think we have some exciting things to talk about today.

The Agency is currently involved in preparing for transition to a new administration.

Each individual unit is preparing briefing documents for the upcoming administration. I will be highlighting the on going work of the apprenticeship unit.

We have been engaged in marketing the apprenticeship program to nontraditional areas. We have not experienced a great deal of success to date.

#### **B. Monthly performance measurements**

We are holding very steady.  
The numbers are comparable for this time of year.

Some larger construction projects will benefit from the stimulus funding. We are hoping to see some direct some results in apprenticeship.

We are very please that we are holding very steady with active apprentices. The report indicates we currently have 7022 active apprentices with 1078 women and minority. We think that is a good thing. The apprenticeship numbers

July reports show we have stayed very consistent with a slight decrease over the entire year.

Previous reports show we are holding fairly steady. I have worked with my counterparts from across the Nation where there has been reduction as much as 30- 40%. I am pleased that that has not been the case in Mn.

#### **Status of Apprenticeship # 4**

With status of the LEAP Grant we currently have 3 Grantees Minneapolis Urban League, Construction Careers Foundation, and Good Will Easter Seal. Those grantees continue to advance apprenticeship by giving women and minorities additional support.

- i. Urban League  
Places in registered apprenticeship programs.
- ii. Construction Careers Foundation  
Works with youths, does not result in any registered placement. Minors are prohibited from working on a construction site, However we recognize the need to introduce minors to construction.
- iii. The Good Will Easter Seals  
Does impressive work however, they have not had a lot of success in making actual registered placement.

We will continue to work with those groups and support these activities.

I accept there will be challenging discussion going into a new administration and a new budget cycle.

I don't expect there will be any apprenticeship Legislation.  
Conclusion of the DLI Report.

#### **V. New Member**

Harry Melander

Harry has been appointed to fill the position that has been vacated by Dick Anfang. Welcome to Harry, Harry has been through the Apprenticeship program himself.

#### **VI. Office of Apprenticeship Report** - Roslyn Wade

Federal Apprentice office is getting a lot more attention than they have in the past

Registered Apprentice Program is being highlighted At the Federal Level for the first time since I have been involved  
Specified in Legislation  
Clearly noted in the Stimulus program  
Different Grants the State is able to apply for

I brought to the group almost two years ago Federal Regulations 29.29 was amended. The changes in 29.29 forced every State Apprenticeship Council to look at it State Statue and its regulations.  
We were directed to come into compliance with the changes of 2929 which went into affect December 2008.

Our office reviewed our Statutes with Legal representatives and identified the areas that needed Legislative attention.

The changes are minimum.

Our State Legislators worked on our request, Which was to change on the job training to on the job learning and it specifically required our office to establish a rules to insure that we are in compliance with Federal Regulations. Amended Language included in the board members packet.

Our rules also had to be amended to recognize a time based approach to Apprenticeship.

It also required that we develop a procedure for recognizing competency based apprenticeship programs. The third category we have to develop policy around is a hybrid approach.

I had indicated that we would bring the proposed rules to the Advisory group for input, However we were able to utilize an expedited approach. All we have to do for approval is state our case and that is Federal law changed were as a State approving authority we are required to be in compliance therefore our State law has to change then the rules follow in that Legislation. It is not an exempt rule but we were simply able to utilize and expedite the process.

Now that we have these terms identified in Statue my staff and I will continue to work to develop the policy around it.

There is still a minimum apprenticeship criteria remain. There is still a minimum of 2000 hours in a registered program before it can be recognized as apprentice able

The purpose of the change in the rule is to allow the employers that have other ways of measuring an individual ability, basically competency.

Competency Based Apprenticeship is a new feature were it is not just limited to the amount of time worked, it allows employers more input.

The hybrid approach is part time based and part competency that the apprentice demonstrates.

We have not had a request from a user to use the competency base apprenticeship training program.

We will go forward to adopt the policy that supports the statute and rule changes.

No questions on Rule or Statute Change

## **VII. Apprenticeship Coordinative Report** - Paul Bucksrud

Representing Apprenticeship Coordinator Association of Minnesota

The Coordinator Association has an injured apprentice fund, it is a fund we manage and operate a few fund raisers a year.

Work remains extremely slow for the building trades. 35 % of our apprentices are unemployed and a substantial number under employed.

Next Meeting November 10, 2010.

Grant money available from the State of Minnesota.

Minnesota State Energy sector our Training program the Sheet Metal Workers has received a \$40,000 grant.

**The Blue Green alliance is active now participating with the building trades. They are a grantee from the Federal Government they are working with helping with green construction. Annual dinner at Mancini's.**

VIII. **Old Business** – Roslyn Wade  
Apprenticeship Legislation  
Legislation tied to Office of Apprenticeship

## **IX. New Business**

1. 4 out State meetings and 1 metro to promote apprenticeship Meetings were held in St Cloud, Fergus Falls, Marshall, Duluth and Metro Area challenged from employers that don't know apprenticeship to come to the table. We continue to be challenged with industries that have not used apprenticeship. The meetings were useful.

Meetings for manufacture industry and another for the health care industry as being planned, a long with our partner the Department of economic development. The sector meetings have not been scheduled.

We are trying to get commitment from 8 – 10 employers who would participate in a 3 part series of meetings. We expect the meetings to take place within the next 3 months.

Some apprenticeship work is being done in the pharmaceutical industry.

We have made progress with the manufacture industry, we are not quite there with the health care. We will keep working on both of them.

## Appointments

2. Appointments the Statute allows for one half of the members of the board to expire when there is a new administration the second half of the board position will expire the following January. The positions typically last for four years. Half of the positions will expire January 1, 2011 the other half will expire January 1, 2012.

The process is that you make application if your term expires and you are interested in continuing to serve you can then to the Secretary of State website go to boards and applications.

### A. Next Regularly Scheduled Meetings

- i. Wednesday, April 20, 2011 1:30 p.m. – Minnesota Room, DLI
- ii. Wednesday, July 20, 2011, 1:30 p.m. – Minnesota Room, DLI
- iii. Wednesday, October 19, 2011, 1:30 p.m. – Minnesota Room, DLI

Roosevelt Gaines Retired September 15<sup>th</sup> Everett Pettiford will be my replacement at the Leap program at the Urban league.

Mitchell Davis Intersection Administrator  
Kelly Web big step Annotative program with Mn Dot

## XI. Adjournment

A motion was made to Adjourn, seconded and Approved. The meeting was adjourned at 2:50

Respectfully Submitted,

*Roslyn Wade*

Roslyn Wade