

## Meeting Minutes: Apprenticeship Advisory Board

Date: October 18, 2017  
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  
April Schnell  
Todd Ferrara  
Tom McCarthy  
Matt McDowell  
Don Mullin  
Everett Pettiford  
John Aiken - DLI

**Members not present**

Jenni Blaylock

**Attendees:**

Ed Godfrey – SAA  
Ed Bellefonte – MDVA  
Joanne Hager – Tradeswoman  
Edwin Patterson – Tradeswomen  
Brandon Homes – ASAX MSS  
Melissa Stachwich – MREA  
Dave Dressler – Limited Energy Installers  
Dan Westberg – CEF  
Andy Snope – IBEW  
Betsy Adamson – DLI  
Adam Hanson – ABC  
Mitchell Davis – MAPP  
Michelle Dreier – ETN  
John Rapheal – MDE  
Dean Mills – Laborers  
Norma Miller – MUL  
Larry Gilbertson – IW512  
Vicki Sandberg – CCF  
Leslie Philmon – DLI  
LaRohn Latimer – DLI  
Berry Brinll - Goodwill

### 1. 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** – None.

## 2. Approval of Proposed Agenda

A motion was made to accept the agenda as present, and seconded. Agenda approved by McCarthy, 2<sup>nd</sup> by Pettiford. Agenda approved without objection.

## 3. Approval of Previous Meeting Minutes from July 12, 2017

A motion was made and seconded to accept the July 12, 2017 meeting minutes as presented. No corrections, errors or omissions. Minutes approved unanimously.

## 4. Old Business

None presented.

## 5. New Business

### A. **Dave Bellefeuille, Director of Education and Employment Minnesota Department of Veteran Affairs**

Bellefeuille briefed the board on the work of the Minnesota Department of Veterans Affairs in support of Apprenticeship including expansion on MN GI Bill program to include licensing and certifications. He introduced Ed Godfrey as the new state approving agency noting that Don Bandelin retired in September 2017. He said they have expanded the MN GI Bill program to include licensing and certifications.

### B. **Joanne Hager & Edwina Patterson**

Two board meeting attendees requested a proclamation for November 16 as women in apprenticeship day. Aiken responded that Apprenticeship Minnesota and the Department had already been engaged with the Governor's Office with a proclamation request for Apprenticeship Week in Minnesota and said that Apprenticeship would look into it. Board Member Ferrara suggested the board recommend to the commissioner, the director, and the governor its support of an effort to name a specific day for women in the trade in the apprenticeship. A motion was made to accept Ferrara's recommendation, and seconded. All voted in favor of the recommendation.

### C. **Registered Apprenticeship Report: Apprenticeship Director John Aiken reported the following:**

Aiken delivered his State of Apprenticeship in Minnesota report to the board providing updated participation levels and demographics.

Highlights:

Minnesota Apprenticeship Participation Snapshot:

- 11,500 Active
- 2,300 Minority
- 800 Women
- 700 Veterans

National and State Comparison Snapshot:

- Minnesota 21<sup>st</sup> in population, 12<sup>th</sup> in Apprentices (11,500)
- Wisconsin 20<sup>th</sup> in population, 14<sup>th</sup> in Apprentices (10,000)
  - Women 5% participation
  - Minority 9.5% participation
  - Veteran 5% participation
- Texas 2<sup>nd</sup> in population, 14,000 Apprentices

Aiken also reported that Minnesota had its highest number of annual apprentice completions, fifth highest number of newly registered apprentices, and sixth lowest number of cancellations despite increased participation when comparing data over the last decade despite increased participation.

He provided updates regarding expansion efforts guided by strategies of engagement, development, grant administration, operations and program technical support, as well as compliance. He indicated that strategies are funded in part by leveraging of apprenticeship operations budget supplemented by three grant initiatives, Minnesota Apprenticeship Initiative, our Accelerator Grant, and the APEX Initiative.

The Minnesota Apprenticeship Initiative update: Joint effort by the Department of Labor & Industry and DEED to expand the use of registered apprenticeship model in high growth industries outside of construction. Such as manufacturing, agriculture, healthcare, IT, and Transportation. Apprenticeship Minnesota continues to engage hundreds of employers through phone calls, webinars, workshops, and meetings to provide program development assistance. Grant dollars can be used by employers to defray infrastructure startup costs. The 5-year goal is to increase the number of apprenticeships by 1,000 in 30 high growth occupations. Aiken reported that at the end of the 2<sup>nd</sup> year, and going into the 3<sup>rd</sup> year, in the grant performance the team has developed 20 programs and will possibly register more than 400 apprentices. Nearly 200 have already been registered, and there are currently at least 30 additional employers at various stages of apprenticeship development as we speak.

Aiken welcomed new programs:

- |                            |                         |              |                |
|----------------------------|-------------------------|--------------|----------------|
| • Centra Care Health       | Community Health Worker | St. Cloud    | 10 apprentices |
| • Uponor, Inc.             | Maintenance Tech        | Apple Valley | 6 apprentices  |
| • Metro Transit Network    | Diesel Mechanic         | Fridley      | 26 apprentices |
| • Mechanical Systems, Inc. | Welder                  | Dundas       | 12 apprentices |

APEX initiative update: 18-month effort support by USDOL federal grant. That grant is supporting current efforts to engage construction industry employers about diversity inclusion strategies promoting registered apprenticeship as a career development opportunity for workers in supporting pilot efforts underway by providing career readiness training to diverse participants as a pathway to apprenticeship.

Career Readiness Partners:

- The Bricklayers, Building Minnesota Cement Masons & Carpenters
  - 39 participants started in the bricklayer program
  - 29 are placed in apprenticeship
- Building Minnesota
  - 62 total placed in apprenticeship (43 women and minority participants)
- Carpenters
  - 23 participants (Hermantown & Twin Cities locations)
  - 8 placed so far (more to come)
- Cement Masons
  - 17 starting that program, 13 completed
  - 10 placed in apprenticeship

Other Apprenticeship Minnesota activities:

Apprenticeship Minnesota's Martagon and Aiken attended the National Association of State and Territorial Apprenticeship Directors convened its convention in Denver, Co. The US Apprenticeship system includes 27 state and territorial authorities of apprenticeship working in partnership with the US Department of Labor's Office of Apprenticeship. Together they administer a national system. The event provided an opportunity to exchange apprenticeship expansion to tactics and ideas among the state apprenticeship authorities, and they had an opportunity to meet appointees from the Trump administration who were looking for feedback on how to improve the apprenticeship system. The president's Secretary of Labor, Alexandra Acosta had recently announced a formation of an apprenticeship expansion task force to guide the administration strategy on growing apprenticeship programs nation-wide. That task force will be chaired by Secretary Acosta, Co-chaired by Education Secretary Betsy DeVoss, and Commerce Secretary Wilber Ross.

Aiken announced that Apprenticeship Minnesota has announced the availability of \$200,000 in labor education advancement program (LEAP) grant funding to community-based organizations that are supporting and facilitating the participation of minority populations in women in registered apprenticeship programs. These populations are under-represented in apprenticeship participation today, and can assist programs in addressing their long-term workforce goals. The grant's performance period will be January 2018 through June 2019. Interested community-based organizations are encouraged to apply before the deadline of November 13, 2017.

Aiken also shared that Apprenticeship Minnesota has signed a contract with a communications and marketing firm, Russell Herder. The firm will assist in the development of a professional communications plan to brand Apprenticeship Minnesota here in this state to communicate benefits to employers and workers. Aiken also shared that they are pursuing a return on investment project in partnership with Labor and Statistics Division within our office to do an RFP to develop case analysis to inform employers the potential apprenticeship return on investment. Aiken mentioned they are supporting and sponsoring a Construct Tomorrow events.

Aiken also summarized various National Apprenticeship Week activities set for November 13<sup>th</sup> – 17<sup>th</sup> and encouraged sponsors to use the occasion to showcase their success and pride in apprenticeship. The unit is already preparing for the following:

- The Governor's office a state proclamation to highlight the occasion.
- National Apprenticeship Week posters designed, printed and delivered to apprenticeship sponsors.
- Coordinating with the Department a social media campaign to highlight some of the great apprentices in Minnesota during the week.
- Developing a Women in Apprenticeship Roundtable hosted at the Bricklayers Training Center.
- Hosting construction employer engagement meeting in Rochester.
- Touring Austin Utilities apprenticeship program in Austin, Minnesota.
- Touring Austin Utilities apprenticeship programs, pipefitter and carpenter programs in Northern Minnesota. Also touring AGCO Corporation in Jackson, Minnesota—the firm has expressed an interest in Apprenticeship.
- Participating in Anoka County Workforce Center Apprenticeship Expo.
- Organizing bus tour for public officials and apprenticeship stakeholders to the ironworker, carpenter, and laborer apprenticeship training facilities in the Twin Cities.
- Attending a St. Paul pipefitter demonstration.
- Visit CentraCare Health in St. Cloud to celebrate new apprenticeship.
- Participate in a roundtable event at Humboldt High School with career counselors. Also noted that there is an apprenticeship construction roundtable coming up on January 9, 2018.

Aiken noted that they are looking to host a Minnesota Apprenticeship Summit sometime in the spring of 2018.

Aiken introduced audience attendee, Tom Westlund, of the Construction Education Foundation ("CEF") of Minnesota, who represents the organization that currently operates a registered apprenticeship program in Minnesota. He stated that Westlund had recently requested additional occupation of equipment installer to its existing apprenticeship program. The current structured on-the-job apprenticeship ratio is 1 journey person to 2 apprentices. Westlund wrote to the Minnesota Apprenticeship Advisory Board requesting an opportunity to address the council today about its equipment installer program, and requested a ratio change in that occupation.

Board Member McDowell requested clarification on minority participant counts on the report related to 1684 Central Minnesota JATC. Aiken thanked McDowell for the information and stated that the unit will review.

**D. 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.

**E. Construction Careers Foundation Presentation**

**Pat Wagner & Vicky Sandburg**

Wagner shared some updates that have happened over the last 10 months. They've had three pilots this summer to really engage middle school youth. They have a youth initiative. They also have a couple of adult initiatives. One is Helmets to Hard Hats. They are also involved with WESA, APEX, and LEAP funding that uses the mechanism called Building Minnesota Apprenticeship Program.

Wagner announced that starting tomorrow they have their first Helmets to Hardhats Director. His name is Joe Whepler. He is with the Minneapolis Pipefitters. He is also a veteran.

Sandberg reported that they had a goal of 60 new apprenticeships over the grant period. They are pleased to say that over three quarters of that grant period they have offered registered apprenticeship to 62 people, 40 of which were women & minorities. Through APEX they were able to schedule an outreach in Hermantown in conjunction with another APEX partner, the Carpenters. Sandberg noted that in regards to WESA they are in their last month of a 1-year grant. Through WESA, they have placed 12 women in registered apprenticeship through 9/2017. In regards to LEAP they had a goal of 15 women and minorities from last November to this October 31, 2017, and through 3 quarters they placed 14 individuals. They will meet and exceed that goal as well.

**F. Construct Tomorrow Update**

**Larry Gilbertson, Co-chair of Construct Tomorrow**

Gilbertson reported they have been traveling to schools for Construct Tomorrow events. They have had really good turn outs. They have reached out to over 200 schools, and impacted over 50,000 students in the state of Minnesota. Gilbertson shared that they had a national meeting in Ann Arbor Michigan and the State of Minnesota and the Construct Tomorrow was highlighted as a model.

Gilbertson talked about return on investment and that it's nothing you see right off the bat, but when these kids come in and apply the first question they see is; how did you hear about our program? They are able to track that. These programs sell themselves but they just need to get the information out there.

Aiken congratulated Gilbertson for the great work. Aiken also shared that information is on the DLI web site regarding Construct Tomorrow.

## **G. Apprenticeship Coordinator's Report**

### **Larry Gilbertson, ACAM President**

Gilbertson reported that on 9/9/17 they had a sporting clay shoot at the Wild Marsha's Sporting Clays. They had a great turn out for that event. They raised close to \$10,000 for the injured apprenticeship fund. They increased their numbers by about 25% for that event. Their next fund raiser is going to be their annual Mancini's dinner. Gilbertson said they are working on a tribal training initiative. That would be bringing 50-75 tribal members in to a program to get some hands on training at 10 different training centers. They will get an OSHA 30, first aid CPR, and be ready to work in the spring of 2018. They also are working with MNSCU at North Hennepin Community College getting MNSCU credits for all the Apprenticeship programs. Once they are done with their apprenticeship program they will be able to turn those credits into MNSCU credits and work towards an AA degree. Gilbertson announced that the ironworkers came up with the new program for maternity leave for all their members. They have a couple of young women from their district council who visited their training center in Vanessa, California. These young women will go through a 3-week boot camp on iron work. Upon successful completion, they would be eligible to be directly slotted into their program for increasing female inclusion into their programs.

## **H. Presentation from the Associated Builders and Contractors of Minnesota & North Dakota: Low Voltage Tech ratio change request.**

### **Tom Westlund, Education Director**

Westlund reported that they are a 501C3 educational non-profit, and their main goal is to provide management and safety trainings for the construction industry. They have been around for about 20 years, and they have had a state-approved program for about 10 years. He stated that CEF provides a variety of training aside from the apprenticeship program. They do many state-approved licensing and continuing education training, management training, and they have 2 full time safety personal that they utilize for a whole host of safety trainings as well. With their apprenticeship programs they have several different trades under their sponsorship. One of which is the Limited Energy that is referenced in the letter before the board. He stated that CEF requests a change to the ratio which currently is 1 journey person to 2 apprentices to match state licensing law statute which is 1 journey person to 3 apprentices. He said that several years ago there was a request for a similar variance to match state law with the electrical trade. Westlund said that they feel that on both the employer and the employee side it would be beneficial so that the employer can hire more individuals, they can have more apprentices in the program, and then the employee can be trained to be that well rounded craft professional that we are all driving for.

Board Member Ferrara stated his opinion that the 1:3 ratio was a reasonable request in that particular trade. He voiced concern about stated apprenticeship ratios stating that it was one of the reasons why a company like his does not participate in state apprenticeship programs currently— issues like ratios. Ferrara encouraged members to take the request seriously and that all sides be heard. He emphasized the need for more apprentices. Chair Melander suggested that all interested in commenting about the particular matter send those written comments to the Department to John Aiken's attention.

## **6. Next Meeting**

Date: Wednesday, January 24, 2018

Time: 1:30 pm

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

## **7. Adjournment**