

apprenticeship WORKS

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APPRENTICESHIP WEEK 2017



**Save the date:
Apprenticeship
Week is Nov. 13-19, 2017**

More information about Minnesota events will be available soon at www.apprenticeship.mn.gov and sent to newsletter subscribers via email.

#NAW17



Apply for a grant to expand apprenticeship programs

LEAP grants strive to increase the participation of women, minorities

Apprenticeship Minnesota has made available \$210,000 in grants for the operation of Labor Education Advancement Programs (LEAP). The purpose of LEAP is to help community-based organizations increase the participation of women and minorities in registered apprenticeship. There are currently more than 11,000 active apprentices in Minnesota; however, women and minorities are underrepresented.

Apply for a grant

For information and application materials visit www.dli.mn.gov/AppGrants.asp.

The grant's performance period is Jan. 1, 2018, through June 30, 2019 and interested community based programs must apply by 4:30 p.m., Nov. 1, 2017.

Save the date: Apprenticeship Roundtable planned for Jan. 9, 2018

The event is hosted in partnership with 2018 Construction Industry Summit

Join the Minnesota Department of Labor and Industry for breakfast and a discussion about registered apprenticeship programs.



The Construction Apprenticeship Roundtable is planned for 8-11 a.m., Jan. 9, 2018, at the Minneapolis Convention Center.

In partnership with the 2018 Construction Industry Summit (<http://mnconstructionsummit.com>), this roundtable will provide the opportunity for contractors, industry associations, apprenticeship sponsors and labor representatives to share their experiences with recruiting and retaining a skilled workforce through registered apprenticeship. The discussion will also include how registered apprenticeship can help expand diversity and inclusion in the construction workforce.

This meeting is funded by a grant from the U.S. Department of Labor.

Construct Tomorrow kicks-off 2017-18 school year events

Construct Tomorrow – a program that provides students with information about apprenticeships and opportunities in the construction industry – has a full slate of events scheduled for the 2017-18 school year.

The hands-on events have already taken place in Minneapolis, Virginia and Rochester, with more scheduled throughout Minnesota.

At an event, the Construct Tomorrow team brings representatives from multiple trades to a site designated by the host and provides hands-on experiences for the students who get to work side-by-side with apprentices and journey-level workers to wire circuits, trowel cement, set tile and more. At the conclusion of the event, the students participate in an exit survey to gauge their level of interest in the trades.

The Construct Tomorrow team strives to connect these students with more information and experiences to help create a pathway into apprenticeship.

View the schedule at www.dli.mn.gov/APPR/construct_tomorrow.asp.



A student works with cement at a Construct Tomorrow event in 2016.

Employers: Share your experiences with recruiting, diversity

The Minnesota Department of Labor and Industry is hosting a series of apprenticeship listening sessions for construction contractors.

The listening sessions provide an opportunity for employers to share their ideas about and experiences with recruiting and retaining a skilled workforce through registered apprenticeship and the expansion of diversity and inclusion in the construction industry.

Download the event flyer for more information: www.dli.mn.gov/appr/pdf/listen.pdf.



BY THE NUMBERS

	July 2017	August 2017	Sept. 2017
Sponsor information			
Active sponsors	194	193	195
New sponsors	3	1	1
New occupations	3	5	1
Apprentice information			
Total apprentices	11,389	11,658	11,332
Females	793	815	798
Minorities	2,316	2,338	2,346
Veterans	725	745	742
New apprentices	533	479	231
Graduations	111	111	68
Services to sponsors and apprentices			
Information calls	91	101	98
Community outreach visits	9	8	6
Technical assistance visits	20	13	7
Prospective sponsor visits	9	9	12

DLI sets five-year goals, strategies with strategic plan

Expanding apprenticeship programs and industries a high priority for 2018-2022

DLI has conducted a review of its priorities and operations and prepared a strategic plan to guide it in carrying out its mission during the next five years.

This strategic plan does not describe all of the agency's functions. Instead, it identifies areas where DLI staff members and stakeholders believe focus and innovation can improve the services provided by the agency.



Apprenticeship initiatives outlined in the new plan include:

- expanding programs to more industries, occupations, employers and workers,
- promoting workforce diversity,
- ensuring apprenticeship programs are administered to provide quality training and meet state and requirements, and
- ensuring portability and career development of apprentices and graduates.

DLI's strategic plan for 2013 through 2017 resulted in several agency initiatives coming to fruition. Outcomes from that plan have included: a feasibility study and securing necessary funding to modernize the state's workers' compensation technology systems; the creation and implementation of a child labor initiative; and increasing female and minority participation in registered apprenticeship programs.

The goal of the strategic plan is to help DLI continue to improve the services it provides.

View strategic plan at www.dli.mn.gov/PDF/strategic_plan_18_22.pdf.

MN Apprenticeship Initiative helps companies develop programs

The number of companies developing registered apprenticeships with assistance from the Minnesota Apprenticeship Initiative (MAI) continues to grow. Some recent new apprenticeship programs include:

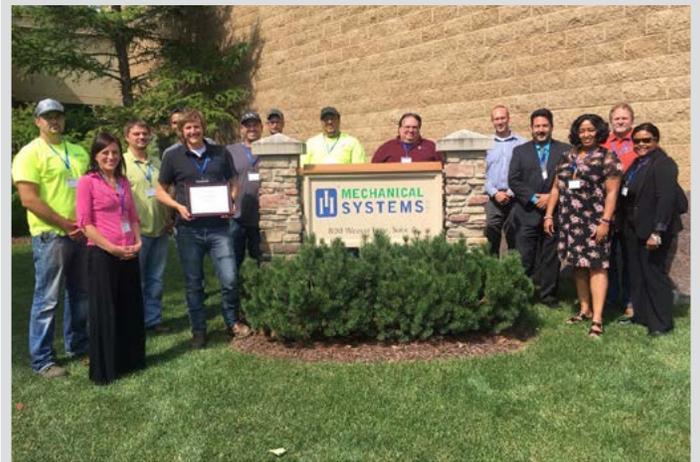
- CentraCare Health Services, St. Cloud, community health worker apprenticeship.
- Metropolitan Transit Network, Fridley, diesel mechanic apprenticeship.
- Mechanical Systems, Dundas, welding apprenticeship.
- Progressive Individual Resources, St. Paul, mental health behavioral aide apprenticeship.

The MAI team is currently working with an additional 20 companies and those apprenticeship programs are in various stages of completion. Over the next few years, MAI will engage more than 100 employers with the goal of building 1,000 new apprenticeships.

MAI grants

Through MAI grants, applicants receive assistance creating registered apprenticeship programs in the fields of advanced manufacturing, agriculture, health care services, information technology and transportation.

Read more about MAI at www.dli.mn.gov/aai.asp.



Mechanical Systems, Inc., headquartered in Dundas, developed a welding apprenticeship program with assistance from the Minnesota Apprenticeship Initiative. The growing company, in the midst of a business and headquarters expansion, has four apprentices. Above, staff from Mechanical Systems, Inc., DLI, the Minnesota Department of Employment and Economic Development, and the U.S. Department of Labor gathered in September 2017 to mark the creation of their new program.

Apprenticeship is planting the seeds of career opportunity

Staff share benefits of registered apprenticeship with high school students

Apprenticeship Minnesota visited Wadena in October to engage more than 450 students about the potential of registered apprenticeship as a viable career pathway.

At the invitation of Deanna Mattson-Millar, a youth career counselor from the Rural Minnesota CEP, Inc., Apprenticeship Minnesota staff members LaRohn Latimer and Leslie Philmon visited three area high schools (Bertha-Hewitt, Verndale and Staples-Motley High) to speak with students about how registered apprenticeship works, the opportunities it provides and its benefits. Mattson-Millar recognized a need to share additional career-building options beyond the sphere of college.

Research shows that 1 in 7 Americans between the ages of 16 and 24 are out of work and out of school, which equates to about 4.9 million youth. There is no question, higher-education degrees hold tremendous value for many, but the traditional path from high school to college to the workforce is not a one-size-fits-all solution and may not be the best option for everyone.

Registered apprenticeships continue to expand in Minnesota based in part upon a system that continues to provide a viable and rewarding career path that benefits workers.

Six graduates from Wadena are already exploring registered apprenticeship and building their future careers.

Health support specialists strive to meet future healthcare needs

A new apprenticeship program was created recently to help address the needs of an aging population and stem a nationwide healthcare worker shortage.

The health support specialist registered apprenticeship program was developed by Aging Services of Minnesota and launched in partnership with LeadingAge and community colleges. It provides direct-care workers with opportunities for career advancement while also providing meaningful wage increases. The program also offers a solution to the growing education and skills gap. Courses are designed to work with staff members' schedules and give them the chance to practice what they learn immediately.

“ I really enjoy being part of this program. It reinforces what we know; that it's our job to provide services residents are looking for when they come here. ”

– Denise Brown, health support specialist, Augustana Care

The health support specialist registered apprenticeship combines on-the-job training with online instruction in skills caregivers use daily:

- meaningful activities
- memory care
- culinary care
- environmental services
- physiological care
- psychosocial care

Health support specialists at Augustana Care

“I really enjoy being part of this program. It reinforces what we know, that it's our job to provide services residents are looking for when they come here,” said Denise Brown, health support specialist with Augustana Care of Minneapolis. She works with new residents at Augustana Apartments of Minneapolis. “My interactions with new residents give them a feel for what they'll find here, and how Augustana Care welcomes them.”

Potential apprentices must be registered nursing assistants, 18 or older, with a high school diploma or GED. Once they are approved by Augustana Care, apprentices receive 2,500 hours of on-the-job training and attend seven online college courses taught by experts in the aging-services field.

The apprenticeship is funded by the Minnesota Department of Health 2016 Home and Community-Based Services Employee Scholarship Grant Program, which awarded \$50,000 to Augustana Care.

More information

To learn more or arrange an interview with staff and program participants at Augustana Care, contact Jenna at (612) 238-8552. Read more about Augustana Care at <http://augustanacare.org>.



Laborers host fall open house

The Construction Craft Laborers hosted a fall open house at their state-of-the-art training facility in Lino Lakes. Apprenticeship Minnesota was invited to attend and present about the state of apprenticeship in Minnesota. John Aiken, DLI director of apprenticeship, (pictured at left), and Jessica Looman, DLI deputy commissioner, addressed attendees about the history of apprenticeship, its strength and value in the construction industry and ongoing expansion efforts in Minnesota and the nation.



A sprinkler demonstration at the Sprinkler Fitters JAC open house.

Sprinkler Fitters host open house

The Minneapolis/St. Paul Sprinkler Fitters JAC hosted its first open house this summer. The event was attended by Sprinkler Fitters Local Union #417 members and families, community leaders, vendors and many others.

Victaulic Vortex and The National Fire Sprinkler Association provided educational demonstrations emphasizing the importance of quality training within the trade. Brad Hopping, apprentice coordinator, organized the event that included tours of the training center, food, music and community outreach.



Metal Technologies Northern Foundry in Hibbing.

Foundry begins registered apprenticeship program

Metal Technologies Northern Foundry in Hibbing was researching ways to enhance its current maintenance apprentice program and approached DLI to develop an apprenticeship program. The company is now training apprentices in the field of maintenance mechanics. Since the inception of the apprenticeship program, Metal Technologies officials have said they've been very happy with the progression of the apprentices. Metal Technologies uses Mesabi Community College for the training component for this 8,000-hour registered apprenticeship program.

Since 1930s, safety paramount for apprenticeship programs

Registered Apprenticeship programs in Minnesota represent hundreds of different occupations. Yet all programs share a common theme: safety.

An influx of new trades and industrial machinery in the 1930s resulted in an increase in workplace injuries. Little systemic training and regulation existed to train and protect workers involved in apprenticeship careers.

In 1937, the National Apprenticeship Act (also known as the Fitzgerald Act) was passed by Congress. This act read, in part: "To enable the United States Department of Labor to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the States in the promotion of such standards."

This law was a major step forward in protecting apprentices from workplace injuries. The act established a national advisory committee to draft regulations and establish minimum safety standards for apprenticeship programs. This emphasis on safety continues in today's apprenticeship programs and industry-specific safety training standards now exist for all apprenticeship programs in Minnesota.



Safety harnesses.