



# Registered Apprenticeship and Minnesota Apprenticeship Initiative

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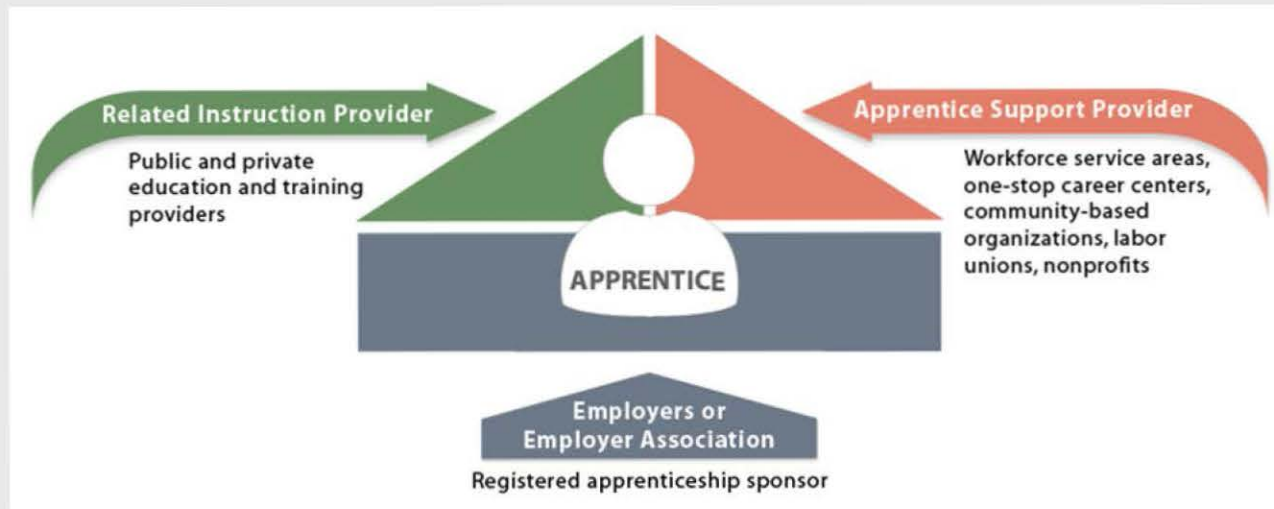
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# Agenda

- Registered Apprenticeship 101
- Minnesota Apprenticeship Initiative grant
- Spring 2017 Offering
- Questions/Discussion

# Registered Apprenticeship Model



# Dispelling Myths of Registered Apprenticeship



**MYTH**

Registered apprenticeship programs are only in Minnesota's metro area



**FACT**

Registered apprenticeship programs are operating throughout the state

# Dispelling Myths of Registered Apprenticeship



## MYTH

Registered apprenticeship programs are just for large companies



## FACT

Employers large and small are sponsors for apprenticeship programs, dictated by the needs of each company

# Dispelling Myths of Registered Apprenticeship



## MYTH

Registered apprentices will get trained and then leave the company



## FACT

Registered apprenticeship programs have proven to help reduce turnover and increase employee productivity

# Dispelling Myths of Registered Apprenticeship

**MYTH**

All registered apprenticeship programs involve unions

**FACT**

Some registered apprenticeship programs involve unions

# Benefits for Business

- Highly-skilled employees
- Reduced turnover costs
- Higher productivity
- More diverse workforce





# Benefits for Workers

- Increased skills
- Higher wages
- National credential
- Career advancement

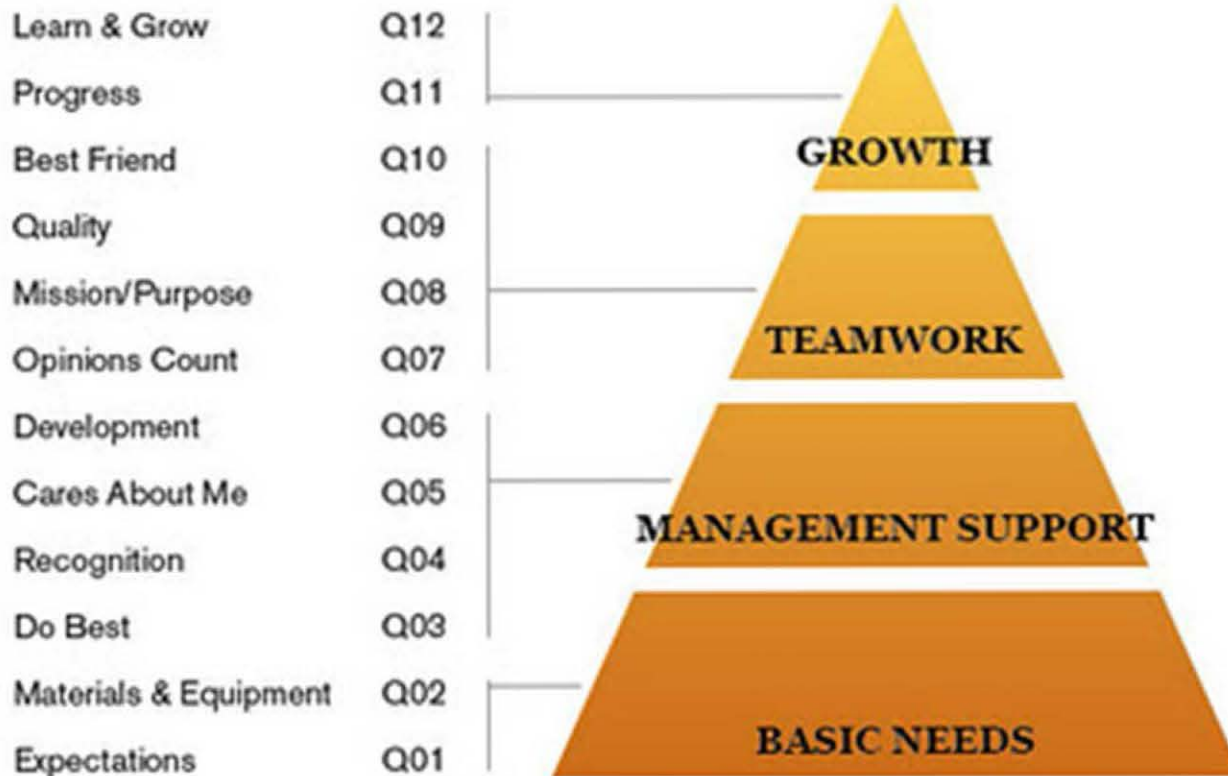


# Benefits for Workforce and Education Groups

- Proven model to help job seekers immediately start working, increase skills and earnings
- Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies



## THE EMPLOYEE ENGAGEMENT HIERARCHY



Gallup's research has shown that the order in which these questions are asked is important. Team discussion should start with the first six questions.

01

**BUSINESS INVOLVEMENT**

Employers are the foundation of every Registered Apprenticeship program.



02

**STRUCTURED ON-THE-JOB TRAINING**

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



03

**RELATED TRAINING AND INSTRUCTION**

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.



04

**REWARDS FOR SKILL GAINS**

Apprentices receive increases in wages as they gain higher level skills.



05

**NATIONAL OCCUPATIONAL CREDENTIAL**

Registered Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.



What are the Components of Registered Apprenticeship?

# Registered Apprenticeship Requirements

## **Work Processes**

– a description  
of on-the-job  
training (min.  
2,000 hours)

## **Employment**

with  
sponsoring  
employer

## **Related Technical**

**Education** – a  
description of  
the coursework  
the apprentice  
will complete  
(144 hours)

**Progressive  
Wage  
Schedule**

**Safety  
Training = 50  
hours**

# MAI Grant Goals

- Support expansion of quality and innovative Registered Apprenticeship training programs to employers, workers and other key stakeholders.
- Align Registered Apprenticeship with post-secondary education institutions and workforce investment systems through innovative partnerships.
- Encourage employers to develop and offer Registered Apprenticeship opportunities.
- Utilize strategies that offer Registered Apprenticeship for all American workers, particularly those populations currently underrepresented in apprenticeship.
- Support high-growth occupations and industries where employers are using H-1B visas to hire foreign workers.

A woman with dark hair and glasses, wearing a red and black plaid shirt, stands in a field of tall grass. She is smiling and holding a laptop. The background is a soft-focus landscape under a clear sky.

# MAI Industries and Occupations

# Advanced Manufacturing

- CNC Machinist, Maintenance Technician, Food Quality Safety, Laser, Welding, Maskers, Rackers, Platers, Customer Service Engineer, Industrial Specialist for Process, Technology, Mechatronics, Automation Expert, Line Supervisor, Production Manager





- Sow Farm Managers,  
Nursery Finish Managers



- Medical Assistant, Health Support Specialist, Community Health Specialist, Certified Nursing Assistant with specialties in dementia, Advanced and Assistant Mentor, LPM to BSN, BSN to Perioperative Nursing Specialty, RN, LPN



# Information Technology

- Software Developer, Security Analyst, Support Desk Specialist, Network Systems Engineer, Voice Systems Engineer, IT Manager



# Transportation

- Auto Technician, Auto Collision Repair, Diesel Mechanic, Ford Asset Mechanic, Maintenance Mechanic



# Current Participating Employers

Employer	Location	Occupation(s)
Agco Corporation	Jackson	Welding, Mechatronics
Alliance Machine	Elk River	CNC Machinist, Line Supervisor, Production Manager
Buhler	Plymouth	Maintenance and Repair Mechanic, Mechatronics
Caledonia Care and Rehab	Caledonia	Health Support Specialist
Carousel Motor Group	Multiple Locations	Automotive Technician
CentraCare	St. Cloud	Community Health Worker
Ever-Green Energy	St. Paul	Maintenance Technician

# Current Participating Employers

Employer	Location	Occupation(s)
Fairview Health Services	Multiple	AD RN to BAN/BSN, Perioperative Nurse
FORD Asset	Multiple	Automotive Technician
Gold N Plump	St. Cloud	Auto Mechanic, Station Mechanic, Maintenance Level 3
Good Shepherd Lutheran Services	Rushford	Health Support Specialist
Health Partners	Multiple Locations	CMA, RN, LPN
Hennepin County Medical Center	Minneapolis	Medical Assistant
K&G Manufacturing	Faribault	Maintenance and Repair Mechanic, Mechatronics
Kline Nissan	Maplewood	Automotive Technician
LaX Fabrication	Spring Grove	CNC Machinist, Maintenance Technician, Production Manager

# Current Participating Employers

Employer	Location	Occupation(s)
LeSeuer Inc	LeSueur	Maintenance Technician, Mechatronics, Hydraulics Technician
Lifecare Medical Center	Roseau	LPN
Marvin Windows	Bemidji	Maintenance Technician
Mechanical Systems Inc	Dundas	Welding
Metropolitan Transportation Network	Fridley	Diesel Mechanic, Dispatcher
Norbord Minnesota	Bemidji	Maintenance Technician
Nortech Systems	Bemidji	Maintenance Technician
Owens Corning	Minneapolis	Mechatronics and Mechanics

# Current Participating Employers

Employer	Location	Occupation(s)
Pequot Tools and Manufacturing	Pequot Lakes	CNC Machinist
Potlatch	Bemidji	Maintenance Technicians
Progressive Care	Grand Rapids	Health Support Specialist
Rihm Kenworth	St. Paul	Diesel Mechanic
Rural Living Environments	Babbitt	Direct Support Professional
Three Links	Northfield	Health Support Specialists
Viracon	Owatonna	Mechatronics
Wells Technology	Bemidji	CNC Operator



# MAI Grant Reimbursable Activities

- MAI employers are eligible for reimbursement after the apprentice has successfully completed his or her first 90 days in the program.
- Employers can receive up to \$5,000 per apprentice for these activities:
  - Apprenticeship supplies and materials
  - Off-set related instruction costs
  - Establish employer registered apprenticeship infrastructure

# MAI Status Update-May 2017

- Enrolled 149 apprentices
- Created registered apprenticeship programs for 13 companies in three industries: advanced manufacturing, healthcare, and transportation
- Expanded registered apprenticeship programs in the Health Support Specialist occupation and created new programs for 6 occupations (Maintenance Mechanic, Maintenance Technician, BSN, CNC Machinist, Automotive Technician, and Mechatronics)
- Three more programs beginning in May 2017: Direct Support Professional, Level 1 Machinist, and LPN

# MAI Spring Grant Round

- Open May 10-June 14<sup>th</sup>
- Recruiting in all five industries throughout the state
- Request for application, application, and other resources are available at <http://www.dli.mn.gov/aai.asp>
- Informational webinar recording and slides from today will be available on website, next webinar June 8 (technical assistance)
- Asking employers to be committed to developing their registered apprenticeship program within 90 days

# Success Story – Owens Corning, Minneapolis

- Maintenance mechanic registered apprenticeship program began July 27, 2016
- Related instruction at Hennepin Technical College, courses include pneumatic components, advanced programmable logic controllers and fluid power technology
- On the job training includes preventative and corrective maintenance, troubleshooting and pipefitting and plumbing duties



# MAI Contact Information

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<http://www.dli.mn.gov/aai.asp>