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Message from new director of DLI Apprenticeship Issue No. 10

By John Aiken

The new year is bringing some new faces to our agency's Apprenticeship unit. I was recently named Director of Labor Standards and Apprenticeship Division and wanted to extend my greetings. I am looking forward to working with you to ensure registered apprenticeship continues to promote and establish work-based careers for Minnesotans while helping employers develop a highly skilled workforce.

My career in public service began in the Consumer Services Division of the Minnesota Attorney General's Office back in 1999. I started as a phone analyst registering and responding to inquiries related to a wide range of consumer issues. During the course of my eight-year tenure in the Attorney General's office, I learned first-hand the positive impact state government can have on people's lives. I also quickly learned that while I could not solve all problems, I could be responsive to those I served.



John Aiken

I have carried out my philosophy of responsive government throughout my state government career, which now has spanned nearly 15 years and four state government agencies in two states. After leaving the Attorney General's office in 2007, I joined the Minnesota Secretary of State's office as the Communications Director. While there, I led the communications surrounding the Norm Coleman and Senator Al Franken recount. I then had an opportunity to move to Massachusetts where I joined the Commonwealth's Attorney General's office to serve as liaison between businesses and consumers and to directly assist homeowners facing foreclosure. When I returned to Minnesota, I eagerly accepted a

position with the Department of Labor and Industry to promote continuous improvement efforts to streamline state services to provide a better experience for the public we serve.

In each role, I emphasized a commitment to citizen assistance and engagement as well as to making government more responsive to the needs of those it serves. I am excited about the opportunity to continue that commitment to responsive government here at DLI.

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Related story

Rick Martagon, longtime figure in trades and education, named state program administrator for apprenticeship. **Page 2**

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DLI names Apprenticeship Unit administrator

Rick Martagon is longtime trades, apprenticeship advocate

Rick Martagon is switching hats. Again.

In January 2015, the longtime construction trades and education advocate was named administrator of DLI's Apprenticeship Unit.

"The building and construction trades system has been a great model for training workforce. What I see now is that it's time to educate the rest of the world and show how the apprenticeship model and investment in workers continues to deliver and pay off," Martagon said.

Beginning in 2007, Martagon served as the training director for Bricklayers and Allied Craft Workers, Local No. 1. In 2010, he was named president of the Apprenticeship Coordinators Association of Minnesota (ACAM).

Martagon is passionate about



Rick Martagon

apprenticeship and education and is excited about his new role. A Navy veteran, Martagon said he hopes to improve communication between the

Veteran's Administration and Minnesota's registered training programs to better share the career prospects for veterans offered by the trades and apprenticeship programs.

The ACAM has not yet named a new president, yet Martagon said he feels like he's leaving the group in good hands and is proud of the accomplishments that occurred under his leadership.

One of his first steps as ACAM president was to increase

communication between the local and community-based organizations and the apprenticeship programs.

Other accomplishments include the production of an educational movie titled "Apprenticeship: Building Your Career", and launching "Construct Tomorrow" which, in its first year, shared hands-on trades career experiences with more than 2,200 high school students.

"The trades are back in the schools. We are finally being invited to offer information and training opportunities to students who are bright and motivated but might not be interested in college."

It is Martagon's goal to continue to spread this message about current registered apprenticeship opportunities and educate the emerging workforce.

DLI experts available for speaking engagements

DLI staff members regularly speak to community, industry and school groups about issues that affect employees, employers and other DLI stakeholders.

As part of its outreach efforts to stakeholders, DLI's speakers bureau can provide interested parties with a knowledgeable speaker in an array of topics.

- Apprenticeship programs and opportunities
- Construction codes and licensing
- Occupational safety and health topics or free consultation assistance
- Wage and hour requirements
- Workers' compensation coverage, reporting and claims issues
- Workers' compensation dispute resolution
- Workers' compensation ombudsman services



Experts from DLI are available to speak to community, industry and school groups about issues that affect employees, employers and other DLI stakeholders.

For more details or to place a request for a speaker, visit www.dli.mn.gov/Speakers.asp.

Grants strive to bring women to apprenticeship

As part of the Women's Economic Security Act (WESA), the legislature made \$250,000 available to qualifying nonprofits to help promote, assist and support women entering apprenticeship programs in non-traditional occupations.

These grants are one part of a larger effort to close the gender pay gap and increase income for working women.

In October 2014, DLI released a request for proposal seeking nonprofit groups to provide innovative projects for outreach, education, training, placement and mentoring services to women. The intent of the



proposals was to help women secure sponsorships in a registered apprenticeship program and succeed as an apprentice.

After the proposal review process, four groups were chosen to provide programming including:

- The Construction Careers Foundation
- The Association of Women Contractors
- Wisconsin Regional Training Partnership/Big Step (through the Minnesota AFL-CIO)
- Summit Academy, OIC

Historically, many of the registered apprenticeship programs found it difficult to attract and retain women apprentices. Currently, women make up less than 7 percent of registered apprentices in Minnesota.

Apprentices continue holiday display tradition

Project lets Local 633 Cement Finishers practice all of their skills

Each year, the cement finisher apprentices at the Local 633 Training Center in New Brighton, Minn., practice their skills to design, construct and demolish an expansive holiday display.

Their work begins each November as the apprentices start to design the display. Once the plans are in place, forms are built, concrete is poured and then finished.

The apprentices use many of the cement finishing skills on the large project including staining, stamping and texturing the concrete. Some of the more labor-intensive portions of the project include a working fountain, large chair for Santa, a Christmas tree, a gingerbread cement finisher, ice fishing display and candy cane sidewalks.

The display was completed in late November and featured at the Cement Finishers Union meeting Christmas party. After one week, the display was demolished to make room at the center for more training projects.

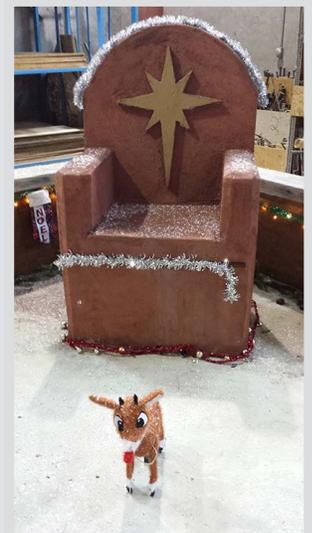
The project was overseen by instructors Dave Schutta, Pete Dubay and coordinator Tom Reger.

Learn more about the center and its apprenticeship program at www.local633.org/apprenticeship.html.



Above, pictured is a portion of the large holiday display created by Local 633 cement finisher apprentices. After a week, the display was demolished so the apprentices could continue working at the training center.

At right, a chair made for Santa, out of cement, is included in the display.



Online slideshow

View more images of the holiday display at <http://go.usa.gov/ekAd>

**Apprenticeship
performance measurements
October, November and December 2014**

	Oct.	Nov.	Dec.
Sponsor information			
Active sponsors	310	310	310
New sponsors	0	0	0
New occupations	0	0	0
Apprentice information			
Total apprentices	9,017	9,221	9,176
Females	602	613	615
Minorities	1,634	1,701	1,702
Veterans	333	350	345
New apprentices	356	336	209
Graduations	99	48	52
Services to sponsors and apprentices			
Service calls	294	171	83
Information calls	141	105	72
Compliance reviews	3	2	3
Supervisory visits	11	2	2
VA visits	0	0	0
New standards	0	0	1
Revised standards	1	1	3
Community outreach visits	33	14	30
Technical assistance visits to sponsors	8	2	4
Prospective sponsor visits	1	1	0

Mentoring important for successful apprenticeship

Ratio of journeyworkers to apprentices helps ensure enough face-to-face time



Mentoring has been, and continues to be, an important part of the apprenticeship model. The mentor process continues to change and now courses are offered to journeyworkers about how to mentor, model and teach apprentices.

Mentoring is a key factor for apprentices to learn their trades.

A well-trained, responsible journeyworker who mentors an apprentice models the skills required to perform a portion of a larger job and gradually engages the apprentice in more demanding and technical tasks. Direct supervision of apprentices on the job site also helps keep everyone safe.

Journeyworker ratios

Each registered apprenticeship program identifies a ratio of the number of journeyworkers needed to oversee apprentices. A ratio exists to ensure continuous supervision and allows apprentices to learn skills from many journeyworkers. Apprentices who have the opportunity to observe and assist multiple journeyworkers obtain a well-rounded experience from which to launch their career in the skilled crafts.

Mentorship continues to evolve and many programs now offer courses to journeyworkers about how to mentor, model and teach apprentices. Hands-on learning like that used in the apprenticeship model continues to be one of the best values and most effective learning techniques in education.

Learn more about apprenticeship and journeyworker ratios at www.dli.mn.gov/APPR/Ratios.asp.

Program helps dislocated workers thrive

Marcia Tyner worked as a certified nursing assistant for a medical provider for more than seven years before the company abruptly closed.

After losing her job, she found it difficult securing full-time work and eventually lost her apartment and moved in with her grandmother. She knew she needed more training to obtain a better job, so she attended an information session at Goodwill-Easter Seals to learn more about its Medical Office Training Program.

What happened next changed Tyner's career path.

"I looked at the information about a construction career — the wages and types of jobs and I was hooked. I knew I liked physical labor and I was in good shape, so it seemed like fate," she said.

Goodwill-Easter Seals is a DLI Labor Education Advancement Program (LEAP) grant recipient. Their 12-week construction preparation program provides an



Marcia Tyner, a longtime certified nursing assistant, changed careers and is now working in construction. A Goodwill-Easter Seals program helped her with the transition.

introduction to construction concepts and fundamentals, construction math, measuring, blueprint reading, fabrication, framing, sheathing and finishing skills. Participants also receive OSHA 10 and lead abatement worker certifications and employment readiness instruction. The goal of the program is to help people get the skills they need to

enter apprenticeship training. Tyner is now an apprentice in the Construction Craft Laborer apprenticeship program.

Goodwill-Easter Seals recently expanded their program through a partnership with St. Paul and Urban Homeworks to build Section 3 homes. In addition, St. Paul College awards 33 continuing education credits to all of their construction graduates.

"It was an amazing experience," Tyner said about the program and staff.

Tyner, hoping to inspire other women to follow her path, said she approaches all the women she meets and asks them, "Hey, what do you do for a living? Let me tell you about my career."

More information about the training program from Goodwill-Easter Seals is at www.goodwilleasterseals.org/site/PageServer?pagename=serv_emp_st_construction.

Apprentices earn accolades at Chicago competition

Apprentices from Roofers, Local No. 96, participated in the annual Midwest Roofing Competition on Oct. 4, 2014, in Chicago.

Second-year apprentices competed in the categories of insulation application, proper tape exposure and a game of "Roofer's Jeopardy." Third- and fourth-year apprentices demonstrated skill in roofing math, crane signaling, setting rolls for a four-ply roof and application of inside and outside corners.

Winners were awarded plaques and tools. Mark Conroy, apprenticeship coordinator for Local No. 96, said it was a very tough competition through all phases and the apprentices showed dedication in learning their craft as well as strong work ethic. "The quality of work executed by these competitions reflects well on the quality of training received from our apprenticeship program," Conroy said.



Front, left to right: Matt Oehrlein, roof tech, second place, phase 3 and 4; Mitch Clark, Palmer West Construction, first place, phase 2. **Back row:** Mark Conroy, apprenticeship coordinator; Guy Bahnemann, Berwald Roofing; Jamie Metcalf, range-cornice, tied for fourth place, phase 2; and Vance Anderson, business agent.

Apprentices find careers, new futures in Bemidji

Wells Academy instructors teach technical, character skills

At Wells Academy, they are emphasizing that simply learning technical skills isn't enough to create a well-rounded employee. They are also teaching apprentices about developing themselves.

Andy Wells, owner of Wells Technology in Bemidji, Minn., says that he created and integrated Wells Academy into his business to develop skilled employees for the area workforce and help a young Native American population struggling to find better jobs with minimal skills or experience in the manufacturing industry.

“We look upon apprentice training as an investment in both a future workforce and in social enterprise by helping those most in need,” Wells said.

The academy was approved by the Minnesota Department of Labor and Industry as a registered apprentice program in 2006 and has since trained 25 apprentices.

Apprentices receive theory and practical hands-on training in CNC operating, programming and Swiss-type machining. They also spend time developing character traits like honesty, respect and other personal qualities during the 12-month program. Wells says that technical skills needed for modern production machines are significant but emphasized that personal skills are also important for developing trusted and productive employees.

Wells shared the success story of an academy graduate who was released from prison, joined the apprenticeship program, completed



Apprentices at Wells Academy in Bemidji, Minn., are taught both technical and character skills. Apprentices receive theory and practical hands-on training in CNC operating, programming and Swiss-type machining. In addition, they spend time developing personal skills.

both basic and advanced training and then a two-year business-college program. He then began working as an instructor at Wells Academy and is now in office management doing bidding and estimating. Wells says that with the right training and support, you can help develop self-supporting skilled workers while instilling in them the value of work.

The training offered at Wells Academy will prepare apprentices for careers in many areas including:

- machine operators
- technicians

- programmers
- inspection staff
- quality managers
- foremen and supervisors
- managers of production
- bidders
- marketing staff
- entrepreneurs

More information

Read more about Wells Academy at www.wellstech.com/html/academy/wells-academy-info.html.