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Apprenticeship legislation moving forward

Bill will bring Minnesota programs in line with federal rules

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An apprenticeship conformity bill is moving through the legislature for approval. The bill contains clean-up items – changes that bring Minnesota in-line with federal laws. These changes are necessary because apprenticeship is a national program and each state needs to operate similar to federal law.

Key parts of the apprenticeship bill

- **Equal employment opportunity** – ensures all programs are operating in a non-discriminatory manner.
- **Reciprocity with registered programs in other states** – allows for program and apprentice registration in Minnesota.
- **Clarified graduated wage scale** – clarifies the percentage of journeyworker rate in the majority of registered apprenticeship agreements for the same occupation.
- **Provisional approval of programs** – approves programs for one year while they are reviewed and monitored.
- **Registration time frame** – new programs to register at least

one apprentice within 30 days of program approval.

- **Trainer qualification** – sets minimum requirements for trainers. Trainers are subject matter experts, like a journeyworker, or meet Minnesota Department of Education guidelines for avocational or technical instructors.
- **Ratios** – clarifies and establishes ratios of apprentices to journeyworkers. Programs must seek a variance from the state Apprenticeship Council.
- **De-registration of programs** – allows for de-registration of programs not meeting the law.

The purpose of all apprenticeship programs is to grow a skilled workforce by training individuals for a career. DLI ensures individuals are training for a career according to set standards. DLI will work in the coming months to update program standards, the Minnesota plan, apprenticeship agreements and all DLI processes and procedures to ensure compliance with the law.

High marks for the first-ever Construction Conference

The State of Minnesota and its construction industry partners hosted the first-ever Minnesota Construction Industry Conference Feb. 6, 2014, in Bloomington, Minn.

The sold-out conference drew more than 350 attendees. Based on survey feedback from participants, the conference had an overall satisfaction rate of nearly 8 out of 10. Learn more about the conference at www.dli.mn.gov/construction.



Left, DLI Commissioner Ken Peterson welcomes attendees to the Construction Industry Conference on Feb. 6, 2014. At right, presenters and moderators share information during workshops and general sessions.



More than 200 students learned about the building trades through a Construct Tomorrow event March 4 in Roseville, Minn.

Trades event wows students

Construct Tomorrow target those unfamiliar with careers in construction

On March 4, more than 200 students at the Fairview Area Learning Center in Roseville were introduced to careers in the building trades through the Construct Tomorrow (CT) program.

The goal of Construct Tomorrow is for prime and subcontractors, apprenticeship coordinators and educators to inform high school students about the apprenticeship system of paid on-the-job training that leads to careers with great pay and benefits. Mary DesJarlais from DLI's Apprenticeship Unit serves on the CT committee.

The CT program strives to connect with students who do not have family members in the trades, especially those who are hands-on learners and may not be interested in pursuing the traditional four-year college degree. Most of the racially diverse students attend schools that no longer provide a shop class.

At the March 4 event, students were able to wire circuits, trowel cement, cut and patch carpet. The iron workers taught students how to walk an I-beam and practice tying re-bar. Other stations included caulking demonstrations and learning how to build a stone archway. At the end of the event, students who express an interest in the trades are encouraged to fill out a survey to learn more information about construction career pathways.

"The trades are embracing this new program to help students learn about our crafts. The students have a chance to directly experience our trades and the opportunities we can offer," said Rick Martagon, president of the Apprenticeship Coordinator's Association of Minnesota and Construct Tomorrow team member.

From a TV commercial to apprenticeship

Cordero thriving after taking training courses

Whitley Cordero first saw a TV commercial for Summit Academy's 100 Hard Hats job readiness program during the Super Bowl. It sparked her interest.

The 20-week course Cordero registered for is geared toward carpentry and life skills. The first 10 weeks involved class work focusing on power tools used in the trade, reading blueprints and safety training including OSHA 30. The next 10 weeks was all hands-on where the students built a Minnesota Department of Natural Resources camper cabin.



Whitley Cordero

After her training at Summit Academy, she was approached with the opportunity to become a glazier apprentice. Glaziers install glass on the interior and exterior of buildings. She entered her apprenticeship Aug. 28, 2012, and most of her time has been spent working for W.L. Hall Co. She also spent three months at Twin Cities Glass.

Cordero said she likes the variety of work and being on different job sites. One memorable work day was even spent on a 15-story-high swing stage. Some of the projects she has worked on include a Plymouth 911 call center building, Interchange Train Station and the University of Minnesota Recreation Center.

More information

Visit www.saoic.org/career-programs/construction-programs/ for details about Summit Academy.

**Apprenticeship
performance measurements
January, February and March 2014**

	Jan.	Feb.	March
Sponsor information			
Active sponsors	309	309	309
New sponsors	0	0	0
New occupations	0	0	0
Apprentice information			
Total apprentices	7,846	7,704	7,616
Females	545	545	531
Minorities	1,392	1,368	1,348
Veterans	264	261	258
New apprentices	106	129	116
Graduations	59	93	44
Services to sponsors and apprentices			
Service calls	124	164	126
Information calls	62	100	92
Compliance reviews	7	7	3
Supervisory visits	12	1	0
VA visits	0	0	0
New standards	0	0	0
Revised standards	0	0	0
Community outreach visits	8	17	22
Technical assistance visits to sponsors	2	4	4
Prospective sponsor visits	1	1	3

Apprentices compete in pipe trades competition

Minnesota's pipe trades apprentices are some of the best in North America and they were more than ready to demonstrate their skills at the State Apprentice Competition hosted at Pipefitter's Local 539 in Brooklyn Park on March 5 and 6.

The annual competition was a combination of rigorous written exams, plumbing, welding, HVAC and pipefitting. For example, in one of the test scenarios, HVAC apprentices were asked to troubleshoot a malfunctioning roof-top furnace unit. The apprentices were evaluated and scored across various categories: skills, safety practices, proper use of tools and customer relations.



Pipe trades apprentices recently demonstrated their skills at the State Apprentice Competition.

At the end of the timed event, the apprentices concluded the exercise by writing up a service report that is also assessed for neatness and accuracy.

Four apprentices from this year's competition will advance to Fourth District contests conducted in Mokena, Ill., and if successful, they progress to the International Contest. In the past six years, Minnesota has sent five apprentices to the International Contest. Three of them became International Contest winners. There are more than 350 pipe trades local unions throughout the United States and Canada, and to compete and win at that level demonstrates that Minnesota has some of the best apprentices in North America, which is indicative of the excellence of the pipe trades programs.

Roger Garner, apprenticeship coordinator for Pipefitters 539, said he has been impressed with the quality of recent program applicants. They have been recruiting new members from welding programs at technical colleges.

"Many come to an interview in a suit and tie," Garner said. "Maybe this is due to the recent down-turn in the economy, but our current apprentices are humble and grateful for their jobs."

When asked about his predictions for the future, Garner said, "I expect a slow and steady up-tick in business for the next couple of years and then, between the retirement exodus and the upcoming refinery work—it's going to explode."

Apprentices training for floor covering careers

Twin Cities Floor Coverers JAC currently guiding 65 apprentices

The Twin Cities Floor Coverers Joint Apprenticeship Committee's apprenticeship program is an 8,000 hour program that requires apprentices to successfully complete 160 hours of technical training and 50 hours of safety training during each year of their apprenticeship along with on-the-job training.

Members of various floorcovering JAC's throughout the country along with leading floor material manufactures have developed the National Floor Coverers curriculum which provides the latest techniques and practices associated with the floor covering installation.

Related training and safety classes conducted at the Twin Cities Floor Coverers JAC training center in St. Paul are helping apprentices prepare for rewarding careers as journeyworker floor coverers, proficient in the installation of carpet and resilient flooring.

Training Coordinator Chris Favreau and his staff of instructors currently provide guidance and instruction for 65 floor covering apprentices.

Some examples of the related training curriculum include:

- pre-finished hardwood
- carpet installation
- vinyl installation
- laminate installation
- specialties such as inlaid vinyl and inlaid carpet installation

In addition to apprenticeship training, the Twin Cities Floor Covering JAC provides journeyworker update training in a variety of floor covering on-the-job functions.

The Twin Cities Floor Coverers JAC is



The Twin Cities Floor Coverers JAC in St. Paul currently provides instruction for 65 floor covering apprentices.



Above, carpet and tools used by the apprentices at the Twin Cities Floor Coverers JAC in St. Paul.

a labor-management committee made up of an equal number of members of the United Brotherhood of Floor Coverers Local 68 and their affiliated contractors and representatives of Minnesota Floor Covering Association. The responsibilities of the committee are to oversee the on-the-job and related training requirements of all active apprentices enrolled in the apprenticeship program.

The program was approved by the DLI's Apprenticeship Division as a Registered Apprenticeship Program on Aug. 8, 1945. For information contact



Above, apprentices and instructors work in the large training facility.

See more

View an online photo gallery from the training center at <http://dli.mn.gov/appr/galleries/floorcoverers/index.html>

Chris Favreau at (651) 221-1304 or [visit them on Facebook.](#)