Registered Apprenticeship and Minnesota Apprenticeship Initiative

LaRohn Latimer | Labor and Industry
Leslie Philmon | Labor and Industry
Carrie Fink | Employment and Economic Development
Agenda

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

- **Related Instruction Provider**: Public and private education and training providers
- **Apprentice Support Provider**: Workforce service areas, one-stop career centers, community-based organizations, labor unions, nonprofits
- **Employers or Employer Association**: Registered apprenticeship sponsor

The diagram illustrates the interactions and components involved in a 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
Growth

Teamwork

Management Support

Basic Needs

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.

Source: Gallup
What are the Components of Registered Apprenticeship?

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.
Registered Apprenticeship Requirements

- **Work Processes** – a description of on-the-job training (min. 2,000 hours)
- **Related Technical Education** – a description of the coursework the apprentice will complete (144 hours)
- **Progressive Wage Schedule**
- **Employment with sponsoring employer**
- **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.
MAI Industries and Occupations
Agriculture

- 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
• Software Developer, Security Analyst, Support Desk Specialist, Network Systems Engineer, Voice Systems Engineer, IT Manager
• Auto Technician, Auto Collision Repair, Diesel Mechanic, Ford Asset Mechanic, Maintenance Mechanic
## Current Participating Employers

<table>
<thead>
<tr>
<th>Employer</th>
<th>Location</th>
<th>Occupation(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agco Corporation</td>
<td>Jackson</td>
<td>Welding, Mechatronics</td>
</tr>
<tr>
<td>Alliance Machine</td>
<td>Elk River</td>
<td>CNC Machinist, Line Supervisor, Production Manager</td>
</tr>
<tr>
<td>Buhler</td>
<td>Plymouth</td>
<td>Maintenance and Repair Mechanic, Mechatronics</td>
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<tr>
<td>Caledonia Care and Rehab</td>
<td>Caledonia</td>
<td>Health Support Specialist</td>
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<tr>
<td>Carousel Motor Group</td>
<td>Multiple Locations</td>
<td>Automotive Technician</td>
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<tr>
<td>CentraCare</td>
<td>St. Cloud</td>
<td>Community Health Worker</td>
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<tr>
<td>Ever-Green Energy</td>
<td>St. Paul</td>
<td>Maintenance Technician</td>
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<tr>
<td>Fairview Health Services</td>
<td>Multiple</td>
<td>AD RN to BAN/BSN, Perioperative Nurse</td>
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<tr>
<td>FORD Asset</td>
<td>Multiple</td>
<td>Automotive Technician</td>
</tr>
<tr>
<td>Gold N Plump</td>
<td>St. Cloud</td>
<td>Auto Mechanic, Station Mechanic, Maintenance Level 3</td>
</tr>
<tr>
<td>Good Shepherd Lutheran Services</td>
<td>Rushford</td>
<td>Health Support Specialist</td>
</tr>
<tr>
<td>Health Partners</td>
<td>Multiple Locations</td>
<td>CMA, RN, LPN</td>
</tr>
<tr>
<td>Hennepin County Medical Center</td>
<td>Minneapolis</td>
<td>Medical Assistant</td>
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<tr>
<td>K&amp;G Manufacturing</td>
<td>Faribault</td>
<td>Maintenance and Repair Mechanic, Mechatronics</td>
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<tr>
<td>Kline Nissan</td>
<td>Maplewood</td>
<td>Automotive Technician</td>
</tr>
<tr>
<td>LaX Fabrication</td>
<td>Spring Grove</td>
<td>CNC Machinist, Maintenance Technician, Production Manager</td>
</tr>
<tr>
<td>Employer</td>
<td>Location</td>
<td>Occupation(s)</td>
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<tr>
<td>LeSeuer Inc</td>
<td>LeSueur</td>
<td>Maintenance Technician, Mechatronics, Hydraulics Technician</td>
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<tr>
<td>Lifecare Medical Center</td>
<td>Roseau</td>
<td>LPN</td>
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<tr>
<td>Marvin Windows</td>
<td>Bemidji</td>
<td>Maintenance Technician</td>
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<tr>
<td>Mechanical Systems Inc</td>
<td>Dundas</td>
<td>Welding</td>
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<tr>
<td>Metropolitan Transportation</td>
<td>Fridley</td>
<td>Diesel Mechanic, Dispatcher</td>
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<tr>
<td>Network</td>
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<td>Norbord Minnesota</td>
<td>Bemidji</td>
<td>Maintenance Technician</td>
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<tr>
<td>Nortech Systems</td>
<td>Bemidji</td>
<td>Maintenance Technician</td>
</tr>
<tr>
<td>Owens Corning</td>
<td>Minneapolis</td>
<td>Mechatronics and Mechanics</td>
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<td>Pequot Tools and Manufacturing</td>
<td>Pequot Lakes</td>
<td>CNC Machinist</td>
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<tr>
<td>Potlatch</td>
<td>Bemidji</td>
<td>Maintenance Technicians</td>
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<tr>
<td>Progressive Care</td>
<td>Grand Rapids</td>
<td>Health Support Specialist</td>
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<tr>
<td>Rihm Kenworth</td>
<td>St. Paul</td>
<td>Diesel Mechanic</td>
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<tr>
<td>Rural Living Environments</td>
<td>Babbitt</td>
<td>Direct Support Professional</td>
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<tr>
<td>Three Links</td>
<td>Northfield</td>
<td>Health Support Specialists</td>
</tr>
<tr>
<td>Viracon</td>
<td>Owatonna</td>
<td>Mechatronics</td>
</tr>
<tr>
<td>Wells Technology</td>
<td>Bemidji</td>
<td>CNC Operator</td>
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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 14th
- 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

Registered Apprenticeship:
Larohn.Latimer@state.mn.us – 651-284-5223
Leslie.Philmon@state.mn.us – 651-284-5330

MAI Grant:
Carrie.Fink@state.mn.us – 651-259-7252
http://www.dli.mn.gov/aai.asp