



# apprenticeship WORKS

## Construct Tomorrow builds up the trades

Organizers share hands-on construction experience with students

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In October, the Construct Tomorrow program will celebrate its first year of providing hands-on exposure events to youth in Minnesota.

The goal of the program is to provide information about apprenticeship career training and opportunities in the construction industry. In the first three events, the group has provided hands-on activities in 18 trades to more than 1,000 students. The team is comprised of staff from DLI, apprenticeship coordinators, prime and sub-contractors and local educators.

In the past, the construction trades have struggled to find a way to share the great prospects for training, wages and benefits provided in the construction industry. Trades representatives soon realized that passing out a brochure at a high school career fair didn't connect in a meaningful way with the students they sought to recruit.

Construct Tomorrow provides day-long, hands-on learning events so students can connect with what it really means to work in the trades. Students learn what each trades does by actually troweling cement, wiring circuits and setting tile. Students have a chance to roll up their sleeves and work side-by-side with journey-level workers and apprentices. Students learn the benefits to "earn-as-you-learn" career in the trades.

This fall, the Construct Tomorrow Team is hosting two more events. In October, an event will occur at Rogers High School for an anticipated group of 800 students. In November, the final event of 2014 will be at North Hennepin Community College serving students from many Minneapolis first ring suburbs.



Below, a student works with sheet metal at a Construct Tomorrow event. Construct Tomorrow introduces students to the trades with hands-on experiences.

At right, a student practices his cement-finishing skills at a Rochester, Minn., Construct Tomorrow event.

Below, students at a Construct Tomorrow event learn about working with copper pipe.



### More information

Contact Mary DesJarlais at  
[mary.desjarlais@state.mn.us](mailto:mary.desjarlais@state.mn.us).

## Since 1930s, safety paramount in apprenticeships

Registered Apprenticeship programs in Minnesota represent more than 315 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. It was eventually amended to permit the United States Department of Labor to issue regulations protecting health, safety and general welfare of apprentices. This emphasis on



Fall protection harnesses, hard hats and other equipment fill a shelving unit at the South Central Minnesota Joint Apprenticeship Training Committee's training center in Rochester, Minn. Safety remains a common theme in registered apprenticeship programs.

safety continues in today's apprenticeship programs and industry-specific safety training standards now exist for all apprenticeship programs in Minnesota.

## Program may help cover some costs for apprentices

Workers in a registered apprenticeship program may be eligible for money to pay for items like education expenses, tools and other costs.

Trade Adjustment Assistance (TAA) is available to a worker who has lost a job or has hours or wages reduced as a result of increased foreign trade activity. TAA is funded by the U.S. Department of Labor's Employment

and Training Administration and is administered by the Minnesota Department of Employment and Economic Development (DEED).

A worker who enters a registered apprenticeship program and is eligible for TAA funding can use the money toward fees, related technical education expenses, purchasing tools required in the apprentice occupation,

transportation expenses, annual dues and uniforms. Funding continues until the apprentice obtains suitable employment or their training weeks are exhausted.

Learn more about TAA at <https://apps.deed.state.mn.us/ddp/PolicyDetail.aspx?pol=293>, by email at [deed.taa@state.mn.us](mailto:deed.taa@state.mn.us), or call (651) 259-7543.

## Grants available to promote women in apprenticeship

### DLI grant opportunity

In 2014, DLI's Apprenticeship Division will grant \$250,000 to “educate, promote, assist, and support women to enter apprenticeship programs in high-wage, high-demand, nontraditional occupations.”

This is a one-time legislative appropriation as part of the Women's Economic Security Act (WESA) to increase the number of women in registered apprenticeship programs. If you are interested in applying for the grant, send an e-mail to

Director of Apprenticeship Johnnie Burns at [johnnie.burns@state.mn.us](mailto:johnnie.burns@state.mn.us) and you will be notified when the request for proposals is released, anticipated in early October.

### High-wage, high-demand grant at DEED

The Minnesota Department of Employment and Economic Development (DEED) is also offering a WESA grant. More details about applying for the Women and High-Wage, High-Demand, Nontraditional Jobs Grant Program from DEED are available at <http://mn.gov/deed/about/contracts/>.

**Apprenticeship  
performance measurements  
July, August and September 2014**

|   | July  | Aug.  | Sept. |
|---|-------|-------|-------|
| <b>Sponsor information</b>                  |       |       |       |
| Active sponsors                             | 310   | 310   | 310   |
| New sponsors                                | 0     | 0     | 0     |
| New occupations                             | 0     | 0     | 0     |
| <b>Apprentice information</b>               |       |       |       |
| Total apprentices                           | 8,269 | 8,484 | 8,897 |
| Females                                     | 563   | 579   | 592   |
| Minorities                                  | 1,497 | 1,539 | 1,611 |
| Veterans                                    | 294   | 304   | 624   |
| New apprentices                             | 644   | 416   | 556   |
| Graduations                                 | 49    | 63    | 45    |
| <b>Services to sponsors and apprentices</b> |       |       |       |
| Service calls                               | 287   | 227   | 303   |
| Information calls                           | 179   | 137   | 142   |
| Compliance reviews                          | 10    | 6     | 5     |
| Supervisory visits                          | 0     | 0     | 1     |
| VA visits                                   | 0     | 0     | 0     |
| New standards                               | 0     | 1     | 0     |
| Revised standards                           | 1     | 4     | 1     |
| Community outreach visits                   | 30    | 24    | 27    |
| Technical assistance visits to sponsors     | 6     | 4     | 6     |
| Prospective sponsor visits                  | 0     | 1     | 0     |

## UnderConstruction celebrates its 10th year



UnderConstruction participants learn about the trades. The organization is celebrating its 10th year of introducing students to the trades.

In 2014, the UnderConstruction Program marks 10 years of providing metro-area youth with hands-on experience and exposure to apprenticeship careers in the construction trades.

This year, the program trained 36 youth ages 15 to 21 at three different sites. The students built garages in St. Paul's Frogtown neighborhood and porches and decks in North Minneapolis.

During the eight-week paid experience, (in the earn-as-you-learn apprenticeship model) students performed various aspects of carpentry, cement masonry, block-setting, roofing and siding under the guidance of a construction lead trainer and a youth manager.

The students received an OSHA 10 certification and toured training program facilities such as the sheet metal and the sprinkler-fitters programs. More importantly, the interns learned what it meant to be a good and productive employee at whatever career they may choose.

UnderConstruction hosted its annual open house day July 24, 2014, at its St. Paul worksite. More than 60 contractors, union training programs, government and school officials had the chance to tour site and chat with the interns about their future plans.

# Grant provides training options for employers

## Money available for technical education, tools, training and more

Central Minnesota Jobs and Training Services and Washington County have received \$919,065 in grant funds to provide financial assistance to employers who sponsor a registered apprenticeship or on-the-job training for their workforce.

The grant is earmarked to help individuals return to work who:

- have been unemployed at least 27 weeks,
- have exhausted or are at risk of

exhausting unemployment benefits, or

- are foreign-trained unemployed immigrant workers.

Financial assistance for employers and participants includes reimbursement for:

- 50 percent of the apprenticeship or on-the-job training wage,
- related technical education,
- supportive services (includes tools, equipment and work clothing), and
- job coaching for participants.



### More information

If you are an employer who would like to provide an apprenticeship for workers through this grant, contact:

**Rich Davy, DLI**  
[richard.davy@state.mn.us](mailto:richard.davy@state.mn.us)  
(651) 284-5199

If you are an employer who would like more information about providing work-based learning,

including on-the-job training, contact:

**Dina Wuornos**  
Central Minnesota Jobs and Training Services  
(763) 271-3718

**Karen Ritter**  
Washington County Workforce Center  
(651) 275-8658

# Experts available for speaking engagements

## Speakers bureau is part of DLI's outreach efforts to stakeholders

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](http://www.dli.mn.gov/Speakers.asp).

# Apprentices become carpenters at training center

The North Central States Regional Training Center Joint Apprenticeship Council (JAC) is the largest and longest-running carpentry training program in Minnesota.

This 7,000-hour, 3.5 year training program was first registered with by the Minnesota Division of Apprenticeship on Dec. 20, 1944.

The program requires 7,000 hours of on-the-job carpentry training. The training is supervised by qualified journeyworker carpenters. Apprentices must also complete 160 hours of related training curriculum and 50 hours of safety curriculum during each year of their apprenticeship.

The St. Paul training center has 55,000 square feet of classroom and training space. There are five large classrooms along with a large, open shop floor for hands-on training with the use of tools and equipment. Apprentices receive hands-on training to coincide with their on-the-job experience in five major areas of carpentry: interior systems, exterior finishing, interior finishing, concrete forming and healthcare applications.

Some of the related training and safety subjects apprentices are taught include:

- OSHA 10
- aerial lifts
- blueprint reading
- footings, elevations and angles
- trim and door installation
- wall framing and related math
- commercial hardware and door hanging
- wood framing



Apprentices work at the North Central States Regional Training Center in St. Paul. The carpentry program is the largest in Minnesota.

Training Director Paul Trudeau, his staff members and a joint labor and management committee provide oversight, guidance and training to 740 active carpenter apprentices.

Apprentices who complete the apprenticeship program receive a journeyworker certificate in carpentry issued by DLI. In addition to apprenticeship training, the North Central States Regional Training Center JAC offers journeyworker update training and certification in many carpentry applications. For more information, visit [www.northcountrycarpenter.org](http://www.northcountrycarpenter.org).

View a slideshow of images from the training center at [www.dli.mn.gov/appr/galleries/carpenters/index.html](http://www.dli.mn.gov/appr/galleries/carpenters/index.html).

# Longtime apprenticeship advocate retiring from DLI

Bernie Michel started his career as an apprentice and soon will retire after nearly two decades working with apprenticeship programs throughout Minnesota.

Michel, senior field representative in DLI's Apprenticeship Division, has worked at DLI since 1996 and will retire in January 2015.

Before his time at DLI, Michel served with the U.S. Marines in the Vietnam War. Upon his return he began his career as an apprentice electrical

wireman. Five years later, in 1975, he had progressed to the level of journeyman electrician.

## Extensive career

Michel worked on many significant jobs while a journeyman electrician, most notably the Trans-Alaska Pipeline System from 1976 to 1979 and again in 1981. In 1986, he was elected business agent for the International Brotherhood of Electrical Workers (IBEW) Local 343, a position he had until starting with DLI's Apprenticeship Division.



After nearly two decades working with apprenticeship in Minnesota, Bernie Michel is retiring from DLI. Michel's coworkers said his knowledge and expertise will be missed.