



APPRENTICESHIP WORKS

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SHARE THE BENEFITS OF APPRENTICESHIP

Know someone interested in becoming an apprentice? Or an employer who wants to start an apprenticeship program? Information and resources are available at apprenticeshipmn.com.



FEATURED STORIES



2 PROGRAMS ELIGIBLE TO BE ADDED TO STATEWIDE TRAINING LIST

7 FREE ON-SITE SAFETY AND HEALTH CONSULTATIONS, SAFETY GRANTS AVAILABLE

VETERAN'S BENEFITS

In addition to helping with costs related to attending college, G.I. Bill benefits can be used while training in a registered apprenticeship or other on-the-job training.

The G.I. Bill offers veterans up to \$10,000 to use while in school or training and businesses can receive up to \$2,000 as an incentive to hire veterans.

Benefits can also be used for licensing and certification, including fees for required continuing education and others related to maintaining employment.

For more information, visit

<https://mn.gov/mdva/resources/education/minnesotagibill/>

Questions?

Contact Ed Godfrey 651-201-8257 or edward.godfrey@state.mn.us





PROGRAMS ELIGIBLE TO BE ADDED TO STATEWIDE TRAINING LIST

Registered apprenticeship programs are eligible to be added to a list of employment training providers that targets employment counselors and job seekers across Minnesota.

The Minnesota Eligible Training Provider List (ETPL) is coordinated by the Minnesota Department of Employment and Economic Development. View the list at <https://apps.deed.state.mn.us/lmi/cpt/home>

Participation is optional and does not affect your status as a registered apprenticeship program. Your program information will continue to be available on the DLI website at <http://secure.doli.state.mn.us/apprenticeshipsponsor/>

However, participants financially supported in the adult, dislocated worker, or youth programs within the federal Workforce Innovation and Opportunity Act can utilize training providers on the ETPL.

To request that your registered apprenticeship program be added to the ETPL, complete the ETPL Application for Registered Apprenticeship process through the Provider Portal at <http://mn.gov//deed/programs-services/dislocated-worker/counselors/training/index.jsp>.

Questions? Contact program administrators at etpl.deed@state.mn.us

SOUTH ST. PAUL HIGH SCHOOL STUDENTS VISIT CARPENTERS TRAINING CENTER

A group of 22 high school sophomores from South St. Paul High School visited the Carpenters Training Institute on Jan. 29, 2020. Staff at the Carpenters Training Center provided the students with an overview of their apprenticeship program and a tour of their training facility. The students were able to interact with apprentices participating in their related technical instruction.



GUIDANCE FOR SUSPENDING OR POSTPONING TRAINING OPERATIONS

We understand that recent developments related to the COVID-19 pandemic are impacting training decisions for apprenticeship program sponsors. The safety and well-being of apprentices, instructors and program personnel is understandable.

We recognize that apprenticeship programs with training centers and those that partner with education institutions are considering, or are in the process of suspending or postponing training operations. While registered apprenticeship programs must adhere to statutory and regulatory requirements to ensure program integrity, we will work with programs to find flexible solutions to address program compliance challenges.

GUIDELINES

Communication is important to addressing future continuity of training. In the event a sponsor suspends training related to COVID-19, we ask that you follow these guidelines:

1. Provide written notice about suspending or postponing training operations, including the date of suspension and the written or electronic notification that was provided to apprentices. Send this notification via email to Rick.Martagon@state.mn.us, or by mail to:

Apprenticeship Minnesota

ATTN: Rick Martagon
Department of Labor and Industry
443 Lafayette Road N
St. Paul, MN 55155

2. Document and record all apprentices impacted by cessation of training and account for all hours that will be missed due to the disruption of operations.
3. Provide in writing potential program solution(s) to meet related instruction program requirements. As you know, registered apprenticeships are required to provide at least 144 hours of related instruction per training cycle. Some solutions considered may be extending the training cycle, extension of the term of the apprenticeship, allowing for make-up of missed hours later in the year, e-learning, etc. We understand that each program's situation may be unique. We seek and value your input to provide for maximum flexibility due to this extenuating circumstance.

We are here to assist you with continuing to make registered apprenticeship the longstanding success it has been. The future of registered apprenticeship is strong in Minnesota and we are invested and committed to working with you.



APPRENTICESHIPS ARE BLOOMING IN STATE'S TREE CARE INDUSTRY

The combination of classroom learning and on-the-job training that makes registered apprenticeship a successful model for carpenters, tilelayers and electricians can also be customized for in-demand industries outside of the construction trades.

A group of area arborists recently worked with Apprenticeship Minnesota to create a training program for the tree-care industry.

The arborists are using registered apprenticeship training for the same reasons as the construction trades: to build a pipeline of skilled workers who perform high-quality work, safely, on time and on budget. By using the registered apprenticeship model, the arborists are creating a competitive advantage over other businesses that don't make the same investment.

"The apprenticeship program was something I wish I had the opportunity to take advantage of when I was starting out in this business," said Wes Nichols, owner of Pro-Tree Outdoor Services in Shakopee. "It is a great model to provide young people with the right training and safety, and then get them out working and earning a living."

The program is less than a year old but already paying dividends, Nichols said. For the good of the industry, he hopes to see more tree care businesses add a registered apprenticeship program.

"Our registered apprenticeship program has been a great way for us to recruit. Right now, everyone in our industry is looking for people. Employees want more than just a job where they just come to work, do the job and leave. If you can offer your people an education, a comprehensive training program and an opportunity to improve their skills while they are being paid, it just shows that your business is invested in your employees," he said.

Ben Cooper, general manager of Rainbow Treecare Company in Minnetonka, said his industry, like many, faces a common problem. There are many good-paying jobs available, but due to a competitive marketplace and a lack of skilled candidates, filling those positions is a challenge. The registered apprenticeship program helps them build a pipeline that produces talented and loyal employees, he said. There are no barriers to entry. Anyone who likes being outside, has a strong work ethic and enjoys being part of a team can succeed, Cooper said.

"Because we are training the apprentices on our way of doing things with knowledge and safety built right into the program, we can recruit people in areas that we hadn't been able to look in the past. And we can offer apprentices the opportunity to get paid while they work and then graduate with a credential which is a benefit we couldn't offer in the past," he said.

Safety is a key part of registered apprenticeship training for both Cooper and Nichols. Throughout the three-year program, supervised by a journeyworker, apprentices log 3,000 training hours, including 500 hours solely about safety. Apprentices learn about their safety equipment, how to climb trees and how to operate a saw and a chipper. This winter, the Minnesota apprentices also traveled to Wisconsin to develop climbing and cutting skills at an indoor training center.

Apprenticeship Minnesota provided guidance to help the businesses start a registered program, develop a system for logging the apprentices' training hours and design the core curriculum and safety instruction. They also brokered key connections with technical schools and universities.

**"APPRENTICESHIP MINNESOTA WAS
INVALUABLE. THEY REALLY HELPED A LOT.
THEY CAME TO EVERY PLANNING MEETING
AND WALKED US THROUGH WHAT WE
NEEDED TO DO STEP BY STEP," NICHOLS SAID.**

Cooper said Apprenticeship Minnesota staff helped lay the groundwork for success. And along with input from a steering group of arborists, there is now a framework in place for other tree-care businesses interested in starting a registered apprenticeship program.

"Most of us came from the private side and had no exposure to registered apprenticeship. Apprenticeship Minnesota helped us answer questions and bring in some other parties that provided a lot of valuable insight," he said. "My advice to a business thinking about starting a program is that the administrative and paperwork is not as daunting as it seems. You are also going to see a return on any financial investment when that apprentice graduates and is back on the job. The program has been great for us."

ROBERTSON ADDRESSES LABORERS AT GRADUATION

The Laborers Training Center conducted their 2020 Laborers Apprenticeship Graduation ceremony in White Bear Lake in February. Roslyn Robertson, deputy commissioner at the Minnesota Department of Labor and Industry (DLI), served as keynote speaker.

Robertson, who has served in DLI leadership roles for more than 30 years, congratulated the graduates and addressed the crowd of 100 by sharing the history of the Laborers' Apprenticeship Program and how the Laborers International Union of North America (LIUNA) has impacted the lives of thousands of Minnesotans over the past 21 years.

"What you have today is an organization that understands its values," said Robertson. "The Laborers know that their work is important. Their members are participating in building the infrastructure of our cities, of our state and of our nation".

The Laborers' Apprenticeship Program started in 1999. Twenty years later it has 2,771 registered apprentices. "From the very beginning, LIUNA has demonstrated their reliability through their commitment to partner with labor and industry. We know that we have a strong partner in the building trades, and especially in the Laborers," Robertson said.

The Laborers' Apprenticeship Program had 346 graduates in its class of 2019 and continues to be a leader for workforce diversity and inclusion. "The Laborers are unapologetic and very proud of the number of women and people of color that are now participating in the Laborers construction craft. I commend them for giving everyone that is willing to work hard, the ability to earn a family sustaining wage".

Learn more about the Laborers at <https://www.liunaminnesota.org/>.



APPRENTICESHIP MINNESOTA PRESENTS AT GAP

As part of its Community Engagement Series, Apprenticeship Minnesota staff recently presented to the students of Guadalupe Alternative Program's (GAP) YouthBuild construction program about registered apprenticeship as a career pathway.

Located in St. Paul, GAP serves youth and young adults between the ages of 16 and 24. Most of those enrolled at GAP are Karen immigrants and refugees from Burma (Myanmar). Accompanying Apprenticeship Minnesota were Tyler Krogen, business representative, Roofers and Waterproofers Local 96, and two apprentices from Local 96's apprenticeship program. The apprentices, Hae Nay Htoo and Htoo Moo, are GAP graduates. Htoo and Moo shared their registered apprenticeship experiences with the students in their native Karen language.

CONSTRUCT TOMORROW IS BUILDING A PIPELINE OF STUDENTS TO THE CONSTRUCTION TRADES



College is not the only path to success for Minnesota's graduating high school seniors. The construction industry offers financial stability, long-term job security and a rewarding work experience. And, unlike many four-year degrees, apprentices are paid while they learn and graduate with a clear path to a good-paying career in an in-demand industry.

Construct Tomorrow is a nonprofit organization leading the efforts to raise awareness among students, parents and educators about the benefits of a career in the building and construction trades. By addressing the state's workforce issues, Construct Tomorrow is helping the state's economy continue to thrive and helping more young people realize the advantages of a career as a skilled tradesperson. Apprenticeship Minnesota supports the work of Construct Tomorrow.

"For 30 years we have been giving students the same message: 'Go to college. Everyone has to go to college.' We need to work people out of that mindset and show people that a career in the trades is not a consolation prize," said Tim Busse, the executive director of Construct Tomorrow. "My dad raised five kids on a union electrician's salary.

One tool Construct Tomorrow uses to spread its message is hosting events for local students. The organization hosts 10 events annually. Since 2013, more than 50,000 students from more than 100 high schools have attended a Construct Tomorrow event.

In January, a group of students visited the Blaine National Sports Center to experience a Construct Tomorrow event where they met representatives from union building and construction trades apprenticeship programs, their signatory contractors and apprentices. Similar events were conducted in St. Cloud, Duluth, Hinckley and Moorhead this year.

These events introduce students to the industry, share tips about how to get started, information about the careers available and hands-on activities that demonstrate skills they can expect to learn during training and put to use at the job site.

Tim Sturdivant, a business agent for the Cement Masons, Plasterers and Shophands Local 633, attended the Blaine event to demonstrate some of the finer points of concrete and plasterwork and answer questions. Sturdivant said the Local 633 training program has about 110 apprentices. Sturdivant said that the ability to work outside of an office and learn new technology is a draw for many students.

"It is important for our industry to connect with students. We really need that next wave for the retirements and the new work we have coming up," he said. "I tell the students that when they graduate from our training, they will be ready to work. Plus, they won't have debt and they will be earning a good living with a pension from the first day."

Joel Welter, an instructor at the Pipefitters Local Union 539, also attended the Blaine event. After graduating with a four-year degree he pursued a career in the trades. He said it is important for students and parents to know that there are many options and pathways into a career in the construction trades. "One of the great benefits of our apprenticeship training is that the accreditation is good throughout the U.S. and Canada. Having that flexibility in your career and the ability to move anywhere in the country for work is something that resonates with young people," he said.

Jake Brown teaches special education at the Academy for Science and Agriculture in Vadnais Heights. His school has brought students to Construct Tomorrow events for several years. Educators play a key role in helping break down the stigma and the barriers that prevent a student from exploring a career in the construction trades after graduation, he said.

"I really try not to push students down a path and encourage them to explore. Events like these are great for just the information and to give students and parents an opportunity to learn about the options and to ask questions," he said. "A lot of students can really see themselves succeeding as they learn more about apprenticeship training and the trades. For a lot of these students, hands-on learning is attractive. They know they learn best by doing."

Busse said his goal for Construct Tomorrow is to reach more students. To accomplish this, the organization plans to add more events in new regional centers and reach out to diverse students, women, students from underserved populations, recent high school graduates and freshmen and sophomores in high school.

"Apprenticeship Minnesota has been a great partner and supporter of Construct Tomorrow and our mission," he said. The broad coalition involved with Construct Tomorrow including government, school districts, industry contractors, Building and Construction Trades unions and Apprenticeship programs has successfully engaged high school students throughout Minnesota and is instrumental in ensuring construction industry talent for the future.



FREE ON-SITE SAFETY AND HEALTH CONSULTATIONS, SAFETY GRANTS AVAILABLE

Minnesota OSHA (MNOSHA) Workplace Safety Consultation offers free consultation services, where employers can find out about potential hazards at their worksites, improve safety management systems and apply for grants to abate safety standards.

The program targets small, high-hazard businesses. It is separate from Minnesota OSHA Compliance inspection activities and no citations are issued as part of a consultation visit. Learn more at www.dli.mn.gov/about-department/our-areas-service/minnesota-osh-workplace-safety-consultation

Safety Grant Program Supports Workplace Safety and Health

The Safety Grants Program, administered by MNOSHA Workplace Safety Consultation, continues to support projects intended to reduce the risk of occupational injuries and illnesses. The program awards matching funds up to \$10,000 to qualifying employers that implement projects designed to reduce the risk of injury and illness to their employees. Grant projects are based on findings and recommendations of a written hazard survey. Qualified applicants must be able to initially fund the project, which the grant program reimburses after the project is completed.

During state-fiscal-year 2019 (July 1, 2018, through June 30, 2019), employers submitted 223 safety grant applications. Of these, 173 grants were awarded to private and public-sector employers. Industry types awarded included automotive, construction, health care, logging, manufacturing and other service industries, plus municipalities. A total of \$1,216,743 was awarded in reimbursed funds.

Some of the equipment purchased included: fall protection; trenching and excavation cave-in protection; safe patient-handling equipment; tools and equipment for silica dust exposure control; material handling equipment; other tools to minimize exposure to ergonomic risk-factors; security equipment; ventilation systems; mechanized logging equipment; machine guarding; personal protective equipment (PPE); permit-required confined-space entry equipment; and road-construction-zone safety equipment.

Questions? osha.consultation@state.mn.us or 651-284-5060

MINNESOTA APPRENTICESHIP BY-THE-NUMBERS

	January	February	March
Sponsor Information			
Active Sponsor	183	183	185
New Sponsors	0	0	8
New Occupations	0	2	0
Apprentice Information			
Total all Apprentices	12,166	12,084	11,943
Females	839	820	803
Minorities	2,481	2,475	2,438
Veterans	887	888	889
New Apprentices	201	175	110
Graduations	91	79	86
Services to sponsors and apprentices			
Information Calls	103	123	34
Community Outreach	10	4	1
Technical Visits	17	17	5
Prospective Sponsors	8	13	0

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