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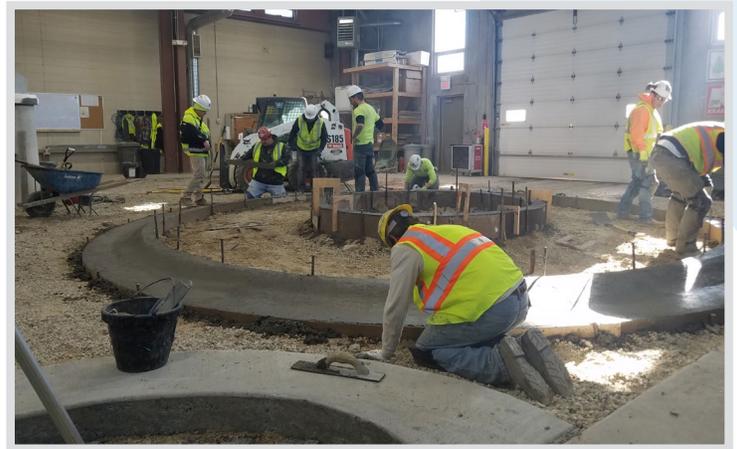
Issue No. 28 • Summer 2019

Celebrate Apprenticeship Week Nov. 11 to 15, 2019

Join us at an event or host your own to showcase apprenticeship in Minnesota

Apprenticeship Minnesota is celebrating Apprenticeship Week Nov. 11 – 15, 2019. This is a time that offers leaders in business, labor, education and other critical partners a chance to demonstrate their support for registered apprenticeship. It also gives registered apprenticeship sponsors the opportunity to showcase their programs, facilities and apprentices in their community.

The week-long celebration highlights the benefits of registered apprenticeship in preparing a highly skilled workforce to meet the talent needs of employers across diverse industries and create career opportunities for working Minnesotans.



GET INVOLVED!

There are many ways to participate in National Apprenticeship Week.

You can host:

- apprentice graduations
- business open houses
- high school career fairs
- apprenticeship signing days
- skills competitions
- industry roundtable events

Share:

- apprenticeship program and sponsor success stories
- apprentice success stories



Make Apprenticeship Week 2019 a success. Contact us at dli.apprenticeship@state.mn.us to let us know what you are doing to showcase apprenticeship.

Host an event

Want to host an event for Apprenticeship Week? Contact us at dli.apprenticeship@state.mn.us and we can offer guidance and promotional assistance.

Funding available for construction career readiness training programs

Apprenticeship Minnesota has made available \$300,000 to support construction career-readiness and pre-apprenticeship programming that prepares individuals to enter and succeed in a registered apprenticeship program in the construction trades.



Apprenticeship Minnesota seeks program proposals that target communities of color and female populations — demographics currently underrepresented in construction and apprenticeship. Proposals will be accepted on an on-going basis through Jan. 15, 2020.

This funding opportunity is made possible through a \$3.3 million U.S. Department of Labor Apprenticeship Expansion Grant to the Minnesota Department of Labor and Industry to facilitate and support the expansion of registered apprenticeship in Minnesota.

Visit www.dli.mn.gov/business/workforce/apprenticeship-funding-opportunity for eligibility and application information.

Events draw many to hear the benefits of apprenticeship

‘Speed networking’ makes quick connections, shares ideas about apprenticeship

Educators, business leaders, community advocates, government coordinators and labor representatives interested in apprenticeship programs gathered for a special “speed networking” event June 12, 2019, at the International Brotherhood of Electric Workers Local 110 in St. Paul. The event was sponsored by the Minnesota Department of Labor and Industry (DLI.)

Speed networking provided participants the opportunity to make valuable connections on building at 21st Century workforce.

After a few welcoming remarks, guests were grouped into four categories and then paired off. The first attendee had one minute to explain what their organization is and what they do. Then, they listened to their partner.

Rick Martagon, supervisor for Apprenticeship Minnesota, said the goal of the event was to get interested parties together and talking in the same room.

“Our role is to expand the relationships within the apprenticeship program. To be that meaningful connector that gets people talking to people they may not normally cross paths with and exchange ideas and facilitate partnerships. Everyone in this room is working to help people find jobs, but they can’t do it all on their own. They are looking for new ideas and to hear from other people about what is working and what isn’t. That’s where we can help,” he said.



An Apprenticeship Minnesota “speed networking” event brought together representatives from many organizations June 12, 2019, in St. Paul.

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'Events' continued from Page 2

Marv Urias runs the registered apprenticeship program for K&G Manufacturing in Faribault. He said his company started the program because finding qualified machinists was becoming a significant challenge. It has been a success. So far, six apprentices have graduated from the program and are still with the company. As a direct result, the company has been able to expand, add capacity and invest in new equipment.

"... [W]e are very happy with the results. The graduates of our apprenticeship program are better trained, they have better skills and they know how to do things the right way. They are also more loyal and invested in the company," he said.

Richard Roy is the manager of workforce development for Washington County. He said he attended the event because he hears from businesses in his community everyday about how they struggle to find qualified workers.

"I think too many people think that apprenticeships only work for certain kinds of jobs or in certain industries. The reality is these programs work for all kinds of businesses, and they are highly skilled jobs that pay a great wage," he said.

Tristan Lundbald is an organizer and business representative for Roofers Local 96 in Blaine. Their apprenticeship program started in the 1970s and is now "bursting at the seams."

"I tell students 'Who knows where an apprenticeship in the trades might lead. You can turn this into a lifetime career or you can do this work for a while and develop some very valuable leadership and technical skills. Plus, you earn instant middle-class wages,'" he said. "I came here today to find out more about the different programs and what support DLI has to offer. I met a lot of very helpful people. It was a successful event."

Apprenticeship is a valuable tool for helping recent immigrants to Minnesota acclimate and establish a foundation in their new communities. Patricia Fenrick is the refugee workforce development and outreach specialist for the State of Minnesota. She works with refugees new to Minnesota to help them find jobs.

"Too often, we all stay in our individual sectors. Events like these encourage people to get out of their comfort zones a little bit and ask questions. Great ideas can come from encounters like these. And in the end, we are all trying to help people find jobs; we have the same goal," Fenrick said.

“ Everyone in this room is working to help people find jobs, but they can't do it all on their own. They are looking for new ideas and to hear from other people about what is working and what isn't. That's where we can help.”

- Rick Martagon, Apprenticeship Minnesota



Attendees of an Apprenticeship Minnesota "speed networking" event on June 12, 2019, in St. Paul.

New grant will continue expansion of apprenticeship in Minnesota

Apprenticeship Minnesota has been awarded a \$1.3 million Employment and Training Administration grant from the U.S. Department of Labor for its Minnesota Registered Apprenticeship Expansion (MNRAE) initiative.

A key initiative for the new funding is working with apprenticeship program sponsors and community-based organizations to provide incentives, resources and support to recruit new registered apprentices. Other grant-funded projects will include career exploration and career-readiness programs, bus tours and outreach to both prospective employers and apprentices. Grant work will take place through June 30, 2022.

BY THE NUMBERS

	April 2019	May 2019	June 2019
Sponsor information			
Active sponsors	184	186	187
New sponsors	1	5	5
New occupations	2	5	2
Apprentice information			
Total apprentices	11,513	11,760	11,699
Females	882	920	918
Minorities	2,334	2,391	2,363
Veterans	833	858	855
New apprentices	376	678	270
Graduations	216	197	133
Services to sponsors and apprentices			
Information calls	40	49	48
Community outreach visits	22	25	2
Technical assistance visits	24	10	4

Bus tours introduce students to apprenticeship

A pair of bus tours introduced Minnesota high school students to area apprenticeship training centers.

Students and instructors from Rogers High School visited the Minneapolis Electricians JATC in St. Michael, Cement Masons and Plasters JATC in New Brighton and North Central States Regional Council of Carpenters Training Center in St. Paul, April 24, 2019,

Students from Blue Earth, Granada-Huntly, Maple River, St. Clair, Waseca and United South Central in Wells visited the Laborers Training Center in Lino Lakes, the St. Paul Pipefitters Local 455 JATC and Twin City Iron Workers JATC, both located in St. Paul, May 8, 2019,

Students were introduced to the work of an apprentice, learn about the earn-as-you learn model and how it can lead to a lifelong career.



Participants hear tips for attracting, developing and retaining talent

Nearly two-dozen businesses and organizations gathered at the Apprenticeship Minnesota event Best Practices and Successful Work Environments: A Case for Mentorship, on June 18, 2019, at the St. Paul Carpenters Training Institute.

Presenters shared how leveraging employee resources or affinity groups can enhance a company's ability to attract, develop and retain talent. The discussion was facilitated by Deon Clark, Owner of TCI Solutions LLC, and creator of the Legacy I3 Workforce Model; a talent creation system that serves as an incubator for local, diverse, high quality workforce candidates.



LaRohn Latimer, Apprenticeship Minnesota, shares information about apprenticeship at Ridgewater College in Willmar.

Willmar apprenticeship presentation

Representatives from nearly a dozen Willmar-area businesses attended a presentation June 25, 2019, to learn more about benefits of registered apprenticeship programs. The event was hosted at Ridgewater College.

Apprenticeship Minnesota presenters were joined by a representative from the Minnesota Department of Veterans Affairs and Allison Liuzzi, Minnesota Compass project director, who discussed Minnesota’s changing demographics and implications for workforce development.

Minn. Lineworker Rodeo is Sept. 10 in Marshall

Minnesota Municipal Utilities Association is partnering with Minnesota Rural Electric Association to host the third annual Minnesota Lineworkers Rodeo on Sept. 10, 2019, in Marshall.

The rodeo features apprentice and journeyman lineworkers competing individually in three events. In each event, the lineworker strives for 100-percent safety and proficiency. This year’s events include the hurtman rescue, single phase conductor tie-in and obstacle course.

Any lineworker — from any company and any state — can compete in the rodeo, which will be conducted at the MMUA Training Center in Marshall, in conjunction with the center’s Overhead Line Work School.

More information

Learn more and register at www.mmua.org/event/MN-rodeo-2019.

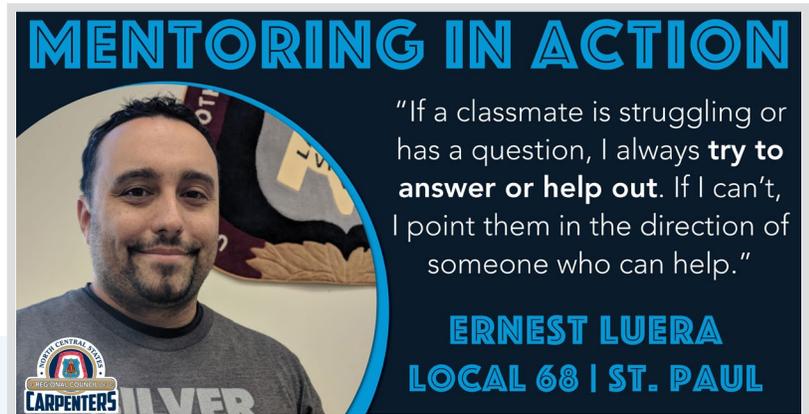
APEX helping expand opportunities in construction

Ernest Luera is a first-year apprentice who graduated from the sixth cohort of the APEX: Industry Orientation program during May 21 to June 22, 2018, at the Carpenters Training Institute in St. Paul. He started as an apprentice July 6, 2018, with Brand Energy Services.

APEX programs offer training to support efforts to expand apprenticeship opportunities in construction. Luera joined the APEX training program because he was not able to support his family. He had a bachelor’s degree and was running a restaurant but he needed a change. Since starting an apprenticeship he has recruited three new apprentices, who also graduated the APEX program, and were sponsored into the apprenticeship program.

Luera is known for helping other apprentices properly complete recordkeeping forms, translate instructions into Spanish, and helps those on the jobsite who appear to be struggling. Luera said it seems natural to him to help those that need it, because without the help of the APEX program, he might never have gotten this opportunity.

Since starting the apprenticeship, Ernest bought his first new vehicle and recently purchased his first home.



Roots of apprenticeship run deep for Terry Frauly

One-time apprentice and trades instructor now works with apprenticeship programs for Minnesota

As a high school senior, Terry Frauly had a conversation with his guidance counselor about his plans for after graduation. Frauly explained that he was going to enter an apprenticeship program to train for a career in the trades.

“Almost immediately his response was ‘Whoa. Whoa. Whoa. Wait a minute. You can’t do that. You need to go to college,’” said Frauly, a senior field representative for Apprenticeship Minnesota. “I told him that college isn’t for everyone and I was very comfortable with my decision. But at that time there was very much a negative view from some people about a career in the trades. Looking back, I can say that I made a great choice that was the right one for me.”

After graduating high school, he completed a course at Hennepin Technical College and then enrolled in an apprenticeship program with a local painters union. That experience, Frauly said, was invaluable and prepared him to succeed in his career.

“We covered everything. We learned to paint bridges, walls, decorative work, marbleizing work, wall coverings, hanging wall coverings, dry wall finishes, you name it. The on-the-job training, right alongside masters of the trade, taught us the skills that we would need. Plus, you are paid a good wage during your training.”

Through his career, Frauly became more active in his local union rising to the position of training coordinator and president. He also worked as an instructor at St. Paul Technical College and Hennepin Technical College before starting with the state of Minnesota in 2007. He currently oversees apprenticeship programs, conducts apprenticeship outreach and administers compliance review.

Perceptions and attitudes toward apprenticeship programs and the trades have changed since Frauly’s conversation with his high school guidance counselor.

The quality of the registered apprenticeship programs is one of the main reasons why. Registered programs help prepare apprentices to succeed from the first day because they have been trained by people who stress the correct process and teach the right terminology. Plus, apprentices are willing to work hard and listen.

For the businesses and sponsor organizations, the benefit from registered apprenticeship programs is in the return on the investment. By taking the time to train new workers they are building a more loyal and highly skilled workforce.

Apprenticeship roots

A commitment to registered apprenticeship runs deep at the Minnesota Department of Labor and Industry. DLI’s Deputy Commissioner Roslyn Robertson’s son recently graduated from the Heat and Frost Insulators apprenticeship program. Rick Martagon, a supervisor for Apprenticeship Minnesota, has a son who is his second year of a pipefitter apprenticeship program after serving in the U.S. Marine Corps.

Frauly’s son, Kyle, is in his third year of a limited-energy apprenticeship program for low-voltage electricians. “I started talking to Kyle about the benefits of a career in the trades when he graduated from high school” Frauly said.

“ The on-the-job training, right alongside masters of the trade, taught us the skills that we would need.

- Terry Frauly,
Apprenticeship Minnesota



St. Anthony Village woman finds her purpose in pipefitting

In her senior year at St. Anthony Village High School, Amanda Gardas applied to attend the Minneapolis Community and Technical College. Not out of any particular desire to continue her schooling or to pursue a specific career, but because that's what her counselor strongly recommended.

"The school just expected me to go to college," Gardas said. "That's what they thought it meant to be successful. I wasn't sure what I wanted to do or if college was right for me."



Amanda Gardas

Gardas was a bright student with an affinity for math so higher education seemed like a good next step, but to her, something didn't feel right. So, after seeing a recruitment commercial on TV for paratroopers, she enlisted in the U.S. Army instead of attending college.

Years later, after leaving the military, and working as a cook at a St. Paul restaurant, she learned about becoming a pipefitter in the local union.

"I wanted to know every detail about what [the program was] and how it worked," Amanda explains. "The more I heard, the more I could picture myself doing it. I became enamored with the thought of becoming a union pipefitter."

Continue reading about her path to becoming a union pipefitter at Construction Career Pathways <https://constructioncareers.org/success-stories/st-anthony-village-woman-finds-her-purpose-in-pipefitting/>.



Pipetrades competition participants.

Apprentices test skills during contest

Apprentices from 10 locals competed in the Minnesota pipetrades apprentice contest in March 2019.

First-place winners in their divisions included:

- Local 455, pipefitter – Thor Mathison
- Local 539, HVACR – Josiah Tiegs
- Local 6, plumber – Jason O'Neill
- Local 455, welder – Nicholas Galles
- Local 417, sprinkler fitter – Jonathan Hamann

These apprentices advanced to the District 4 contest that took place June 11-12 at the Local 455 training center. The competition tested the apprentices in a variety of skills instructed throughout their apprenticeship training. The judges examine both written and hands-on aspects of the test projects including blueprint reading, project set-up and neatness, precision, project clean-up and more.

Josiah Tiegs, from Local 539, earned first place at the District 4 contest and now advances to the International Apprentice Contest on Aug. 10-16, 2019, in Ann Arbor, Michigan.

GAP graduate finds success as carpenter

Yasha Ya is a Karen refugee who came to the U.S. in 2008. He earned his high school diploma from Guadalupe Alternative Programs and excelled in their construction training pathway. He always knew he wanted to work in construction, so when the call came from Kraemer North America for an apprenticeship carpenter, he was ready.



Yasha Ya

On May, 15, 2019, he started his first day as a registered apprentice on a metro-area project. He now has a very good-paying job, training, pension, health benefits and a wage that will increase steadily over the next four years. Ya has not only started his career and improved his life but is also helping to pave the way for other refugees who are looking for an opportunity to have a better future.

Apprenticeship graduations

Congratulations to all of the recent program graduates!



Firefighters graduate

More than 40 firefighter recruits for the cities of St. Paul and Minneapolis graduated from the Firefighter Academy on June 28, 2019. Presenters at the graduation included Gov. Tim Walz, DLI Commissioner Nancy Leppink, the cities' mayors and more. View a video of the ceremony at <https://youtu.be/dvCUBTIyUhA>.



Nancy Leppink, commissioner, Minnesota Department of Labor and Industry, speaks during the graduation ceremony



Plumbers, pipefitters

Nine apprentices who completed their plumbing and pipefitting apprenticeship program were recognized at the 2019 Southeastern Minnesota Association of Plumbers and Pipefitters JAC Graduation Banquet on April 25, 2019, at Willow Creek Golf Course.

The banquet was a time to congratulate the apprentices for their accomplishments and thank everyone involved with the center's apprenticeship program.

St. Paul Mill graduates 12 in new apprenticeship program

Twelve employees at the WestRock St. Paul Mill recently achieved a major milestone in June by completing an 18-month industrial manufacturing technician apprenticeship program. This was a first-of-its-kind pilot program for the St. Paul Mill.

The program includes 2,736 hours of on-the-job training at the plant complemented by 264 hours of college classroom instruction. At completion of the program, each apprentice earns a journeyworker credential and a manufacturing foundations certificate and a production technologies certificate from Pine Technical College.

Participants for the program were chosen through a voluntary selection process and ranged from relatively new employees through veteran operators, each who works in one of the plant's production areas. Recruiting efforts for the next cohort of 16 employees will begin in July with a planned October program start date.



Pictured left to right, back row: Jerry Musielewicz, Pine Technical College; Dennis Ryan; Choua Lee; Matt Johnson; Dan Dunn; Joe Costanzo; Robbie Bathke; David Vang; Brian Shor; Travis Schultz. Front row: Heidi Braun, Pine Technical College; Leslie Philmon, Apprenticeship Minnesota; Mike Gunderson, mill manager; Todd Dahlstrom, MN AFLCIO; Jerome Balsimo, WRTP; John O'Neil, USW local 624 President. Not pictured: Ian Larson, Mark Brown, Joe Coursolle.

Apprenticeship graduations

Congratulations to all of the recent program graduates!



Roofers Local 96

Apprentices from the Roofers Local 96 Apprenticeship Program were recognized during a graduation ceremony May 19, 2019.

Graduates are:

Sebastian Aguilar, Peter Ament, Jerrico Antinucci, Steven Basille, Vernell Beal, Cody Bertram, Marcus Bonnick, Steven Brewer, Bryce Carlson, Adam Carr, Daniel Cornelius, James Cronk, John DeCorsey, Zachary Egge, Dustin Elm, Florencio Epinoza, Joseph Ettesvold, Austin Ficek, Evan Gardner, Juan Gonzalez, Justin Graves, Kenneth Haney, Timothy Hill, Nicholas Hohensee-Burbach, Zain Hunter, Ejdvin Johnson, Joseph Justen, Jake Laakkonen, Mike Lacross, Jose Landa, Noe Lopez Saucedo, Andrew McDonald, Francisco Meza Hernandez, Jerome Nelson, Kristopher Petrich, Eli-Abner Quiroz-Garcia, Robert Ronko, Sam Rose, John Ryan, Filiberto Sanchez, Samantha Schanus, Anthony Scharafanow, Andrew Schropfer, Sean Shutrop, Trevor Simkins, Nathaniel Smith, Patrick Smith, Angel Tipanluisa Jami, Steven Towle, Joseph Trueman, Jack VanElsberg, Xang Vang, Olay Vongkhaopet and Corey Waterhouse.



Photo by Bergerson Photography | steve@bergphoto.com

Sheet Metal Workers Local 10

Sheet Metal Workers Local No. 10 recognized 60 apprentices during a graduation celebration May 30, 2019, at CHS Field in St. Paul, with completion and journeyman status right around the corner.

One of the requirements to become a journeyman is to produce a “masterpiece” project where the apprentice needs to design and build their own project. The best projects are chosen by the JATC committee and awards are given.

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 www.apprenticeshipmn.com.

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