



# 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](http://apprenticeshipmn.com).

## NATIONAL APPRENTICESHIP WEEK IS NOV. 9-13, 2020

Mark your calendars for Nov. 9 to 13, 2020, for National Apprenticeship Week. We are honored to celebrate our valued apprentices, sponsors and partners with a week of educational and networking opportunities featuring registered apprenticeship programs for National Apprenticeship Week.



## FEATURED STORIES



**2** COVID-19 SAFETY GUIDELINES FOR APPRENTICESHIP TRAINING FACILITIES



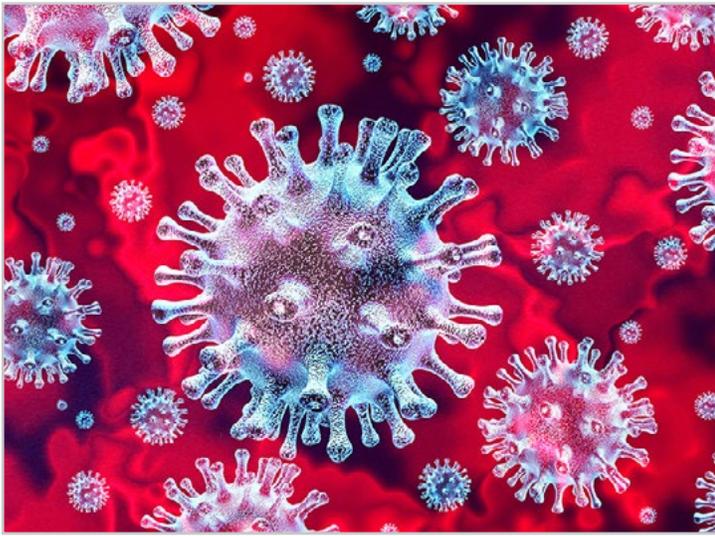
**6** TRADE REQUIRES PROBLEM SOLVING, TEAMWORK

While things may look a little different this year, there are many ways to get involved like sharing program and sponsor success stories, apprentice success stories, virtual tours of JATCs, apprentice of the day nominations and many more.

**Planning an event?** Contact us at [dli.apprenticeship@state.mn.us](mailto:dli.apprenticeship@state.mn.us) with your ideas to showcase apprenticeship.

Visit [www.dli.mn.gov/NAW](http://www.dli.mn.gov/NAW) to look back at last year's events. More information will be posted there as the week nears.





## COVID-19 SAFETY GUIDELINES FOR APPRENTICESHIP TRAINING FACILITIES

The Minnesota Department of Labor and Industry (DLI) has developed COVID-19 general safety guidelines for training facilities.

This guidance applies to adult-learning, training, formal testing and small assemblies, as recommended by the Minnesota Department of Health to address the mitigation of COVID-19 exposures.

This guidance does not pertain to elementary, secondary and post-secondary education institutions. COVID-19 general safety guidelines for training facilities are at [www.dli.mn.gov/sites/default/files/pdf/COVID-19\\_training\\_facilities.pdf](http://www.dli.mn.gov/sites/default/files/pdf/COVID-19_training_facilities.pdf).

### Questions?

These are general guidelines. Training facilities, including apprenticeship training centers, can contact Minnesota OSHA Workplace Safety Consultation for further customization and guidance at 651-284-5060, 800-657-3776 or [osha.consultation@state.mn.us](mailto:osha.consultation@state.mn.us).

## GRANT TO FUND DATA MANAGEMENT SYSTEMS, INCREASE OUTREACH

Apprenticeship Minnesota will use a U.S. Department of Labor grant to upgrade its data management and online systems and continue outreach to better serve program sponsors, employers and apprentices.

A key initiative as part of the \$450,000 Minnesota Capacity Expansion for Registered Apprenticeship (MN CERA) Initiative is to upgrade data management systems to improve interfaces, data tracking and sharing. One of the changes will be to improve employer and program sponsor interfaces in the data management system to allow programs to have access to information and conduct business online with Apprenticeship Minnesota.

Additionally, the grant will be used to support further alignment with registered apprenticeship stakeholders including: engaging educators and counselors at secondary education institutions to raise their awareness of career opportunities available to their graduating students through registered apprenticeship programs; conducting outreach to post-secondary institutions about becoming related technical instruction providers for apprenticeship training; ongoing coordination with workforce development programs; and promoting educational communications to maximize access to G.I. Bill benefits.

The grant funds were awarded July 1, 2020, and continue through June 30, 2023.

## ELECTIONS ARE COMING SOON ... ARE YOU REGISTERED TO VOTE?

You can check to see if you are registered to vote in Minnesota at [mnvotes.sos.state.mn.us](http://mnvotes.sos.state.mn.us). You can register to vote at [sos.state.mn.us/elections-voting/register-to-vote](http://sos.state.mn.us/elections-voting/register-to-vote).



# NEW FUNDING OPPORTUNITY AVAILABLE SOON TO HELP EXPAND REGISTERED APPRENTICESHIP

Apprenticeship Minnesota will soon be requesting proposals for funding to support the development of registered apprenticeship programs and place apprentices in high-growth occupations.

The new funding opportunity is part of our Minnesota Registered Apprenticeship Expansion (MNRAE) initiative that strives to increase Minnesota's workforce capacity, diversity and accessibility through the proven strategy of registered apprenticeship.

## ABOUT MNRAE

MNRAE funding will be available to support the development of registered apprenticeship programs in the industries of

- construction
- health care
- transportation
- advanced manufacturing
- agriculture
- information technology
- automotive
- public sector
- utilities
- hospitality
- financial services
- banking



## GUIDING GOALS OF MNRAE FUNDING

1. Support the development and recruitment of a diverse pipeline of apprentices.
2. Support the rapid development of new registered apprenticeship programs and/or the expansion of existing programs.
3. Fully integrate apprenticeship into state workforce development education and economic development strategies and programs.
4. Build state capacity to make it easier for industry to start registered apprenticeship programs and for apprentices to access opportunities.

## APPRENTICESHIP MINNESOTA KEY MNRAE GRANT INITIATIVES

- Provide incentives, resources and support for new registered apprentices.
- Conduct outreach, recruitment and introductory meetings.
- Fund career readiness and career exploration programs.
- Develop and provide mentorship resources for apprentices.
- Engage in employer and stakeholder outreach.
- Develop improvements and efficiencies in the registered apprenticeship process.
- Convene educational meetings with Minnesota's workforce development groups.

## MORE INFORMATION ABOUT MNRAE FUNDING

We look forward to launching these funding opportunities in the coming months and more information will be available soon. The MNRAE Initiative is a \$1.3 million grant from the U.S. Department of Labor Employment and Training Administration.

For help with questions contact us at [dli.apprenticeship@state.mn.us](mailto:dli.apprenticeship@state.mn.us).

# TRADE REQUIRES PROBLEM SOLVING, TEAMWORK FOR SUCCESSFUL INSULATION

## Former graphic designer and restaurant manager enjoys variety of jobs and physical activity of insulation trade



When Laura Goff of Circle Pines graduated from Inver Grove Heights schools in 1998, she did what was advised at the time.

“If you want to be successful in life, you have to go to college,” she recalled being told. “For a woman, going into a trade wasn’t something they told us about.”

Goff liked art and considered teaching, but she opted for a graphic design degree at St. Cloud State University. She quickly realized she didn’t want to sit all day quietly working in an isolated cubicle with a computer. She drifted into managing restaurants which let her interact with people as she made new hires, trained workers, talked with customers and helped improve each business.

Thanks to a tip from a family friend, she signed up and found a new career as an apprentice through Heat and Frost Insulators Local 34. She started with a pre-apprenticeship position that gave her a feel for insulation work and for contractors to see if she was a good fit for wrapping insulation around HVAC systems, pipelines and other mechanical systems. Insulation protects the components from energy-sapping cold or hot weather and keeps systems from overheating, wasting fuel and wearing out.

Skills she acquired in the past two decades came in handy: visual skills in art to figure out how to wrap a valve or other tricky mechanics, a strong work ethic, food safety skills (handy in processing plants) and teambuilding. Cooperation makes every construction job go better as insulators often need to coordinate work with sheet metal workers and pipefitters – especially in tight quarters.

“You definitely get used to doing things in small spaces and up high,” she said. “At first it’s a little daunting.”

Goff’s seen a little of everything with her four-year apprenticeship offering a wide variety of experiences. Local 34 has helped her rotate among contractors both large and small who work at refineries and industrial sites, factories and commercial buildings, hospitals, schools, churches and universities.



Laura Goff used her past career experience to excel as an apprentice.

She’s not favoring a particular setting yet, but she’s enjoying the change of scenery, different crews and new problem-solving required by each site with unique needs and configurations.

Jobs have taken her into University of Minnesota buildings, historic churches, the Hewing Hotel and the new Vikings training facility where she’d find herself logging 14,000 steps a day.

“It’s fun to go back to places and see what they look like after you’ve been working on them,” she said. “It’s nice to be in construction and see how things are done. It’s helped me being a homeowner for sure.”

Besides getting good exercise and getting a mental workout with problem solving on the job, she feels good about how her trade helps places conserve energy and reduce their carbon footprint.

“I like to work at something I can stand behind and be proud of,” she said. “I’m proud to tell people I’m an insulator.”

View more about Goff at <https://youtu.be/kp759tyhzSs>.

# CEMENT MASONS, PLASTERERS BUILD STADIUMS, SKYSCRAPERS AND HOMES



## Contractors seek dependable, team-oriented candidates willing to learn and work hard on projects from condo floors and iconic Minnesota landmarks to bridges and highways

Brian Farmer laughs about his first years in the cement mason and plasterer trade. What started as a summer job working on high-end houses became a skill that clicked and made him so proud he'd drive his dates past homes with brick veneers or fireplaces he helped build.

"I fell in love with it," he said of the trade he's been in for 23 years. "There's something physical and tangible that you were a part of."

He's spent the last two years teaching and then coordinating apprenticeships for the Cement Masons Plasterers and Shophands Training Center Local 633. It's a broad trade that touches just about every construction project. Members may be "road warriors" who build highways and massive bridges, pour floors and footings for houses or parking ramps, construct skyscrapers and sports arenas or specialize in making bricks.

The work can also be artistic as young architects who think outside the box are coming up with new ways to embrace the trendy industrial look with agate-like flooring created with metallic coatings and epoxy. Others specialize in stamped, textured and colored concrete that can create unique patios, firepits and outdoor entertainment areas.

One aspect of concrete and plastering — no matter the project's scope — is the need for speed. Masons must show up on time and be quick and accurate working before materials set up. That leaves no time to wait for latecomers.

Stamina also helps when there are long days for big projects such as cathedrals, breweries or sports arenas, including the U.S. Bank Stadium, which opened in 2016 and hosted the Super Bowl in 2018, and Allianz Field, which opened in 2019.

First-year apprentices in the four-year training program at Local 633's 20,000-square-foot facility in New Brighton start with the basics of hand mechanics, tools, putting down a floor and creating forms to hold concrete. From there, they

learn to do steps, construction math such as calculating the rise and run and diving more into reading architectural plans.

Apprenticeship candidates in their four-year program need to be dependable, willing to work hard as a team and get used to getting barked at if they aren't moving fast enough, Farmer said. They look for candidates who have energy and focus, are often visual learners, enjoy being outdoors and working briskly.

"We love the grind and the 100 miles-per-hour pace," Farmer said. "You find out if it's for you."

Most applicants need at least some experience to get accepted into the program. That can come through working with a contractor to do house or garage floors or watching for a chance to try a pre-apprenticeship program, which can last from five to 10 weeks. These can be offered through community-based organizations that may target minorities or agencies such as the Minnesota Department of Transportation or Met Council for projects such as highway or light-rail expansions.

Moke Eaglefeathers, a longtime Local 633 instructor, has been working with Minnesota's native bands and tribes for several years on an annual pre-apprenticeship program. The condensed training covers safety, first aid and CPR, and an overview of masonry. At the end, they will do a big pour. Contractors watch participants and can recruit the ones who show the best skills or attitude.

"[Pre-apprenticeships] are the absolute best way to get in [to the apprenticeship program]," Farmer said, and that can lead to a \$60,000 to \$80,000 career with benefits and stability for those members who are good at what they do.

"Construction's not going away," Farmer said. "The demand for us is always going to be there."

**View more information** at <https://training633.org/>.

## BENEFITS AVAILABLE FOR VETERANS

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.

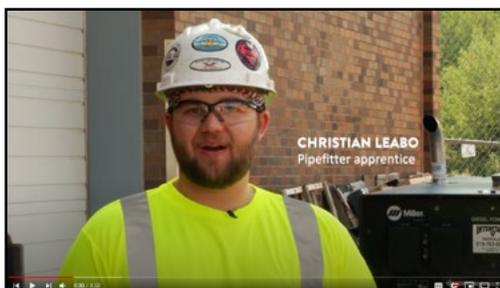
### More information

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

### Questions?

Contact 651-201-8257 or [edward.godfrey@state.mn.us](mailto:edward.godfrey@state.mn.us).

## NEW VIDEOS FEATURE LOCAL APPRENTICES AND PROGRAMS



“Choose a construction career through registered apprenticeship”

View the video at <https://youtu.be/ujUZSyBeJ7w>.



“Registered apprenticeship: Your path to a meaningful career”

View the video at <https://youtu.be/pWtk0jSdJXk>.

## APPRENTICESHIP MINNESOTA BY-THE-NUMBERS

	April	May	June
<b>Sponsor information</b>			
Active sponsor	184	184	184
New sponsors	1	0	4
New occupations	1	0	4
<b>Apprentice information</b>			
Total apprentices	11,949	11,927	11,714
Females	804	809	788
Minorities	2,445	2,409	2,361
Veterans	882	871	840
New apprentices	201	252	113
Graduations	160	145	75
<b>Services to sponsors and apprentices</b>			
Information calls	48	39	33
Community outreach	7	3	1
Technical visits	5	0	1
Prospective sponsors	1	0	2

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