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apprenticeship **WORKS**

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Grants available to help build apprenticeship programs

Apprenticeship Minnesota continues to engage high-growth industries throughout the state to assist employers with developing apprenticeships for high-demand occupations.

For decades, apprenticeship has been the premiere workforce development model used in the construction industry to recruit, train and retain highly skilled workers. The model is now expanding into other high-growth industries such as:

- agriculture
- advanced manufacturing
- health care
- information technology
- transportation

Through the Minnesota Apprenticeship Initiative (MAI), employers can receive up to \$5,000 for each apprentice to help offset initial program infrastructure costs such as supervision, supplies, materials, classes or instruction that will ensure the success of the program and its apprentices.

A new round of grants opened in 2018 and will remain open through the end of 2019. However, funding is limited so employers, sponsors and other interested parties are encouraged to apply soon. Visit www.dli.mn.gov/mai to download an application.

Finding success with MAI

Visit www.dli.mn.gov/mai to see our growing list of apprenticeship partners investing in their future workforce. Some recent and newly developed programs through MAI include:

- Alliance Machine, Elk River
- Uponsor, Apple Valley
- Health Partners-Regions Hospital, St. Paul
- Aerostitch Design, Duluth

Greg Hofstede, of Alliance Machine Inc., said: “As a small company, it’s no easy task to form and implement training programs. By partnering with DLI through the Minnesota Apprenticeship Initiative, Alliance Machine has been able to provide valued customized training to our employees. ... We couldn’t be happier.”

Nancy Leppink named commissioner of DLI

The Walz-Flanagan Administration announced Nancy Leppink as the Minnesota Department of Labor and Industry’s (DLI) commissioner-designee. She will begin March 4.

Leppink previously represented DLI as an assistant attorney general and then worked as the agency’s general counsel from 1999 to 2009. After 24 years in state service, she was appointed by the Obama Administration to be the deputy administrator of the Wage and Hour Division of the U.S. Department of Labor and led the division as its acting administrator.



Nancy Leppink

She currently serves as a branch chief for the International Labour Organization, in Geneva, Switzerland, and is responsible for its international work to assist the governments and the employer and worker organizations of its 187 member states to improve their labor administration, labor inspection and occupational safety and health capacities.

Apprenticeship Week welcomes veterans, educators to training centers

In celebration of National Apprenticeship Week 2018, nine of Minnesota's apprenticeship training centers opened their doors to Minnesota's veterans and educators for tours.

The events provided more than 90 guests an opportunity to explore the benefits of apprenticeship and the impact it has on our veterans and youth.

Each guest had the opportunity to speak with and observe apprentices while they participated in their educational classes. The training coordinators were able to address the audience about the importance of exposing high school students to all post-high school career opportunities. Many career counselors were able to make valuable connections that will be used to further serve their students and are beginning to coordinate training center tours for their students.

The participating training centers included:

- Duluth Area Pipetrades HVACR JATC
- Duluth Carpenters JAC
- Minnesota Cement Masons and Plasterers JATC
- Mpls Pipefitters JAC
- Mpls St. Paul Sprinklers JAC
- North Central States Regional Council of Carpenters
- St. Paul Painters and Drywall JAC
- St. Paul Pipefitters JAC, Local 455
- TC Iron Workers - Duluth



One stop on the tour included the Minnesota Cement Masons and Plasterers JATC, pictured above.

Congratulations to members of Apprenticeship Advisory Board

Apprenticeship Minnesota at the Department of Labor and Industry congratulates the following members on their appointment to the Minnesota Apprenticeship Advisory Board:

- Thomas McCarthy – employee member (chair)
- Carly Melin – employee member
- Sophie Thaden – employer member
- Laurie Warner – public member

Members were appointed by the commissioner of Labor and Industry to serve terms beginning January 2019 to January 2023. There are eight members who serve on the board. McCarthy and Warner were existing members who reapplied for reappointment. Carly Melin and Sophie Thaden are new additions to the board who will join current members Todd Ferrara, Mathew McDowall, Don Mullin and Everett Pettiford.

The board proposes job classifications and minimum standards for apprenticeship programs and agreements. Meetings are quarterly at the Department of Labor and Industry in St. Paul.

Apprenticeship Minnesota wishes to extend its thanks to outgoing members Harry Melander and Jeni Blaylock for their steadfast dedication to the expansion of registered apprenticeship in Minnesota. A special thanks to Harry Melander who has chaired the board since Jan. 5, 2015, providing leadership and expertise that guided the important work of the board and Apprenticeship Minnesota.

Read more about the board at www.dli.mn.gov/about-department/boards-and-councils/apprenticeship-advisory-board.

Thank you for making Apprenticeship Week a success

Apprenticeship Minnesota would like to thank the participants who helped make Apprenticeship Week 2018 a success.

We had yet another successful week full of events, Nov. 11 to 16, 2018. We are grateful for your contributions and continued support of registered apprenticeship in Minnesota. We would like to recognize the following stakeholders:

- AJAX Metal Forming Solutions INC
- Alliance Machine
- Anoka County Job Training Center
- Anoka County WorkForce Center
- Bricklayers and Allied Craftworkers Training Center
- Construction Craft Laborers JAC
- Current, past and prospective apprentices
- Duluth Area Pipetrades HVACR JATC
- Duluth Building and Construction Trades Council
- Duluth Carpenters JATC
- Fairview Burnsville Clinic
- Fairview Ridges Hospital
- Finishing Trades Institute of the Upper Midwest
- HealthPartners
- Humboldt Senior High School
- IMAW 77
- Iron Workers – Duluth Training Center
- Knutson Construction
- LeadingAge Minnesota
- Lunda Construction Co.
- McGough Construction
- Metro Transit
- Minneapolis Building and Construction Trades Council
- Minneapolis Electrical JATC
- Minneapolis Pipefitters JATC
- Minnesota Cement Masons and Plasterers JATC
- Minnesota Department of Veteran’s Affairs
- Minnesota Rural Electric Association
- Mpls/St. Paul Sprinklerfitters JATC
- North Central States Regional Council of Carpenters
- Office of Career, Technical, and Adult Education
- Peterson Companies
- S.E. MN Association of Plumbers and Pipefitters JAC
- St. Paul Building and Construction Trades Council
- St. Paul Pipefitters JAC, Local 455
- TCI Solutions
- United States Office of Apprenticeship
- Women Building Success
- Workforce Development Consultant
- Workforce Development Operations Manager



Apprenticeship Week participants are pictured at two of the many tours hosted throughout week of activities.

Look back at the events and featured apprentices and sponsors of Apprenticeship Week 2018 at www.dli.mn.gov/NAW.

Women in Construction Week begins March 3

Women in Construction (WIC) Week is March 3 to 9, 2019. Throughout the week there will be events provided by the National Association of Women in Construction for women in construction to emphasize the growing role of women in the industry. There will also be an awards ceremony highlighting successes and contributions of women in the union construction trades presented and sponsored by Women Building Success on March 6, 2019.

Listening, discussion and feedback sessions

In 2017, the Minnesota Department of Labor and Industry (DLI) organized a roundtable event to listen to women apprentices, apprenticeship instructors and journeyworker mentors in the trades share their successful recruiting and retention strategies to increase the numbers of women seeking a construction career. In 2018, the conversation continued and attendees created strategies to address those issues. That event included comments from Daniel Villao, deputy administrator for the United States Office of Apprenticeship and Scott Stump, assistant secretary for the Office of Career, Technical and Adult Education.



Pictured are some of the participants in a 2017 Women in Apprenticeship Roundtable discussion. Women in Construction week begins March 3, 2019.

Some of the recruitment strategies included issues relating to work/life balance (childcare, maternity leave and wellness/privacy stations for things like breastfeeding, prayer and other religious or ethnic rituals); better promotion and spotlighting female apprentices; extended partnerships with community-based organizations, other outreach organizations and STEM-related events.

Retention strategies included industry-wide support with groups like Women Building Success; cultural awareness, inclusiveness and transition resources for immigrant populations; exit surveys for those leaving the industry and contractors canceling apprentices; develop/improve mentor training; facilitate more support of women apprentices and journeyworkers by their male coworkers, labor representatives and contractors.

New website teaches students about construction careers

ConstructionCareers.org is a new website for high school students, parents and educators to learn about careers in Minnesota's construction industry. The website offers descriptions of 30 different construction careers and information about how young adults may enter the construction industry – through events, summer hands-on educational opportunities and union apprenticeship programs.

The site is one piece of a broader initiative called Construction Careers Pathways, a collaborative effort consisting of labor representatives, construction companies, high schools, non-profits, the State of Minnesota and other strategic partners to attract more young people into construction careers through registered apprenticeship programs. One of the primary goals of the initiative is to make students aware that there is a third career path, besides a four-year college degree or military service, to a fulfilling, well-paying career.

The new website and public information awareness campaign is introduced through a collaborative effort between the Minneapolis and Saint Paul Building and Construction Trades Councils, Contractor Associations, the Apprenticeship Coordinators Association of Minnesota, Construct Tomorrow, seven Twin Cities-area public school districts and the Construction Careers Foundation. With funding from the Minnesota state legislature and oversight from the Minnesota Department of Employment and Economic Development, the Construction Careers Foundation conducts a statewide effort to attract more people – in particular, young people, women and people of color – into construction careers. Visit ConstructionCareers.org to view the new site.

BY THE NUMBERS

	Oct. 2018	Nov. 2018	Dec. 2018
Sponsor information			
Active sponsors	195	195	195
New sponsors	0	1	1
New occupations	1	3	1
Apprentice information			
Total apprentices	11,885	11,726	11,646
Females	922	924	922
Minorities	2,415	2,383	2,362
Veterans	800	808	803
New apprentices	298	175	168
Graduations	80	133	69
Services to sponsors and apprentices			
Information calls	162	129	89
Community outreach visits	11	5	6
Technical assistance visits	12	3	10

Events scheduled throughout state

Join Apprenticeship Minnesota for a series of events throughout the state in 2019 to learn about the benefits of registered apprenticeship for employers and workers. Some of the planned topics and formats include Minnesota's changing demographics, woman's roundtable discussions, high-school panels, speed networking and community-based organization events, bus tours and mentoring workshops.

Tuesday, February 19

Registered Apprenticeship Presentation – Mankato

A presentation for employers to learn about the benefits of registered apprenticeship and how it can help grow and sustain an innovative workforce.

Thursday, March 21

Registered Apprenticeship Presentation – Faribault

A presentation for employers to learn about the benefits of registered apprenticeship and the benefits for growing and sustaining an innovative workforce. Attendees will also hear from Allison Liuzzi, Minnesota Compass project director, who will discuss Minnesota's changing demographics and implications for workforce development and economic well-being.

Logic PD using apprenticeship to grow and retain a skilled labor pool

The phrase “innovative workforce solution” can mean many different things to employers.

Eden Prairie-based manufacturer Logic PD has defined it as registered apprenticeship, and with the support of Apprenticeship Minnesota, is effectively using the apprenticeship model to create a train-to-retain environment.

Read more from Logic PD at www.logicpd.com/blog/4-problems-1-solution-how-oems-win-when-manufacturing-partners-invest-in-training/

Share the benefits of apprenticeship

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

Fairview Health Services searching for apprentices

Fairview Health Services is hiring apprentices for surgical technologist and medical assistant apprenticeship programs.



Apprentices earn a living while mastering in-demand skills. Your wages continue to grow as you master your training. Upon completion of your apprenticeship, you earn a nationally recognized credential in a highly skilled, in-demand occupation.

Apprentices accepted into the program will sign an agreement with Fairview Health Services that outlines

- the required length of training,
- the required hours of related educational training, and
- the skills you will learn.

For more information about the surgical technologist and medical assistant apprenticeship programs, contact Regina Pekarek at rpekare1@fairview.org.



Course graduates include Marisol Gamino, Juan Carlos Marin, Jose Aguilar and Brian Henderson.

Four graduate from CLUES, carpentry program

A class of participants recently completed an eight-week course taught by CLUES (Comunidades Latinas Unidas En Servicio) and the Carpenters and Joiners Training Center to gain exposure to the building trades.

The program included four weeks with CLUES where they worked on skills related to professional development like interviewing, teamwork and conflict resolution. Through the training center they learned carpentry skills and received a certification. Participants also experienced mock-interviews to practice their skills.

The participants were recognized at a graduation event on Oct. 12, 2018.

Students attend Career and Tech Fair

North Community High School hosted a Career and Tech Ed (CTE) career fair on Dec. 12, 2018.

Students in grades 11 and 12 participated in the career fair where more than 20 professionals from the CTE industry hosted booths for students to learn about CTE careers.



North Community High School students attended a Career and Tech Ed (CTE) fair on Dec. 12, 2018.

Students also engaged with professionals from the CTE

industries in mock interviews, where small groups of students were paired with a professional, and learned how to engage in an interview for a CTE related career.

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Goodwill Easter Seals, apprenticeship open new doors

China Washington started the Goodwill Easter Seals Construction Training with no recent work history.

When she began the program, she was staying in a transitional housing shelter with her four young children. During the program, Goodwill was able to help her overcome some barriers; Goodwill subsidized her childcare, paid for car repairs, and helped her obtain permanent housing.

Despite her challenges outside of class, she always showed up on time and ready to learn. She was engaged, focused, and pushed herself to be the best student in class.

Washington graduated with a job as an apprentice laborer at CS McCrossan.



China Washington.

Concrete Christmas display brightens Cement Masons' holiday party

Article and photo courtesy of the Union Advocate.

When they arrived at their union's holiday party Dec. 4 in New Brighton, active and retired members of Cement Masons Local 633 found their training hall decked with festive Christmas concrete.

It's a seasonal tradition the local's apprentices carried on this year, with help from apprentices from Local 633's sister union, Twin Cities Plasterers Local 265. Together, they molded some 40 cubic yards of concrete into a gingerbread house, miniature hockey rink, candy-cane-shaped golf hole and other holiday displays spanning the entirety of the training center's shop floor.



Cement Masons Local 633 training center decked with festive Christmas concrete. The project is a seasonal tradition for apprentices.

Continue reading in the Union Advocate at

<https://advocate.stpaulunions.org/2018/12/04/concrete-christmas-display-brightens-cement-masons-holiday-party/>.

New awards honor women workers in the building trades

Article courtesy of the Minneapolis Labor Review.

The first-ever Women Building Success awards drew a standing-room-only crowd to Surly Brewing in Minneapolis March 7, all to recognize outstanding women workers in the local building trades. The event came in the middle of "Women in Construction Week," which highlighted the opportunities — and challenges — for women entering or working in the building and construction trades, long dominated by men.

"While we acknowledge the challenges for women in our industry, we just really wanted to have an event to celebrate the successes that we have," said Jenny Winkelaar, director of public relations for the Minneapolis Building and Construction Trades Council.

Continue reading in the Minneapolis Labor Review at

http://www.minneapolisunions.org/mlr2018-03-23_women_building_success.php.