



# apprenticeship WORKS

## Construction training centers share apprenticeship successes

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### Director sees firsthand how apprentices become journeyworkers

When Johnnie Burns became the director of the Labor Standards and the Apprenticeship unit in fall 2012, one of his first goals was to tour each of the construction apprenticeship training facilities. He was aware of apprenticeship programs through his previous work in the field of prevailing wage and enforcement, yet was less familiar with the details of the programs and what was actually being done at the training centers. Below is an interview with Burns following some recent tours.

**Q: Of the nine centers toured to date, what are some of the highlights that come to mind?**

**A:** I am really impressed with all of programs, yet what surprised me was the diversity of students.

The Iron Workers have a collection of photos in their lobby of the graduating classes and each year the groups are becoming more diverse.

I also had the pleasure of observing classes of new apprentices training at the Bricklayers and Low Voltage Limited Energy Center and saw similar trends in the makeup of their classes.

**Q: What else did you learn?**

**A:** I've learned there is a tremendous amount of pride and commitment on behalf of the training coordinators to ensure the legacy of the different trades and occupations.

Everyone, regardless of the program, genuinely cared about the trade, the history

and doing the training the right way. I have great appreciation for the trades people and the programs I have visited because they both are deeply committed to the work they are doing.

I spoke with Tom Reger at the Cement Masons and I felt like a sponge soaking up all the knowledge he had to offer. I was present at a graduation ceremony for the Laborers and one of the trainers told the class he always kept two cards in his wallet: his draft card and his journeyworker card. I realized then how high the stakes were in the training and development of apprentices.

**Q: What surprised you?**

**A:** I am surprised by the size of the facilities and the amount of effort that goes into maintaining the centers and the near constant investment in finding new ways to train.

When I was at the Finishing Trades Institute, Tom Aasheim demonstrated a new



DLI Apprenticeship Director Johnnie Burns (second from left) interacts with an apprentice during a visit to the Finishing Trades Institute.

virtual spray painting software tool that can be used to both recruit people to the field and also be an efficient and cost-effective training tool.

**Q: How can DLI help share these programs' successes with others?**

**A:** I've been thinking about that. The Building Trades office in Minneapolis does a great job in promoting the trades, but we've got to get the instructors out to talk to more people.

I know all of the coordinators

are doing a great job and that is evident in the passion in their voices when they talk about their trades, however we need to make more entities aware of what they do: education, government, etc.

My new knowledge and understanding of the depth of training to create careers allows me the ability to really promote these programs and expose more people to the construction industry as a viable career path and create more efforts to retain apprentices and get them to journey-level status.

# Apprenticeship or internship: Different, yet similar paths

Internships and apprenticeships are two different types of programs that provide on-the-job training experiences.

Internships allow students to gain hands-on experience and use the skills they learned in school. Internships last for a specific period of time, usually coinciding with an academic calendar.

Internships typically require a student to work for a company either full-time or part-time in exchange for college credit or pay. In order for an internship to be unpaid, it must:

- be similar to training that would be given in a classroom,
- be for the benefit of the intern,
- not displace regular employees,
- not provide immediate benefit to the employer via the activities of the intern, and,
- not guarantee a job to the intern upon conclusion of the internship.

## Apprenticeship information

- Watch “Apprenticeship: Building Your Career” at [www.dli.mn.gov/appr/apprfaq.asp](http://www.dli.mn.gov/appr/apprfaq.asp).
- View apprenticeship training programs at [www.dli.mn.gov/APPR/PDF/apprtrn.pdf](http://www.dli.mn.gov/APPR/PDF/apprtrn.pdf).

Internships are often considered career exploration opportunities and give students or recent graduates exposure to careers and employers in their field of study.

Apprenticeship is a system of technical “classroom” training and hands on learning to develop a new generation of workers. They are often found in craft or trades jobs which require extensive training from a skilled or licensed professional, typically a journey worker.

Apprentices are employees of the company during their training. The

apprentice will work with a journey worker for a predetermined period of time and their pay is advanced as they advance in training. They cannot complete work on their own until the apprenticeship is complete. They will also complete a set amount of related safety and skills instruction in addition to the on-the-job learning.

All registered apprentices in Minnesota are paid a wage based on their progress through their training.

Apprenticeship programs culminate in the learning of a skilled craft and the receipt of a journeyworker card. The card is a portable credential that is recognized throughout the United States.

Apprenticeships are post-secondary career development opportunities that allow workers to move from entry level to skilled workers in their trade or occupation and have their pay advance accordingly.

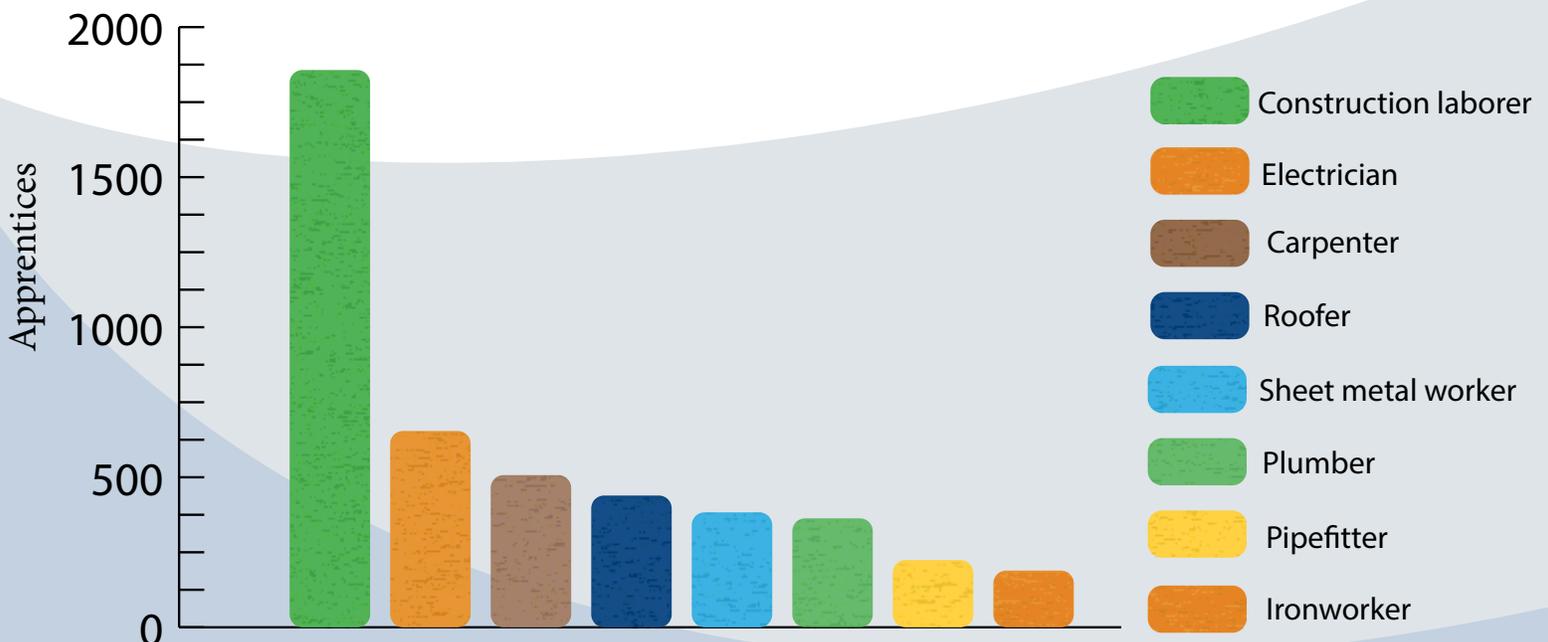
## Number of construction apprenticeships rising in Minnesota

The number of construction apprentices in Minnesota has risen by about 500 in the past six months.

While the numbers fluctuate, they can often be a reflection of economic conditions and increased hiring by employers. There

are currently more than 6,700 workers registered in Minnesota apprenticeship programs.

Some of the most common occupations are listed in the chart below:



# Haberman Machine looks to the future with apprenticeship

## Family-owned CNC shop is building well-trained machine operators

Facing a dwindling number of skilled workers able to run its precision machining equipment, Haberman Machine recently started its own registered apprenticeship program.

The family-owned machining shop, with plants in Oakdale and Stillwater, Minn., began its apprenticeship program in the summer of 2012. The family-owned company offers many CNC machining services including

prototype design and support, milling and turning for industries ranging from industrial and commercial to military and defense.

Starting with groups of 10 to 12 apprentices, there were challenges getting the program up-and-running, said Production Manager Wayne Morris. Yet as coordinators have grown the program and learned from the original participants, “the second

group [of apprentices] has advanced more quickly and efficiently,” he said.

Now, employees at the company are asking when the next groups will be able to get started, he said. Haberman officials say they are hopeful the newly-trained machine operators, who were able to work alongside and learn from veteran employees, will choose to make a lifelong career in the industry.



Apprentice Anthony, above, said he views apprenticeship as a way to further his education and machining skills. His goal is to become a CNC machinist. Even though he already has experience working at Haberman Machine, he said the apprenticeship program has been beneficial.



Apprentice Dan, left, has worked at Haberman Machine for five years while attending college to earn a business degree. He said that even though he already has experience at the facility, the apprenticeship program has been beneficial. He said eventually he would like to move into the business side of manufacturing.

Apprentice Josh right, has been with Haberman for three years. He said the apprenticeship program has shown him there are career opportunities in manufacturing and he would like to go on to be a machinist.



## Apprenticeship performance measurements April, May and June 2013

	April	May	June
<b>Sponsor information</b>			
Active sponsors	298	298	298
New sponsors	0	0	0
New occupations	0	0	0
<b>Apprentice information</b>			
Total apprentices	6,464	6,536	6,832
Females	415	421	445
Minorities	1,297	1,374	1,035
Veterans	212	205	217
New apprentices	226	296	461
Graduations	122	102	70
<b>Services to sponsors and apprentices</b>			
Service calls	246	200	231
Information calls	103	87	111
Compliance reviews	4	3	7
Supervisory visits	18	15	12
VA visits	0	0	0
New standards	3	1	2
Revised standards	1	2	0
Community outreach visits	24	16	14
Technical assistance visits to sponsors	14	11	4
Prospective sponsor visits	2	12	10

## Registered apprenticeship standards

Each registered apprenticeship program in Minnesota must follow a set of requirements to provide continuity among the many different providers. A summary of the standards are:

- Each apprentice will successfully complete 144 hours of related training each year. The year period begins with date the apprenticeship begins. Related training can be correspondence courses, classroom or in shop training. Training must be documented and related to the occupation. The Division of Apprenticeship will review the related training records.
- Each apprentice will successfully complete 50 hours each year of safety training. Training must be completed and documented. The Division of Apprenticeship will review the documentation of safety training.
- Each apprentice will complete on-the-job time cards to reflect the daily tasks of the trade in accordance with the work process. The Division of Apprenticeship will review monthly time cards.
- Wages paid to each apprentice must be in accordance with the apprenticeship agreement. These wages are the minimum rates. If a sponsor is a party to a collective bargaining agreement the wages paid to apprentices will be in accordance with the collective bargaining agreement. As apprentices advance in the program their wages will be increased to match the corresponding wage level. The wages will increase to the next pay level as each apprentice reaches the designated time period. The Division of Apprenticeship will review wage rates.
- Apprentices receiving credit for past training or work experience must be advanced to the appropriate wage level. A credit form must be completed and submitted with the completed apprenticeship agreement form when giving credit.
- Each year the Division of Apprenticeship will review the sponsor's records for each active apprentice. For new programs, the records are reviewed each quarter for the first year
- The sponsor must notify the Division of Apprenticeship about all apprentice completions, cancellations or suspensions. Also, the agency needs to be notified when the journey worker wage rate changes.
- Supervision of apprentices must be in a ratio to provide for safety and on-the-job instruction. One apprentice to one journeyworker for the first worker, then three journey workers for each additional apprentice (unless there is a variance).

### More information

Find details about apprenticeship standards, safety programs and more on DLI's website at [dli.mn.gov/Appr.asp](http://dli.mn.gov/Appr.asp).