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spotlight

# apprenticeship WORKS

## Burns: Progress made, yet still more to do

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### Apprenticeship looks toward international stage for guidance

Registered Apprenticeship is a successful method to learn and train for a lifelong career. The instructors who teach apprentices are passionate about their craft or trade and are genuinely invested in the person and the quality of training they provide.

Apprenticeship continues to be a topic for discussion at the Minnesota legislature and at the national level. The “German model” is something you may have heard about during 2013. Minnesota and other states have dispatched delegates to Germany to understand how and why its apprenticeship model works so well.

From what I’ve learned, this model works because everyone has invested in the system; the government, employers and the workers. We have a long way to go in Minnesota and in the United States to adopt that type of system, yet momentum is building. Our first goal is for all high school students to understand that apprenticeship in construction or manufacturing is a viable post-secondary career option.

DLI along with the Minneapolis and St. Paul Building Trades



Johnnie Burns

are making great strides in this area. For example, the Construct Tomorrow team hosted a hands-on event at Humboldt High School (see page 3) and have scheduled a variety of other youth events for 2014.

We are also working with the Minnesota Department of Employment and Economic Development (DEED) and Minnesota State Colleges and Universities (MnSCU) on a pilot project patterned after the apprenticeship system to prepare and train workers how to secure skilled manufacturing careers.

These two endeavors and an increased focus to enlighten guidance counselors, workforce representatives and job counselors about registered apprenticeship training programs will continue to foster skills and career development for career-seekers in Minnesota.

*Johnnie Burns is Director of Apprenticeship at DLI and may be reached at [DLI.Apprenticeship@state.mn.us](mailto:DLI.Apprenticeship@state.mn.us).*

Feb. 6, 2014, Bloomington, Minn.

## Register now for 2014 Construction Industry Conference



The State of Minnesota and its construction industry partners will host the first-ever [Minnesota Construction Industry Conference](#) Feb. 6, 2014, in Bloomington, Minn.

This one-day conference will provide educational and networking opportunities for highway/heavy, commercial building and residential contractors, plus informative general sessions for the entire construction industry and continuing education units for attending select workshops.

- » Visit [www.dli.mn.gov/construction](http://www.dli.mn.gov/construction) to register.
- » Download the conference app at <http://my.yapp.us/4RWA9F>.



# Hettwer's career reflects a lifetime of learning

Jack Hettwer's career with the Minneapolis Plumbers Local No. 15 began in 1973 when he entered the Minneapolis Plumbers Apprenticeship Training Program at the Dunwoody College of Technology campus.

Throughout the course of his training Hettwer distinguished himself by winning the perfect attendance award and the first-place trophy for each of his five years as an apprentice.

Upon graduation, he was named Apprentice of the Year and went to work for Berghorst Plumbing and Gilbert Mechanical for the next 19 years.

In 1986, Hettwer found himself back at Dunwoody teaching welding to apprentices. In 1998, he was instrumental in the design of the college campus' 12,000-square-foot plumbing technology building and contributed to the development of Dunwoody's training curriculum. In 1991, he was named coordinator of the Minneapolis Plumbers Apprenticeship Program.

Hettwer joined the Apprenticeship Coordinator's Association of Minnesota (ACAM) in 1992 and was elected its secretary treasurer in 1993. He continues to serve in that same position currently.

The ACAM group created an online apprenticeship resource [www.constructioncareers.com](http://www.constructioncareers.com) and began and continue

to maintain an Injured Apprentice Fund.

The fund is dedicated to providing some financial support to apprentices who have work-related injuries or health challenges that do not allow them to work. The fund is supported through charity events sponsored by ACAM.



Jack Hettwer

Throughout the course of Hettwer's more than 40-year career, he has witnessed the growth of the Minneapolis Plumber's program; from 1991 when there were 56 registered apprentices and nine instructors to its busiest activity level when the number of apprentices swelled to 540 and instructors to 58. Hettwer is proud of the continued emphasis on safety training as one of the top priorities of the Minneapolis Plumbers.

In the true tradition of life-long trades learning, Hettwer continues to take training classes through the United Association and the International Foundation.

# MMUA provides ongoing support for apprenticeship

The Plymouth-based Minnesota **Municipal Utilities Association (MMUA)** is a non-profit corporation that represents the interests of Minnesota's municipal electrical and gas utilities. There are 125 municipal electric utilities and 31 gas utilities in Minnesota. Formed in 1931, MMUA provides a services to its member utilities including ongoing safety and technical training to journeyworker and apprentice power line workers.

The majority of Minnesota's municipal utilities have registered apprenticeship programs with DLI's Apprenticeship Division. The MMUA's professional instructors provide each member utility with monthly on-site training sessions for journey workers and



apprentices in areas such as fire safety, pole top bucket rescue, chainsaw safety, ladders, aerial lifts, first aid and CPR. In addition to on-site training sessions the MMUA also provides technical training to the journeyworkers and apprentice line workers at its training facility in Marshall, Minn. Some of the three-day classes offered by the MMUA are electrical metering, underground installation, overhead installation, transformers and substations.

The safety training provided by the MMUA exceeds DLI's requirement of 50 hours safety training annually for each apprentice and the technical training it provides is part of the 144 hours of instruction required annually.

The MMUA has proven to be a strong advocate of registered apprentices through its commitment to assist in the development of safe and productive journey workers in a demanding occupation, an occupation that has one of the highest rates of completions by registered apprentices. Currently the agency has more than 100 registered power line worker apprentices, many of them employed by municipal electrical utilities.

**Apprenticeship  
performance measurements  
October, November and December 2013**

	Oct.	Nov.	Dec.
<b>Sponsor information</b>			
Active sponsors	309	309	309
New sponsors	0	0	0
New occupations	0	0	0
<b>Apprentice information</b>			
Total apprentices	7,921	7,921	7,942
Females	545	545	544
Minorities	1,273	1,273	1,385
Veterans	252	252	265
New apprentices	365	254	189
Graduations	68	54	39
<b>Services to sponsors and apprentices</b>			
Service calls	146	151	132
Information calls	81	86	70
Compliance reviews	1	3	6
Supervisory visits	10	1	9
VA visits	0	0	0
New standards	0	1	1
Revised standards	2	1	1
Community outreach visits	7	17	14
Technical assistance visits to sponsors	4	1	3
Prospective sponsor visits	1	1	2

# Preparing youth today for tomorrow's trades

*The following article was originally published in the December 2013 edition of the Quarterly Update from the Bricklayers & Allied Craftworkers Local 1 Minnesota/North Dakota.*

*By Patricia Johnson*

On Oct. 16, 2013, about 120 senior high school students gathered together with construction trades at Humboldt High School in St. Paul for the first-ever Construct Tomorrow workshop sponsored by the Apprenticeship Coordinators Association of Minnesota, Minnesota Department of Labor and Industry (DLI) and the Associated General Contractors of America.



Students learn about ironworking at a Construct Tomorrow event at Humboldt High School.

The strategic plan of Construct Tomorrow is to empower today's youth via hands-on construction trades experiences. "The high schools look a lot different than they did 10 or 20 years ago," said Mary Desjarlais, DLI's diversity outreach coordinator.

**Continue reading at**

[www.bac1mn-nd.org/pdf/BrickIssueDec13.pdf](http://www.bac1mn-nd.org/pdf/BrickIssueDec13.pdf)

## *Apprentice spotlight:* \_\_\_\_\_

# DrePaul: An upward spiral

## Apprentice inspires other workers, employers with her quick ascension



Altheha DrePaul

*By B Kyle*

She is a native of Guyana, South America. She immigrated to the United States in 2002. Just two years later, this mother of two young children found herself unemployed with very limited job prospects. Today, she is a key account manager working for E.J. Ajax & Sons in Fridley, Minn.

**Continue reading at**

<http://pm-mn.com/2013/09/whos-who-altheha-drepaul/>

*Read the full story of DrePaul's life-changing experiences with apprenticeship in **Precision Manufacturing**, the journal of the **Minnesota Precision Manufacturing Association**.*

# HSS apprentices, employers embracing opportunities

## Apprenticeship program bringing positive change to care of older adults

The health support specialist (HSS) is an adult caregiver role based on a college curriculum along with an on-the-job apprenticeship program. The organizations that sponsor the HSS apprenticeship are removing the limits of compartmentalized roles to help staff members reach their fullest potential. They feature team-based, person-directed environments where both experienced and new workers can thrive.

### Professional development

HSS is offered through a series of seven online college courses, each designed in partnership with several provider

organizations and taught by MnSCU system faculty. The on-the-job apprenticeship portion of the training has students learning under the direction of experienced mentors at healthcare facilities.

### Support

HSS was developed through, and has the full support of, Minnesota's largest older adult services association, Aging Services of Minnesota. For more details about the program including eligibility requirements and curriculum, visit [www.healthsupportspecialist.org](http://www.healthsupportspecialist.org).

## Real-world application of health support specialists



Director of Nursing  
Shelly Stensgard



HSS Apprentice  
Kelsey Gilbertson



HSS Apprentice  
Darlene Tudahl



HSS Apprentice  
Kathy Unnasch



HSS Apprentice  
Cherie Graham

### Working to implement HSS

Good Shepherd Lutheran Services in Rushford, Minn., is one care facility working to implement the HSS apprenticeship program and create the needed change to support the person-centered approach to care delivery it features.

Four HSS apprentices at Good Shepherd Lutheran Services (GSLs) embraced that change in 2013 and have demonstrated their skills of leadership by example.

According to Sandy Bensen, an HSS consultant at Aging Services of Minnesota, the HSS caregiver program is designed to springboard changes in the care of older adults.

Bensen said the support given to these apprentices by Tom Lind, GSLs administrator, and Shelly Stensgard, GSLs director of nursing, has been instrumental in the HSS apprenticeship program's initial success.

Stensgard said the GSLs management chose to adopt the apprenticeship program to evolve the roles of the facility's current household managers.

It will help them develop staff members who can mentor other employees and give them the skills to work with their peers to assist residents and problem solve.

### Rewards

The facility's four apprentices have found one of the most rewarding parts of the online class work and on-the-job training associated with the HSS program has been to allow them to see the start-to-finish procedures about how the facility is run.

Coordinators said they have enjoyed watching the apprentices' confidence and skills grow as they understand why things are done a certain way. It has allowed staff members to learn about other areas of work at the facility and both noted the new program has improved and created more personal relationships between staff members and residents.

### Challenges

Along with the rewards, however, the apprentices cited the hard work required to succeed in the program. Some also reported difficulty finding a balance between work, school and families. Yet, both coordinators and apprentices said the hard work will be worth the positive changes brought about to the center.

"Anything that keeps pushing to make this place more and more like a home is worth it," Stensgard said.

Visit [www.healthsupportspecialist.org](http://www.healthsupportspecialist.org) to learn more about the HSS program.