



Page 2:  
A concrete  
Christmas



Page 4:  
Buhler a good  
fit for Stumm

# apprenticeship

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# WORKS

## Allshouse turns training program into career

Jennifer Allshouse started as a student in the Goodwill-Easter Seals Minnesota's Construction Training Program in February 2015 and her determination and commitment quickly illustrated the life-changing potential of the 12-week course.

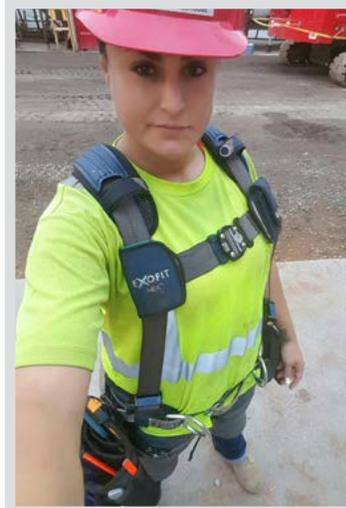
The program is designed to provide job skills for a career in construction and related trades. According to Craig Chapman, lead career specialist for the program in St. Paul, Allshouse progressed quickly from a new student to her position as a professional construction engineer.

As the program's career specialist, Chapman is required to know the background of each participant so he can advocate for placement services and best serve each individual based on personal circumstance. In Allshouse's case, she was seeking a new career path to better her and her daughter's lives. As she progressed through the program, it was evident she was focused on setting herself up for a successful construction career.

"It has been an incredibly gratifying experience for me and the rest of the Goodwill-Easter Seals training staff," Chapman said.

Allshouse maintained perfect attendance throughout the course, earning a perfect attendance award. She demonstrated great communication practices with staff and fellow team members and accomplished safe-building practices onsite by ensuring that any safety concern was brought to the attention of a supervisor.

Her persistence and ability to network paid off when she landed



Jennifer Allshouse progressed through the Goodwill-Easter Seals Minnesota's Construction Training Program and soon after entered into a registered apprenticeship program working at the St. Croix Crossing Bridge.

a \$26-an-hour position as a registered apprentice union piledriver at the St. Croix Crossing Bridge. Even after Allshouse graduated from the program in April 2015 and began her apprenticeship, she continues to give back to the program. She often returns to the training program to speak to new training classes or just stops by to say hello to staff members.

"Allshouse's passion, professional integrity, strong work ethic and inherent ability to light up a room make her one of the best graduates that I have ever had in the program," Chapman said.

## Seats filling quickly for Construction Industry Conference



Following a sell-out Construction Industry Conference (CIC) in 2014, registration is underway for the 2016 Minnesota Construction Industry Conference and seats are filling quickly. The one-day conference is Feb. 18, 2016, at the Earle Brown Heritage Center in Brooklyn Center.

The conference will provide educational and networking opportunities about highway and heavy, commercial building, residential construction, and state contracts and procurement, plus informative general sessions for the entire construction industry.

» Learn more and register at [www.dli.mn.gov/construction](http://www.dli.mn.gov/construction).

# Cement Finishers build annual holiday display

## Apprentices' concrete creations use theme of a Peanuts' Christmas

The Cement Mason Joint Apprentice Training Center (JATC) constructed another dazzling holiday display in 2015, continuing one of its program's proud, long-standing traditions.

This year's holiday theme was a Peanuts' Christmas featuring familiar characters such as Charlie Brown and Snoopy. The unique and elaborate creations were constructed entirely of concrete and took about 3.5 weeks to create. There are 24 first- and second-year apprentices training at the facility.

Dave Schutta, the instructor who oversaw the project, said that he was very proud of the display constructed by apprentices he trains. "The projects seem to get better every year," Schutta said.

The holiday display project offers apprentices the opportunity to use all aspects of their trade including basic concrete skills, decorative concrete skills and imagination.



Apprentices at the Cement Mason Joint Apprentice Training Center once again created an annual holiday display to highlight apprentices' skills. The theme of the display was a Peanuts' Christmas.

The annual tradition includes the elaborate forms made entirely of concrete.

### Photo gallery

View additional images of the display at [www.dli.mn.gov/APPR/galleries/cement15/index.html](http://www.dli.mn.gov/APPR/galleries/cement15/index.html).

## 'What is Registered Apprenticeship'

New publications about registered apprenticeship and the steps to start a program are now available on DLI's website. These are part of an Apprenticeship Toolkit that will help employers begin the process of developing registered apprenticeship programs.

➤ Download the publications at [www.dli.mn.gov/appr.asp](http://www.dli.mn.gov/appr.asp) under "resources."



## Stay in touch with DLI through social media, e-mail and more

- Follow DLI on Twitter at [www.twitter.com/mndli](http://www.twitter.com/mndli)
- Sign up for other DLI newsletters about workers' compensation, OSHA, construction and more at [www.dli.mn.gov/publications.asp](http://www.dli.mn.gov/publications.asp)
- View DLI's YouTube channel at [www.youtube.com/user/mndli1](http://www.youtube.com/user/mndli1)





**BY  
THE  
NUMBERS**

	Oct.	Nov.	Dec.
<b>Sponsor information</b>			
Active sponsors	230	230	230
New sponsors	2	3	0
New occupations	1	0	1
<b>Apprentice information</b>			
Total apprentices	11,314	11,296	11,233
Females	781	771	764
Minorities	2,269	2,268	2,242
Veterans	532	532	531
New apprentices	245	257	106
Graduations	58	73	62
<b>Services to sponsors and apprentices</b>			
Information calls	28	15	27
Compliance reviews	4	3	9
Supervisory visits	3	1	4
New standards	1	2	0
Revised standards	2	0	0
Community outreach visits	14	16	13
Technical assistance visits	37	19	68
Prospective sponsor visits	3	4	1

# Apprenticeship is smart planning for the future

## Programs can help replace experience and employees due to retirement

For employers, building a fresh line of talent from the bottom up is an excellent way to ensure the health of a company, big or small. And for companies experiencing brain drain through retirements, back-filling the talent pool through registered apprenticeship is smart planning for the future.

Registered apprenticeship allows employers to offer career advancement opportunities for employees. Studies show that companies with apprentices have less turnover and that apprentices remain committed to the trade and company and have higher levels of job satisfaction.

As apprentices earn while they learn, they are ready to contribute to the company's bottom line. Apprenticeship creates a closer relationship between management and employees and many apprentices ultimately work their way into leadership roles within the company.

### Benefits of apprenticeship

- Reduced training costs
- Increased productivity
- Improved employee morale
- Increased problem-solving skills
- Compliance with some federal and state equal employment opportunity requirements
- Participation in some federally funded contracts and projects

### Get started

Contact Apprenticeship Minnesota staff members at [dli.apprenticeship@state.mn.us](mailto:dli.apprenticeship@state.mn.us) or (651) 284-5090 for more information about starting a registered apprenticeship program.

## Want more news? You're covered

Stay up-to-date with DLI by signing up for its monthly email news list.



DLI will send occasional messages to subscribers to share highlights and news from throughout the agency. Sign up at [www.dli.mn.gov/email.asp](http://www.dli.mn.gov/email.asp).

# Registered apprenticeship the right fit for Stumm

## Third-year apprentice shares his experience from Buhler Academy

Matt Stumm is a third-year customer service engineer registered apprentice registered at Buhler Inc. in Plymouth, Minn.

Buhler Inc. started its three-year apprenticeship program for service engineers in 2013 and currently employs 16 apprentices. Customer service engineers are primarily responsible for repair, installation, inspection and modification of the company's food product machinery at customer sites. Apprentices attend training classes at Buhler Apprenticeship Academy, located on-site at Buhler Inc., and Dunwoody College of Technology. Apprentices get their on-the-job-training on the shop floor at Buhler Inc. and at customer sites throughout the country.



Matt Stumm

### How did you become interested in being an apprentice?

**Stumm:** I had always had interest in pursuing some sort of college education, but wasn't quite sure where or how to start with my financial situation, this led to me searching out other options that I wouldn't have normally looked into. I am being paid as an apprentice and the company also pays for the college.

### What steps did you take to find the apprenticeship that you wanted? How did you learn about the apprenticeship program at Buhler Inc.?

**Stumm:** I was introduced to the program through a close friend whose father has worked at Buhler for nearly 20 years. Once I heard about the opportunity, I immediately sought out information on both the program as well as the company itself.

### What work experience have you had so far as an apprentice? What parts of your work experience have you liked the most? Are there parts of your apprenticeship that have been difficult or challenging for you?

**Stumm:** I have had a multitude of different experiences already as an apprentice. From working around the shop, office and electronics lab, to traveling around the country to different job sites across all

sorts of the Buhler business units. I enjoy the travel and to be able to visit different job sites. Every day there are small challenges to overcome, it's the part of the job I really enjoy, actively problem solving.

### Can you describe the classroom training that you have been taking as part of your apprenticeship? How has the training helped you succeed in your apprenticeship?

**Stumm:** The classroom training at both Buhler and Dunwoody has been beyond exceptional. You can't beat the almost one-on-one learning environment that you don't get anywhere else besides this program. We are only five people in our Dunwoody classes. This classroom training has been a great way to prepare myself for things I may come across in the field and compliments really well the hands-on training.

### After you finish your apprenticeship, what are your future career goals?

**Stumm:** My career goals for the future are to hopefully continue on with Buhler, finding a business area to begin a more job-specific training.

» Read more about the Buhler Apprenticeship Academy at <http://www.buhlergroup.com/northamerica/en/about-buehler/career/apprenticeship-program.htm>

## Department of Veterans Affairs available to share information

Dave Bellefeuille, director of education and employment for the Minnesota Department of Veterans Affairs, would like to thank the apprenticeship coordinators for providing opportunities to tour their facilities and to meet with veterans to discuss their federal and state

benefits. He will continue to reach out to coordinators for future meetings.

If you would like Bellefeuille to stop by your facility to share benefits available for veterans, call him at (651) 757-1564 or email [david.bellefeuille@state.mn.us](mailto:david.bellefeuille@state.mn.us).



# OSHA Consultation: Important resource for safety

Minnesota OSHA Workplace Safety Consultation (WSC) provides free voluntary and confidential workplace safety and health assistance to Minnesota businesses, with a priority for small business.

It offers a variety of services including on-site consultation, training, education, technical assistance and outreach for general industry construction. Services are provided by safety and health experts who are highly qualified occupational safety and health professionals.

Last month, Tyrone Taylor was appointed director of WSC coinciding with the recent retirement of Minnesota Department of Labor and Industry veteran, Roslyn Robertson.

Taylor is no stranger to WSC. He served in compliance



Tyrone Taylor

as a safety investigator, principal safety investigator, and central unit supervisor. He is well known and regarded in the Minnesota safety community, with specialized expertise in construction and crane safety.

“OSHA Consultation is an important resource for workplace safety in Minnesota,” said Taylor. “We look forward to working with business, labor and advocates to keep workers safe.”

Tyrone Taylor may be contacted at (651) 284-5203 or [tyrone.taylor@state.mn.us](mailto:tyrone.taylor@state.mn.us). To request safety consultation services, contact WSC at (651) 284-5060, 1-800-657-3776 or by email at [osha.consultation@state.mn.us](mailto:osha.consultation@state.mn.us).

## Duluth training center draws apprentices from the north country

### Expansive facility offers day, evening classes with multiple training modules

The Duluth Area Pipe Trades Training Center spans more than 13,000 square feet and provides training capacity for more than 160 apprentices and journeymen from throughout the north country of Minnesota and Wisconsin.

The expansive training center draws apprentices from a geographical area north of Mora, Minn., west to Alexandria, Minn., east to Hurly, Wisc., and all points north.

The Pipe Trades conduct day and evening classes for apprentices and journeymen and provide training modules to reflect all aspects of their trades. There is a heat pump lab dedicated to heat pumps and associated control modules. Apprentices can hone their cutting and welding skills in a state-of-the-art welding lab. The center also offers classrooms well-equipped and designed to provide quality related instruction.

Training Coordinator Jack Pezze oversees apprenticeship training and has been coordinator for the Duluth Area Pipe Trades for more than 18 years.



Twenty six first-year apprentices attend class at the Duluth Area Pipe Trades Training Center. The facility also offers hand-on training with numerous labs.



## DLI Dashboard shows apprenticeship performance indicators

The DLI Dashboard tracks the agency's progress in key areas.

View the DLI dashboard at [www.dli.mn.gov/Dashboard.asp](http://www.dli.mn.gov/Dashboard.asp).