



American Apprenticeship Initiative Partnership

Webinar
February 19, 2015

Presenters:

Jessica Looman
Deputy Commissioner

Heather McGannon
PIPELINE Project Manager

Agenda

- Introductions
- About DLI
- About Registered Apprenticeship
- AAI Grant Information
- DLI Coordinated Approach
- Partnering with DLI
- Q&A
- Reference Information
- Next Steps/Closing



Workers' Compensation

- ensures benefits are provided to injured workers

OSHA

- makes Minnesota workplaces safe and healthy

Construction Codes and Licensing

- administers uniform building standards and construction professional licensing

Labor Standards

- ensures workers are paid correctly and workplace rights are enforced

Apprenticeship

- develops and monitors work-based skill training programs



Registered Apprenticeship in Minnesota today:

- 9,000 Registered Apprentices
- 310 Sponsors include unions, employer associations, and individual employers
- Industries include: construction, manufacturing, utilities, and healthcare.
- All registered apprenticeships programs in Minnesota are approved by the Minnesota Department of Labor and Industry

Registered Apprenticeship Requirements :

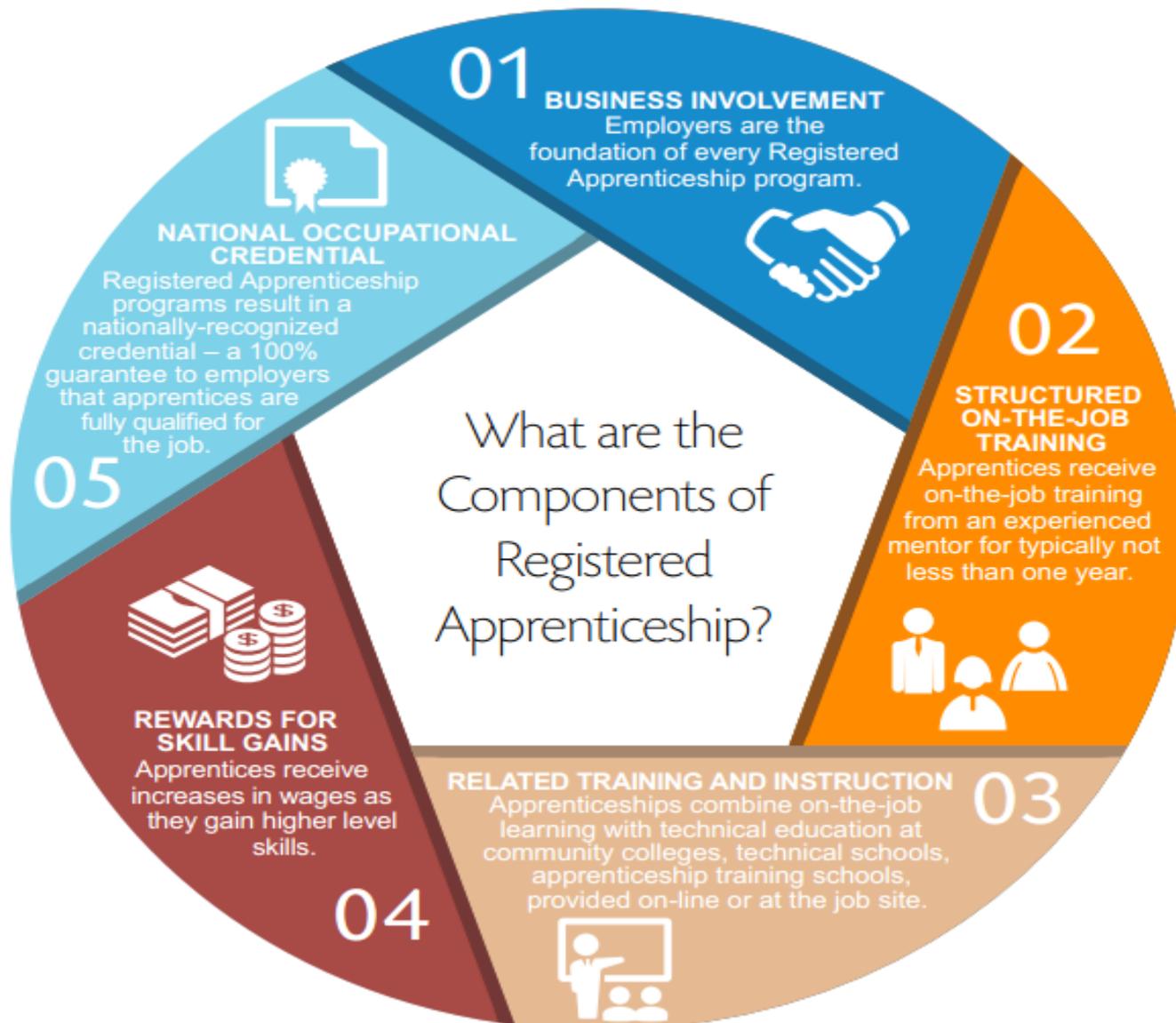
Employment with sponsoring employer

Work processes – A description of on-the-job training (2,000 hours)

Related Technical Education – A description of the coursework the apprentice will complete (144 hours)

Safety training – 50 hours

Progressive wage schedule



Minnesota Department of Labor and Industry is the US DOL Authorized State Apprenticeship Agency.

Our role:

- 1) Registered Apprenticeship Program Development and Approval
- 2) Registering Individual Apprenticeship Agreements
- 3) Registered Apprenticeship Support & Program Compliance



Registered Apprenticeship Program Development:

- Employers, Industry Associations and Unions partner with DLI to develop apprenticeship standards.
- Apprenticeship standards include
 - Program administration rules
 - Formal on-the-job training work processes
 - Related technical instruction
- DLI approves Apprenticeship Standards.

Hiring and Training Registered Apprentices:

- Employers hire apprentices.
- Employers, workers and program sponsors complete and sign apprenticeship agreement.
- Apprenticeship Agreement is a contract that includes:
 - Progressive Wage Schedule
 - Training Information
- DLI approves and registers an Apprenticeship Agreement for each apprentice.

Registered Apprenticeship Support & Compliance:

- DLI provides support and technical assistance to ensure registered program success.
- On-going emphasis on programs providing opportunities to minorities and women.
- DLI conducts periodic reviews of registered apprenticeship programs to ensure compliance with program standards and apprenticeship laws.

Benefits for Business...

- Highly-skilled employees
- Reduced turnover costs
- Higher productivity
- More diverse workforce

Benefits for Workers...

- Increased skills
- Higher wages
- National credential
- Career advancement

Benefits for Workforce Intermediaries and Education Organizations...

- Proven model to help job seekers immediately start working and increase skills and earnings
- Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies

The US Department of Labor anticipates that:

- ...“State Apprenticeship Agencies will play a leadership role in any state-wide application...
- ...State leadership will ensure that there is sufficient infrastructure, including staffing, in place to manage and support the American Apprenticeship expansion strategies” (pg. 12).

DLI role in the Minnesota AAI Partnership:

- Development and registration of apprenticeship programs.
- Protecting the safety and welfare of apprentices.
- Issuing nationally recognized and portable Certificates of Completion for apprentices.
- Promoting the development of new programs through marketing and technical assistance.
- Assuring that all programs provide high quality training.
- Assuring that all programs produce skilled competent workers.

- Closing date: **April 30, 2015**, 4:00 p.m. Eastern Time
- 60 months (5 years)
- \$100,000,000 for approximately 25 grants
- Grant range - \$2.5 million (min.) to \$5 million (max.)

Funding Request (not including leveraged funds)	Apprentices Served (RA participant #s; no pre-apprenticeship #s counted)
\$2,500,000 – \$2,999,999	300 (\$8,333 pp to \$9,999pp)
\$3,000,000 – \$4,000,000	600 (\$5,000 pp to \$6,667 pp)
\$4,000,001 – \$5,000,000	1000 (\$4,000 pp to \$5,000 pp)

Minnesota AAI Partnership

- Support expansion of quality and innovative Registered Apprenticeship training programs to employers, workers, and other key stakeholders.
- Align Registered Apprenticeship with post-secondary education institutions and workforce investment systems through innovative partnerships.
- Encourage employers to develop and offer Registered Apprenticeship opportunities.

- Utilize strategies that offer registered apprenticeship for all American workers, particularly those populations currently underrepresented in apprenticeship including:
 - veterans
 - women
 - young men and women of color
 - persons with disabilities
 - low-skilled workers

- Support high-growth occupations and industries where employers are using H-1B visas to hire foreign workers:
 - Advanced Manufacturing
 - Business Services
 - Health Care Services
 - Information Technology

MINNESOTA



Visa Category	Total Applications Processed	Total Applications Certified	Total Positions Requested	Total Positions Certified	Percent of National Total Certified Applications	Average Wage Offer/AEWR
H-1B	6,852	6,464	18,232	17,554	1.71%	\$68,210

TOP FIVE OCCUPATIONS

H-1B		
Occupations	Positions Certified	Avg Wage
Computer Systems Analysts	5,427	\$67,061
Computer Programmers	4,575	\$59,260
Computer Occupations, All Other	2,479	\$64,076
Software Developers, Applications	1,058	\$79,294
Network and Computer Systems Administrators	534	\$62,315

<http://www.foreignlaborcert.doleta.gov/h-1b.cfm>

Minnesota AAI Partnership



Eligible Lead Applicant:

Performs Grant Administration

- Public Agency
- Nonprofit organization
- Cannot be for-profit business organization or for-profit education/training provider
- May be partner on one application and lead on one

Private Sector and Public Sector Partnerships:

Private Sector:

A business or consortium of businesses (at least 3 required):

- Business-related non profit
- Joint labor-management organization
- Labor organization
- Private organization functioning as a workforce intermediary for the purpose of serving the needs of business.

Public Sector:

At least one representative from one of the following three types of entities:

- Workforce investment system
- Public education or training provider
- DOL-recognized State Apprenticeship Agency.

On-the-Job Learning (OJL):

- Reimbursement for employer costs not to exceed \$10,000 per apprentice over the training period.
- Offset overhead associated with training, shadowing, mentoring, and additional supervision.
- **GRANT FUNDS CAN NOT BE USED TO PAY PARTICIPANT WAGES**

Job Related Technical Instruction (RTI):

- development of courses at post-secondary level that are integrated into the apprenticeship program;
- apprentice tuition or other educational fees;
- delivery of instruction requirements like virtual learning technology, classroom instructors, etc.;
- cost for training facilities.

Pre-Apprenticeship Training:

Pre-Apprenticeship services and programs are designed to prepare a diverse pool of individual to enter and succeed in Registered Apprenticeship programs by providing:

- Career specific training and readiness skills needed on the job.
- Most effective programs work with employers and/or program sponsors to articulate eligibility requirements.
- DOL supports pre-apprenticeship programs that demonstrate clear pathways for underrepresented populations.

Other Allowable Support Activities:

- Sector strategy/career pathway development activities
- Partnership building activities
- Development of outreach and promotion
- Career awareness models for underrepresented populations
- Recruitment of eligible participants
- Registered Apprenticeship program design & implementation costs
- Conducting prior learning assessment
- Assessments to determine skill levels, aptitudes, and abilities
- Supportive services while in training
- Costs related to awarding of Certificates of Training/Completion
- System/infrastructure capacity or organize, and/or analyze program data for continuous improvement and program evaluation
- Program oversight and management, grant reporting, and other administrative functions

DLI Minnesota AAI Partnership Goals:

- Ensure all Minnesota AAI grant applications are strong and successful.
- Assist in identifying sector, state-wide and regional partnerships opportunities.
- Align state-wide programs and resources to leverage for AAI grant.
- Assist in creating registered apprenticeship infrastructure and resources.
- Promotion and marketing of AAI grant registered apprenticeship programs.
- Provide letter of commitment to support AAI grant applicants that are part of DLI's Minnesota AAI Partnership.

Visit DLI's Minnesota AAI Partnership website:

<http://www.dli.mn.gov/aai.asp>

Minnesota statewide coordinated approach to the American Apprenticeship Initiative (AAI)

The Minnesota Department of Labor and Industry (DLI) will play a leadership role by providing a statewide coordinated approach to responding to the **American Apprenticeship Initiative (AAI)** grant application.

The federal grant initiative was launched to spur partnerships among employers, labor, training providers and local governments to expand apprenticeships into high-growth fields.

As required by the grant, DLI, as the state apprenticeship agency, will try to ensure there is sufficient agency infrastructure in place to manage and support all grant applications.

DLI will put a process in place so all Minnesota AAI grant applications are as strong as possible.

DLI will host a webinar at 1 p.m., Thursday, Feb. 19, to discuss the AAI grant and registered apprenticeship requirements, as well as outline the process for partnering with DLI on this exciting opportunity.

Contact Heather McGannon at heather.mcannon@state.mn.us if you have any questions about the Minnesota statewide coordinated approach to the AAI grant application.

» **Register for the webinar**

» **Webinar link: WebEx Meeting link from 1 to 2 p.m., Feb. 19, 2015**

For more information about registered apprenticeships, visit www.dli.mn.gov/Appr.asp.

AAI summary

- U.S. DOL grant summary: **Fact sheet - American Apprenticeship Initiative**
- **U.S. DOL grant announcement**

Key dates

- **Feb. 19:** DOL AAI grant information webinar from 1 to 2 p.m
- **Mar. 13:** Employer, Education, Labor and Support Services Grant Collaboration Agreement due
- **April 30:** Grant proposal submission deadline to the U.S. DOL

Complete & Submit the Partnership Form: <http://form.jotform.us/form/50354925093153>

American Apprenticeship Initiative Grant - Minnesota DLI Partnership Interest Form

Due by March 13th. Please provide all required details below:

Partner
Organization/Employer

Contact Name *

Contact Number * -
Area Code Phone Number

E-mail *

- Targeted Industries
- Advanced Manufacturing
 - Business Services
 - Information Technology
 - Health Care Services
 - Agriculture
 - Other

If Other, please describe

Targeted Occupations

List of Additional
Partners

List of Employer
Partners

Projected number of
apprentices for this

DLI AAI Grant Key Dates:

- By Friday, March 13th submit your completed on-line Partnership Interest Form to DLI
- Within a week of submitting the form, a DLI Representative will contact to discuss partnering with you on your project/proposal
- Thursday, April 30th AAI grant applications due to US DOL by 4:00 P.M. EST

Additional Information and Resources:

<http://www.dli.mn.gov/aai.asp>

<http://www.doleta.gov/oa/aag.cfm>

http://www.doleta.gov/OA/apprentices_new.cfm

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

<http://www.foreignlaborcert.doleta.gov/h-1b.cfm>

<http://www.foreignlaborcert.doleta.gov/map/2012/MN.pdf>

<http://www.whitehouse.gov/the-press-office/2014/12/11/fact-sheet-president-obama-launches-competitions-new-manufacturing-innov>

Q&A

Please submit your questions in the chat section of the webinar.

**A Special Thank You to the following individuals
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webinar!**

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Mary Rothchild, MnSCU

Nola Speiser, DEED

**Thank you for your interest in
Registered Apprenticeship and the
Minnesota AAI Partnership.**

We look forward to partnering with you!

Please contact Heather McGannon if you have any additional questions or need more information. heather.mcgannon@state.mn.us or 651-284-5130