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# apprenticeship WORKS

## Graduates find careers in manufacturing Skilled training program pairs classroom, on-the-job learning

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Since its inception in 2013, nearly 25 participants of the Skilled Manufacturing Customized Training Program have found careers in manufacturing.

This new program blends classroom and on-the-job training and is designed to create skilled workers for current and projected manufacturing position openings in Minnesota.

The Skilled Manufacturing Customized Training Program targets dislocated workers, secondary and postsecondary school participants, individuals with disabilities, retired or disabled veterans, women, and minorities. It runs through January 2015.

### Learning at school and at work

As part of this partnership with the Minnesota Department of Employment and Economic Development, DLI has collaborated with Alexandria Community and Technical College, Central Lakes College, Century College and Hennepin Technical College to develop a program for manufacturing industries that integrates academic instruction and job-related learning in the workplace. The program is employee-centered and offers students instruction at a partner college and on-the-job training at a manufacturer's



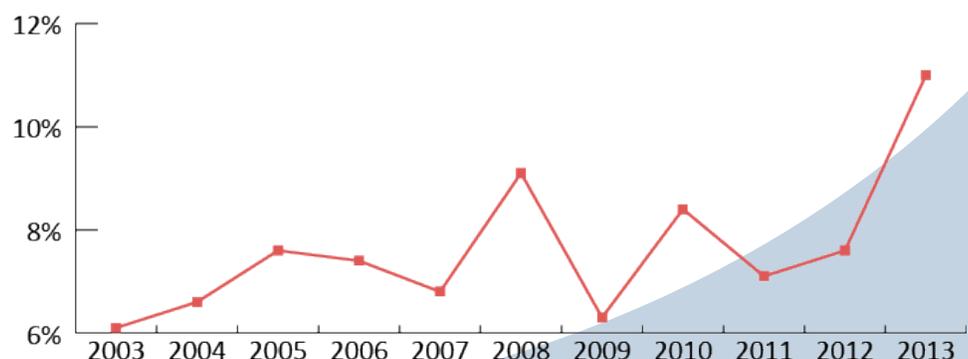
Students from the Skilled Manufacturing Customized Training Program offered through Century College are pictured at a completion ceremony at the Hmong American Mutual Assistance Association.

worksite. The employer pays wages to the participant (who is a new employee), with the goal of them becoming long-term employees skilled in their field.

The two-dozen successful participants so far have completed their training and received manufacturing employment in fields that include medical assembly, electronic assembly, precision soldering and machine operating. Visit [www.dli.mn.gov/appr/customized\\_training.asp](http://www.dli.mn.gov/appr/customized_training.asp) for more information.

## Percentage of minority apprentice graduates is at 10-year high

At right, the percentage of minority graduates of registered apprenticeship programs is shown. In 2003, 6.1 percent of apprenticeship program graduates were minorities. At the close of 2013, minorities made up 11 percent of total graduates.



## Medtronic marks apprentice graduation



Left to right, graduate Chis Bakken; Terry Frauly, senior field representative for DLI's Apprenticeship Unit; and Guy Thayer, engineering supervisor for Medtronic.

Medtronic marked the registered apprenticeship graduation of Chris Bakken as a tool maker May 28, 2014.

Bakken started as an intern in conjunction with Hennepin Technical College and attained a two-year associates technical degree before beginning his apprenticeship.

Bakken creates intricate parts for Medtronic's medical devices that require precision machining. The entire tool shop took time to honor his graduation from his apprenticeship. Also attending the event were Bakken's parents who are employees of Medtronic.



## Ironworkers graduate 30

The International Association of Ironworkers has wrapped up another successful year of training.

Thirty of the program's initial 34 apprentices who started the apprenticeship training three years ago have now graduated. The continued success of the apprenticeship program speaks highly of the commitment of Charlie Roberts, business manager, Larry Gilbertson, training director and Ironworkers Local 512 to train apprentices and work with the diverse group of individuals.

As part of their commitment to that training and diversity, the newest apprenticeship class includes more than 30 percent women and minorities.

Visit [www.ironworkers512.com](http://www.ironworkers512.com) for more information about Ironworkers Local 512.

## Study: Union Depot project helped Minn. job recovery

The restoration of the historic St. Paul Union Depot created 660,000 hours of work for about 2,000 workers in at least 13 different crafts at a time when unemployment in the construction industry was extremely high. It also exceeded aggressive hiring targets for racial and gender diversity and created apprenticeship training opportunities for minority workers and women.

The St. Paul Union Depot job created work for electricians, bricklayers, plumbers, ironworkers, painters, roofers, sheet metal workers and insulators, laborers, operators and carpenters.

The project was discussed in a study released recently by Good Jobs First, a non-profit, non-partisan group based in Washington, D.C., that promotes smart growth for working families. It is online at [www.goodjobsfirst.org](http://www.goodjobsfirst.org).



A recent study shows how St. Paul's Union Depot renovation project helped with the construction industry recovery in Minnesota. Photo: [www.uniondepot.org](http://www.uniondepot.org)

## Apprenticeship performance measurements April, May and June 2014

	April	May	June
<b>Sponsor information</b>			
Active sponsors	310	310	310
New sponsors	1	0	0
New occupations	0	0	0
<b>Apprentice information</b>			
Total apprentices	7,591	7,733	7,875
Females	528	534	545
Minorities	1,351	1,376	1,420
Veterans	276	274	275
New apprentices	201	364	431
Graduations	132	101	161
<b>Services to sponsors and apprentices</b>			
Service calls	164	286	234
Information calls	92	182	149
Compliance reviews	4	12	3
Supervisory visits	0	1	2
VA visits	0	0	0
New standards	0	1	0
Revised standards	0	0	2
Community outreach visits	27	32	26
Technical assistance visits to sponsors	4	6	3
Prospective sponsor visits	0	0	0



Pictured, left to right: John Johnston, instructor LaRohn Latimer, Hassaan Christiansen and Albert Simmons. Each of the three students have found employment since completing the YWCA's training program taught by Latimer.

## ‘Hard work brings big rewards’ for apprentice

New to the United States, Hassaan Christiansen was frustrated by limited job options. The native of the Caribbean was searching for a career.

Before relocating to Minnesota in 2003 to live with his brother, Christiansen remembers thinking, “What is Minnesota?” Yet after discovering a local program that helped him earn a commercial driver’s license, paired with plenty of hard work, Christiansen is now employed by a local contracting firm and is a second-year Teamster (Local 120) apprentice.

### Training for the future

Christiansen is a 2013 graduate of a St. Paul YWCA training program, sponsored by the Minnesota Department of Transportation (MnDOT), that teaches skills needed to obtain a commercial driver’s license (CDL). The program is designed to help unemployed and under-employed individuals acquire the skills and license needed to enter apprenticeship positions and work in the highway-heavy industry.

LaRohn Latimer, transportation program manager and the St. Paul YWCA, said he believes the training program is meeting a growing need. “You have major construction projects, like the Vikings and St. Paul Saints stadiums, and high demand for workers in the North Dakota oil fields, which are drawing talent out of Minnesota,” he said.

Latimer teaches his students teamwork, professionalism, communication and problem solving. A partnership with

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# St. Paul Area Electrical JATC creates skilled workers

The St. Paul Area Electrical Joint Apprenticeship Training Committee's (JATC) apprenticeship program is an 8,000 hour training program that was approved by the Minnesota Division of Apprenticeship as a registered apprenticeship program May 5, 1941.

The program requires apprentices to complete 200 hours of related training curriculum and 50 hours of safety training during each year of their apprenticeship. In addition to the related training, apprentices receive on-the-job electrical training under the supervision of qualified and licensed journeyworker electricians.

The St. Paul Area Electrical JATC is a joint labor management committee made up of equal members of the International Brotherhood of Electrical Workers (IBEW) Local 110 and their affiliated electrical contractors as well as representatives of the National Electrical Contractors Association. The responsibilities of the committee are to oversee the on-the-job and related training of all active apprentices enrolled in the apprenticeship program.



Apprentices work in a lab at the St. Paul Area Electrical JATC.

The IBEW's national curriculum is used to provide apprentices with the latest training and safety curriculum. Training and safety classes conducted at the St. Paul center are helping to prepare apprentices for the Minnesota Class A Journeyman Electricians Exam. Training Director Ed Nelson and his staff of instructors provide guidance and instruction to 154 active registered apprentices.

Some examples of the related training curriculum include:

- National Electrical Code
- transformers and high voltage
- electrical motor control
- AC and DC electrical theory
- electrical grounding
- general lighting essentials
- electrical safe work practices

All apprentices who have completed the St. Paul Electrical Apprenticeship Program and secured their Minnesota Class A Journeyman Electrician License will also be issued a Journeyworker Certificate of Completion from DLI's Apprentice Division.

In addition to the apprenticeship training, the St. Paul Electrical JATC offers journeyworker update training in on-the-job topics including electrical code updates, welding, high voltage, and conduit bending. For more information visit <http://jatc.ibew110.org/>.

**View more photos from the JATC at [www.dli.mn.gov/appr/galleries/spjatc/index.html](http://www.dli.mn.gov/appr/galleries/spjatc/index.html).**

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## 'Hard work brings big rewards' for apprentice

Interstate Truck Driving School in South St. Paul provides the driving instruction. Throughout the past four years, this program has demonstrated an 82-percent placement rate.

With help from Apprenticeship Coordinator George McMahon, Hassaan Christiansen was introduced to Forest Lake Contracting. After a panel interview, he was offered a position even before the training concluded.

Trish Carlson, EEO officer at Forest Lake Contracting, said "Hassaan is a great employee with such a great personality and attitude towards life and his job . . . He's still working towards his journeyman status as a teamster driver, but with his positive attitude, I can defiantly see him going far in his career."

In the past year, Christiansen has worked on many of the high-profile MnDOT projects in the north-metro area. He proudly announced his new career led to the recent purchase of a home in Brooklyn Center. When asked to give advice to others seeking a career through apprenticeship training, Christiansen said, "Hard work brings big rewards."

Instructor Latimer said he considers himself a "coach" who gets highly valued people from where they are to where they want to be.

His program continues to grow the scope of its training, experience and support. In addition to the Class A, B and CDL license certifications, participants now receive instruction in concrete basics at Cement Masons (Local No. 33) training center.