



# APPRENTICESHIP WORKS

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## SHARE THE BENEFITS OF APPRENTICESHIP

Know someone interested in becoming an apprentice? Or an employer who wants to start an apprenticeship program? Information and resources are available at [apprenticeshipmn.com](http://apprenticeshipmn.com).

## SAVE THE DATE

## NATIONAL APPRENTICESHIP WEEK IS NOV. 13 TO 19, 2023

National Apprenticeship Week is a time to highlight apprentices, sponsors and partners with a week showcasing registered apprenticeship programs in Minnesota.



## NATIONAL APPRENTICESHIP WEEK 2023

## FEATURED STORIES



**4** RECENT APPRENTICESHIP PROGRAM GRADUATES



**6** CARPENTRY APPRENTICESHIP SETS PATH TO A BETTER LIFE

If your organization is interested in hosting or participating in an event during National Apprenticeship Week, let us know by contacting Meghana Shroff at [meghana.shroff@state.mn.us](mailto:meghana.shroff@state.mn.us). We will promote your event on our website and via social media.

More information about events will be available at [www.dli.mn.gov/naw](http://www.dli.mn.gov/naw) as details are available.

**m** APPRENTICESHIP MINNESOTA

# APPRENTICESHIP MINNESOTA ON THE GO ...

Apprenticeship Minnesota staff members are spreading the word about registered apprenticeship. During the past quarter, staff have participated in numerous outreach and engagement events including:

- April 2 – SkillsUSA – Minnesota Conference, Minneapolis
- April 6 – Minnesota Health Occupations Students of America Conference, St. Cloud
- April 14 – Cook County School Job Fair and Career Expo, Grand Marais
- April 24 – FFA Career Conference, St. Paul
- April 27 – Apprenticeship Minnesota Speed Networking Event, St. Paul
- May 12 – HHH Job Corps Career Fair, St. Paul
- May 16 – Simley High School presentations, Inver Grove Heights
- May 16 – Mayo High School presentation, Rochester
- May 17 – Southeast Minnesota Educational Cooperative Career Fair, Austin
- May 18 – Roseville High School Career Day, Roseville
- May 18 – Forest Lake Area High School Career Fair, Forest Lake
- May 24 – Buffalo High School presentation, Buffalo



Jeremy Parker, Apprenticeship Minnesota, at the FFA Career Conference in St. Paul on April 24, 2023.

## ADVISORY BOARD MEETING SCHEDULE

The Minnesota Apprenticeship Advisory Board proposes job classifications and minimum standards for apprenticeship programs and agreements.

It also establishes policies, procedures and rules necessary to meet state law.

The board will next meet at 1:30 p.m. on Oct. 12, 2023.

Meetings are in person at the Minnesota Department of Labor and Industry office located at 443 Lafayette Road N., St. Paul, MN 55155.

View more about the board at [dli.mn.gov/about-department/boards-and-councils](https://dli.mn.gov/about-department/boards-and-councils).

## LABOR EDUCATION ADVANCEMENT PROGRAM (LEAP) GRANTS

During the 2023 legislative session, the Minnesota state legislature allocated \$1 million for LEAP grants to facilitate the participation or retention of people of color, Indigenous people and women in registered apprenticeship programs.

The grant application period for this expanded funding will open at the end of July and grant proposals will be accepted from community-based organizations or nonprofit organizations, including 501(c)3 and 501(c)5 organizations and Minnesota Tribal governments, serving the grant's focus populations.

### Grant timeline

- July 17, 2023 – The request for proposals (application) period opens
- July 20 at 10 a.m. – Webinar about the RFP and application process
- Aug. 1 at 1 p.m. – Webinar about the RFP and application process
- Aug. 18 at 11:59 p.m., Central Standard Time – Grant application deadline
- Sept. 22, 2023 – Grant recipients announced
- Oct. 1, 2023 – June 30, 2025 – Grant period of performance

Learn more about LEAP grants at [dli.mn.gov/business/workforce/labor-education-advancement-program-leap-grant](https://dli.mn.gov/business/workforce/labor-education-advancement-program-leap-grant).

# REGISTERED APPRENTICESHIP 101 WEBINARS

Join representatives from Apprenticeship Minnesota for a Registered Apprenticeship 101 Webinar to learn about registered apprenticeship and the benefits of growing and sustaining an innovative workforce.

As a strategy to meet your need for skilled workers while increasing engagement and retention, registered apprenticeship offers a time-tested employee training system that can be customized to meet the needs of any business.

## Webinar schedule

- Sept. 19, 2023, 10 to 11 a.m.
- Nov. 14, 2023, 10 to 11 a.m.



Visit [dli.mn.gov/business/workforce/news-and-events](https://dli.mn.gov/business/workforce/news-and-events) for more information and to register.

## RAPIDS SYSTEM FOR PROGRAM SPONSORS LAUNCHES

### TRAINING SESSIONS AVAILABLE THROUGHOUT SUMMER AND FALL

In early June 2023, Apprenticeship Minnesota partnered with the U.S. Department of Labor's Office of Apprenticeship (U.S. DOL) to update and modernize Minnesota's registered apprenticeship data tracking system used by sponsors to register and manage apprentices within their program and transitioned to a new system called RAPIDS (Registered Apprenticeship Partners Information Database System).

Throughout July, U.S. DOL will finalize updates to the system, including customizations to the RAPIDS standards builder and program review functions. Trainings related to these features within RAPIDS are scheduled throughout the rest of the summer and into early fall.

For more information visit [dli.mn.gov/business/workforce/rapids-training](https://dli.mn.gov/business/workforce/rapids-training).

## TRANSLATED APPRENTICESHIP DOCUMENTS AVAILABLE

Apprenticeship Minnesota translated documents about registered apprenticeship and its benefits into multiple languages.

Additionally, documents related to wage-and-hour questions, building codes, workers' compensation and more are also available in numerous languages.

Download the documents at [dli.mn.gov/about-department/about-dli/translated-materials](https://dli.mn.gov/about-department/about-dli/translated-materials).



### KEY XYAUM UA HAUJ LWM. KOJ TXOJ HAUJ KEV KOM UA TAU TIAV LUG.

Khwv kom tau nyiaj xoo thaum tseem kawm kom paub ua hauj lwm xoo. Nws msaaj ntau tshaj li 100 txoj hauv kev rau koj xyaum kom paub ua hauj lwm rau koj xalv hauv lub xeev Minnesota. Nrhav koj txoj hauv kev. Kev xyaum ua hauj lwm yeej pab tau.

# RECENT APPRENTICE GRADUATIONS

*Congratulations to all of the new graduates and programs!*

## Bricklayers and Allied Craftworkers Local 1

On May 19, 2023, the Bricklayers and Allied Craftworkers Local 1 recognized the achievement of 34 apprentices for completing their training in the trades of bricklaying, tile finishing, tile setting and pointing-cleaning-caulking.



**Tile finishers**



**Pointer, cleaner caulkers**



**Bricklayers**

Learn more about  
the Bricklayers and  
Allied Craftworkers  
Local 1 at  
[bactraining.org](http://bactraining.org).



**Tile setters**

## Finishing Trades Institute of the Upper Midwest

In May 2023, the Finishing Trades Institute of the Upper Midwest (FTIUM) celebrated their high school career and technical education (CTE) program, apprenticeship and associate of applied science in construction technologies degree graduates.



FTIUM commercial painting and decorating, coating application specialist, drywall finishing, glazing and glassworker apprentice graduates with faculty.



Left to right: FTIUM Adjunct Professor Yvonne Lerew, Aaron Wehlage, Quinn Macheska Jr., Chris Mueller, Keith Suchier, FTIUM Adjunct Professor David Bard and FTIUM Adjunct Professor Patrick Tracey.



Graduates of the 16-week FTIUM high school career and technical education program. Participants learned about careers in the finishing trades.

Learn more about the Finishing Trades Institute of the Upper Midwest at [ftium.edu](https://ftium.edu).

# CARPENTRY APPRENTICESHIP SETS PATH TO A BETTER LIFE

The sound of hammers, the thunk of metal hitting wood and buzz of saws and power tools echo through the Carpenters Training Institute’s warehouse-sized facility in St. Paul. Among those practicing building walls and installing exterior materials around windows, Alex Gradinaru likely carries more gratitude than most.

Gradinaru came to the United States in 2009 from Romania to work in restaurants in Florida. During the summer months he traveled to Minnesota to work at Madden’s Resort near Brainerd.



Apprentice Alex Gradinaru.

“It was a lot of fun,” he said. While interacting with guests, he met the owner of Twin Cities Acoustics (TCA), which specializes in acoustic tiles and ceilings for large-scale projects throughout the upper Midwest, including sports stadiums and casinos.

Recognized for his hard work, Gradinaru was invited to join the company, and became an apprentice and member of the United Brotherhood of Carpenters. Being from Romania, however, complicated the process and required persistence – and luck.

Gradinaru was one of more than 15 million people who apply for a diversity visa each year in the United States. Roughly 50,000 are randomly accepted, he said, and only 60 to 70% of those applicants are granted residency.

TCA hired him in 2019, and Gradinaru was able to begin his registered apprenticeship, which pays a family-sustaining wage, plus health care, pension and other benefits.

Because the work he does with TCA is specialized and focused on ceilings and acoustic tiles, he enjoys rounding out his carpentry skills at the institute and getting to know other apprentices.

“You make a lot of friends,” he said. “In this [trade], I learn new things every day. It’s a lot of thinking and math. I like that.”

His work schedule runs from 6 a.m. to 2:30 p.m., and he earns enough that his wife can stay at home and take care of his daughter. He’s willing to work overtime, too, as they save up and look forward to buying their first home. For now, he’s grateful for the simple act of heading to their Bloomington apartment at the end of his shift and knowing he can open the door and find Ana and Katlina on the other side.

“You can’t wait to get home,” he said.

## More information

Learn more about the Carpenters Training Institute at [carpenterstraininginstitute.org](http://carpenterstraininginstitute.org)

## APPRENTICESHIP MINNESOTA BY-THE-NUMBERS

|                               | April  | May    | June   |
|-------------------------------|--------|--------|--------|
| <b>Sponsor information</b>    |        |        |        |
| Active sponsors               | 205    | 205    | 205    |
| New sponsors in development   | 69     | 80     | 92     |
| New occupations               | 0      | 1      | 0      |
| <b>Apprentice information</b> |        |        |        |
| Total apprentices             | 10,789 | 10,880 | 10,893 |
| Women                         | 844    | 873    | 864    |
| People of Color               | 2,505  | 2,568  | 2,349  |
| Veterans                      | 683    | 689    | 690    |
| New apprentices               | 338    | 466    | 587    |
| Graduations                   | 158    | 206    | 143    |

This newsletter was funded as part of a \$3.3 million grant through the U.S. Department of Labor to support the expansion of registered apprenticeship in Minnesota.

# ROOFERS TRAIN TO BUILD WITH CUTTING-EDGE MATERIALS

When it comes to recruiting new talent into the high-end commercial roofing profession, the Roofers and Waterproofers Union Local 96 often needs to help people get past the familiar image of crews nailing shingles on steep residential roofs.

Instead, picture some of the Twin Cities' sports stadiums. U.S. Bank Stadium, Allianz Field and Target Field represent some of the state's most creative architecture and use some of the most cutting-edge, lightweight and energy-efficient materials. Their plans also fit special needs, such as letting in as much natural light as possible during frigid winter football games at U.S. Bank Stadium.

"We have contractors begging us for people," said Andrew Richmond, who, as the union's apprenticeship coordinator, helps steer applicants to contractors who are hiring. "We take applications [for the registered apprenticeship program] year-round." Qualities they look for in candidates are a willingness to work, being somewhat self-driven and able to show good time management.

Local 96 provides all the skills new hires need through a three- to four-year registered apprenticeship program with 6,000 hours of on-the-job paid training and a minimum of 144 related technical instruction each year. It's a blend of on-the-job experience and related training at the union's 26,000-square-foot training facility in Ham Lake one week a month from January through April.

Roofing and waterproofing create an essential protective skin on the bodies of buildings — the airtight seal that protects the foundations from water and the roof from all the elements that may batter it. Apprentices who specialize in waterproofing usually work at levels below the dirt line or in tunnels.

The first year of the apprenticeship covers basic roofing skills, introduces single-ply systems, and safety training that includes using hand signals to guide cranes and vehicles, working safely around chemicals and hazards, and how to work safely with welding and open-flame torches.

The second and third years explore working with different materials, such as thermoplastics and vinyl membranes or clear plastics such as ethylene tetrafluoroethylene film which can require heat guns, glues or solvents to weld seams. They may work with more traditional materials, such



U.S. Bank Stadium in Minneapolis.

as hot tar, slate and metal or copper roofing on domes. They also provide training for steep-slope roofs, but most roof projects are flat.

Apprentices also learn to read blueprints, to do the math for installations and to weld and fabricate as needed while on job sites.

Statewide, Local 96 has about 500 to 700 apprentices with 70 to 130 people in each class, said Mark Conroy, the business manager. Close to a third of the candidates are women and people of color, with a growing membership from the Karen community.

Newcomers do tend to be a little shy when they enter the apprenticeship, which many hear about through word of mouth or social media. "You'd be surprised how many roofers are afraid of heights," Richmond said.

Richmond and the teaching staff encourage apprentices not to be fearful about doing something wrong. That's part of the learning process and part of the growth as apprentices puzzle their way through on-the-job snags and surprises.

"We hope you screw up, because then we can show you how to fix it," Richmond said, adding how satisfying it is to see someone start at the bottom and excel in their skills during their apprenticeship.

**Learn more about Roofers and Waterproofers Union Local 96 at [rooferslocal96.com](http://rooferslocal96.com), call 763-230-7675 or email [andrew@rooferslocal96.com](mailto:andrew@rooferslocal96.com).**