



# 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 [apprenticeship.mn.gov](http://apprenticeship.mn.gov).

## NEW MINNEAPOLIS OFFICE OF APPRENTICESHIP OUTREACH MOVING FORWARD

A new Office of Apprenticeship Outreach is coming to CareerForce at 800 West Broadway in North Minneapolis.

This new office is a partnership among Minneapolis Workforce Development Board/City of Minneapolis Employment and Training, the Minnesota Department of Employment and Economic Development and Minnesota Department of Labor and Industry.

Job seekers, counselors and students are all welcome to learn about registered apprenticeship by connecting to the office's Apprenticeship Navigator.

Services available include career exploration, co-enrollment between apprenticeship and WIOA programs, and referral to employment training programs. The office's holistic approach provides access to the information, networks and resources that job seekers need to prepare and launch a career through registered apprenticeship.

[Connect with the Apprenticeship Navigator and request additional information.](#)

## FEATURED STORIES



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**m** APPRENTICESHIP MINNESOTA

# RECENT APPRENTICE GRADUATIONS

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

## St. Paul Pipefitters



## Minnesota and North Dakota Bricklayers and Allied Craftworkers

### Finishers



Instructor Michael Churilla, Tomas Padilla, Julia Goplen, Faith Egerdahl

### Bricklayers



Back row: instructor John Kent, Jayson Zaffke, Jake Jablonski, Jen Ibarra, Rob Honerbrink, Austin Holland, Denis Gubanov, Keanan Carlson. Front row: Madeline Hopkins, Jose Perez, Alejandro Garcia, Ethan Steen

### Pointer, cleaner, caulkers



Instructor Justin Korbek, Jason Mack, Zakary Lindgren

### Tile setters



Back row: instructor Michael Churilla, James Mix, Alexis Kroska, Greg Kania, Jason Gallagher, David Fuhrer, Ryan Luukkonen. Front Row: Sage Mellen, Nickolas WongDock

# RURAL WATER APPRENTICESHIP FILLS VITAL ROLE

Three years ago, Jon Tyner of Bemidji was grinding through retail hours as a manager and wishing for more family time when he heard about an opening in Cass Lake's Public Works Department.

He made the career shift in 2021, and by 2022, he was able to join a new apprenticeship program through the Minnesota Rural Water Association. The program, a blend of on-the-job training and additional studies online and in person, has helped him to understand the science and mechanics behind caring for the community's water supply.

Like many who work for small towns with limited staff, he has needed to be adaptable, reliable and willing to wear many hats at once.

Tyner, who marks his third year with the city of Cass Lake in 2024, does a little bit of everything: mowing grass at the cemetery and city properties, clearing snow, helping with spring street-cleaning, flushing fire hydrants or using a high-powered water jet to remove tree roots from city lines.

The water and wastewater role required him to get Minnesota-certified so he could operate and monitor the system that circulates drinking water and treats the wastewater generated by this northern Minnesota town with close to 700 residents and an influx of seasonal visitors.

The public works position required Tyner to learn quickly, especially for generating required reports, but the current staff, including public works supervisor Jason Raymond, shared their enthusiasm and supported his steady learning.

"I would definitely say it's welcoming," he said of the staff. "There is a lot of information, but when you're doing it so often, you get familiar with everything."

Tyner is one of the first two people to participate in the Minnesota Rural Water Association Registered Apprenticeship Program. It's meant to help



municipalities recruit and train the next generation of water supervisors, as half the current workforce is expected to retire within the next five years.

Tyner's apprenticeship requires 4,000 hours of on-the-job training and two years of online and in-person training with his mentor, Joel Jasmer, who has been in the industry for 35 years. That mentoring time and monthly meetings has been a huge help, Tyner said.

"This is something new and exciting," he said. "The apprenticeship has given me a better grasp of the importance of knowledge and the way things work around us."

At the end of the day, he feels grateful to have more time to spend with his wife, their four homeschooled children ages 3 to 17, and their extended family members in the area.

He also gets to show his own kids — and others, such as kids at the local Boys and Girls Club — how to take care of a community with collective cleanups to remove brush and leaf bags, extra garbage and clutter.

"Being interactive with the community and cleaning things up" ranks as his favorite part of the job so far, he said. "We teach the kids to take pride in their community."

He can also take pride in finishing his apprenticeship with final tests and details to wrap up by August 2024. If he needs a reminder of his accomplishments, all he needs to do is look up and see the eagle that is painted across the Cass Lake water tower.

"Keeping [water] as clean as we can is paramount," he said. "We're making sure water is there when you need it."

Read more about the Minnesota Rural Water Association apprenticeship at [mrwa.com/technical-assistance/apprenticeship/](https://mrwa.com/technical-assistance/apprenticeship/).

## LEAP GRANTS AVAILABLE TO EXPAND APPRENTICESHIP

Labor Education Advancement Program (LEAP) grants are available to facilitate the participation and/or retention of people of color, Indigenous people and women in registered apprenticeship programs through various means including outreach, education, assessment, preparation, support services, instruction, training, placement and retention activities.

LEAP grants up to \$100,000 are available with a total of \$400,000 in grant funding available.

Grant proposals are accepted through July 26, 2024. Learn more and submit an application at [dli.mn.gov/business/workforce/labor-education-advancement-program-leap-grant](https://dli.mn.gov/business/workforce/labor-education-advancement-program-leap-grant).

Recipients of the most recent round of LEAP grants include:

- Building Strong Communities – St. Paul
- Friends of Career Solutions – St. Cloud
- Change, Inc. – St. Paul
- Minnesota Association of Community Health Centers – St. Paul
- Minnesota Community Health Workers Alliance – Bloomington
- North Branch Area Education Foundation – North Branch



## CLEAN ECONOMY OCCUPATION GRANTS AWARDED

Three registered apprenticeship programs were awarded Clean Economy Occupation grants:

- International Union of Elevator Constructors, Local 9
- Minnesota Rural Water Association, St. Paul
- Electrical Construction Joint Apprenticeship and Training Fund

A new round of grants is expected to open for application in late summer 2024.

For help with questions about these grant opportunities, contact Lyla Brown at [lyla.brown@state.mn.us](mailto:lyla.brown@state.mn.us). View more grants available from DLI at [dli.mn.gov/grants](https://dli.mn.gov/grants).

## WOMEN BUILDING SUCCESS HOSTS ANNUAL AWARDS CEREMONY

On June 6, 2024, Women Building Success hosted its annual awards ceremony where they celebrated the outstanding work of tradeswomen.

Apprentices and journeyworkers were nominated by peers and superiors for one of four categories:

- Apprentice of the Year,
- Journeyworker of the Year,
- Tradeswomen in Leadership, and
- Women's Advocate of the Year.

Women Building Success works to celebrate and uplift the work that women do every day while working in the construction trades. [Learn more about Women Building Success.](#)



Women Building Success awards ceremony.

## NEW REGISTERED APPRENTICESHIP PROGRAMS

Congratulations to the new apprenticeship programs recently registered with Apprenticeship Minnesota:

- University of Minnesota Landscape Arboretum – sustainable horticulture farm manager
- Neighborhood HealthSource – community health worker
- Cedar Creek Energy – electrician
- Somic Packaging – mechatronics field service engineers

Visit [apprenticeship.mn.gov](https://www.apprenticeship.mn.gov) to learn more about starting a program at your business.

## CELEBRATION MARKS 10 YEARS OF WESA PROTECTIONS

The Minnesota Department of Labor and Industry co-hosted an event May 13, 2024, to celebrate the 10-year anniversary of the Women’s Economic Security Act (WESA).

### What is WESA?

In 2014, Minnesota passed the Women’s Economic Security Act (WESA), a package of laws designed to support women and their economic wellbeing.

WESA requires better workplace support for parents, pregnant women, nursing employees and victims of abuse. It also bars workplace discrimination against pregnant women and parents of young kids.

WESA helps close the gender pay gap by supporting programs such as LEAP to train women for higher-paying jobs or start businesses in profitable fields. It makes it illegal for employers to prevent employees from talking about their wages and requires certain businesses with state contracts to obtain an Equal Pay Certificate to confirm they are paying men and women equally. Older women who struggle financially due to lower pay are also helped by WESA.

A few of the workplace accommodations and protections granted by WESA:

- Allows employees to voluntarily discuss their compensation without fear of retaliation from employers.
- Expands rights for pregnancy accommodations.
- Requires lactation space for nursing parents and paid breaks for milk expression.
- Employers must notify all employees of the rights of pregnant and lactating employees when hired.
- Adds enforcement authority and prohibits retaliation against employees for asserting their rights.
- Expands unpaid leave under the Minnesota Parental Leave Act to 12 weeks to employers of all sizes regardless of how long the employee has worked for the employer.



Minnesota Department of Labor and Industry Deputy Commissioner Kate Perushek speaks during the May 13, 2024, WESA celebration event.

Learn more about how WESA protects apprentices and journeyworkers on jobsites.

# G.I. BILL BENEFITS CAN BE USED FOR APPRENTICESHIP

In addition to helping with costs related to attending college, G.I. Bill benefits can be used while training in a registered apprenticeship or other on-the-job training.

The G.I. Bill offers veterans up to \$10,000 to use while in school or training and businesses can receive up to \$2,000 as an incentive to hire veterans. Benefits can also be used for licensing and certification, including fees for required continuing education and others related to maintaining employment.



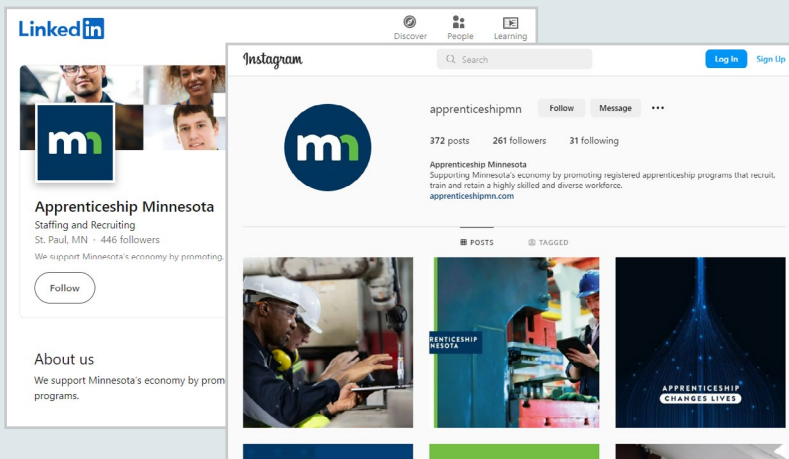
## More information

[dli.mn.gov/business/workforce/gi-bill-benefits-and-apprenticeship](https://dli.mn.gov/business/workforce/gi-bill-benefits-and-apprenticeship)

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## APPRENTICESHIP MINNESOTA BY-THE-NUMBERS

Apprentices, as of June 28, 2024	
Total	10,538
Women	864
People of Color	2,539
Veterans	614
Disability	152
Apprentices by age	
18-24 years old	48%
25-34 years old	34%
35 years old and over	18%

April	May	June
New apprentices by month		
175	448	582
Completions by month		
225	266	166

Sponsors, as of June 28, 2024	
Active sponsors	164
New sponsors	4
Participating employers	4,680

Apprentice participation by race/ethnic group	
American Indian/Alaska Native	3%
Asian	3%
Black/African American	6%
Hispanic	11%
Native Hawaiian/Pacific Islander	<0.5%
Multiple race	2%
White	67%
Did not self-identify	16%

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