



Registered Apprenticeship and Minnesota Apprenticeship Initiative Winter 2018

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Agenda

- DLI Outreach
- Registered Apprenticeship Overview
- MAI Update
- Next Steps

DLI Outreach

- Dispelling myths of registered apprenticeship
- Sharing benefits to the worker, the company, and intermediaries
- Explaining components and design of registered apprenticeship
- Discussing employer-focused program development

Dispelling Myths of Registered Apprenticeship



MYTH

Registered apprenticeship programs are only in Minnesota's metro area



FACT

Registered apprenticeship programs are operating throughout the state



MYTH

Registered apprenticeship programs are just for large companies



FACT

Employers large and small are sponsors for apprenticeship programs, dictated by the needs of each company



MYTH

Registered apprentices will get trained and then leave the company



FACT

Registered apprenticeship programs have proven to help reduce turnover and increase employee productivity



MYTH

All registered
apprenticeship programs
involve unions



FACT

Some registered
apprenticeship programs
involve unions

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

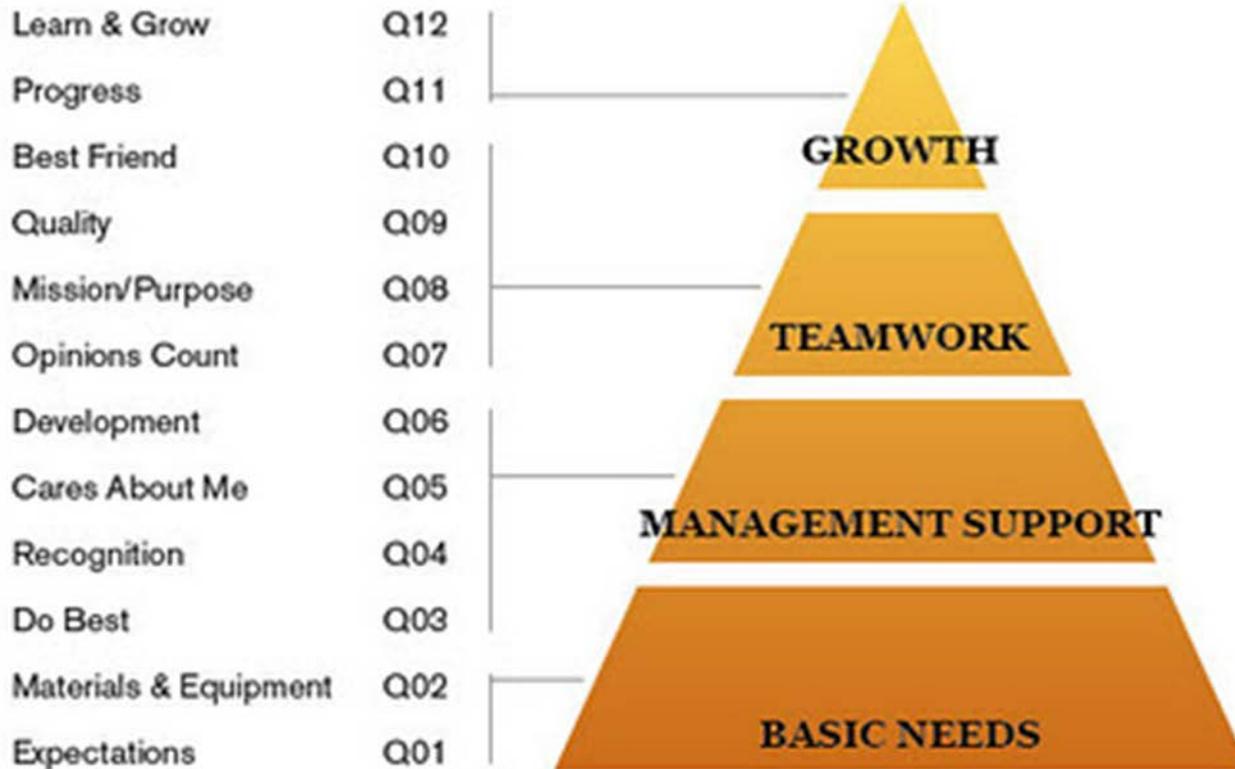


Benefits for Workforce and Education Groups

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



THE EMPLOYEE ENGAGEMENT HIERARCHY



Gallup's research has shown that the order in which these questions are asked is important. Team discussion should start with the first six questions.

01

BUSINESS INVOLVEMENT

Employers are the foundation of every Registered Apprenticeship program.



NATIONAL OCCUPATIONAL CREDENTIAL

Registered Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

05



REWARDS FOR SKILL GAINS

Apprentices receive increases in wages as they gain higher level skills.

04



RELATED TRAINING AND INSTRUCTION

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.

03



STRUCTURED ON-THE-JOB TRAINING

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

02

What are the Components of Registered Apprenticeship?

Registered Apprenticeship Requirements

Work Processes

– a description of on-the-job training (min. 2,000 hours)

Employment

with sponsoring employer

Related Technical Education

– a description of the coursework the apprentice will complete (144 hours)

Safety Training = 50 hours

Progressive Wage Schedule

Success Story – Owens Corning, Minneapolis

- Maintenance mechanic registered apprenticeship program began July 27, 2016
- Related instruction at Hennepin Technical College, courses include pneumatic components, advanced programmable logic controllers and fluid power technology
- On the job training includes preventative and corrective maintenance, troubleshooting and pipefitting and plumbing duties



MAI Grant Goals

- 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.
- Support high-growth occupations and industries where employers are using H-1B visas to hire international workers.

MAI Grant Details

Dates: 10/1/2015-9/30/2020

Fiscal Agent: DEED

Funding: \$5,000,000

Leveraged Resources: \$100,000,000 (State System and Employer Contributions)

Registered Apprentices Served: 1,000 (814 DOL funded, 186 self-funded)

Registered Apprenticeship Programs: 30

A woman with dark hair and glasses, wearing a red and black plaid shirt, stands in a field of tall grass. She is smiling and holding a laptop. The background is a soft-focus landscape under a clear sky.

MAI Industries and Occupations

Advanced Manufacturing

- CNC Machinist, Maintenance Technician, Food Quality Safety, Laser, Welding, Maskers, Rackers, Platers, Customer Service Engineer, Industrial Specialist for Process, Technology, Mechatronics, Automation Expert, Line Supervisor, Production Manager



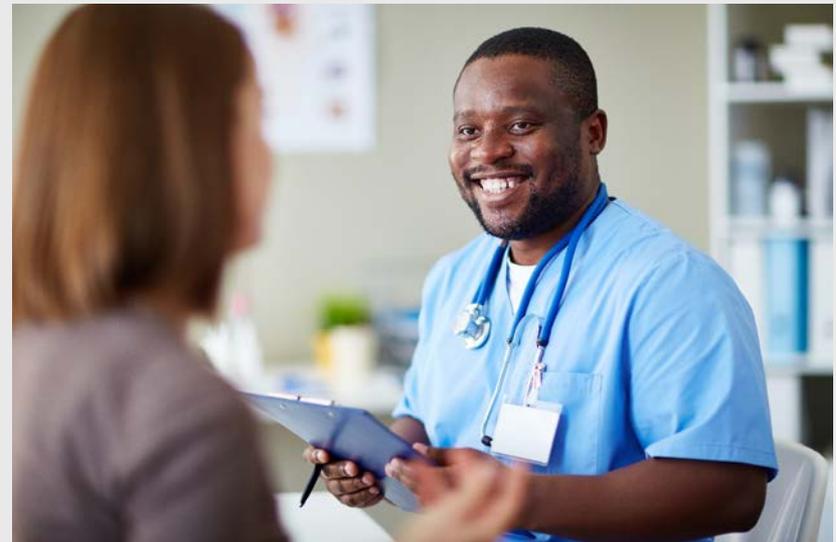
Agriculture

- Sow Farm Managers,
Nursery Finish Managers



Health Care

- Medical Assistant, Health Support Specialist, Community Health Specialist, Certified Nursing Assistant with specialties in dementia, Advanced and Assistant Mentor, LPM to BSN, BSN to Perioperative Nursing Specialty, RN, LPN



Information Technology

- Software Developer, Security Analyst, Support Desk Specialist, Network Systems Engineer, Voice Systems Engineer, IT Manager



Transportation

- Auto Technician, Auto Collision Repair, Diesel Mechanic, Ford Asset Mechanic, Maintenance Mechanic



MAI Grant Reimbursable Activities

MAI employers are eligible for reimbursement after the apprentice has successfully completed his or her first 90 days in the program. Employers can receive up to \$5,000 per apprentice for the following activities:

- Apprenticeship supplies and materials
- Off-set related instruction costs
- Establish employer registered apprenticeship infrastructure

MAI Status Update-January 2018

- Enrolled 210 apprentices among 22 companies
- Created registered apprenticeship programs in three industries: advanced manufacturing, healthcare, and transportation
- Expanded registered apprenticeship programs in the Health Support Specialist occupation and created new programs for 13 occupations (Community Health Worker, Direct Support Professional, Mental Health Aide, Diesel Mechanic, Maintenance Mechanic, Maintenance Technician, BSN, LPN, CNC Machinist, Automotive Technician, Sewing Machine Maintenance, Welding, and Mechatronics)
- Registered new programs in all six regions of the State
- Currently have 30 programs in various stages of development.

MAI Next Steps

- Download the application at <https://www.dli.mn.gov/aai.asp>
- Email completed application to MAI.Grants@state.mn.us
- MAI team will assess occupations and follow up with you about registered apprenticeship program development and grant availability
- Employers should submit an application when they're ready to begin program development within 30 days

DEED Workforce Strategy Consultants

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DEED Workforce Strategy Consultants

Our Goals

- **Aligning Resources**
 - Connect sector strengths with opportunities
 - Identify and replicate successful regional sector strategies
 - Maintain a comprehensive map of sector initiatives and organizations
- **Consultative Process** – utilizing tools and resources to support businesses in developing strategic workforce solutions
 - Define/create workforce strategy
 - Understand and engage the workforce system
 - Incorporate incentive programs
 - Build employer-led partnerships around regional plans
- **Assist in executing regional plans**
 - Work closely with regional workforce boards on WIOA plans
 - Industry/sector based
 - Employer-led
 - Reduce disparities among communities of color, individuals with disabilities, women and veterans

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