



**mn APPRENTICESHIP
MINNESOTA**

**Apprenticeship Advisory Board update
April 15, 2020**

**John Aiken
Director**

Quarterly update

State of apprenticeship in Minnesota

- Greeting
- COVID-19
 - Operations
 - Program guidance
- Statistical snapshot
- Apprenticeship Minnesota initiatives
 - Minnesota Apprenticeship Initiative
 - Minnesota Apprenticeship Expansion Initiative
 - MNRAE
- Feedback
- Staying connected

Greetings

Apprenticeship Advisory Board members:

Minnesota has seen tremendous economic changes and challenges in the past few weeks as it addresses the COVID-19 pandemic. We have all seen our lives and work altered in so many ways including the way we communicate with each other.

Today, I am providing this report to you electronically as we cannot convene in person as we normally do. Social distancing remains one of our most powerful tools to slow the spread of this virus and protect each other and our neighbors.

Apprenticeship Minnesota is exploring new ways to continue to engage the board and its valued stakeholders. In the meantime, please accept this report for consideration.

John Aiken

State Director

Apprenticeship Minnesota



Apprenticeship Minnesota operations during COVID-19

- All Apprenticeship program services remain operational at this time including apprentice registrations, cancelations and completions.
- Apprenticeship Minnesota team is currently in full teleworking status. Each is equipped to respond by phone and email.
- Program development and technical assistance continue to be provided daily.
- Program compliance reviews continue to be conducted but are currently completed by phone and electronic exchanges with programs to ensure social distancing.
- Apprenticeship Minnesota has postponed some public engagements such as the Southeast Minnesota Apprenticeship Summit in Rochester due to health and safety. We are exploring alternative forms of communication to continue its efforts to engage new and existing stakeholders.

COVID-19 registered apprenticeship program guidance provided

Apprenticeship Minnesota issued guidance and support to registered programs on March 13 for those suspending or postponing training operations due to COVID-19.



Program guidance:

www.dli.mn.gov/business/workforce/suspending-or-postponing-training-operations

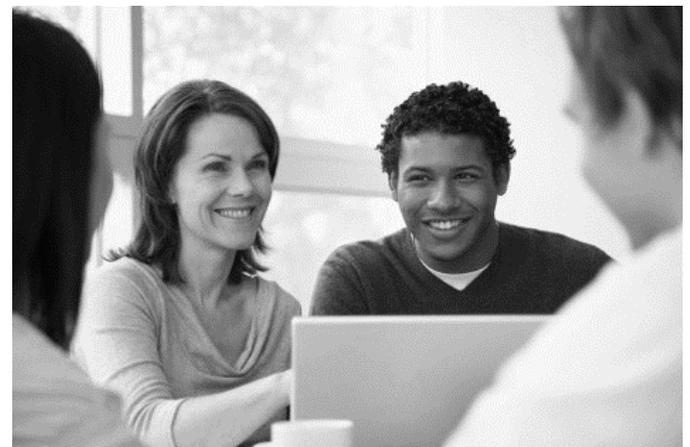
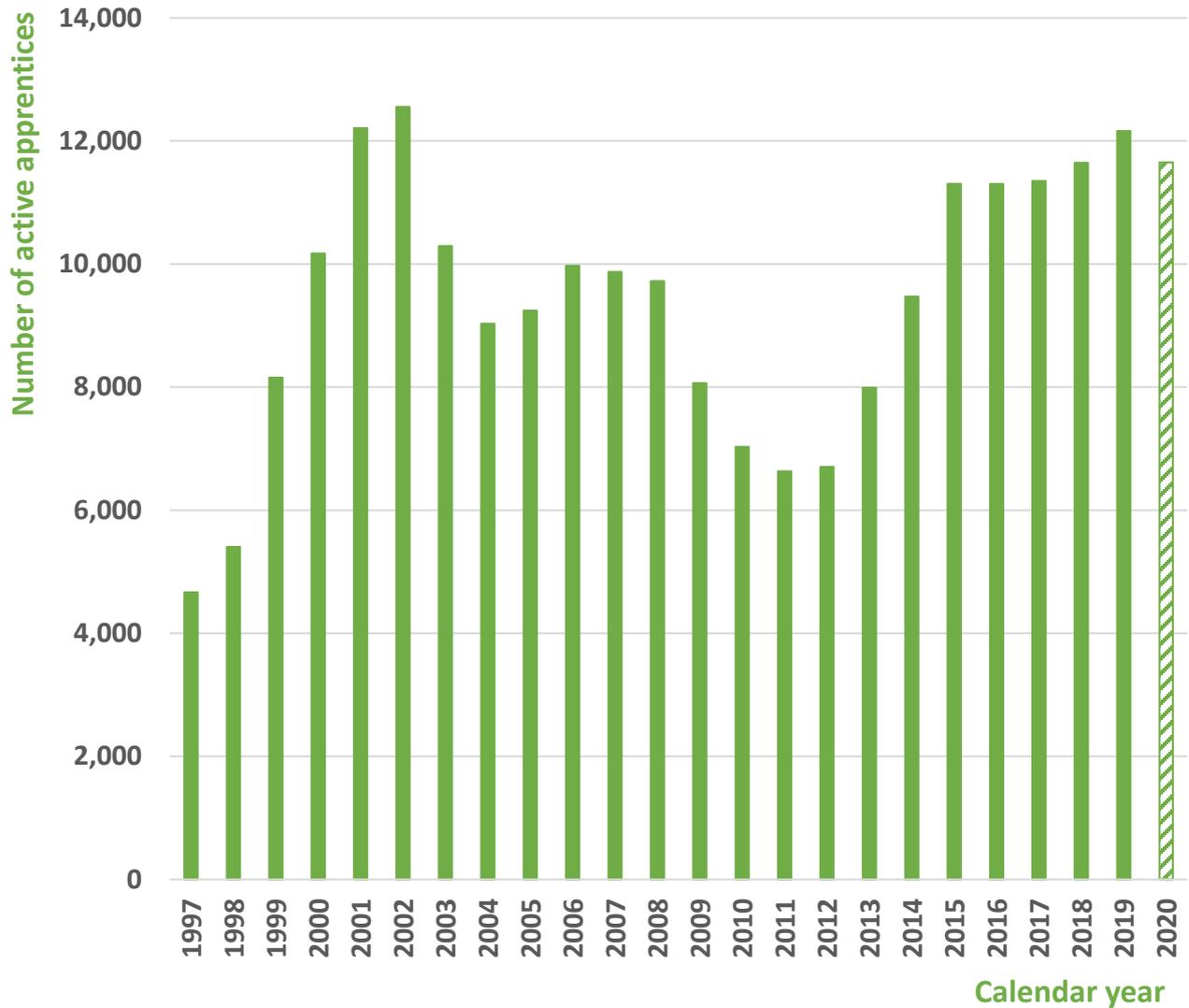


Statistical snapshot: Registered apprenticeship activity in Minnesota

Active apprentices

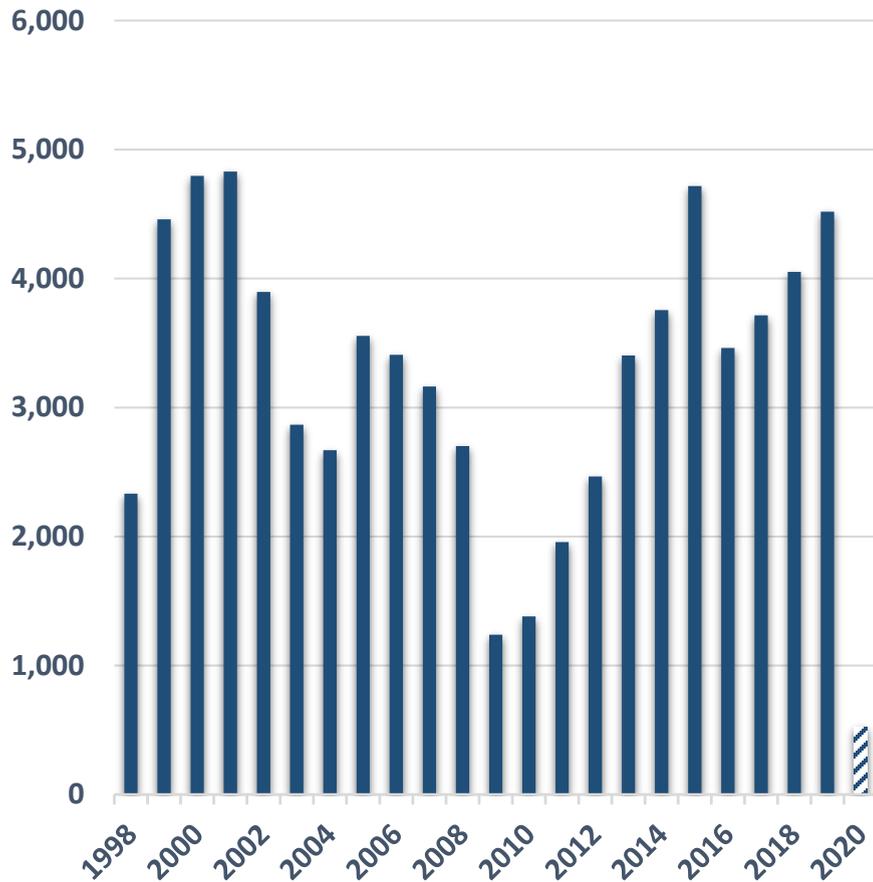
By calendar year

April 14, 2020, snapshot – 11,706



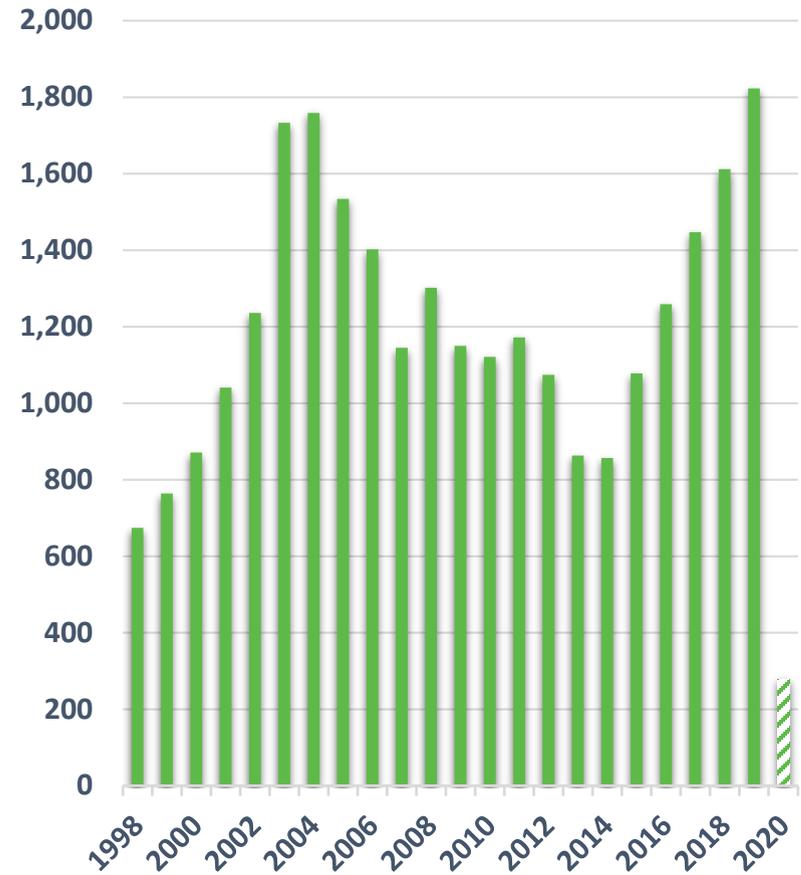
Apprentice registrations

By calendar year
To date: 524



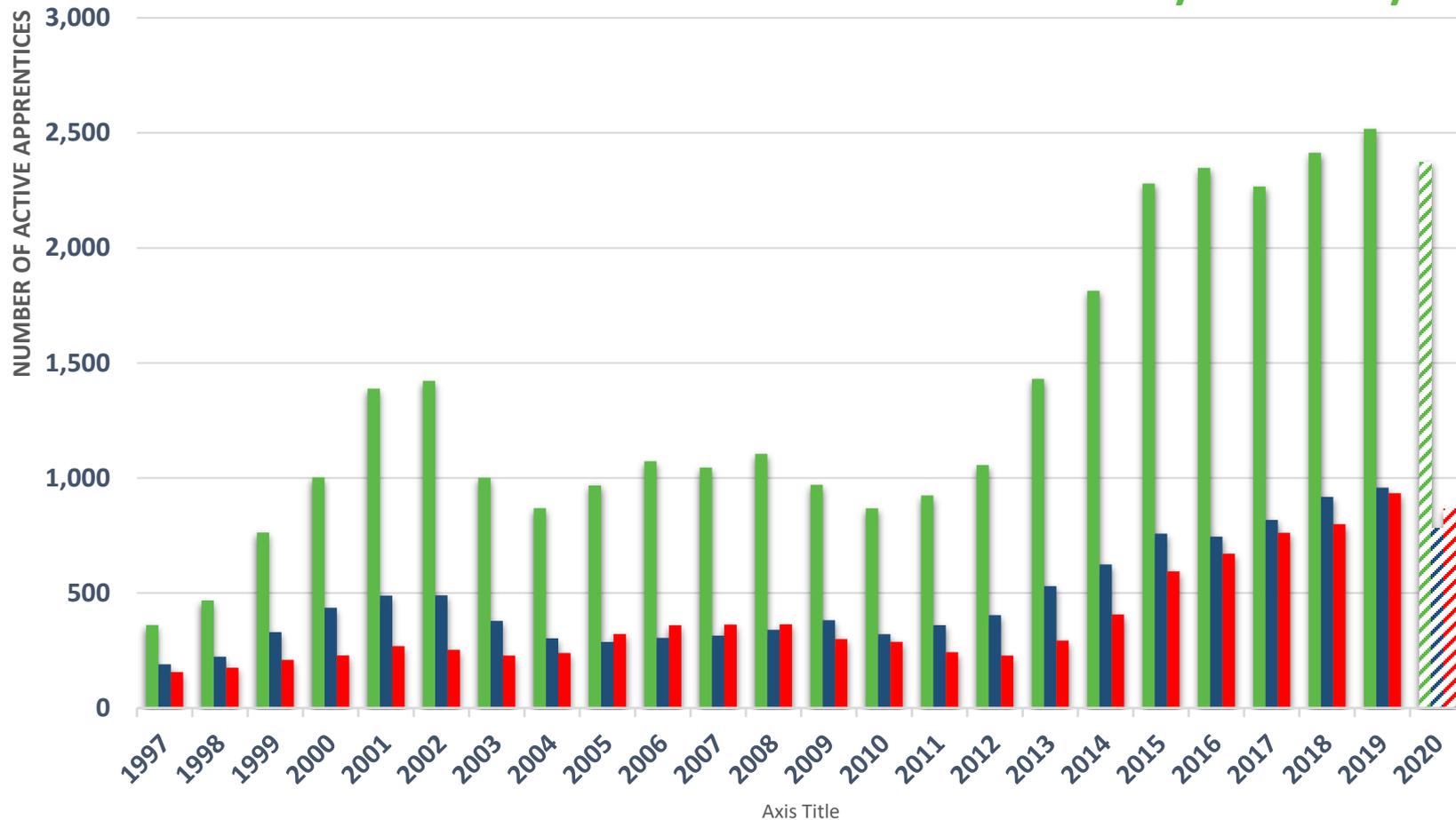
Apprentice completions

By calendar year
To date: 279



Apprentice demographic trends

By calendar year



■ MINORITY PARTICIPANTS

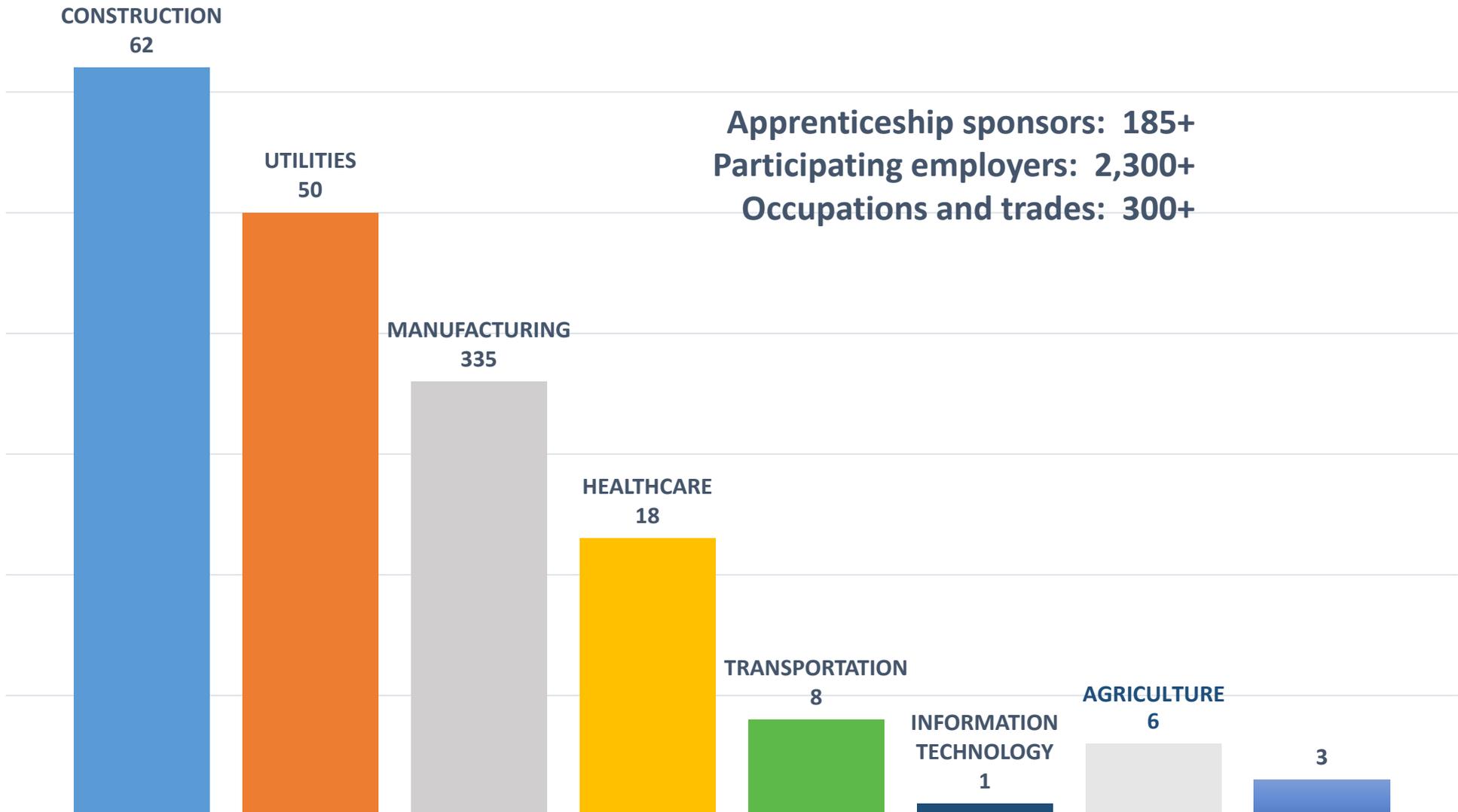
■ WOMEN PARTICIPANTS

■ VETERAN PARTICIPANTS

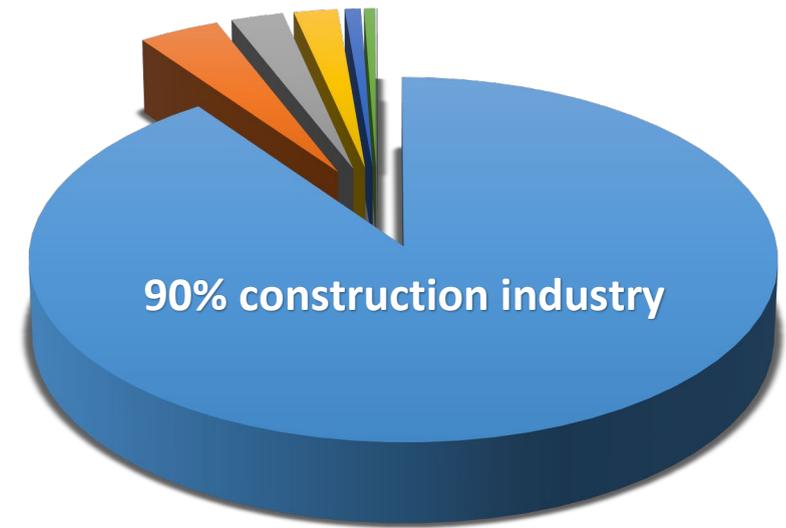
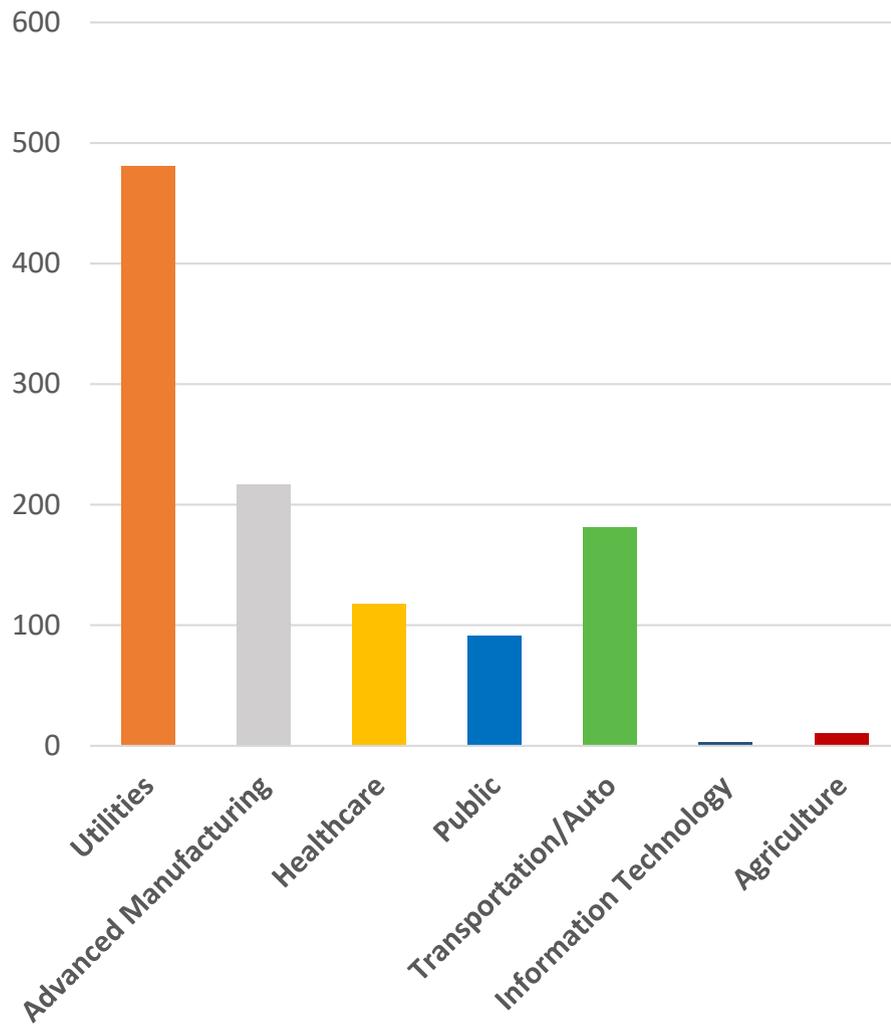


Registered sponsors

Apprenticeship Minnesota database



Active apprentices By industry sector



- Construction
- Utilities
- Advanced Manufacturing
- Healthcare
- Public
- Transportation/Auto
- Information Technology
- Agriculture

Apprenticeship Minnesota initiatives

- Minnesota Apprenticeship Initiative (MAI)
- Apprenticeship Expansion Initiative (APEX)
- Minnesota Registered Apprenticeship Expansion Initiative (MNRAE)

Minnesota Apprenticeship Initiative

Five-year initiative to expand registered apprenticeship in agriculture, advanced manufacturing, healthcare, information technology and transportation.

- Funded by a \$5 million dollar grant from the U.S. Department of Labor
- Grant partner: Department of Employment and Economic Development
- Grant ends September 2020

Goal

- Engage 100 employers in developing a registered apprenticeship model
- Develop 30 high-growth occupations
- Register 1,000 new apprentices

Results

- 1,000+ employers engaged
- 57 new apprenticeship programs registered
- 891 apprentices employed and registered
- 333 apprenticeship completions
- 925+ apprentices pledged by participating employers

Minnesota Apprenticeship Initiative

Programs registered and launched

ADVANCED MANUFACTURING

- **Aero Design** – Sewing Machining Repairer (Duluth)
- **AGCO**- Mechatronics Technician (Jackson)
- **Ajax Metal Forming Solutions** (Fridley)
- **Alliance Machine** – Machinist Level 1 (Elk River)
- **Custom Mold & Design** – Machinist (Forest Lake)
- **Diversified Plastic** – Tool Maker (Minneapolis)
- **MTS Systems** – CNC Machinist Level 1/Mechanical Assembler (Eden Prairie)
- **Innovize** – Flexographic Press Operator (Vadnais Heights)
- **K & G Manufacturing** – CNC Operator (Faribault)
- **Logic PD** – Solderer & Machine Operator (Eden Prairie)
- **Mikros Engineering – Injection Molding (Twin Cities) [NEW]**
- **MRG Tool & Die** – CNC Machinist Level 2, Supervisor (Faribault)
- **NTM** – Machine Operator (Fridley)
- **Owens Corning** – Maintenance Mechanic (Minneapolis)
- **Pequot Tool and Manufacturing** - CNC Machinist (Pequot Lakes)
- **Potlach** – Mechanical Technician (Bemidji)
- **Schwing America Inc.** - Welder (Vadnais Heights)
- **Seneca Foods** – Maintenance and CNC Machinist (Rochester)
- **Spectro Alloys** – Mechatronics Technician (Rosemount)
- **TLC Precision** – Radar Technician (St. Paul)
- **Uponor, Inc.** – Maintenance Technician (Apple Valley)
- **Viracon** – Maintenance Mechanic (Owatonna)
- **Wells Academy** – CNC Operator (Bemidji)

INFORMATION TECHNOLOGY

- **cmERDC** – Software Developer (St. Cloud)

AGRICULTURE

- **Shadywood Tree Experts** – Arborist (Hopkins)
- **ProTree** – Arborist (Excelsior)
- **SavATree** – Arborist (Afton)
- **Ardent Mills** – Miller (Hastings)
- **Rainbow Treecare** – Arborist (St. Louis Park)
- **Tree Trust** – Arborist (St. Paul)

HEALTH CARE

- **All Star Academy** – Community Health Worker (Burnsville)
- **Amherst Wilder Foundation** - Mental Health Practitioner (St. Paul)
- **Caledonia Care and Rehabilitation** – Health Support Specialist (Caledonia)
- **CentraCare** – Community Health Worker (St. Cloud)
- **Essentia Health** – Health Support Specialist (Duluth)
- **Fairview Health Services** – BSN, Medical Assistant & Surgical Tech (Minneapolis)
- **Good Shepard Lutheran Services** – Health Support Specialist (Rushford)
- **Healthpartners** – RN and Careline Nurse (Bloomington, St. Paul)
- **Matrix Home Healthcare** – Health Support Specialist (Edina)
- **Mt. Olivet Rolling Acres** – Direct Support Professional (Chanhausen)
- **Olus' Home – Direct Support Professional (Twin Cities) [NEW]**
- **Pioneer Care** – Health Support Specialist (Fergus Falls)
- **Progressive Individual Resources** – Mental Health Aide (West St. Paul)
- **The Hartford** – Disability Analyst (Bloomington)
- **Thorne Crest Senior Living** – Health Support Specialist (Albert Lea)
- **Three Links Care** – Health Support Specialist (Northfield)
- **Traverse Care Center** – Health Support Specialist (Wheaton)

TRANSPORTATION

- **Boyer Trucks** – Diesel Mechanic (Minneapolis)
- **Dan's Southside Marine** – Outboard Motor Technician (Bloomington)
- **Dahlke Trailer – Mechanic (Twin Cities) [NEW]**
- **Harry Brown's Automotive** – Automotive Technician (Faribault)
- **Metropolitan Transportation Network** – Diesel Mechanic (Fridley)
- **Metro Transit** – Coach Operator (Minneapolis)
- **Miller Marine** – Outboard Motor Technician (St. Cloud)
- **Roseau Ford** – Automotive Technician (Roseau)
- **St Paul Public Works** – Transportation Service (St Paul)

Minnesota Apprenticeship Expansion Initiative (APEX) Federal funding concludes – October 2020

- Support affinity and mentorship group activities to improve apprenticeship recruitment and retention of women and people of color in construction registered apprenticeship programs.
- Support career pathways
 - Construction career-readiness and pre-apprenticeship training targeting women and people of colors.
 - Career exploration programs for youth.
 - Hosting bus tours for students to explore apprenticeship training centers across Minnesota.
- Develop apprentice support resources
 - Apprenticeship Minnesota launched a research project to directly engage apprentices and sponsors to gather information about what they believe they need to be successful in completing a registered apprenticeship program. The project is progressing. Additional engagement through focus groups will convene to identify existing best practices related to mentorship, orientation and financial literacy are being explored. The project is scheduled to wrap up in May 2020.
- Apprenticeship Minnesota communications
 - Development and launch of a communications and branding plan for Apprenticeship Minnesota which includes social media, brochures, and events. Launched in 2018, this work continues to seize on opportunities to showcase the success of the registered apprenticeship model.
 - Video production – Vendor has produced two videos promoting registered apprenticeship to influencers (caregivers, teachers, school counselor). Rolls out soon.
 - Direct mail engagement to more than 1,000 school education and career counselors in March 2020 introducing registered apprenticeship and encouraging dissemination of apprenticeship information to student youth as a viable education path. Mailing included apprenticeship posters for display in high schools.
- Public engagement
 - Hosting statewide presentations with featured speakers on changing demographics and recruitment and retention of apprentices are taking place statewide throughout 2020. COVID-19 has impacted these engagements and alternative engagement options are being explored.

Minnesota Apprenticeship Expansion Initiative

Career pathway results

Project goal

Serve 412 Females, people of color, youth and veterans in pre-apprenticeship or career readiness training to increase participation of underrepresented groups.

- Currently, five different training organizations have trained 445 participants, including:
 - 88 females;
 - 279 people of color; and
 - 175 youth.
- Currently, 282 participants have been placed (63%) in registered apprenticeship.

The most recent round of construction career-exploration programs designed to provide youth with a hands-on experience with a registered apprenticeship in the construction industry have completed. Partners include:

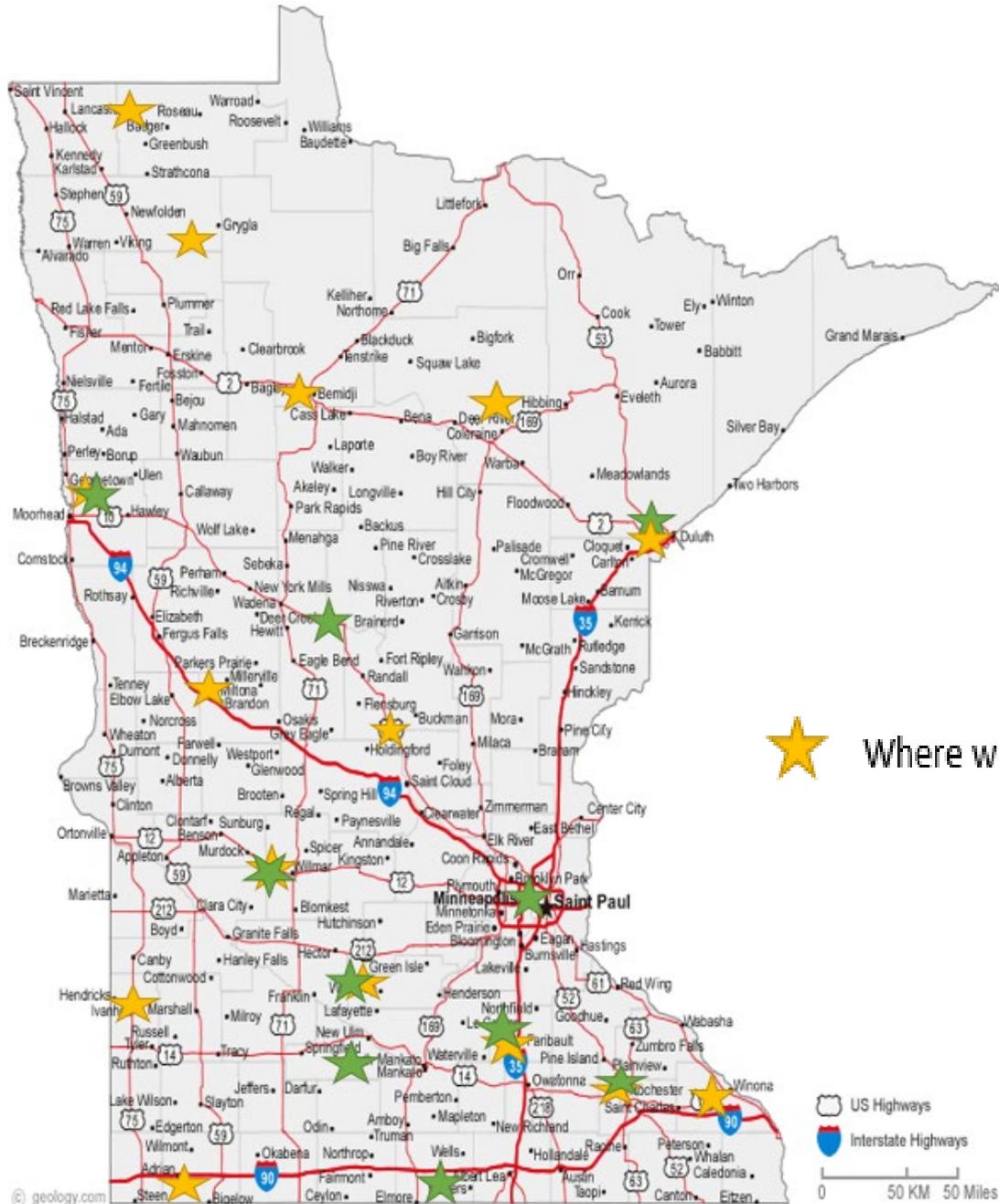
- Carpenters, Cement Masons and Plasterers, Construct Tomorrow, Finishing Trades Institute of the Upper Midwest, SOAR Career Solutions (Rochester), White Bear Lake Area Schools, ISD #624, St. Paul Public Schools ISD, #625 and Workforce Development Inc. (Duluth).
- **More than 4,250 individuals have been introduced to the construction trades with program support from APEX career exploration funding.**

Student bus tours to apprenticeship training centers in Minnesota

- Apprenticeship Minnesota has supported nine tours serving nearly 200 youths.

Event engagement activity – APEX Initiative

- **Brainerd:** ~~April 21, 2020~~ (Postponed)
9 to 10 a.m. at the Brainerd Lakes Chamber of Commerce, 224 W. Washington St., Brainerd, MN 56401.
- **Mankato:** ~~May 19, 2020~~ (Postponed)
9 to 10 a.m. at Mankato State University, 219 Centennial Student Union, Mankato, MN 56001.
- **Moorhead:** **June 17, 2020** – Register to attend.
9 to 10 a.m. at the Hjemkomst Center, 202 First Ave. N., Moorhead, MN 56560.
- **Willmar:** **July 14, 2020** – Register to attend.
10 to 11 a.m. at Ridgewater College, 2101 15th Ave. NW, Willmar, MN 56201.



APEX events



Where we've been



2020 Events



Minnesota Registered Apprenticeship Expansion (MNRAE) Initiative

USDOL ETA Grant to support the expansion of registered apprenticeship

- Funding: \$1,356,276.90
- Period of performance: July 1, 2019, to June 30, 2022

Goals for MNRAE funding

1. Support the development and recruitment of a diverse pipeline of apprentices
2. Support the rapid development of new registered apprenticeship programs and the significant expansion of existing registered programs
3. Fully integrate apprenticeship into state workforce development, education, and economic development strategies and programs.
4. Build state capacity to make it easier for industry to start registered apprenticeship programs and for apprentices to access opportunities.

Minnesota Registered Apprenticeship Expansion (MNRAE) Initiative

Key initiatives

- A. Work with sponsors and community based organizations to provide incentives, resources and supports to generate new registered apprentices
- B. Conduct outreach, recruitment and introductory meetings
- C. Conduct Bus tours for educators, school counselors, workforce partners and stakeholders
- D. Fund career exploration or exposure and career readiness programs
- E. Provide mentorship resources
- F. Employer and stakeholder outreach
- G. Registered apprenticeship program registration process improvements
- H. Convene meetings with workforce development groups

Minnesota Registered Apprenticeship Expansion (MNRAE) Initiative

Update

- Project manager for MNRAE has been hired to oversee grant administration.
- Apprenticeship Navigator position is being developed and will be posted soon for hire.
- A vendor has been engaged to assist Apprenticeship Minnesota to streamline its apprenticeship program development processes.

Apprenticeship Advisory Board and stakeholder feedback

To continue building a strong registered apprenticeship system in Minnesota together, we invite and encourage our valued stakeholders to provide us feedback, comments and questions.

Contact us at:

dli.apprenticeship@state.mn.us

651-284-5090

Stay connected



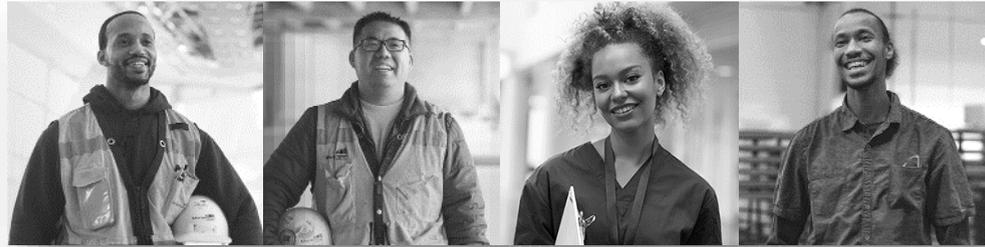
Apprenticeship Works quarterly newsletter

www.dli.mn.gov/business/workforce/apprenticeship-works-newsletter

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THANK YOU



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