



Introduction to Registered Apprenticeship



Agenda

- Interim Deputy Commissioner Kate Perushek and Apprenticeship Director Erin Larsen
- Registered Apprenticeship Overview
- Registered Apprenticeship Development Process
- Questions

| Minnesota Department of Labor and Industry

DLI's **MISSION** is to ensure Minnesota's work and living environments are equitable, healthy and safe.



DLI's **VISION** is to be a trusted resource, service provider and impartial regulator.

DLI'S **SERVICES**:

- Occupational Safety and Health (OSHA)
- Construction Codes and Licensing
- Workers' Compensation
- Labor Standards
- Registered Apprenticeship
- Dual-Training Pipeline
- Youth Skills Training



| Employment-Based Training

Registered apprenticeship

Fosters and promotes work-based career development. This unit develops and registers apprenticeship programs and promotes workforce diversity through outreach and education

Dual-Training Pipeline

Supports employers in building their own dual-training programs, which combine structured on-the-job training with formal related education

Youth Skills Training

Supports partnerships among schools, employers and community organizations to provide safe, healthy and meaningful paid work experiences to students 16 and older

Myths and Facts

Myths	Facts
Registered apprenticeship programs are only in Minnesota's metro area	Registered apprenticeship programs are operating throughout the state
Registered apprenticeship programs are only in the construction trades	Registered apprenticeship programs are becoming more common in non-traditional industries
Registered apprenticeship programs are only for large companies	Employers large and small are sponsors for apprenticeship programs, dictated by the needs of each employer
Registered apprentices will get trained and then leave the employer	Registered apprenticeship programs have proven to help reduce turnover and increase employee productivity
All registered apprenticeship programs involve unions	Some registered apprenticeship programs involve unions

Benefits of Apprenticeship



Employers

Build and shape their own workforce

Creates new skilled worker pathway

Workers produce as they train

Improve productivity

Reduced employee turnover

Retain/Transfer organizational knowledge

Employer incentives to hire veterans

Workers

Employment

Comprehensive job training

Safety instruction

Wages increase with progress

Master in-demand skills

Nationally recognized credential

Registered apprentices are G.I. benefit eligible

Minnesota

Pathway to the middle class

Quality training for workers

Safety for workers

Vibrant economy

| What is Registered Apprenticeship?

Essential Program Components of Registered Apprenticeship



Employment



On-the-job training



Related instruction



Wages



Credentials

A time-tested model to:

recruit, **train** and **retain** a highly skilled and diverse workforce.

How it Works

Development of a Registered Apprenticeship Program



Review job description and align with standards



Review wage scale, safety training, on-the-job training, and related instruction



Employer confirms Registered Apprenticeship Standards



Program starts within 30 days

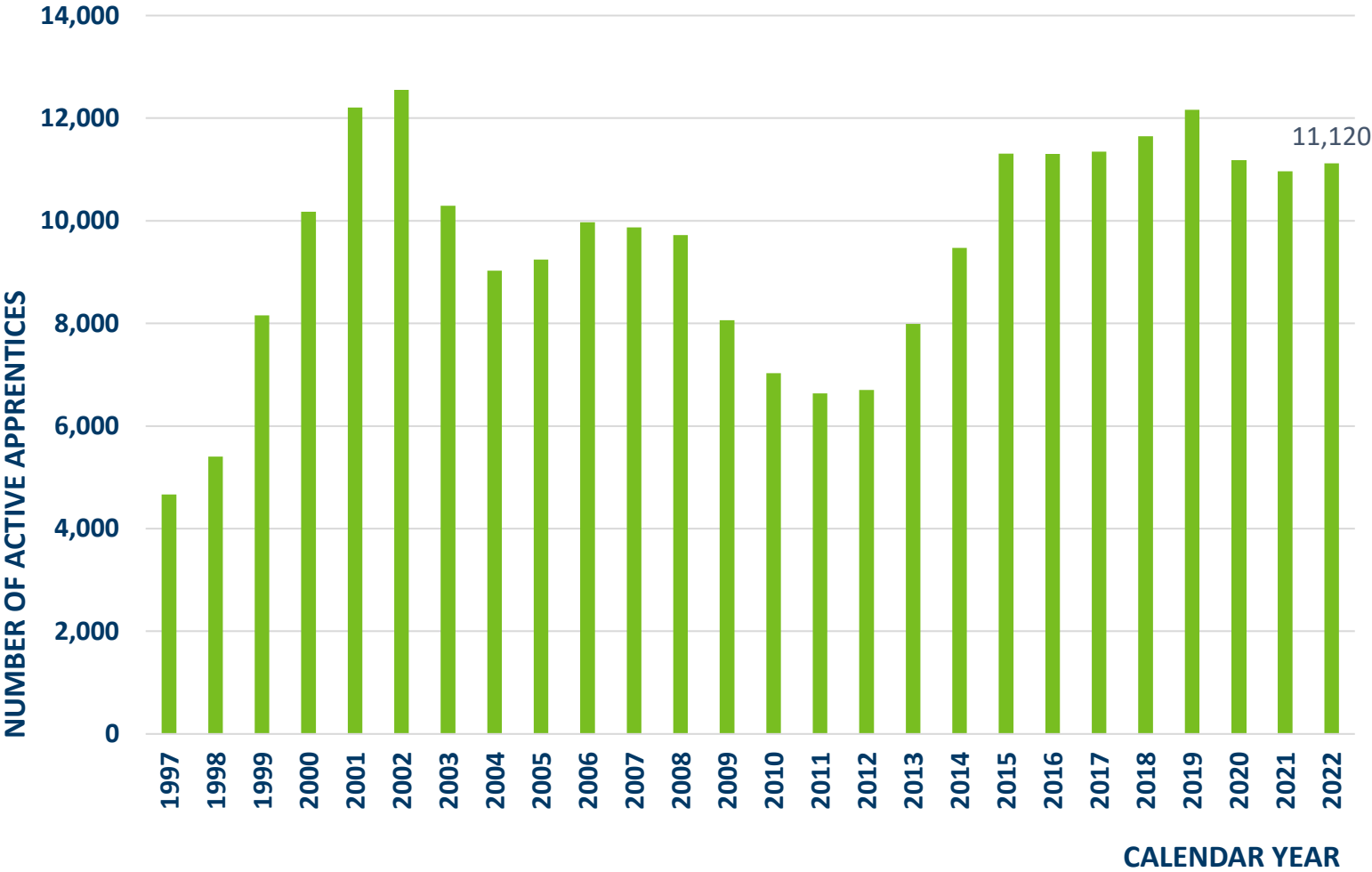


Scheduled check-ins and technical assistance

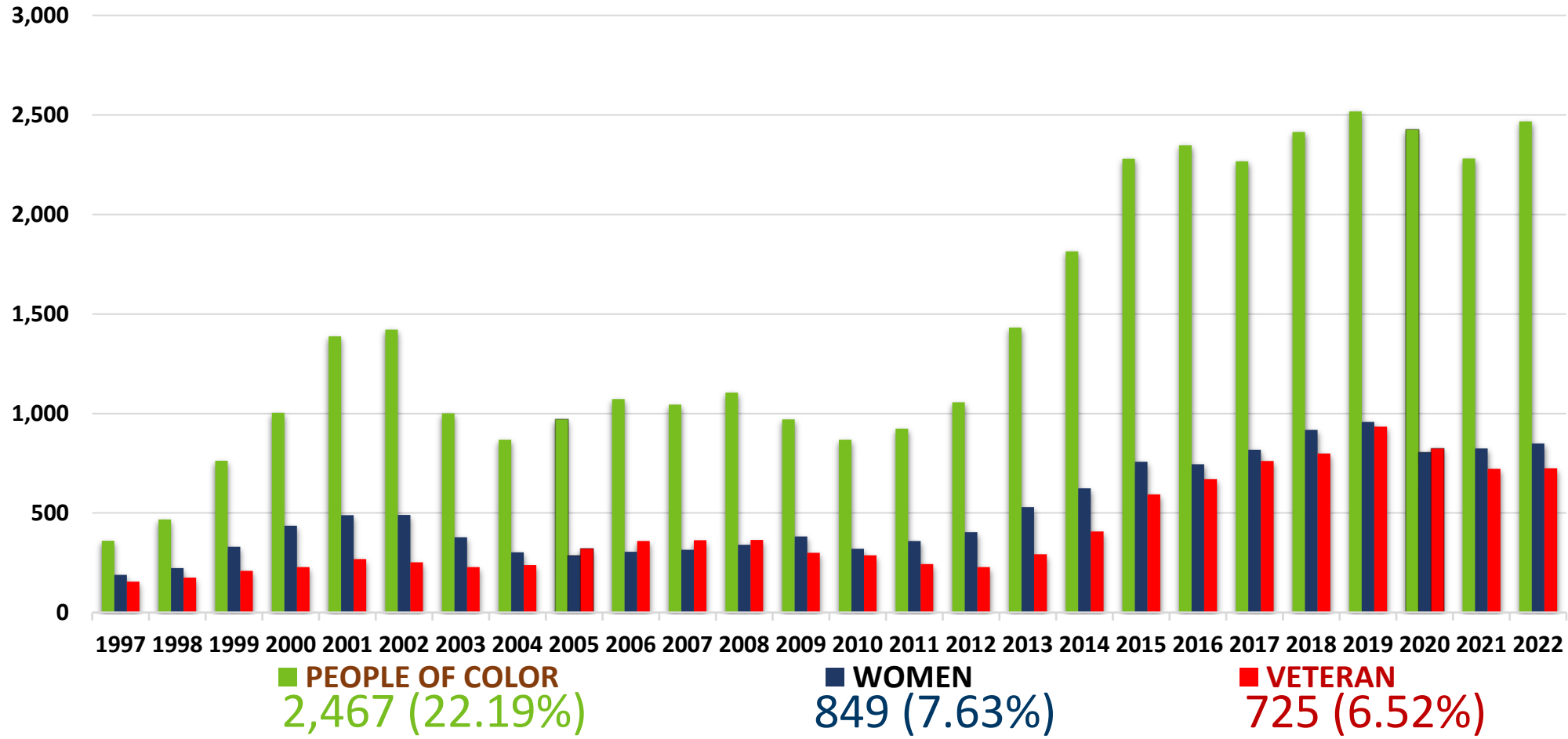


Expand hiring pipeline

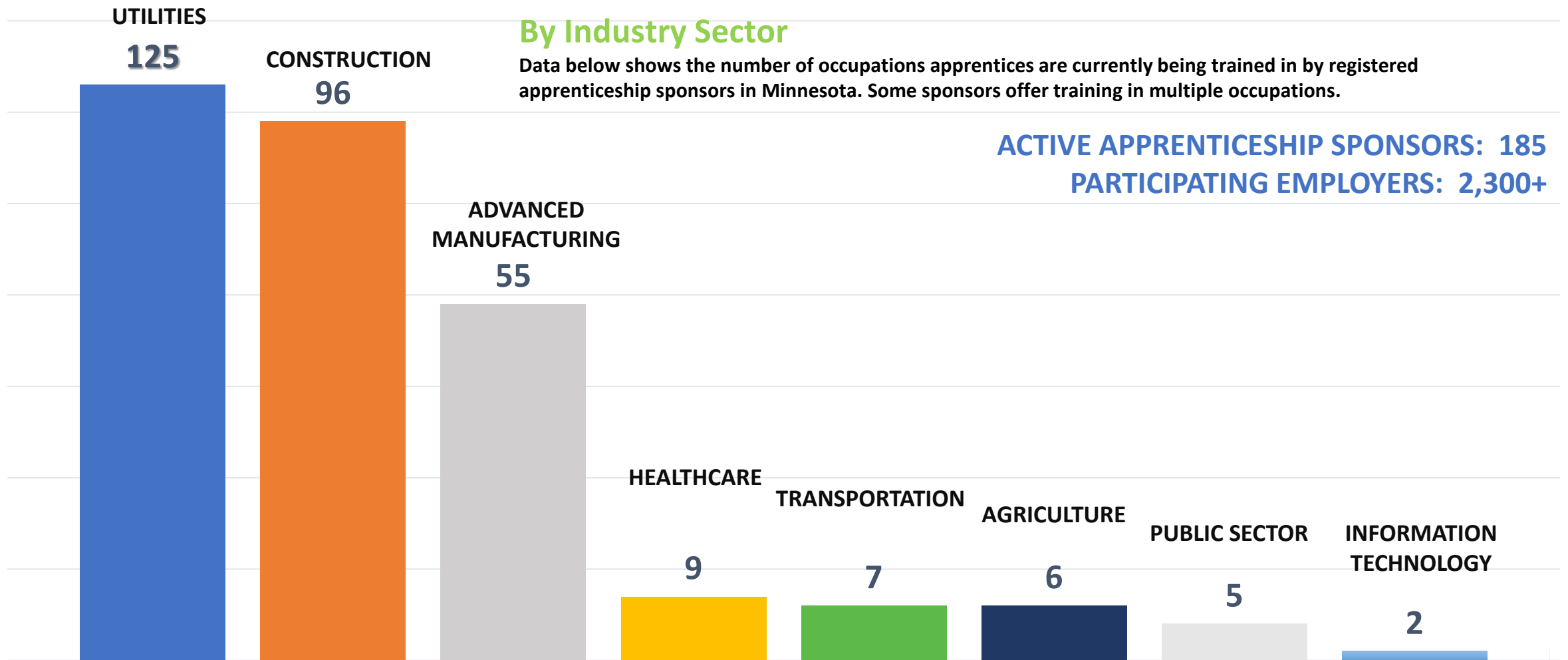
Number of active apprentices training in Minnesota by year



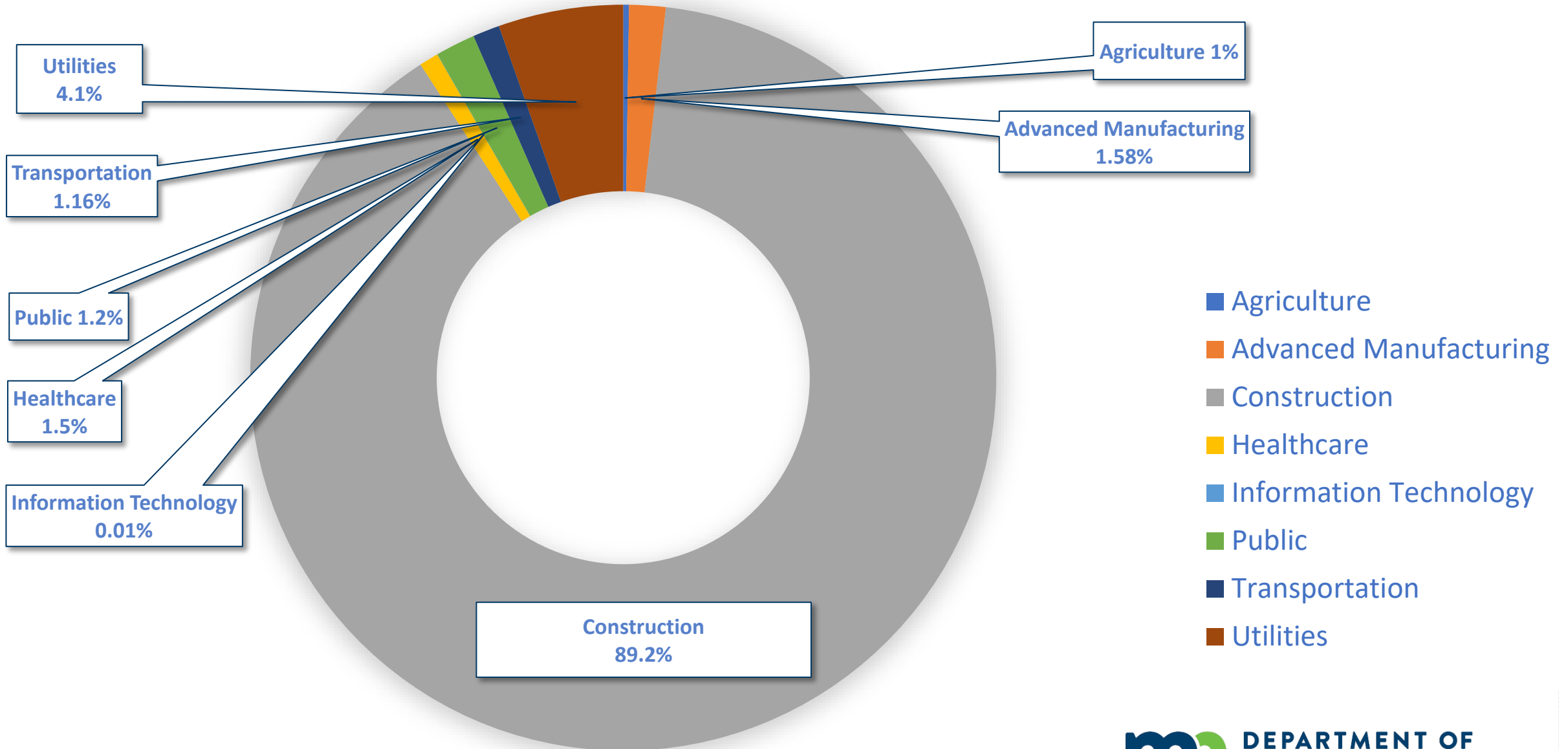
Apprentice participation demographic trends by year



Trades and occupations active in Minnesota registered apprenticeship



Percentage of total active apprentices by industry



Employer Sponsors

ADVANCED MANUFACTURING:

- **Aero Design** – Sewing Machining Repairer (Duluth)
- **AGCO**- Mechatronics Technician, Welder (Jackson)
- **Ajax Metal Forming Solutions** (Fridley)
- **Alliance Machine** – Machinist Level 1 (Elk River)
- **Analog Technologies Corp.** - Solderer
- **Custom Mold & Design** – Machinist (Forest Lake)
- **Daiken Applied** – Maintenance Technician
- **Diversified Plastic** – Tool Maker (Minneapolis)
- **Eaton Corporation** – Machinist, Maintenance Mechanic
- **Entegris** – Mold Maker (Chaska)
- **MTS Systems** – CNC Machinist Level 1/Mechanical Assembler (Eden Prairie)
- **Innovize** – Flexographic Press Operator (Vadnais Heights)
- **Integer** – Associate Machine Operator, Machinist, and Tool Maker (Chaska)
- **Intek** – Extrusion Molding Machine Operator
- **K & G Manufacturing** – CNC Operator (Faribault)
- **Logic PD** – Solderer & Machine Operator (Eden Prairie)
- **L & M Radiator** – Welder & Machinist
- **Mechanical Systems** – Welder (Dundas)
- **Mikros Engineering** – Injection Molding Machine Operator
- **MRG Tool & Die** – CNC Machinist Level 2, Supervisor (Faribault)
- **MTS** – CNC Machinist Level 1, Mechanical Assembler
- **NTM** – Machine Operator (Fridley)
- **Owens Corning** – Maintenance Mechanic (Minneapolis)
- **Pequot Tool and Manufacturing** - CNC Machinist (Pequot Lakes)
- **Schwing America Inc.** - Welder (Vadnais Heights)
- **Seneca Foods** – Maintenance and CNC Machinist (Rochester)
- **SkyWater Technology** – Equipment Maintenance Technician (Bloomington)
- **Spectro Alloys** – Mechatronics Technician
- **TEROG** - CNC Machinist
- **TLC Precision** – Radar Technician (St. Paul)
- **Viracon** – Maintenance Mechanic (Owatonna)
- **Wells Academy** – CNC Operator (Bemidji)
- **Aftermarket Solutions**—Electronics Technician (Hibbing)

Complete Employer List:
Visit:
www.apprenticeship.mn.gov

Employer Sponsors

AGRICULTURE:

- **Ardent Mills** – Miller (Hastings)
- **Clean Chickens and Co. LLC**- Meat Cutter Poultry (Elk River)
- **Pro Tree** – Arborist (Hopkins)
- **Rainbow Treecare** – Arborist (Minnetonka)
- **SavATree** – Arborist (Afton)
- **Shadywood Tree Experts** – Arborist (Hopkins)
- **Tree Trust** – Arborist (St. Paul)

HEALTH CARE:

- **Amherst Wilder Foundation** - Mental Health Practitioner (St.Paul)
- **All Star Academy /CANA** - Certified Nursing Assistant, Community Health Worker, Health Information Coder (Burnsville)
- **CentraCare** – Community Health Worker (St. Cloud)
- **Community Health Services** – Certified Medical Assistant
- **Essentia Health** – Health Support Specialist (Duluth)
- **M Health Fairview** – BSN, Certified Medical Assistant, IT Analyst, Surgical Technologist (Minneapolis)
- **Healing Touch Spa** – Massage Therapist (Rochester)
- **Mt. Olivet Rolling Acres** – Direct Support Professional (Chanhausen)
- **The Hartford** – Disability Analyst (Bloomington)
- **Thorne Crest Senior Living** – Health Support Specialist (Albert Lea)
- **Sawtooth Mountain Clinic**- Medical Assistant (Grand Marais)
- **Southside Community Health Services**-Medical Assist and Dental Assistant (Minneapolis)
- **People's Center Clinics and Services**- Medical Assistant and Dental Assistant (Minneapolis)
- **Open Door Health Center**- Medical Assistant (Blue Earth)

TRANSPORTATION:

- **Dan's Southside Marine** – Outboard Motor Technician (Bloomington)
- **Harry Browns Automotive** - Automotive Technician
- **Buerkle Hyundai** – Automotive Technician
- **Buerkle Honda** – Automotive Technician
- **Roseau Ford** – Automotive Technician (Roseau)
- **Metro Transit** – Coach Operator (Twin Cities)
- **Rihm Kenworth Motor Company** – Diesel Mechanic
- **St. Paul Public Works** – Transportation Trainee
- **Miller Marine** – Outboard Motor Technician (St Cloud)
- **Lorenz Bus Company** – Diesel Mechanic (Fridley)
- **Walters Recycling & Refuse** – Diesel Mechanic and Heavy Truck Driver (Blaine)
- **Twin Cities Flight** – Air Frame and Power Plant Mechanic (St. Paul)

INFORMATION TECHNOLOGY:

- **cmERDC** – Software Developer (St. Cloud)
- **Russell Herder** – Digital Designer (Minneapolis)

YOUTH / Pre-Apprenticeship / Career Readiness



- These programs are not regulated by the MN Department of Labor and Industry
- Youth apprenticeship is different and regulated by the MN Department of Education
- Youth Skills Training – DLI, Rich Wessels: Rich.Wessels@state.mn.us
- There are grants and other initiatives available to CBOs, Intermediaries, and Businesses to support their development (LEAP, APEX, MNRAE)
- Carpenters, Bricklayers, Finishing Trades - Provide opportunity to introduce tools of the trade, job culture, vocabulary, safety, techniques, familiarity with tasks, confidence to be successful, understand expectations, etc.

| Labor Education and Advancement Program (LEAP)

- Goals
 - Facilitate the participation of people of color, Indigenous people and women in registered apprenticeship programs
- Target Audiences
 - Community-Based Organizations
- Funding
 - \$200,000 for two years
- Current Grantees
 - Goodwill-Easter Seals Minnesota
 - Karen Organization of Minnesota
 - Urban League Twin Cities
 - SOAR Career Solutions
 - Workforce Development, Inc.

2023 Legislative Proposals

- Create an Apprenticeship Division
 - Move the apprenticeship unit out of the Division of Labor Standards and Apprenticeship and create a separate Apprenticeship Division
- Expand LEAP grant funding
 - Increase funding from \$100,000 to \$1 million dollars
 - Expand the pool of applicants to include non-profits and tribal governments
- Clean economy occupations
 - \$3 million in grant funding
 - Intended for apprenticeship training programs to purchase new equipment and fund training to upskill apprentices and incumbent workers in clean technologies

| Opportunities for Workforce Development Boards

- Convening stakeholders
- Serving as an intermediary
- Braiding funding sources to support registered apprenticeship programs

Discussion

- What experiences have you had with registered apprenticeship programs?
- How can we better align our efforts to meet workforce development goals?
- Are there additional resources that would be helpful?

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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.

'I BUILT THAT'

Apprentices help build landmarks in the communities where they live

When travelers through Duluth see the gleaming 12-story Essentia Health St. Mary's Hospital rising above Interstate 35, the estimated 9,000 tradespeople who helped make it possible can say "I built that." The same goes for the crews who erected U.S. Highway 53's 200-foot-high bridge — Minnesota's tallest — in 2017 to cross the Rouchleau Mine pit on the southeastern edge of Virginia.

For Dave Cook and his 218 Trades team, their message to high school kids across northeast Minnesota is this: "That could be you building these community landmarks."

"When you're in these small towns," said Cook, a career counselor, "that pride in that community makes such a difference."

Led by the Northeast Minnesota Office of Job Training (JET), a CareerForce Proud Partner, the regional 218 Trades initiative's mission is to ensure graduates know there are high-wage, in-demand career opportunities that don't require expensive

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'BUILD' continues on page 2

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