



Introduction to Registered Apprenticeship

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Agenda

- Review common misconceptions about Registered Apprenticeship
- Learn the basics of Registered Apprenticeship in Minnesota
- Discover the process for developing a Registered Apprenticeship program
- Understand the types of industries and occupations for Registered Apprenticeship, including non-traditional pathways
- Discuss how students, families, school staff and Apprenticeship MN can partner to promote Registered Apprenticeship for youth
- 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
- Pipeline Dual-Training
- Registered Apprenticeship



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 pipeline

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

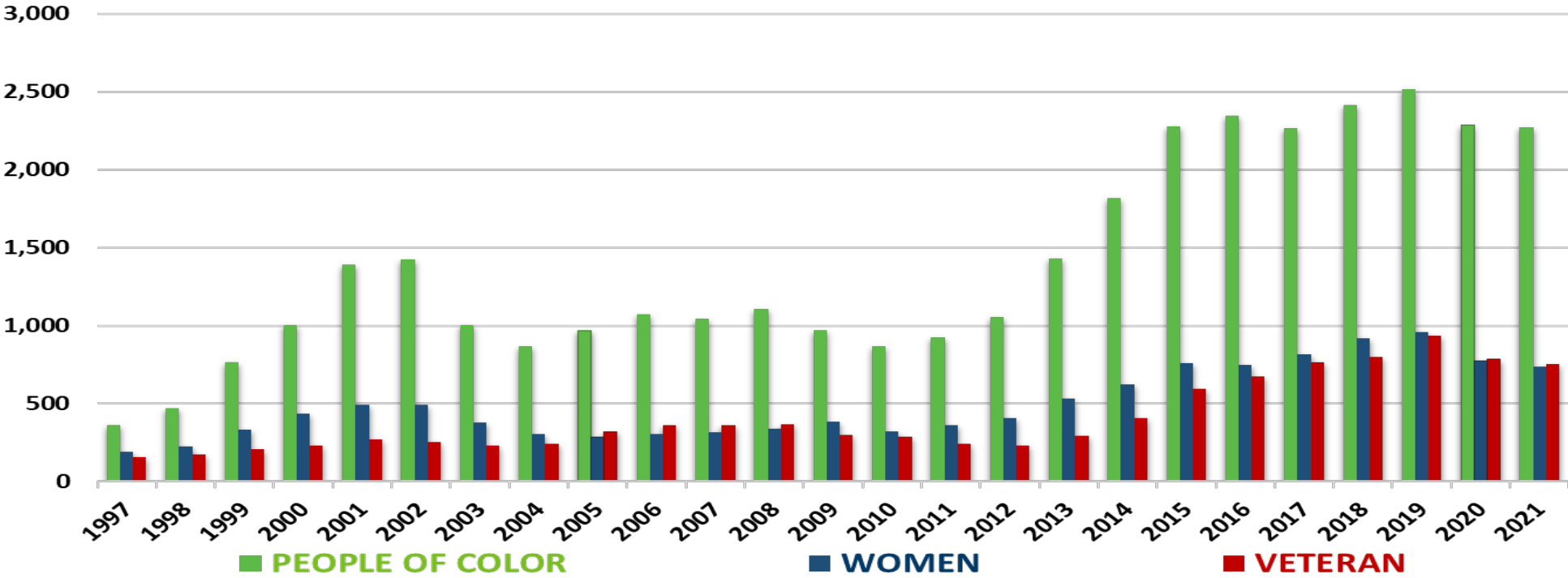


Scheduled check-ins and technical assistance



Expand hiring pipeline

Apprentice Participation Demographic Trends by Calendar Year



2,171 (20.7%)

776 (7.4%)

759 (6.8%)

Construction and Building Trades, Utilities

- 24 Different Program Options including: Carpenter, Boilermaker, Painter, Pipefitter, Cement Mason, Iron Worker, Sheet Metal
- Utilities: Power Line Worker, Plant Attendant, Relay Technicians, Gas Fitters



Non-Traditional Industries



- Advanced Manufacturing: CNC Machinist, Maintenance Technician, Welding, Line Supervisor, Production Manager
- Agriculture: Arborist, Meat Cutter
- Healthcare: Nursing, Community Health Worker, Surgical Technician
- IT: Software Developer, Security Analyst, Support Desk Specialist
- Public: Youth Development Practitioner
- Transportation: Auto Technician, Diesel Mechanic

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)
- **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)
- **Potlach** – Mechanical Technician (Bemidji)
- **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)
- **Turck, Inc.** – Advanced Manufacturing Technician (Plymouth)
- **Uponor, Inc.** – Maintenance Technician (Apple Valley)
- **Viracon** – Maintenance Mechanic (Owatonna)
- **Wells Academy** – CNC Operator (Bemidji)
- **Aftermarket Solutions**—Electronics Technician (Hibbing)

Complete Employer List:
Visit: dli.mn.gov

Employer Sponsors continued

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)
- **HealthPartners** – RN and Careline Nurse (Bloomington)
- **Mt. Olivet Rolling Acres** – Direct Support Professional (Chanhassen)
- **The Hartford** – Disability Analyst (Bloomington)
- **Thorne Crest Senior Living** – Health Support Specialist (Albert Lea)
- **Olus' Home**-Direct Support Professional (Twin Cities)
- **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)
- **Boyer Trucks** - Diesel Mechanic
- **Harry Browns Automotive** - Automotive Technician
- **Buerkle Hyundai** – Automotive Technician
- **Buerkle Honda** – Automotive Technician
- **Roseau Ford** – Automotive Technician (Roseau)
- **Metro Transit** – Coach Operator (Twin Cities)
- **Dahlke Trailer**- Mechanic (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)
- **MNIT** – ITS Trainee (St Paul)
- **Russell Herder** – Digital Designer (Minneapolis)

| Pre-Apprenticeship / Career Readiness / Youth

- These programs are not regulated by the MN Department of Labor and Industry
- There are grants and other initiatives available to CBO's, Intermediaries, and Businesses to support their development (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.
- Youth apprenticeship is different and regulated by the MN Department of Education
- Youth Skills Training – DLI, Rich Wessels: Rich.Wessels@state.mn.us

Registered Apprenticeship...

Building Workforce through Partnerships

Community Based Organization and other Community Partners

- Assist Apprenticeship MN potential sponsors by:
 - Providing benefits of Registered Apprenticeship;
 - Serving as a meaningful connector (keep you in the loop); and
 - Supporting enhancement of diversity and inclusion.
- Assist Apprenticeship MN potential apprentices by:
 - Providing benefits of Registered Apprenticeship;
 - Connection to Registered Apprenticeship opportunities; and
 - Connection to Apprenticeship MN staff.

Sponsors of Registered Apprentice are leaders in employee training

- Sponsors work with Apprenticeship MN in:
 - Developing high caliber training for their employees;
 - Offering employees current, and on-going growth opportunity; and
 - Build a strong workforce for the future.

| Students – What You Can Do

- Interests, Talents, Strengths
- Career Exploration – Interests, Skills, Labor Market
- Develop a Plan and Talk to People
- Education combined with technical instruction
- YouTube: Success in the New Economy - Future Built

| Thank You and Questions



Registered Apprenticeship Program Development

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Apprenticeship MN

- www.apprenticeship.mn.gov