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# apprenticeship

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# WORKS



Representatives from automotive dealerships, unions, educators and Apprenticeship Minnesota discussed ideas to expand apprenticeships.

## Groups look to grow automotive programs

### Dealerships, unions, others meet to discuss registered apprenticeships

Apprenticeship Minnesota hosted representatives Sept. 29, 2016, from 10 Twin Cities automotive dealerships, Pine Technical College, the AFL-CIO and the Machinists Union District Lodge 77 at DLI's St. Paul office to share ideas about expanding registered apprenticeship programs.

Pine Technical College provided a presentation about new and existing technical education coursework and the group explored and discussed the opportunity of additional automotive mechanic registered apprenticeship programs. The meeting was facilitated by Jerome Balsimo (Minnesota AFL-CIO) and Rick Ryan (IAM District Lodge 77).

There are currently 14 dealers across the Twin Cities metro area with registered apprenticeship programs in occupations including automotive mechanic, fleet maintenance tech, automotive body technician and automotive painter. DLI will continue to provide support through collaborative efforts with dealerships, Pine Tech, IAM 77 and AFL-CIO representatives that may include additional meetings, on-site visits and web presentations.

*Save the date:*

## Apprenticeship Week: Nov. 14-20

Apprenticeship Minnesota is excited to announce that the week of November 14-20, 2016, is National Apprenticeship Week.

This week offers business, labor, education, workforce and community leaders throughout Minnesota and the U.S. the opportunity to highlight successes and show their support for registered apprenticeship. It is also an opportunity for sponsors to showcase their programs, state-of-the-art facilities and the amazing work of their apprentices. Registered apprenticeship is strong in Minnesota because of the hard work of program sponsors and their commitment to building a highly skilled, 21st century workforce.

### Share your Apprenticeship Week activities

Join the National Apprenticeship Week celebration by hosting an open house and showcasing your apprentices and apprenticeship program. Contact us to schedule a visit to your program and to let us know how you will participate in National Apprenticeship Week and how we can help support your efforts. We will update our website with Apprenticeship Week activities as they are announced.

### Share your plans

Share your Apprenticeship Week plans and request a visit from DLI during your event by contacting Rick Martagon at

- Phone: (651) 284-5345
- Email: [rick.martagon@state.mn.us](mailto:rick.martagon@state.mn.us).

# Grants available to expand apprenticeships

## Minnesota businesses are finding success with MAI

The Minnesota Apprenticeship Initiative (MAI) is partnering with employers to expand or create new registered apprenticeship programs in the industries of advanced manufacturing, agriculture, health care, information technology and transportation.

Through a MAI grant – now accepting applications – employers may receive up to \$5,000 for each new MAI registered apprentice to assist with apprenticeship support costs. For more information about the grant, FAQs and application materials, visit [www.dli.mn.gov/aai.asp](http://www.dli.mn.gov/aai.asp). Grant applications are due Oct. 26, 2016.

### A successful start

Earlier rounds of MAI grants have already been successful for six Minnesota businesses. Currently, Minnesota constitutes about 10 percent of new registered apprenticeship programs nationally, and that number is expected to grow as large health care and transportation employers register new programs created through the MAI grant.

MAI supports employers by embracing their current business needs, standardizing occupational competencies necessary for successful training and creating tools help develop a safe and skilled workforce

### Business participating in the Minnesota Apprenticeship Initiative

Some of the Minnesota business that have developed registered apprenticeship programs through MAI, or are working toward them, include:

- Buhler – Plymouth
- Fairview Health Services – multiple locations
- Good Shepherd Lutheran Services – Rushford
- Marvin Windows – Bemidji
- Ornuo Ingredients – Byron
- Hennepin County Medical Center – Minneapolis
- Potlatch – Bemidji
- Gold N Plump – St. Cloud



Above, Connor Langer and Colin Hesley are the first apprentices in Viracon's (Owatonna) new registered apprenticeship program created through MAI. At right, Brandon Carlsen is an apprentice at Owens Corning in its new registered apprenticeship program. Read more about the Viracon program in the Owatonna People's Press at <http://bit.ly/2c7RDit>.

## LEAP, WESA apprenticeship grants deadline is Oct. 14, 2016

The deadline to apply for a portion of a \$100,000 Labor Education Advancement Program (LEAP) grant and \$30,000 Women's Economic Security Act (WESA) grant in support of registered apprenticeship is 4:30 p.m., Oct. 14, 2016. Awards will be announced after Oct. 24, 2016. The performance period of each grant is as follows:

- WESA: Nov. 1, 2016 – Oct. 31, 2017
- LEAP: Nov. 1, 2016 – Oct. 31, 2017

More information about the grants is available at [www.dli.mn.gov/APPR/LEAP.asp](http://www.dli.mn.gov/APPR/LEAP.asp)

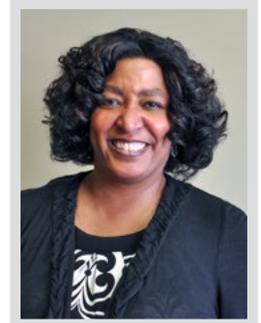


## BY THE NUMBERS

	July 2016	August 2016	Sept. 2016
<b>Sponsor information</b>			
Active sponsors	219	219	220
New sponsors	1	1	2
New occupations	1	11	2
<b>Apprentice information</b>			
Total apprentices	11,637	11,729	11,603
Females	810	819	802
Minorities	2,415	2,450	2,424
Veterans	644	661	662
New apprentices	419	402	171
Graduations	91	90	61
<b>Services to sponsors and apprentices</b>			
Community outreach visits	7	5	4
Technical assistance visits	11	16	17
Prospective sponsor visits	11	16	19

# Two staff hired to expand, promote, diversify apprenticeships

In September, Leslie Philmon and Ruth Taylor joined the Apprenticeship unit as field representatives.



Leslie Philmon

“Registered apprenticeship is expanding in Minnesota and our division must be ready and equipped to provide quality support and technical assistance to these incredible programs,” said John Aiken, state director of apprenticeship. “We are excited to welcome Leslie and Ruth who will bring great energy, experience and enthusiasm to our team.”

Philmon will promote and develop registered apprenticeship programs in nontraditional high-growth occupations through the Minnesota Apprenticeship Initiative. Those occupations include:

- agriculture
- advanced manufacturing
- health care
- transportation, and
- information technology.



Ruth Taylor

Philmon’s professional experience includes workforce development, training and human resources and higher education. Prior to joining the team, Philmon served as program manager for the Minnesota Construction Apprenticeship Preparatory Program at North Hennepin Community College (NHCC) – a program that introduces women and people of color to the construction trades. Most recently, she served as workforce partnership liaison at NHCC, cultivating relationships with community organizations, educational and training institutions, industry and professional groups to capture education opportunities and workforce development programs.

Taylor will promote registered apprenticeship focusing on program compliance as well as develop and support program diversity and inclusion efforts. She brings to Apprenticeship Minnesota a wealth of program knowledge and experience. Taylor was formerly with the Cement Masons, Plasterers and Shophands JATC apprenticeship program, providing assistance in various capacities supporting program administration, growth, compliance and grant and financial management.

# Construct Tomorrow readies for new school year

Program has introduced nearly 15,000 high school students to the trades

As Construct Tomorrow enters its third year of providing Minnesota high school students unique hands-on experiences and introduction to the construction trades, the organization and its industry and community partners can look back at some fantastic accomplishments.

Since the program's first event at Humboldt High School in St. Paul three years ago, 138 additional Minnesota high schools and nearly 15,000 students have attended Construct Tomorrow events in St. Paul, Minneapolis, St. Cloud, Rochester, Duluth, Hinckley, Rogers and Shakopee.

Construct Tomorrow is a collective of apprenticeship skills instructors, prime and sub-contractors, government representatives from labor and workforce development and youth educators. The mission of the program is to make students aware of apprenticeship training opportunities and careers in the construction industry.

The Construct Tomorrow team brings representatives from numerous trades to a site designated by the event host. The trades trainers provide hands-on experiences for the students who get to work side-by-side with apprentices and journey-level workers to wire circuits, operate heavy equipment, walk an iron beam, trowel cement, set tile and much more. At the conclusion of the event, the students participate in an exit survey to gauge their level of interest in some or all of the trades. Those who express interest are provided with more information and experiences to help create a pathway into apprenticeship.

Learn more about the program at [www.constructtomorrow.com](http://www.constructtomorrow.com).

## Upcoming Construct Tomorrow events

- Oct. 12-13 – Twin Cities
- Oct. 19 – Virginia
- Oct. 26 – Mankato
- Nov. 9 – Bemidji
- Feb. 9-10, 2017 – Duluth

Visit [www.constructtomorrow.com](http://www.constructtomorrow.com) for more information.



A high school student controls a model excavator during a Construct Tomorrow event in spring 2016.

## Five apprentices graduate from Buhler Apprenticeship Academy Graduates become customer service engineers/industrial specialists

In July 2016, five apprentices graduated from the Buhler Apprenticeship Academy and received a completion certificate from Bühler, Dunwoody College of Technology and the Department of Labor and Industry.

The graduates completed the program to become customer service engineers/industrial specialists for machine and process technology.

Representatives from DLI, including Jessica Looman, DLI deputy commissioner and John Aiken, director of apprenticeship and labor standards, attended the graduation.

Pictured, left to right, are Daniel Roth, Buhler Apprenticeship instructor; René Steiner, president and CEO Bühler North America; graduates Andrew Hohn, Mike Schweizer, Austin Carline and Virginia Pearson; John Aiken, DLI; Dennis



Zimmerman, Buhler trainer/mentor for machine rebuilds; and Terry Fredericks, Buhler trainer/mentor, electrical panel shop. Also graduating, but not pictured, was Matt Stumm.

## U.S. Bank Stadium

# Apprentices share experiences with labor secretary

Thomas Perez, U.S. secretary of labor, visited Minneapolis Aug. 30, 2016, to tour U.S. Bank Stadium – home to the Minnesota Vikings.

The tour provided Perez and other Minnesota officials an opportunity to visit with apprentices who helped build the stadium. During a tour of the facility, Perez had the opportunity to meet RaSheda Jenkins, a journey-level laborer with Tri-Construction; Erin Swetland, a fifth-year plumbing apprentice employed by Harris Mechanical; April Williams, a second-year sheetmetal worker apprentice with Harris Mechanical; and Brandi Williams, a second-year electrical apprentice employed by Elliot Contracting.

Swetland said she was impressed with the visit and those who attended were interested in her experiences working at the stadium. “They were listening, very responsive and I felt like they would take away information that could help improve participation of women and minorities in the construction craft careers. It was great,” she said.

Brandi Williams added “I felt excited that anybody would be interested in what I do and my success, especially that our leaders felt this was important. I loved working at the stadium and seeing all the trades working together to build such a beautiful building.”

April Williams said she enjoyed being able to talk about her apprenticeship and the HVAC work she performed at the stadium. “They asked a lot of questions and listened attentively to our answers. I enjoyed the experience. I love what I do!”

Jenkins said she sees the culture of construction changing and is happy to be a part of the new generation of workers. “I feel that women and minorities are valuable to the growth and success of the construction industry,” Jenkins said. “I am thankful for the sincerity and support of our leaders who



Apprentices and others who toured U.S. Bank Stadium with U.S. Labor Secretary Thomas Perez and state officials included, left to right, Brandi Williams, second-year electrical apprentice; Erin Swetland, third-year plumbing apprentice; Vicki Sandberg, apprenticeship coordinator of Build Minnesota; April Williams, second-year sheetmetal apprentice; RaShida Jenkins, journeyworker laborer; and Dan McConnell and Jenny Winkelaar, Minneapolis Building Trades Council.

visited with us as they help implement changes that will help provide opportunities for all.”

Female participation in apprenticeship has increased to a record 7 percent in Minnesota – up from 4 percent nearly five years ago.

Ken Peterson, DLI commissioner, took part in the tour and said it was a great opportunity to hear about apprentices’ experiences working on the large project. “Women are an underrepresented population in the construction industry and apprenticeship but thanks to the hard work of labor, the building trades and the commitment of registered apprenticeship programs, the doors of opportunity to women continue to open. That’s good for Minnesota.”

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**Elections are coming soon ... are you registered to vote in Minnesota?**

You can check to see if you are registered to vote in Minnesota at <http://mnvotes.sos.state.mn.us/VoterStatus.aspx>.

You can register to vote at <http://www.sos.state.mn.us/elections-voting/register-to-vote>.

# Native pride, union pride in Cement Masons program

By Michael Moore, St. Paul Labor Advocate

NEW BRIGHTON – As the first trickle of mud oozed out of the concrete truck’s chute, 13 trainees dressed in hardhats, safety vests and tall rubber boots sprung into action, using shovels and trowels to distribute the concrete evenly across 13 rectangular slabs.

The July heat was pushing 90 degrees, and the trainees, participants in a unique pre-apprenticeship program co-sponsored by the Cement Masons and area tribal authorities, worked in silence, heads down, as their instructors barked orders and critiqued their work.

“Let’s go, you’ve got to pick up the pace,” Local 633 apprenticeship instructor Moke Eaglefeathers warned three trainees as they leveled and smoothed one of the slabs. “Those guys over there are waiting on you. You’re falling behind.”

Concrete, any cement mason will tell you, is a perishable product. The brighter the sun, the shorter the lifespan. And the trainees, working on their final project of the program, wouldn’t get more than one shot to do the job right.

“Guys, this is the real world here. This is how fast it moves,” Local 633 instructor Dave Schutta said. “We’re not trying to bury you, but this is just it. This is the real deal.”

Two days later, all 13 trainees – 11 men and two women – were back at the Local 633 training center in New Brighton. They had traded the boots and vests for more formal attire, and their friends and family members, tribal leaders and dignitaries from the Minnesota Department of Transportation (MnDOT) and DLI had gathered to watch them take one big step closer to working, as Schutta put it, in the real world.

## They’d made it to graduation.

“They went through 12 weeks of hell,” Eaglefeathers said. “I’m pretty hard on them, and I do it on purpose. If they can handle me, they can handle any supervisor or foreman out there.”

A member of the Cheyenne Tribe from Montana, Eaglefeathers calls Local 633’s pre-apprenticeship program “his baby.” He began reaching out to tribal authorities in Minnesota and Wisconsin six years ago after growing “tired of hearing about how there were no skilled workers on the reservations,” he said.

Since then Local 633 has graduated four classes of pre-apprentices, thanks to funding support from the Tribal Employment Rights Office (TERO) and public agencies, currently MnDOT. The most recent graduates included members of the Bois Forte Band of Chippewa, the Ho-Chunk



Above, left to right, Dave Schutta, Cement Masons Local 633 president; apprentices Jasmine Funmaker and Jarvis Goodsky.



Right, Ken Peterson, DLI commissioner, speaks during the graduation ceremony. (Michael Moore, St. Paul Labor Advocate).

Nation, the Red Lake Nation and the Leech Lake and Mille Lacs Ojibwe bands.

At the graduation ceremony, state and tribal representatives offered the program high praise. For MnDOT, it’s the “longest and most physically intense program we have going right now,” Office of Civil Rights supervisor Maria Conley said, and it’s helping build a reserve of “ready-to-work individuals” for highway and construction projects on reservations across the state.

DLI Commissioner Ken Peterson said programs like the Cement Masons’ are critical to making the construction trades workforce more reflective of the state’s broader demographics. Jobs in the trades used to be “reserved” for white males, but “things have changed a lot,” Peterson said. Now, apprenticeship programs statewide are creeping up on 20 percent women and minority participation. “And there’s still room to grow.”

## Continue reading

Read more about the program from the St. Paul Labor Advocate at <https://advocate.stpaulunions.org/2016/08/02/native-pride-meets-union-pride-in-cement-masons-training-program/>.