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Unique project

apprenticeship WORKS

Issue No. 22 • Winter 2017-18

Women Build Nations Conference draws crowd from Minnesota

More than 1,600 women construction workers from the United States, Canada, Ireland, India and Germany convened in Chicago for the Women Build Nations Conference in October 2017.

Minnesota had strong representation at the event. Attendees demonstrated pride in their trade, their Local and their apprenticeship program.

Building women's equity in apprenticeship and employment was the focus at a pre-conference event. Apprenticeship Minnesota staff Ruth Taylor and Leslie Philmon joined apprenticeship coordinators, contractors, labor and workforce development professionals to learn about resources, tools and best practices for how to recruit and retain a highly skilled and inclusive workforce.



Above, left, Clara Schiller and Maria Pinzon, St. Paul Pipefitters Local 455 apprentices.



Above, right, Minnesota had strong representation at the Women Build Nations Conference.



Right, left to right, Ruth Taylor and Leslie Philmon, Apprenticeship Minnesota; Joan Harrigan-Farrelly and Grace Protos, U.S. Department of Labor.

Workshops at the event included sessions about workplace safety, mentoring, federal laws, union leadership, construction-career pathways and building leadership skills.

Save the date: Minnesota Apprenticeship Summit is March 7

The Summit is a day of free educational and networking opportunities celebrating the success of apprenticeship in Minnesota. It will showcase best practices and explore strategies to expand apprenticeship to build Minnesota's 21st Century workforce.

Learn more at
www.dli.mn.gov/APPR/summit.asp

Construction industry turns out for Roundtable event

Apprenticeship Minnesota's Construction Apprenticeship Roundtable drew about 100 people from the construction industry to share ways to recruit and retain a skilled workforce with a focus on recruiting and retaining women, people of color and veterans.

The Jan. 9, 2018, event – in partnership with the 2018 Minnesota Construction Summit – offered the opportunity for contractors, industry associations, apprenticeship sponsors and labor representatives to share their experiences with recruiting and retaining workers through apprenticeship.

The Minnesota Construction Roundtable was funded as part of a \$1.5 million U.S. Department of Labor State Apprenticeship Expansion (SAE) Grant awarded to the Minnesota Department of Labor and Industry.



Ruth Taylor, center, Apprenticeship Minnesota, facilitates discussion during the Construction Apprenticeship Roundtable. The event drew about 100 people from the construction industry.

More information

If you are interested in hosting a roundtable event or scheduling a one-on-one meeting to discuss recruiting and retention practices in the construction industry, contact Johnnie Burns, APEX construction employer engagement coordinator, at johnnie.burns@state.mn.us or (651) 284-5387.

Grants available to help employers develop apprenticeships

Apprenticeship remains a premier resource in the construction industry to recruit, train and retain highly skilled workers and is expanding into other high-growth industries such as:

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

Through the Minnesota Apprenticeship Initiative (MAI), employers are eligible for up to \$5,000 for each apprentice to help offset initial program infrastructure costs such as supervision, supplies, materials, classes or instruction that will ensure the success of the program and its apprentices. Funding is limited so employers, apprenticeship sponsors and others are encouraged to apply soon at www.dli.mn.gov/aai.asp.

Visit www.dli.mn.gov/aai-partners.asp to see the growing list of apprenticeship partners investing in their future



By partnering with DLI through the Minnesota Apprenticeship Initiative, Alliance Machine has been able to provide valued customized training to our employees. This apprenticeship program not only develops existing employees and supports retention, but provides us with a great tool for recruitment. We couldn't be happier.

– Greg Hofstede, Alliance Machine Inc



workforce. Some recently developed apprenticeship programs through MAI include:

- Alliance Machine, Elk River
- Uponor, Apple Valley
- Health Partners-Regions Hospital, St. Paul
- Aero Designs and Manufacturing, Duluth
- CentraCare, St. Cloud

BY THE NUMBERS

	Oct 2017	Nov. 2017	Dec. 2017
Sponsor information			
Active sponsors	194	193	195
New sponsors	1	4	1
New occupations	4	0	1
Apprentice information			
Total apprentices	11,617	11,479	11,343
Females	829	820	817
Minorities	2,344	2,305	2,264
Veterans	757	760	760
New apprentices	210	140	131
Graduations	77	138	61
Services to sponsors and apprentices			
Information calls	113	102	78
Community outreach visits	3	13	9
Technical assistance visits	21	6	5
Prospective sponsor visits	0	2	0

Webinar shares how PIPELINE Program can benefit employers

The Minnesota PIPELINE (Private Investment, Public Education, Labor and Industry Experience) Program is an innovative approach to address current and future workforce needs. It serves as a catalyst for developing industry-based, employer-driven, dual-training programs throughout the state.

The program targets the four high-growth industries of

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

By leveraging Minnesota's success with apprenticeship and focusing on the targeted industries, the PIPELINE Program is assisting employers to change the question from "How do we get workers with the skills we need?" to "How do we *give* workers the skills we need?"

Dual training, like apprenticeship, is an earn-as-you-learn approach where the employer invests in its employee by building a training infrastructure, developing career pathways and investing in the employee's education.

PIPELINE Program webinar

A PIPELINE introductory webinar is scheduled for 10 to 11 a.m., Tuesday, Feb. 13, 2018. Staff will share an overview of the PIPELINE Program and have plenty of time for questions and answers. No registration is required.

When it's time for the webinar, join the meeting here.

Meeting number: 744 548 431

Meeting password: PIPELINE101

Join by phone at 1-844-302-0362

Read more about the PIPELINE Program at www.dli.mn.gov/Pipeline.asp.

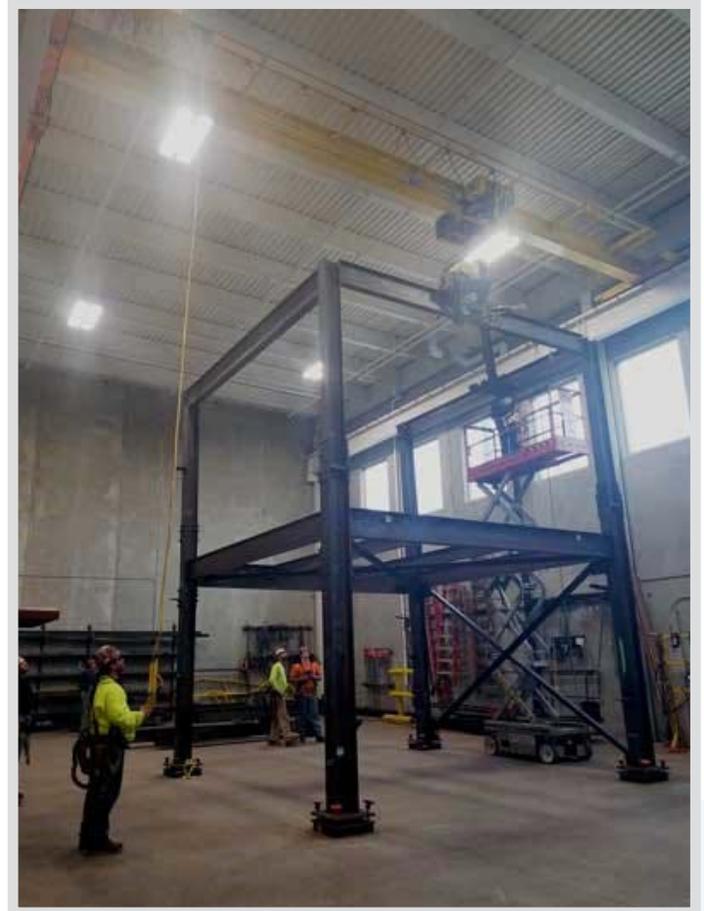
Apprenticeship Week Bus Tour visits area training centers

In celebration of 2017 National Apprenticeship Week, Apprenticeship Minnesota hosted a Training Center Bus Tour of three apprenticeship training centers in the Twin Cities.

The tour offered attendees the opportunity to learn more about apprenticeship, explore how the construction industry develops its workforce, and the important role apprenticeship plays in recruiting, training and retaining a highly skilled 21st Century Minnesota workforce. Participants received a guided tour of the Twin Cities Iron Workers Training Center, North Central States Regional Council of Carpenters Training Center and the Laborers International Union of North America, Minnesota and North Dakota Training Center. The tour provided an opportunity to meet program staff and apprenticeship coordinators.



Apprenticeship Minnesota Director John Aiken presents Paul Trudeau and Scott Panek of the North Central States Regional Council of Carpenters with an Apprenticeship Week proclamation from Gov. Mark Dayton. Also pictured are some of the bus tour attendees.



Ironworker apprentices in action during the National Apprenticeship Week Bus Tour.



Former DLI Deputy Commissioner Jessica Looman and Apprenticeship Minnesota Director John Aiken present Larry Gilbertson (left) of the Twin Cities Iron Workers with a proclamation from Gov. Mark Dayton in celebration of Apprenticeship Week in Minnesota. Gilbertson is also president of the Apprenticeship Coordinators Association of Minnesota.

See Page 5 for additional photos from the tour

Apprenticeship Bus Tour photos, continued



Tour attendees look on as apprentices work at the Carpenters Training Center.



Above, Dean Mills, director, and Gary Larsen, training coordinator, of Laborers International Union of North America, Minnesota and North Dakota Training Center, receive a National Apprenticeship Week Proclamation from John Aiken, Apprenticeship Minnesota director (center).



Left, Mills provides a tour of the Laborers International Union of North America, Minnesota and North Dakota Training Center.

Regional Apprenticeship Summit event draws many to Anoka

During National Apprenticeship Week, more than 25 local employers and 150 career seekers connected at an Apprenticeship Summit on Nov. 15, 2017 at the Anoka County WorkForce Center in Blaine. Due largely to a shortage of workers, employers are looking at apprenticeships to attract workers, according to recruiting experts.

“While college may be the answer for many people, it’s not the only way to land a good paying job in a high demand field,” said Commissioner Rhonda Sivarajah, chair, Anoka County Board. “Apprenticeships are a way to meet the talent needs of employers in our area and help put local job seekers on a path to success.”



Apprenticeship Minnesota staff and panelists at the Anoka event.

St. Paul Pipefitter's Training Center hosts tour of facility

The St. Paul Pipefitters, Local 455 JATC welcomed Apprenticeship Minnesota to tour and experience its training center during National Apprenticeship Week.



Above, Brianna Bader, first-year apprentice, created this amazing miniature piano.

Apprenticeship Minnesota staff were introduced to instructors and participated in hands-on demonstrations showcasing equipment used for apprentice instruction.

Right, pictured left to right, William Lombard, training coordinator, Thomas Chapdelaine, facility operations supervisor/instructor and Brianna Bader, first-year apprentice.



Bill Lombard, training coordinator, provided a tour of the state-of-the-art training facility. Staff also met Brianna Bader, a talented first-year building trade/welding apprentice with a special skill of welding amazing piano sculptures.

Duluth-area apprentices share their skills during tours

For National Apprenticeship Week, Apprenticeship Minnesota staff visited two Duluth-area construction training centers.

The first stop was at the Northern Minnesota Plumbers and Steamfitters Training Center. This program trains about 150 apprentices in the trades of plumbing and pipefitting. The second location on the tour was the Carpenters' Hermantown Training center where more than 190 apprentices are being trained in the carpenter, millwright and pile driver trades.



Top left, apprentices from the Northern Minnesota Plumbers and Steamfitters Training Center. Right, apprentices at the Carpenters' Hermantown Training Center. Apprentices at both centers were very engaged in their projects but took time to share details about their apprenticeship experiences.

Buhler, Inc. recognized during Apprenticeship Week

Apprenticeship Minnesota visited Buhler, Inc. – an advanced manufacturing firm located in Plymouth – Nov. 15, 2017, during Apprenticeship Week in Minnesota.

Buhler adopted a registered apprenticeship program in 2013 and has become a model for successful implementation of apprenticeships in advanced manufacturing in Minnesota.

It opened its doors to tours for the public and prospective apprentices during Apprenticeship Week.



Pictured left to right: Nathan Sharp, apprentice; Verena Walther, Buhler senior HR generalist; John Aiken, director of Apprenticeship Minnesota; and Sam Nogosek, apprentice.



CentraCare recognized for health worker apprenticeship

CentraCare Health – an integrated health care system headquartered in St. Cloud – recently developed a community health worker apprenticeship. During Apprenticeship Week, staff from Apprenticeship Minnesota staff visited to recognize the company's efforts. Pictured above are staff from Apprenticeship Minnesota and CentraCare Health.



Staff celebrate Uponor program

DLI Commissioner Ken Peterson and Apprenticeship Minnesota, along with staff from the Department of Employment and Economic Development, celebrated with representatives from Uponor in Apple Valley after the company developed its first maintenance mechanic apprenticeship. A certificate recognizing the program and Apprenticeship Week proclamation from Gov. Mark Dayton were presented during the event.



Stay up-to-date with DLI by signing up for newsletters and email lists from topics including labor standards, rulemaking, workers' compensation, prevailing wage and more.

Sign up at
www.dli.mn.gov/EmailLists.asp

Owatonna's Viracon receives governor's proclamation



During Apprenticeship Week, staff from Apprenticeship Minnesota presented a proclamation to Viracon recognizing apprenticeship in Minnesota from Gov. Mark Dayton.

The Owatonna-based company manufactures architectural glass and has multiple maintenance mechanic apprentices working at the facility.

Want more apprenticeship information?

Visit us at www.apprenticeship.mn.gov for frequently asked questions and answers, events, previous newsletters, grant opportunities and more.



Austin Public Utilities recognized during Apprenticeship Week

Staff from Apprenticeship Minnesota visited Austin Public Utilities where apprentices demonstrated their skills during Apprenticeship Week.

Pictured above, John Aiken, director of Apprenticeship Minnesota, looks on as an apprentice from Austin Public Utilities demonstrates climbing technique.

Staff visit AGCO for Minnesota Apprenticeship Week

AGCO, a manufacturer and distributor of agriculture equipment, is developing mechatronics and welding apprenticeships.

Apprenticeship Minnesota visited the Jackson-based facility during Apprenticeship Week. AGCO is the world's largest manufacturer of machinery and equipment focused solely on the agricultural industry.



Local apprentices win big at national skills competition

Three local apprentices recently won top awards for their work at a competition for those in the electrical trade.

Apprentices Jeremy Welle, Andreas Pena and Michael Fox won first place in the apprenticeship team competition at the Ideal National Championship, an annual competition that tests the skills of electrical apprentices. Each was awarded \$10,000 for their accomplishments.

Welle also earned second place in the individual competition which came with a \$20,000 prize.

A long road

The Local 292 participants advanced through territory rounds of competition for the opportunity to compete in the championship weekend in Lake Buena Vista, Florida. Among the 30,000 entrants in the initial territory rounds, the Minneapolis Electricians JATC program had 12 apprentices advance to the national championships.

Apprenticeship Minnesota extends its congratulations to the apprentices for their achievements and to the Minneapolis Electrical Local 292 JATC for its continued commitment to registered apprenticeship and for its success in developing nation-leading talent.



Apprentices Jeremy Welle, Andreas Penna and Michael Fox won the Top Team prize at the Ideal National Championships. Welle also won second-place in the individual contest. Fox also placed 3rd in the Individual event in 2016.

Apprentices combine skills to create winter wonderland

The Cement Masons, Plasterers and Shophands Local 633 Joint Apprenticeship Training Center constructed a one-of-a-kind concrete Christmas display continuing a nine-year tradition.

This year was special for the project as Local 633 received help from plasterers from Twin Cities Plasterers Local 265 and Lathers from North Central States Regional Council of Carpenters.

The Concrete Christmas Project offers apprentices the opportunity to use most of the aspects of their trade in a fun way. They incorporate basic layout skills and given tolerances to simulate structural applications, curb and gutter/paving applications as well as applying creativity and problem solving to create the unique decorative aspects of concrete construction.

The expansive creation required more than 1,000 apprentice hours for its construction. More than 60 first-, second- and third-year apprentices worked on the display for six weeks. More than 25 cubic yards of concrete was used for the project.

This year the display was opened to the public and organizers collected nearly 300 pounds of food donated to The Food Group. See a 360-degree tour and more pictures at www.facebook.com/training633/.



Local apprentices created this winter wonderland scene to test their skills using more than 25 cubic yards of concrete.