



Introduction to Registered Apprenticeship

LaRohn Latimer | Leslie Philmon



| Agenda

- DLI Outreach
- Registered Apprenticeship Overview
- Registered Apprenticeship Development Process
- Registered Apprenticeship Funding Opportunities
- 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



DLI Outreach

- Myths and facts about registered apprenticeship
- Sharing benefits to the worker, the company, and intermediaries
- Explaining components and design of registered apprenticeship
- Discussing employer-focused program development

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

Pre-Apprenticeship / Career Readiness

- 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

Apprentice Participation Demographic Trends By Calendar Year

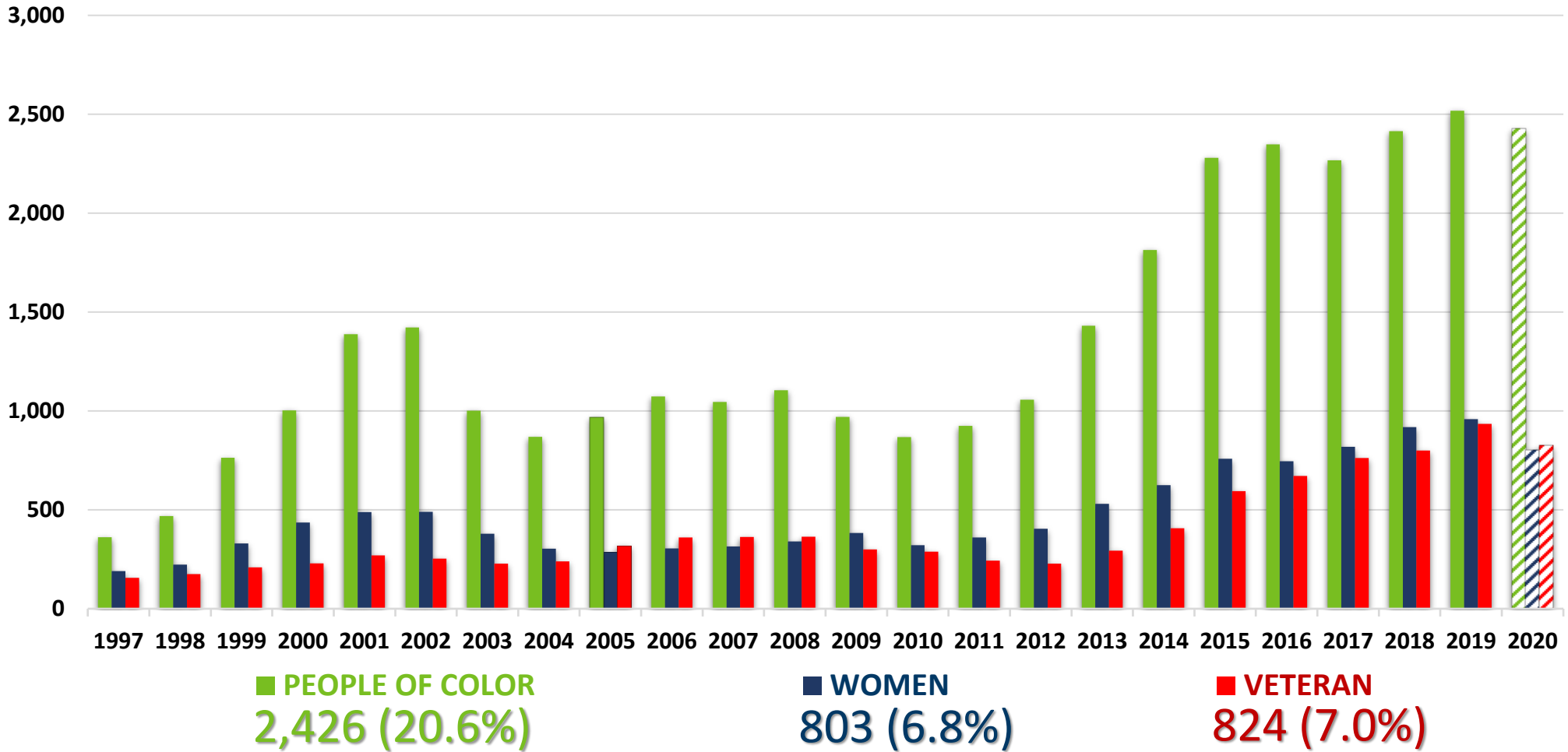
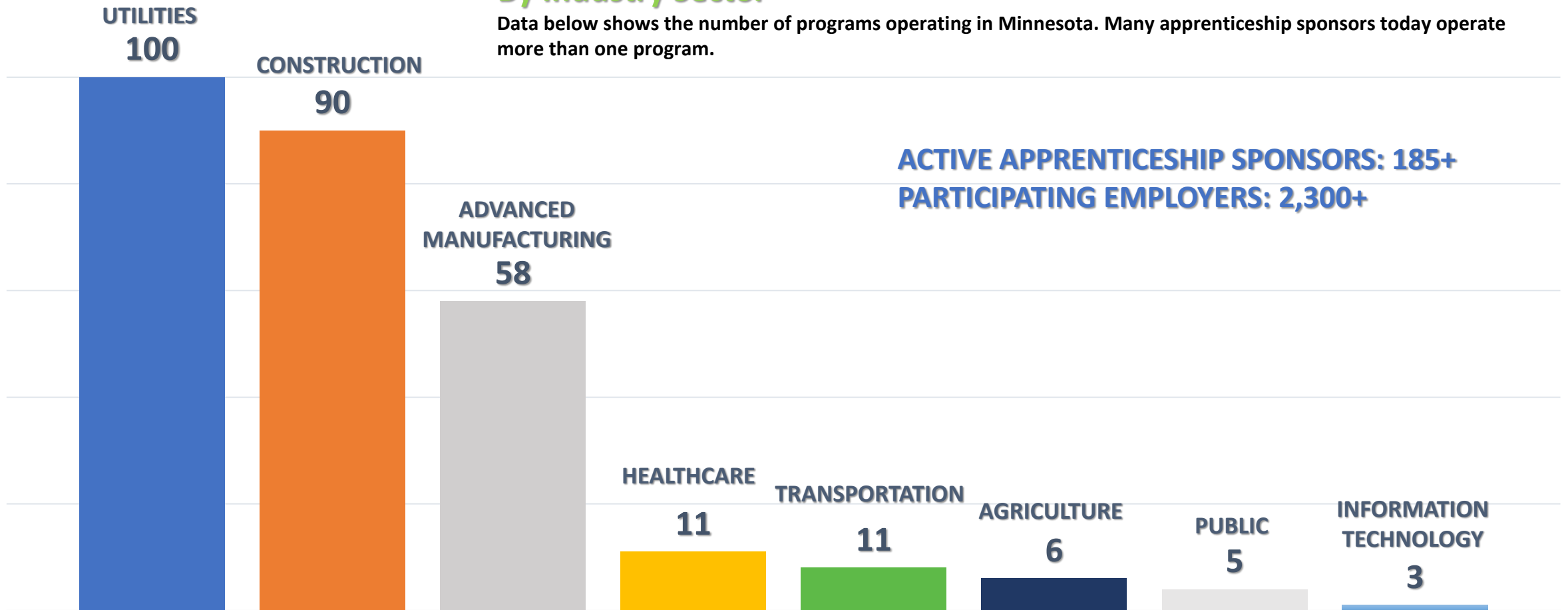


CHART: NUMBER OF ACTIVE APPRENTICESHIP PROGRAMS

By Industry Sector

Data below shows the number of programs operating in Minnesota. Many apprenticeship sponsors today operate more than one program.



| Program Expansion Activities Funded in part by Federal Grants from US Department of Labor Office of Apprenticeship:

Minnesota Apprenticeship Initiative

Funding: \$5M

Years of Grant Performance: 2015-2020 (Extended Due to COVID)

Apex Initiative

Funding: \$1.8M

Years of Grant Performance: 2017-2020 (Extended Due to COVID)

Minnesota Registered Apprenticeship Expansion Initiative

Funding: \$1.3M

Years of Grant Performance: 2019 - 2022

Minnesota Capacity and Expansion of Registered Apprenticeship Initiative

Funding: \$450K

Years of Grant Performance: 2020 - 2023

Minnesota Apprenticeship Initiative



Five-year initiative to expand registered apprenticeship in agriculture, advanced manufacturing, health care, information technology and transportation. This is in partnership with the Department of Employment and Economic Development.

MAI employers are eligible for reimbursement after the apprentice has successfully completed his or her first 90 days in the program. Employers can receive up to \$5,000 per apprentice for the following activities:

- Apprenticeship supplies and materials
- Off-set related instruction costs
- Establish employer registered apprenticeship infrastructure

| Minnesota Registered Apprenticeship Expansion (MRAE)

Goals

- Increase the number of apprentices in registered apprenticeship programs;
- Support and encourage diversification; and
- Integrate registered apprenticeship into state workforce development strategies.

Funding

- \$1.3 million from U.S Department of Labor and Industry.
- Period of performance: July 1, 2019 – June 30, 2022.

Metrics

- 800 new registered apprentices; and
- 23 new registered apprenticeship programs.

For more information visit www.dli.mn.gov/business/workforce/job-training-grant and www.dli.mn.gov/business/workforce/related-technical-instruction-grant.

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
- **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)
- **Spectro Alloys** – Mechatronics Technician
- **TEROG** - CNC Machinist
- **TLC Precision** – Radar Technician (St. Paul)
- **Uponor, Inc.** – Maintenance Technician (Apple Valley)
- **Viracon** – Maintenance Mechanic (Owatonna)
- **Wells Academy** – CNC Operator (Bemidji)

AGRICULTURE:

- **Ardent Mills** – Miller (Hastings)
- **Pro Tree** – Arborist (Hopkins)
- **Rainbow Treecare** – Arborist (Minnetonka)
- **SavATree** – Arborist (Afton)
- **Shadywood Tree Experts** – Arborist (Hopkins)
- **Tree Trust** – Arborist (St. Paul)

MAI Employer Participants

HEALTH CARE:

- **Amherst Wilder Foundation** - Mental Health Practitioner (St.Paul)
- **All Star Academy** -
- **CANA** – Certified Nursing Assistant, Health Information Coder
- **CentraCare** – Community Health Worker (St. Cloud)
- **Community Health Services** – Certified Medical Assistant
- **Essentia Health** – Health Support Specialist (Duluth)
- **Fairview Health Services** – BSN, Certified Medical Assistant, IT Analyst, Surgical Technologist (Minneapolis)
- **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)

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)

INFORMATION TECHNOLOGY:

- **cmERDC** – Software Developer (St. Cloud)
- **MNIT** – ITS Trainee (St Paul)

Complete Employer List:

Visit: dli.mn.gov

| Thank You and Questions

Registered Apprenticeship Program Development

- LaRohn.Latimer@state.mn.us – 651-284-5223
- Leslie.Philmon@state.mn.us – 651-284-5330

MAI Grant

- Jason.Wadell@state.mn.us – 651-259-7552
- www.dli.mn.gov/mai

MNRAE Grant

- Charles.McIntosh@state.mn.us – 651-508-2720