



Registered Apprenticeship

Erin Larsen | Director

Our Team



Naomi Cowan
— Outreach —



LaRohn Latimer
— Development —



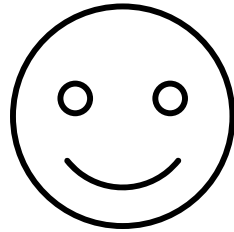
Lyla Brown
— State Grants —



Georgiana Amundson
— Federal Grants —



Vacant
— Federal Grants —



Vacant
— DEIA —



Leslie Philmon
— Development —



Kelly Henriksen
— Compliance —



Darcus Mitchell
— Compliance —



Vacant
— Compliance —



Grace Ouellette
— OAS Intermediate —



Nou Yang
— Program Specialist —



Erin Larsen
— Director —



Paul Nikstad
— Development —



Jeremy Parker
— Compliance —



Meghana Shroff
— Compliance —



Ruth Taylor
— Compliance —

Our Priorities

1

Develop registered apprenticeship programs in new industries

- Childcare, K-12 education, IT, manufacturing, hospitality (Drive for Five)
- Annual accelerator meetings

2

Expand existing registered apprenticeship

- Program capacity
- Clean economy occupations

3

Increase diversity, equity, inclusion, and accessibility

- Child care and construction pilot
- Technical assistance cohort for programs to remove barriers to access

4

Align to national apprenticeship system, and state education and workforce systems

- Process to recognize high-quality pre-apprenticeship programs
- Aligning youth apprenticeship at MDE with registered apprenticeship
- Partnering more closely with the workforce system

New Programs

- New apprenticeship sponsors this summer:

- North Branch Area School District
- Brightworks Education Services Coop
- Minnesota Landscape Arboretum
- Midwest Communication Broadband JATC
- Novel Energy Solutions
- Cedar Creek Energy
- Somic Packaging
- Quality of Life, Home Care Services
- Northern Itasca Hospital District

Apprenticeship MN Development Team:

LaRohn Latimer | Sr. Field Representative
LaRohn.Latimer@state.mn.us

Paul Nikstad | Sr. Field Representative
Paul.Nikstad@state.mn.us

Leslie Philmon | Sr. Field Representative
Leslie.Philmon@state.mn.us

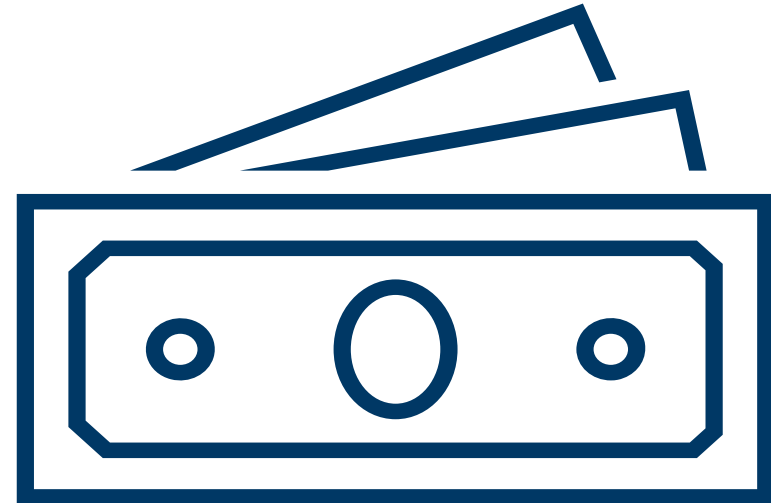
Minnesota State Apprenticeship Expansion Formula (MNSAEF) Grant

Formula Funding

- Year 1: \$806,738
- Year 2: \$998,712
- Awarded yearly, 5 years

Competitive Funding (3 years)

- \$4.7 million



Minnesota State Apprenticeship Expansion Formula (MNSAEF) Grant

Formula Activities

- Support for statewide intermediaries for K-12 teaching and early childhood education
- Expansion of existing programs into clean economy occupations
- Technical assistance cohort for programs to remove barriers to access
- Childcare for Construction Apprentices pilot
- Youth apprenticeship alignment workgroup with MDE

Minnesota State Apprenticeship Expansion Formula (MNSAEF) Grant

Competitive Activities

- Funding to develop registered apprenticeship programs in high-growth industries (Healthcare, Education, Manufacturing, Information Technology)
- Funding to expand existing apprenticeship programs
- DEIA trainings for sponsors and employers on various topics
- Partnering with workforce boards
- Support for a variety of pre-apprenticeship programs

Recognized Pre-Apprenticeship Programs

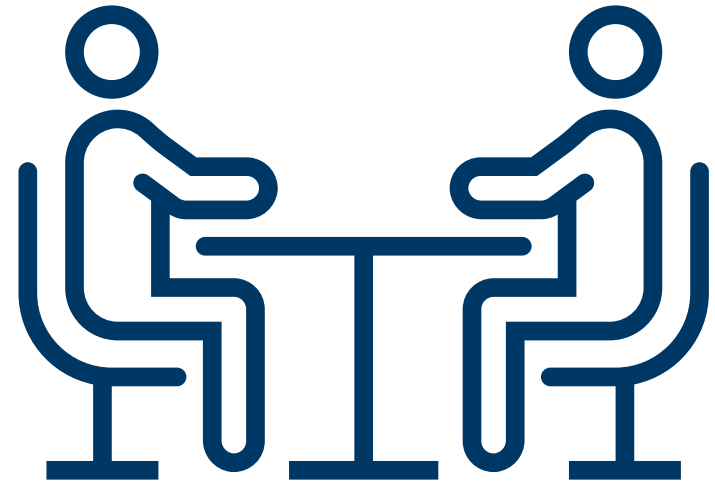
- Voluntary process
 - Based on US DOL's five standards of quality pre-apprenticeship programs
 - Funding available to help existing programs bridge gaps
 - Anticipated roll-out in November.
1. Hands on training and curriculum aligned with the skills needed for entry into approved registered apprenticeship programs in the State of Minnesota.
 2. Access to supportive services to assist individuals with entry into a registered apprenticeship program and retaining employment.
 3. Opportunities to attain at least one industry-recognized credential during the preparation program.
 4. A documented partnership with one or more registered apprenticeship programs that assists in placing individuals who complete the preparation program into a registered apprenticeship program.
 5. An outreach strategy to increase opportunities for underrepresented or underserved populations in registered apprenticeship programs.

Registering RAPs in Greater MN

- Partnering with Safal partners
- \$750,000 through competitive funding
 - Prioritize 3-5 local workforce boards in greater Minnesota for funding via RFP
 - May have additional funds through future formula funding
- Timeline
 - November: Host a series of webinars to provide baseline training
 - January-June: Coordinate planning/implementation meetings
 - July: Launch RAPs

Other Workforce System Connections

- Program requirements on DLI website
- Ensuring registered apprenticeship programs are listed on the ETPL
- Training series for workforce professionals to detail how apprenticeship and WIOA can work together



DRAFT: Levels of Workforce Engagement in/Utilization of Registered Apprenticeship

Level 1 – Implementing Policy	Level 2 – Engaging Jobseekers	Level 3 – Supporting Sponsors/Businesses	Level 4 – Building RA Staffing, Partnerships	Level 5 – Serving as RA Convenor	Level 6 – Becoming an RA Sponsor**
<p>Best Practice: State/local RA steering committee, encouraging diversity of RA reps, regular communication protocol between workforce & RA system for ETPL requests</p>	<p>Best Practice: Utilize ITAs to help offset RTI costs, provide supportive services and referrals to other programs for support; co-enrolling WIOA/RA</p>	<p>Best Practice: Host joint LWDB/RA System Apprenticeship Accelerators; structured training by RA for BSRs; utilizing OJT contracts to support employers' apprentice wages</p>	<p>Best Practice: Regular, proactive, collaborative work between workforce RA staff and Apprenticeship Training Representatives (ATR) (for industry, apprentice recruiting)</p>	<p>Best Practice: Create network of RA sponsored programs to accelerate employer participation; serve as fiscal agent for larger network*</p>	<p>Best Practice: Utilizing WIOA and non-WIOA funding (i.e., DOL, state grants) for program administration, employer/apprentice support</p>
<p>Reflected in: ETPLs listing RAPs</p>	<p>Reflected in: WIOA/RA co-enrollment ITA spending Supportive service provision</p>	<p>Reflected in: Increase in RA sponsors OJT contract spending for RA wage reimbursement</p>	<p>Reflected in: Increase in RA sponsors Increase in RA/WIOA co-enrollment Increase in funded services for RA support</p>	<p>Reflected in: Increase in participating employers Increase in apprentice support from WDB (WIOA and non-WIOA funding)</p>	<p>Reflected in: Participating employers Apprentice registrations</p>
<p>Steps to Move to Next Level: Train case managers on RA benefits for job seekers Create/provide tools to local RA sponsors for reverse referrals (for WIOA eligibility certification)</p>	<p>Steps to Move to Next Level: Train BSRs on RA Create/share Apprenticeship.gov materials on RA benefits for employers Review DOL Industry Intermediary list for assistance in employer engagement in high-priority occupations</p>	<p>Steps to Move to Next Level: Explore state models of co-locating RA expertise (i.e. FL, others) Discuss use of Governor's Set Aside Funds with state board to support embedding RA SME in AJCs</p>	<p>Steps to Move to Next Level: BSRs and AJC RA SMEs coordinate on which employers are responding to/engaged in RA outreach RA SMEs meet regularly and coordinate with ATRs on high-quality program development Co-enrollment training is delivered to case managers on rolling basis</p>	<p>Steps to Move to Next Level: LWDB evaluate local LMI, employer interest in RA LWDB meets with ATR to develop process for gathering information into RA standards LWDB develops strategy for dual-pronged RA implementation: employers to join RAP and employers to hire WIOA-certified job seekers for RA roles</p>	

****NOTE:** While some LWDBs may move more quickly to become an RA program sponsor prior to embedding RA in AJCs or becoming a local and regional convenor/hub, many boards view program sponsorship as a higher-level commitment because it requires dedicated funding and resources for overall program administration. In some cases, having access to non-WIOA funding (e.g., federal or state grant funds, philanthropic support and donations) may influence a board's decision whether or not to serve as a sponsor earlier in the system alignment process.

Safal Partner Resources

- BSR/ATR Training Series
 - <https://dolcoe.safalapps.com/node/483>
- Registered Apprenticeship and WIOA 101 for Case Managers
 - <https://vimeo.com/992105723/e1ca18e316?share=copy>
- Levels of Workforce Engagement in Registered Apprenticeship
 - <https://dolcoe.safalapps.com/sites/default/files/2024-02/Levels%20of%20Local%20Workforce%20Alignment.pdf>



**What other resources
would be helpful?**

Apprenticeship Advisory Board Meeting

- Next board meeting is October 10 at 1:30pm
- In-person at DLI or virtual
- Please join us!





Erin Larsen | Apprenticeship Director

Erin.Larsen@state.mn.us

Keep in touch!