



Apprenticeship Minnesota

Erin Larsen | Director

| What is Registered Apprenticeship?

Essential Program Components of Registered Apprenticeship



Employment



On-the-job training



Related instruction



Wages



Credentials

A time-tested model to:

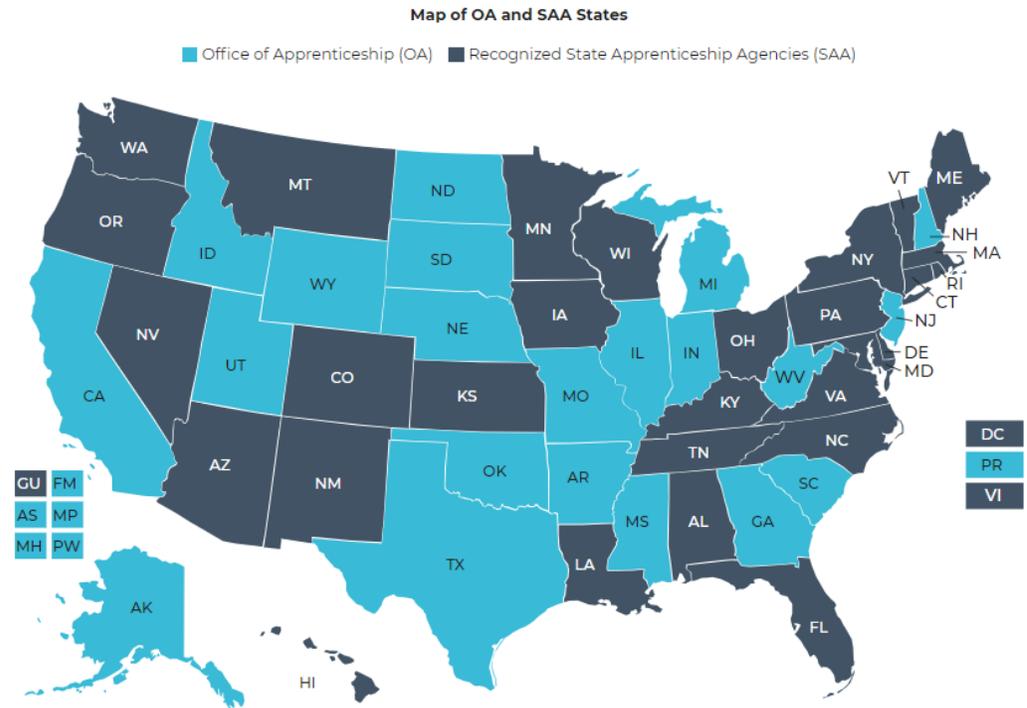
recruit, *train* and *retain* a highly skilled and diverse workforce.

Registered vs Non-registered Apprenticeship Programs

Registered Apprenticeship Programs	Non-registered Apprenticeship Programs
Vetted by a third-party registration agency and reviewed regularly to ensure compliance with state and federal regulations	No third-party program review or regular program review
Always include the five components of registered apprenticeship program	May not include all five components of registered apprenticeship programs
Standardized by occupation across the country	Variations between occupation-specific programs
Registration is often necessary to access benefit programs (e.g., Veteran's, WIOA, 529 plan, etc.)	Typically, not eligible for benefit programs

Apprenticeship System

- Minnesota is a state apprenticeship agency (SAA)
- DLI undergoes regular compliance reviews with US DOL to maintain status
- Allows MN to operate apprenticeship programs under MN specific statutes



Apprenticeship Minnesota's Role as an SAA

Regulatory

- Develop and register new programs
- Manage and oversee existing programs to ensure adherence to laws and regulations

Education and support

- Provide technical assistance to employers, sponsors, and other stakeholders related to program quality and expansion
- Conduct outreach to promote apprenticeship programs broadly
- Grant coordination

Apprenticeship Minnesota Priorities



Develop registered apprenticeship programs in new industries



Research and disseminate innovative best practices for existing RAPs



Expand access to registered apprenticeship programs



Implement strategies for collaboration and efficiency with the State's education and workforce systems

Apprenticeship and the Workforce System

What are the benefits of apprenticeship?



Career Seekers

Paid employment

Structured training and advancement

Mentorship



Employers

Training is customized to meet employer needs

Recruitment from a larger talent pipeline

Increased retention



Workforce Boards

Facilitates strong program performance results

Aligns with WIOA's vision for business-focused, work-based training

Why all this talk about apprenticeship right now?

- Existing TEGLs
 - [TEGL 13-16](#)
 - Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce (Innovation and Opportunity)
 - [TEGL 21-22](#)
 - Clarifies 13-16
- Federal investments
 - State Apprenticeship Expansion Formula (SAEF) Funding
 - [US DOL Center of Excellence on System Alignment](#) (Safal Partners)
- Recent executive orders
 - [Preparing Americans for High-paying Skilled Trade Jobs of the Future](#)
 - [Advancing Artificial Intelligence Education for American Youth](#)

What is DLI doing to expand apprenticeship in MN?



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How can DEED and DLI partner to grow apprenticeships?



Understand each other's priorities and accountability measures

1 million apprentices

Co-enrollment

WIOA performance measures



Aligning and documenting policies

RA listings on ETPL

Business referral process

Apprenticeship Minnesota's Workforce Alignment Strategy

Implementing Policy

- Regular communication with workforce professionals
- Streamlined process for RAPs to be listed on the ETPL

Engaging Jobseekers

- Co-enrollment
- Utilize ITAs to offset RTI costs
- Supportive services

Supporting Sponsors/Businesses

- Co-hosting accelerator meetings
- Structured training for BSRs
- OJT contracts to support employer's apprentice wages

Building RA staffing

- Regular training cross training between RA staff and workforce staff
- Regional apprenticeship navigators for career seekers
- Meaningful employer referrals

What is the role of local boards in expanding apprenticeship?



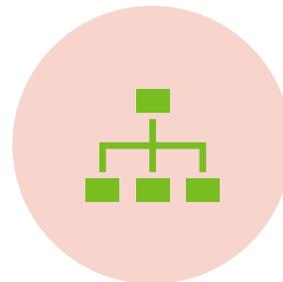
Building relationships
with programs near you



Serving as subject
matter experts in co-
enrollment processes



Leveraging partnerships
with employer
associations



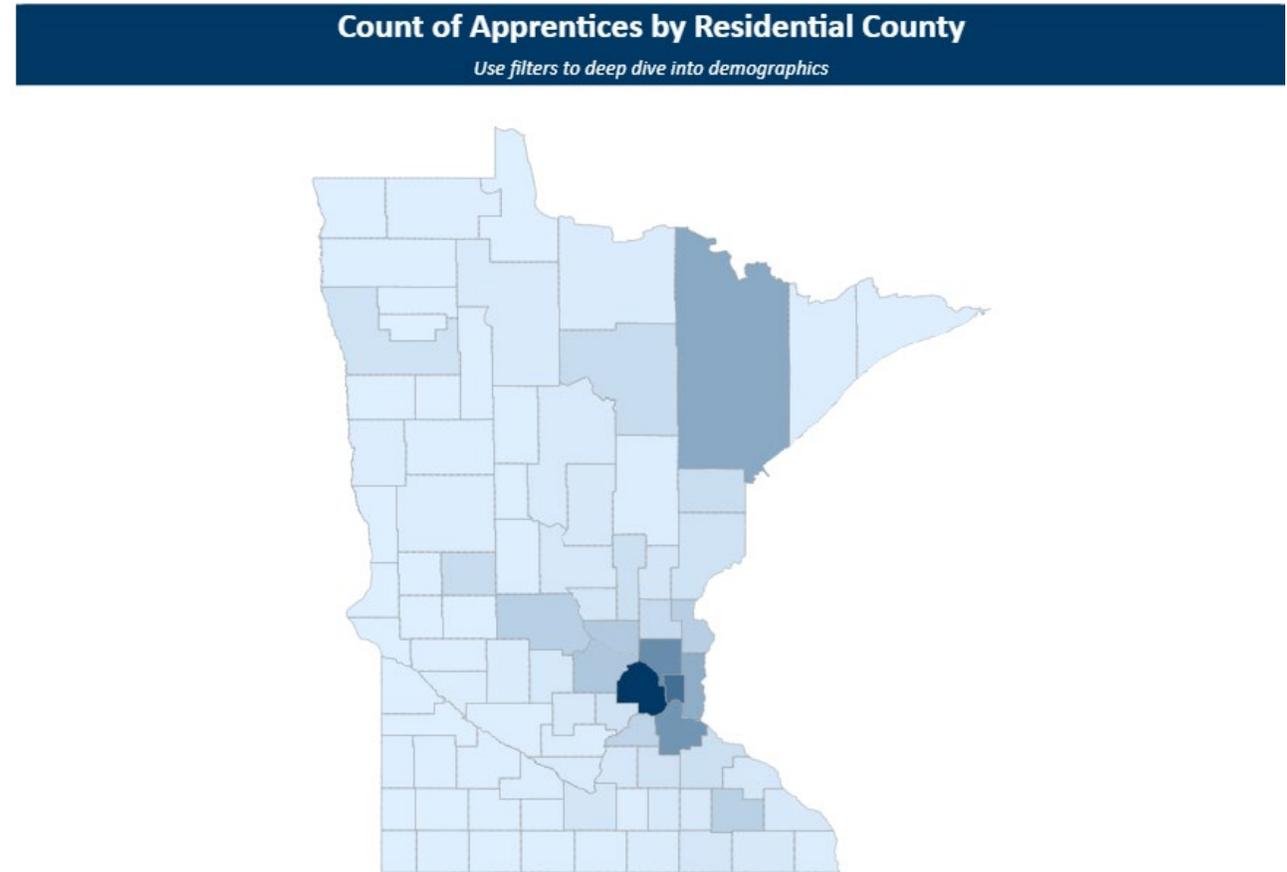
Meaningful connector
with single employers
and non-profit entities

Resources

- Monthly newsletter for workforce professionals
- [Minnesota Registered Apprenticeship Application Directory](#)
- Registered Apprenticeship Technical Assistance Cohort
- County-specific data

Example: County Specific Data

- Active Apprentices in Minnesota
 - 11,178
- Apprentices from Anoka County
 - 2,801
- Apprentices enrolled in programs in Anoka County
 - 3,658





Erin Larsen | Apprenticeship Director

Erin.Larsen@state.mn.us

Keep in touch!

Registered Apprenticeship Community of Practice

A new Registered Apprenticeship Community of Practice (CoP) formed in early-Spring, 2025.

The CoP is comprised of representatives from workforce development boards across the state.

The CoP serves as a central information hub supporting local Boards' capacity, partnership formation, and resource development, in order to expand registered apprenticeship in Minnesota.

The Registered Apprenticeship CoP also functions as a committee of MAWB, as established by the MAWB Operations Committee.



“Workforce boards and the apprenticeship system share the same fundamental goals: they connect workers to economic opportunity while meeting the skill needs of employers in high-demand industries.”

- Jobs for the Future, [NAWB-Apprenticeship-092717_Final.pdf](#)



Statement of purpose:

The Registered Apprenticeship Community of Practice supports the adoption and expansion of registered apprenticeships throughout the state of Minnesota.

What the CoP does:

The CoP serves as an anchor, as a lever, and as a net (it's Minnesotan!) It anchors registered apprenticeship to local Boards' work. It leverages investment and new approaches through a peer network connecting local boards, economic development regions, the DLI Office of Apprenticeship, and DEED. The CoP forms a "net" to capture and collect evolving programs and practices.

Goals to be determined by CoP members:



TACTICS – Early Stage

AOO COMMUNICATION STRATEGIES

DEVELOP EFFECTIVE BRANDING AND OUTREACH STRATEGIES FOR YOUR LOCAL APPRENTICESHIP OUTREACH OFFICE.

EXPAND OUTREACH TO EMPLOYERS

SHARE BEST PRACTICES, RESOURCES AND EFFECTIVE APPROACHES TO ENGAGING EMPLOYERS

RESEARCH REGIONAL OPTIONS

EXPLORE EXISTING REGIONAL APPRENTICESHIP STRATEGIES AND IDENTIFY THE STAKEHOLDERS INVOLVED

FUNDING OPPORTUNITIES

RESEARCH POTENTIAL FUNDING SOURCES, INCLUDING THE MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY (MN DLI), REGISTERED APPRENTICESHIP TRAINING AND ADVISORY COMMITTEE (RATAC), AND THE FEDERAL DEPARTMENT OF LABOR (DOL)



Shared Resources

Start-Up Tool Kit: AOO

- Scoping the project: creating a plan for your local Apprenticeship Outreach Office
- Determining Resources and Identifying Gaps

Developing an Apprenticeship Outreach Office Strategy

- Career Seekers
- Workforce Partners – Subject Matter Expertise for Counselors, Teachers, Community and Nonprofit Organizations
- Youth Programming
- DLI Coordination
- DEED Engagement and Integration Planning
- WIOA and Other Co-enrollment

Funding and the Workforce Development Board

- MN DLI Funding to Workforce Boards
- Registered Apprenticeship Technical Assistance Cohort Partners

Marketing and Messaging

- Employer, Industry and Professional Associations
- Registered Apprenticeship Celebration Week/Month
- Newsletters and Webinars
- MN DLI Collaborative Efforts (example - Hospitality Apprenticeships)

NEW: Pre-apprenticeship Designation

- Identifying and upscaling these opportunities
- Recruiting for Pre-apprenticeship opportunities
- Funding alignment: certification, applicability to other employers



Earn while you learn

Explore a career in a high-demand field. No prior experience necessary. Combine classroom training with real, hands-on experience while you earn a paycheck. We are here to help you get started!

Build your:

- ✓ Knowledge
- ✓ Skills
- ✓ Relationships
- ✓ Confidence

Build your future with registered apprenticeship



For more information, visit the [Apprenticeship Outreach Office website](#).

Visit us

Apprenticeship Outreach Office
North Minneapolis CareerForce
800 West Broadway Ave.
Minneapolis, MN 55411

Connect with an Apprenticeship Navigator



The Apprenticeship Outreach Office is a program of Minneapolis Employment and Training in partnership with the Minnesota Department of Employment and Economic Development and Department of Labor and Industry.



For reasonable accommodations or alternative formats please contact Jeremy Lundberg at jeremy.lundberg@mn.gov or 612-673-6226. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users call 612-263-6850. Para ayuda, llame al 311. Para los sordos, llame al 311. Para los usuarios de servicio de relevo llame al 311. Para usuarios de servicio de relevo llame al 311. Para usuarios de servicio de relevo llame al 311.





Registered Apprenticeship Technical Assistance Cohort:
Education and Workforce Board Grants



CoP regular meeting schedule, alternating months: presentations from sponsors, employers, and MN DLI for technical support



Learning about Coordination with State and Local Programming:
WIOA co-enrollment, DEED's ETPL and more



Funding Opportunities



Communication, Marketing and Events



Industry-focused convenings/Accelerators (MN DLI when appropriate)
(ex: Facilities engineers, hospitality sector, etc.)

Apprenticeship Community of Practice

Activities and Strategies: (February – July 2025) MAWB Committee Report Topics

Establish	Establish an Apprenticeship Outreach Office: Design, launch, and manage an Apprenticeship Outreach Office (AOO) in your Workforce Development Area (WDA).
Partner	Identify effective approaches, incentives, partnership structures, and technical assistance to engage employers in Registered Apprenticeship (RA) development.
Resource	Resources & Funding – MN DLI Grant Applications/RATAC; identify or create curricula for WDAs to consider implementing in CareerForce and other community organizations. Position the AOO Subject Matter Expertise (i.e. knowledge base, research, etc.) to support system expansion.

Apprenticeship Community of Practice

Activities and Strategies (February – July 2025) MAWB Committee Report Topics

Outreach	Support the implementation of outreach strategies to identify the availability of registered apprenticeship, to assist with promoting and filling these openings through CareerForce and our funded partners, and to develop pathways/pre-apprenticeships.
Engage	Engage to promote apprenticeship, to educate the community, and to align RA to locally-funded initiatives. These include CareerForce workshops, community events, high school and youth programming, Apprenticeship Month, and more.
Evolve	Continue to identify partners/initiatives aligned to CoP goals: Construct Tomorrow, MN Trade Academy, CTE in high schools, youth pathways.

CoP Impact



The Community of Practice (CoP) recently showcased its value by facilitating a session in which a Registered Apprenticeship sponsor shared important insights about the Teacher Apprenticeship program being implemented in Minneapolis, and across Minnesota.

“Technical assistance provided by the Department of Labor and Industry (DLI) proved instrumental in fostering innovative ideas and strategies for leveraging WIOA funding to enhance support for registered apprenticeships.”

CoP Impact



Employer need identified:

- In response to inquiries about the startup of the Willmar Registered Apprenticeship (RA) program, CMJTS engaged in productive discussions with both school staff and CMJTS personnel.
- Through collaborative brainstorming, we identified a strategic route to bolster this initiative by utilizing the talent development program (formerly known as incumbent worker funds). This approach aims to strengthen the existing workforce by providing essential education and training opportunities for current staff.
- Additionally, we are excited about the prospect of offering on-the-job training for two new hires, thereby enhancing their skills and supporting their transition into the Registered Apprenticeship framework.

CoP Impact



Workforce Development Area Testimonial:

The CoP continues to play a crucial role in connecting stakeholders, sharing resources, and fostering collaboration that drives meaningful advancement in apprenticeship programs throughout our region.

Upcoming CoP Topics



Data entry and
Co-enrollment

Workforce One



Recognized
Pre-Apprenticeship

Definition
Coordination with Career
Pathways
Drive for Five/Other initiatives

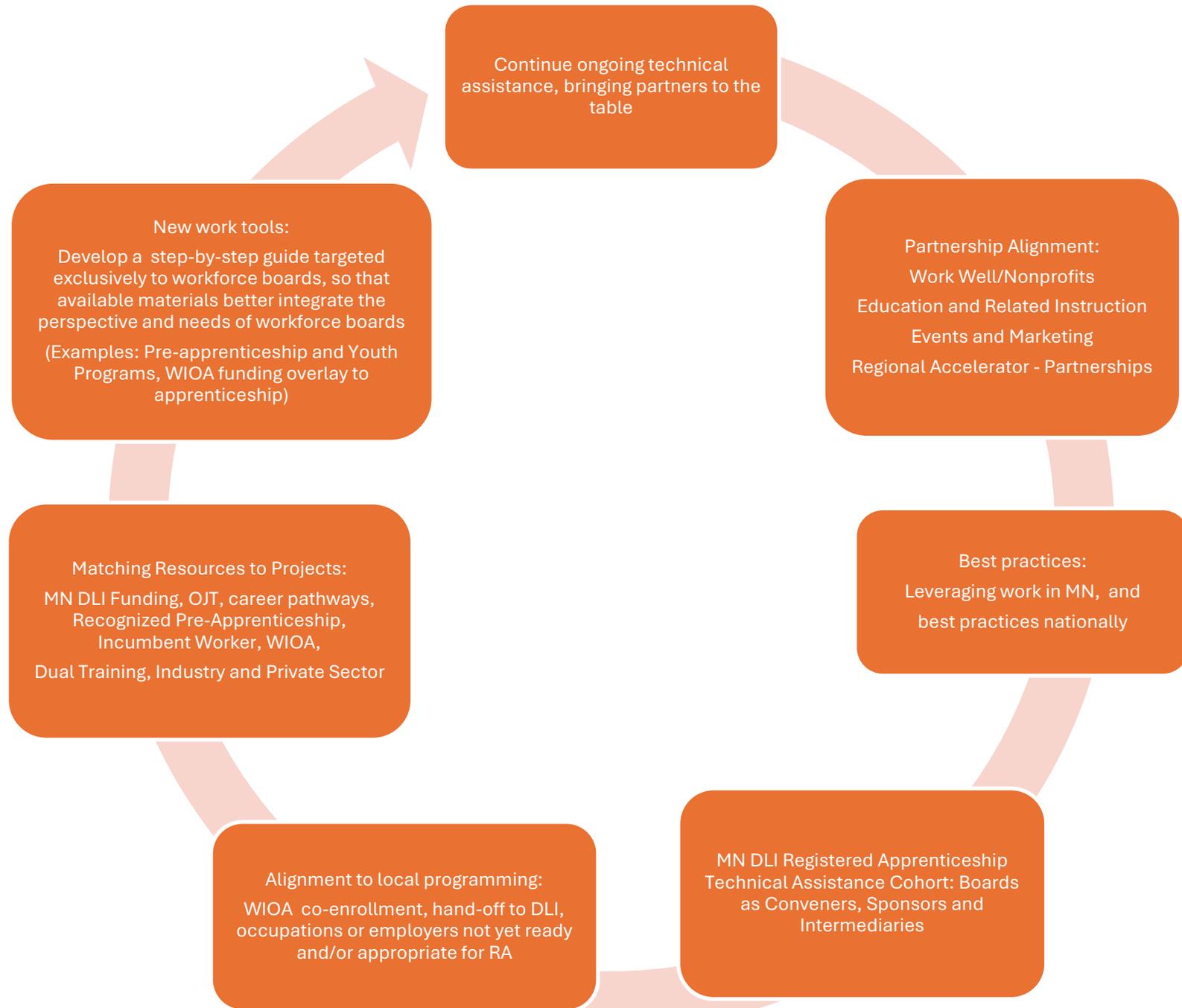


New apprenticeship
development –
expanding role of Boards

Success story



2025 and Beyond



CoP Evolution...

Local area
representation – who
should
attend?

Meeting
schedule and
topics

DEED
Participation

MN DLI
Participation

Contacts

**Leslie Wojtowicz,
Development Manager**

Central Minnesota Jobs and Training Services, Inc.

406 E. 7th Street, Suite 100, PO Box 720

Monticello, MN 55362

p: 763.647.5486

f: 877.595.7228

lwojtowicz@cmjts.org

**Marie Larson,
Industry Relations Manager**

City of Minneapolis Employment and Training

505 4th Ave S. #320

Minneapolis, MN 55415

P 612.673.5292

C 612.505.2744

Marie.larson@minneapolismn.gov

