Introduction to Registered Apprenticeship

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Agenda

- Review common misconceptions about Registered Apprenticeship
- Learn the basics of Registered Apprenticeship in Minnesota
- Discover the process for developing a Registered Apprenticeship program
- Understand the types of industries and occupations for Registered Apprenticeship, including non-traditional pathways
- Discuss how students, families, school staff and Apprenticeship MN can partner to promote Registered Apprenticeship for youth
- 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
<table>
<thead>
<tr>
<th>Myths</th>
<th>Facts</th>
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<tbody>
<tr>
<td>Registered apprenticeship programs are only in Minnesota’s metro area</td>
<td>Registered apprenticeship programs are operating throughout the state</td>
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<tr>
<td>Registered apprenticeship programs are only in the construction trades</td>
<td>Registered apprenticeship programs are becoming more common in non-traditional industries</td>
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<td>Registered apprenticeship programs are only for large companies</td>
<td>Employers large and small are sponsors for apprenticeship programs, dictated by the needs of each employer</td>
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<td>Registered apprentices will get trained and then leave the employer</td>
<td>Registered apprenticeship programs have proven to help reduce turnover and increase employee productivity</td>
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<td>All registered apprenticeship programs involve unions</td>
<td>Some registered apprenticeship programs involve unions</td>
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### Benefits of Apprenticeship

<table>
<thead>
<tr>
<th><strong>Employers</strong></th>
<th><strong>Workers</strong></th>
<th><strong>Minnesota</strong></th>
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<tbody>
<tr>
<td>Build and shape their own workforce</td>
<td>Employment</td>
<td>Pathway to the middle class</td>
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<tr>
<td>Creates new skilled worker pipeline</td>
<td>Comprehensive job training</td>
<td>Quality training for workers</td>
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<tr>
<td>Workers produce as they train</td>
<td>Safety instruction</td>
<td>Safety for workers</td>
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<tr>
<td>Improve productivity</td>
<td>Wages increase with progress</td>
<td>Vibrant economy</td>
</tr>
<tr>
<td>Reduced employee turnover</td>
<td>Master in-demand skills</td>
<td></td>
</tr>
<tr>
<td>Retain/Transfer organizational knowledge</td>
<td>Nationally recognized credential</td>
<td></td>
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<tr>
<td>Employer incentives to hire veterans</td>
<td>Registered apprentices are G.I. benefit eligible</td>
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What is Registered Apprenticeship?

Essential Program Components of Registered Apprenticeship

A time-tested model to: recruit, train and retain a highly skilled and diverse workforce.
How it Works

Development of a Registered Apprenticeship Program

1. Review job description and align with standards
2. Review wage scale, safety training, on-the-job training, and related instruction
3. Employer confirms Registered Apprenticeship Standards
4. Program starts within 30 days
5. Scheduled check-ins and technical assistance
6. Expand hiring pipeline
### Apprentice Participation Demographic Trends by Calendar Year

<table>
<thead>
<tr>
<th>Year</th>
<th>People of Color</th>
<th>Women</th>
<th>Veteran</th>
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<tbody>
<tr>
<td>1997</td>
<td>2,171 (20.7%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1998</td>
<td>776 (7.4%)</td>
<td></td>
<td></td>
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<tr>
<td>1999</td>
<td>759 (6.8%)</td>
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</table>

Apprenticeship Minnesota | apprenticeship.mn.gov
Construction and Building Trades, Utilities

- 24 Different Program Options including: Carpenter, Boilermaker, Painter, Pipefitter, Cement Mason, Iron Worker, Sheet Metal
- Utilities: Power Line Worker, Plant Attendant, Relay Technicians, Gas Fitters
Non-Traditional Industries

- Advanced Manufacturing: CNC Machinist, Maintenance Technician, Welding, Line Supervisor, Production Manager
- Agriculture: Arborist, Meat Cutter
- Healthcare: Nursing, Community Health Worker, Surgical Technician
- IT: Software Developer, Security Analyst, Support Desk Specialist
- Public: Youth Development Practitioner
- Transportation: Auto Technician, Diesel Mechanic
Employer Sponsors

**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
- Entegris – Mold Maker (Chaska)
- 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)
- SkyWater Technology – Equipment Maintenance Technician (Bloomington)
- Spectro Alloys – Mechatronics Technician
- TEROG - CNC Machinist
- TLC Precision – Radar Technician (St. Paul)
- Turck, Inc. – Advanced Manufacturing Technician (Plymouth)
- Uponor, Inc. – Maintenance Technician (Apple Valley)
- Viracon – Maintenance Mechanic (Owatonna)
- Wells Academy – CNC Operator (Bemidji)
- Aftermarket Solutions—Electronics Technician (Hibbing)

Complete Employer List:
Visit: dli.mn.gov
**Employer Sponsors continued**

**AGRICULTURE:**
- Ardent Mills – Miller (Hastings)
- Clean Chickens and Co. LLC – Meat Cutter Poultry (Elk River)
- Pro Tree – Arborist (Hopkins)
- Rainbow Treecare – Arborist (Minnetonka)
- SavATree – Arborist (Afton)
- Shadywood Tree Experts – Arborist (Hopkins)
- Tree Trust – Arborist (St. Paul)

**HEALTH CARE:**
- Amherst Wilder Foundation - Mental Health Practitioner (St. Paul)
- All Star Academy / CANA - Certified Nursing Assistant, Community Health Worker, Health Information Coder (Burnsville)
- CentraCare – Community Health Worker (St. Cloud)
- Community Health Services – Certified Medical Assistant
- Essentia Health – Health Support Specialist (Duluth)
- M Health Fairview – BSN, Certified Medical Assistant, IT Analyst, Surgical Technologist (Minneapolis)
- Healing Touch Spa – Massage Therapist (Rochester)
- HealthPartners – RN and Careline Nurse (Bloomington)
- Mt. Olivet Rolling Acres – Direct Support Professional (Chanhsen)
- The Hartford – Disability Analyst (Bloomington)
- Thorne Crest Senior Living – Health Support Specialist (Albert Lea)
- Olus’ Home – Direct Support Professional (Twin Cities)
- Sawtooth Mountain Clinic- Medical Assistant (Grand Marais)
- Southside Community Health Services - Medical Assistant and Dental Assistant (Minneapolis)
- People’s Center Clinics and Services - Medical Assistant and Dental Assistant (Minneapolis)
- Open Door Health Center- Medical Assistant (Blue Earth)

**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)
- Dahike Trailer- Mechanic (Twin Cities)
- Rihm Kenworth Motor Company – Diesel Mechanic
- St. Paul Public Works – Transportation Trainee
- Miller Marine – Outboard Motor Technician (St Cloud)
- Lorenz Bus Company – Diesel Mechanic (Fridley)
- Walters Recycling & Refuse – Diesel Mechanic and Heavy Truck Driver (Blaine)
- Twin Cities Flight – Air Frame and Power Plant Mechanic (St. Paul)

**INFORMATION TECHNOLOGY:**
- cmERDC – Software Developer (St. Cloud)
- MNIT – ITS Trainee (St Paul)
- Russell Herder – Digital Designer (Minneapolis)
Pre-Apprenticeship / Career Readiness / Youth

- 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
Community Based Organization and other Community Partners

- Assist Apprenticeship MN potential sponsors by:
  - Providing benefits of Registered Apprenticeship;
  - Serving as a meaningful connector (keep you in the loop); and
  - Supporting enhancement of diversity and inclusion.

- Assist Apprenticeship MN potential apprentices by:
  - Providing benefits of Registered Apprenticeship;
  - Connection to Registered Apprenticeship opportunities; and
  - Connection to Apprenticeship MN staff.

Sponsors of Registered Apprentice are leaders in employee training

- Sponsors work with Apprenticeship MN in:
  - Developing high caliber training for their employees;
  - Offering employees current, and on-going growth opportunity; and
  - Build a strong workforce for the future.
Students – What You Can Do

- Interests, Talents, Strengths
- Career Exploration – Interests, Skills, Labor Market
- Develop a Plan and Talk to People
- Education combined with technical instruction
- YouTube: Success in the New Economy - Future Built
Thank You and Questions

Registered Apprenticeship Program Development
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• Leslie.Philmon@state.mn.us – 651-284-5330

Apprenticeship MN
• www.apprenticeship.mn.gov