



APPRENTICESHIP WORKS

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SHARE THE BENEFITS OF APPRENTICESHIP

Know someone interested in becoming an apprentice? Or an employer who wants to start an apprenticeship program? Information and resources are available at apprenticeshipmn.com.



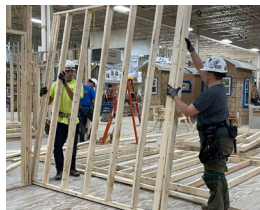
NATIONAL APPRENTICESHIP WEEK 2023

NOV 13-19

FEATURED STORIES



4 NEW CHILD CARE APPRENTICESHIP LAUNCHED



7 CARPENTERS LEARN A BROAD RANGE OF SKILLS

ATTEND A NATIONAL APPRENTICESHIP WEEK EVENT

National Apprenticeship Week (Nov. 13 to 19, 2023) is a time to highlight apprentices, sponsors and partners by showcasing registered apprenticeship programs in Minnesota.

Apprenticeship Minnesota has virtual and in-person events planned throughout the week.

More information about events is available at www.dli.mn.gov/NAW.

APPRENTICESHIP MINNESOTA

APPRENTICESHIP ADVISORY BOARD WELCOMES NEW MEMBER

Mary Berg — work-based learning education specialist at the Minnesota Department of Education (MDE) — is the newest member of the Apprenticeship Advisory Board.



Mary Berg

At MDE, she provides leadership support and technical assistance throughout the state on the direction, development, approval and evaluation of secondary work-based learning programs. She has years of experience developing work-based learning experiences for students, creating strong business and industry partnerships and facilitating public-private sector collaboration.

Berg has also served as a work-based learning coordinator at the local level where she implemented and managed a variety of work-based learning programs including youth apprenticeships and Youth Skills Training programs for high school students.

Read more about the Apprenticeship Advisory Board at dli.mn.gov/about-department/boards-and-councils/apprenticeship-advisory-board.

DEPARTMENT OF LABOR AND INDUSTRY ANNOUNCES LABOR EDUCATION ADVANCEMENT PROGRAM GRANT RECIPIENTS

Twelve organizations across Minnesota will receive funding to facilitate the participation and retention of people of color, Indigenous people and women in registered apprenticeship through the Labor Education Advancement Program (LEAP) grant.

Gov. Tim Walz and Lt. Gov. Peggy Flanagan's One Minnesota Budget included \$1 million for LEAP grants to facilitate the participation or retention of people of color, Indigenous people and women in registered apprenticeship programs.

"The earn-and-learn apprenticeship model helps employers build their business and gives employees the skills they need for a life-long career," said Nicole Blissenbach, DLI commissioner. "These grants will bring the benefits of apprenticeship programs to even more workers throughout Minnesota."

LEAP grants will be awarded to the following organizations. Recipients will use the funding to increase apprenticeship participation through various means including outreach, education, assessment, preparation, support services, instruction, training, placement and retention activities.

- Carpenters Training Institute (Carpenters and Joiners Apprenticeship and Journeyman Training Trust Fund) - \$91,919
- Central Minnesota Jobs and Training Services, Inc. - \$50,000
- Construction Careers Foundation - \$30,000
- EMERGE Community Development - \$100,000
- Finishing Trades of the Upper Midwest - \$99,120
- Goodwill-Easter Seals Minnesota (Goodwill Industries, Inc.) - \$99,548
- International Joint Commission on Allied Health Personnel in Ophthalmology - \$47,000
- Karen Organization of Minnesota - \$100,000
- Minneapolis Electrical JATC - \$100,000
- Minnesota/North Dakota Bricklayers and Allied Craftworkers Journeyman and Apprenticeship Training Trust Fund - \$100,000
- Urban League Twin Cities - \$100,000
- Wells Academy - \$69,800

View current grant opportunities at dli.mn.gov/grants.

REGISTERED APPRENTICESHIP 101 WEBINAR IS NOV. 14

Join representatives from Apprenticeship Minnesota at 10 a.m. on Nov. 14, 2023, for a Registered Apprenticeship 101 webinar to learn about registered apprenticeship and the benefits of growing and sustaining an innovative workforce.

As a strategy to meet your need for skilled workers while increasing engagement and retention, registered apprenticeship offers a time-tested employee training system that can be customized to meet the needs of any business.



Visit dli.mn.gov/business/workforce/news-and-events for more information and to register.

CONSTRUCT TOMORROW EVENTS SCHEDULED

Construct Tomorrow is a partnership of union contractors and apprenticeship training centers in Minnesota created to give high school students in Minnesota hands-on exposure to registered apprenticeship opportunities in the construction trades. Events are conducted around the state each school year. 2023-2024 event schedule:



- Nov. 15: Mankato Civic Center
- Dec. 6-7: St. Paul RiverCentre
- January TBD: Wilmar High School
- February TBD: Heritage Center of Brooklyn Center
- March 12-13: DECC, Duluth
- April TBD: Grand Casino Hinckley

For more information and to register to attend an event visit www.construcctomorrow.org.

OCTOBER IS DISABILITY EMPLOYMENT AWARENESS MONTH IN MINNESOTA

Gov. Tim Walz has proclaimed October as [Disability Employment Awareness Month](#) in Minnesota, in recognition of the skills, experience and dedication that people with disabilities contribute to the labor force and our state's economy.

This year marks several milestones in disability employment. It's the 50th anniversary of the National Rehabilitation Act, which was the first federal law aimed at providing equal access for people with disabilities by removing employment, architectural and transportation barriers. In Minnesota, it's the 50th anniversary of the Minnesota Human Rights Act, which advances equal opportunity for employees and job applicants with disabilities, and the 50th anniversary of the establishment of the Minnesota Council on Disability.

The Governor's Office, Minnesota Department of Employment and Economic Development and other state agencies and offices and the Minnesota Council on Disability are marking the month in various ways. The U.S. Department of Labor's Office of Disability Employment Policy is also providing resources as part of National Disability Employment Awareness Month (NDEAM). The NDEAM 2023 theme is Advancing Access and Equity. Find out more at CareerForceMN.com/NDEAM.

CHILD CARE AWARE OF MINNESOTA LAUNCHES TWO-YEAR REGISTERED APPRENTICESHIP PROGRAM

Open houses to feature the program are scheduled for National Apprenticeship Week

Child Care Aware of Minnesota — a statewide organization dedicated to helping children succeed in school and life by supporting the professional growth of early childhood educators and connecting families to quality child care – is offering a two-year registered apprenticeship program for the child care industry.

The organization views apprenticeship as a crucial strategy to meet its mission and vision for early childhood educators to provide to high-quality, responsive care for all children, an equitably compensated workforce, and an informed and supported profession.

Apprenticeship programs will help new teachers succeed and recruit more diverse educators into what is currently a female-dominated industry. It will also improve the quality of child care programs across the state, ensuring a brighter future for families and many more skyscrapers and tea parties.

Child Care Aware of Minnesota offers a two-year early childhood educator registered apprenticeship program. The apprentices will complete their program with a degree in child development or early childhood education.

Shortage of providers

Minnesota is struggling with a child care crisis and there is a shortage of early educators to care for those children. This issue affects parents and employers. The absence of reliable and affordable child care limits which jobs people can accept, makes it harder to climb the corporate ladder and restricts the ability of the broader economy to grow.

This particularly affects women, as women are more likely to stay home with their kids when they don't have access to affordable child care. Strengthening the child care field supports the ability of women to stay in the workforce.

Time-tested strategies

Learning the skills to create an environment where young children can thrive and grow takes training that not only requires knowledge of the best ways to help children learn but also the hands-on daily practice of those skills in the classroom. By bringing the time-tested strategies of apprenticeship into the child care field, it will offer new early educators a pathway to develop those skills with the support of a trained mentor. This is especially crucial considering roughly 85% of a child's physical brain is formed in the first three years of life. This is building the foundation for all thinking and learning.

Open houses

During National Apprenticeship Week, Child Care Aware is hosting open houses to discuss the Teacher Education and Compensation Helps (TEACH) Early Childhood Minnesota Apprenticeship Program.

The open houses are:

- Tuesday, Nov. 14, 2023, at Minneapolis Community and Technical College
- Friday, Nov. 17, 2023, at Families First in Rochester, Minnesota

For more information contact Erin Young, TEACH Scholarship manager, Child Care Aware of Minnesota at 651-290-9704 (x200) and visit childcareawaremn.org.



Child Care Aware of Minnesota is offering a two-year registered apprenticeship program for the child care industry.

FIVE JOB CORPS GRADUATES BECOME APPRENTICES

Five Hubert H. Humphrey Job Corps Center graduates completed their pre-apprentice training program in June 2023 and are now apprentices with the International Union of Painters and Allied Trades, Local 61.

A ceremony marked the start of the next phase of their careers moving into a registered apprenticeship with the union. Each of the five students has been placed with an employer, with a starting wage of \$27.56 an hour and a generous benefits package. Upon successful completion of the three-year, 6,000-hour apprenticeship, the students will be eligible to become journeyworkers.

Each of the students had a long and difficult journey to reach their goals. All five are Karen, an ethnic group that has long suffered oppression at the hands of the government of Myanmar. After spending time in a refugee camp in Thailand, they were relocated to St. Paul where they found a home at Humphrey Job Corps.

“One of the reasons our students are so successful is because they come to the program ready to concentrate on learning the trade,” said John Kaiser, instructor of the painting program. “Most of them come to us with a high school diploma and a driver’s license already, so they can concentrate on learning what is needed to be successful on the job.”



Recent Hubert H. Humphrey Job Corps Center graduates have become apprentices. Front row, left to right: Sher Htoo, Rainbow inc.; Poe Soe, Swanson and Youngdale Painting Contractor; Ler Wah, Swanson and Youngdale Painting Contractor; Sar Too, Sunrise Painting and Wallcovering; Her Thaw, Sunrise Painting and Wallcovering. Ehsue Gay, not pictured, began their apprenticeship in July.

FINISHING TRADES STRIVE FOR DIVERSITY, EXPAND TECHNOLOGY TRAINING WITH HIGH SCHOOLERS

On a typical day, The Finishing Trades Institute of the Upper Midwest (FTIUM) buzzes with activity as a learning hub for 400 participants in the registered apprenticeship program through the International Union of Painters and Allied Trades.

Sprayers hum as apprentices go in and out of training booths to practice prepping walls and applying paint and finishes. The 50,000-square-foot training facility in Little Canada has workshops that may glow with the flame of a welding torch or shine with the glint of glass as apprentices practice working on metal or windows.

A computer simulator can test attendees’ tolerance for heights by replicating what it looks and feels like to work outside buildings that can rise to 42 stories. About 30 people (most of them apprentices) are also studying for an associate of applied science degree in construction technology they can complete right at FTIUM.

“No other apprenticeship school has [a complete degree program] in Minnesota,” said John Burcaw, director of academic education and chief administrator officer. “We also are the most diverse apprenticeship school in Minnesota,” he added, citing a membership that’s about 48% women and people of color.

Apprentices choose specialty

FTIUM’s innovative programs and approaches are helping to find, recruit and train in-demand tradespeople who

■ **‘FTIUM’ continues on page 6**

■ 'FTIUM' continued from page 5

are willing to work hard and hone their expertise. They also are taught professionalism for working on large commercial and public projects such as apartment buildings, office complexes, sports stadiums, hotels and light-rail stations.

Apprenticeship applicants can focus on being a drywall finisher, a commercial painter/decorator, or a coating application specialist able to create a variety of interior design finishes for walls or floors. Some painters and finishers pick higher-adrenaline specialties, such as painting or coating industrial structures such as bridges.

Finishing trade apprentices can also choose to be a glass worker who fabricates aluminum window systems, shower enclosures, mirrors and door entrances, or a glazier who installs windows in lofts, office buildings or more one-of-a-kind settings such as stadiums.

Most FTIUM apprenticeship programs require about 6,000 hours of on-the-job experience, which takes roughly three years to complete. They also need to fit in required technical instruction at the institute.

Recruiting efforts start early

Many finishers are needed to fill the gap left by a wave of retiring union members. The union does outreach at career fairs and community events and partners with work readiness programs for adults seeking a fresh start. The school also works with community organizations that help immigrants, such as the Karen community, attain a high school degree, English fluency and work skills. More than 10,000 Karen refugees live in the Twin Cities where they resettled to escape war.



John Burcaw, Finishing Trades Institute of the Upper Midwest

Recruiters also talk to students as young as middle-schoolers to spark an interest in the trade. Once they're high school students, the institute offers a post-secondary enrollment option that brings in close to two-dozen students during the day for a few hours to learn on-the-job safety protocols, skills such as construction math, and to practice on simulators that replicate welding and operating an aerial lift. The students also earn math and science credits through the program.

Of the 23 high schoolers who started the program in January 2022, 17 finished it in May with a polished resume, interview skills, safety training and a broad understanding of the trade to help them find an employer during their apprenticeship training.

"We do a lot to get them ready for the workforce," Burcaw said. "It's been tremendously successful."

Mental health supported

The FTIUM also has dedicated itself to openly addressing topics of mental health. Instructors are trained in mental health first aid, offer open discussions about depression and substance use, and ensure its members know there is support — especially in recent years when the pandemic added stress to members' personal lives and upended schedules and work sites.

Workflow can swing from intense, fast-paced projects with steady overtime to possible furloughs if winter weather or other hitches pause a project. Apprenticeship support includes helping members find unemployment benefits if they ever do have a rare work gap.

"We're very inclusive and concerned with the whole student. We can't just work on the hard skills," Burcaw said. "I think people pick up on that when they come through."

CARPENTERS EXCEL IN BUILDING BROAD SKILLS

If there's a career that fits the phrase, Jack — or Jill — of all trades, look to carpenters.

The men and women who sign on with the registered apprenticeship program and attend the Carpenters Training Institute become some of the most broadly experienced trades people.

“We have a very broad scope of work,” said Wally Kirchoff, regional coordinator for the Carpenters Training Institute, which comprises 16 training centers and campuses serving 27,000 union members in a six-state area. “We’re the first ones on the job and the last ones to leave.”

Earn while learning

Because it's such a broad-ranging trade, people don't always know about the North Central States Regional Council of Carpenters and the steady pay of \$33,000 to \$46,000 a year, plus benefits, apprentices can earn. By comparison, most four-year college graduates earn an average of \$50,000 a year, but also need to pay off an average of \$37,500 in debt.

Apprentices need to be hired by a union contractor, which provides the on-the-job experience while the union covers the costs of additional, more formal training. Most apprenticeships require three to four



years to complete the requirements of 7,000 hours of on-the-job experience and 640 to 800 hours of training in topics ranging from worksite safety to green building standards.

The next step — ascending from apprentice to journeyworker — can bump pay to more than \$84,000 a year, or more than \$98,000 a year for those who are project superintendents.

Anyone intrigued by the trade is welcome to stop at the Carpenters Training Institute site on Olive Street in St. Paul from 4 to 6 p.m. Thursdays to get a feel for the work and to learn about an apprenticeship and requirements.

A variety of technologies at the institute and job fairs give prospective apprentices the experience of welding metal virtually while virtual reality/augmented reality devices merge digital three-dimensional blueprints with a real job site. Oculus Quest 2 virtual reality headsets

■ **‘CARPENTERS’ continues on page 8**

APPRENTICESHIP MINNESOTA BY-THE-NUMBERS

Apprentices, as of Sept. 30, 2023	
Total	11,386
Women	886
People of Color	2,849
Veterans	703
Disability	134
Apprentices by age	
18-24 years old	46%
25-34 years old	35%
35 years old and over	19%

July	August	September
New apprentices by month		
511	475	287
Completions by month		
150	96	43

Sponsors, as of Sept. 30, 2023	
Active sponsors	198
New sponsors	8
Participating employers	2,798

Apprentice participation by race/ethnic group	
American Indian/Alaska Native	3%
Asian	3%
Black/African American	6%
Hispanic	11%
Native Hawaiian/Pacific Islander	<0.5%
Multiple race	2%
White	67%
Did not self-identify	8%

This newsletter was funded as part of a \$3.3 million grant through the U.S. Department of Labor to support the expansion of registered apprenticeship in Minnesota.

■ ‘CARPENTERS’ continued from page 7

Let viewers experience being on a large-scale construction site to get a feel for everything that’s happening at once and to help them identify and prevent hazards, which would be part of their safety training.

“There’s so much going on at worksites,” said Kirchoff of the Oculus Quest 2 program, “and it helps give them a feel for it.”

Carpentry work varies

Union carpentry members work on a variety of commercial, retail and public projects, such as sports stadiums, hospitals, hotels and shopping centers. Some focus on building industrial projects or keeping their operations finely tuned. They might work on power plants or refineries, renewable energy installations, food-processing factories or distribution centers.

Apprentices choose one of four trade areas to focus on:

- **Carpenter:** builds frames and concrete forms, installs walls and ceilings and finishes interiors and exteriors.
- **Cabinet maker:** creates precise custom woodworking from shelving and frames to staircases and trim work.
- **Floor coverer:** builds, repairs and can design decorative floors.
- **Millwright:** fabricates, installs, aligns and maintains equipment and high-torque machinery for plants, factories and foundries, mills, breweries and manufacturers.
- **Piledriver:** installs steel, concrete, and wood pilings for everything from buildings and tunnels to bridges and wharfs.

In the Twin Cities, millwrights and piledrivers have their own training facility at 1295 North Hunting Valley Road in St. Paul, about seven miles west of the main training institute at 740 Olive Street. There also are training sites in Rochester, Duluth and Bemidji.

Choosing a specialty

Deciding what area of carpentry to choose depends on each person. They might already gravitate toward woodworking or have some existing skills such as underwater diving, which comes into play with bridges and marina projects. The specialty also can depend on which contractors are hiring.

Aspiring apprentices can try finding work with close to 900 contractors (listed at northcountrycarpenter.org). There is an exception for military veterans who can begin training through the Helmets to Hardhats program before securing an employer.



Jesus Sandoval and Carla Marsland hold framing at the Carpenters Training Institute.

Kirchoff said a variety of skills can help people get hired, such as knowing how to frame walls, to work with lumber, and to read a tape measure. Anyone who hasn’t had these experiences can call 651-646-7337 to ask about pre-apprenticeship preparation programs that cover many basic skills and can connect people with companies that are hiring.

The Bureau of Labor Statistics estimates carpenter jobs will rise by 10% in the next decade, and demand will be especially high for leadership roles as baby boomers retire from the trades faster than new apprentices sign up and begin learning the necessary skills.

“Construction never stops,” Kirchoff said, “but there aren’t enough people to fill those spots. We need to become more diverse.”

In the metropolitan area, about 35% of the carpenters are now women and people of color, and the union is looking for more through their outreach efforts.

“It’s a good living,” said Kirchoff, whose career highlights led him to Maui, Hawaii to build condominiums with stellar views and to build unique installations at Minneapolis-St. Paul International Airport, including an indoor waterfall and a bar designed around a jet engine on Concourse G.

“Construction has changed drastically over the years,” he added, “The trade is so varied, we have a spot for anyone who is reliable and works hard.”

Learn more about the Carpenters Training Institute at carpenterstraininginstitute.org.