



# APPRENTICESHIP WORKS

ISSUE NO. 42 | WINTER 22-23

## 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](http://apprenticeshipmn.com).

## FEATURED STORIES



**5 APPRENTICESHIP HELPS ROB REED FIND HIS WAY FORWARD**



**6 PILE DRIVER APPRENTICESHIP PROVIDES ACCESS TO IN-DEMAND SKILLS**

## WEBINAR FOR CTE TEACHERS AND SCHOOL COUNSELORS

In celebration of Career and Technical Education (CTE) Month, Apprenticeship Minnesota will host a free **webinar for CTE teachers and school counselors on Feb. 15, from 3 to 4:30 p.m.**

Staff will provide an overview of registered apprenticeship programs and detail the application and training requirements of some of the most common registered apprenticeship programs in the state. Visit <https://bit.ly/cte-webinar> to register for the webinar.

### About CTE

On Feb. 23, 1917, the Smith-Hughes National Vocational Education Act was signed into law, launching the federal investment in CTE. Since then, federal CTE policy has evolved in response to changing U.S. economic and social conditions. [View a brief history of CTE in the United States.](#)



# APPRENTICESHIP MINNESOTA ON THE MOVE ...

Apprenticeship Minnesota staff have been on-the-move spreading the word about registered apprenticeship. During the past quarter, staff have participated in numerous outreach and engagement events including:

- Oct. 14: Albert Lea High School Career and College Day, Albert Lea
- Oct. 14: LiUNA Ninth Annual Construction Industry Open House, Hugo
- Oct. 17: Iron Range Construction Career Night, Eveleth
- Oct. 18: Construct Tomorrow, Eveleth
- Nov. 3: Construct Tomorrow, Rochester
- Nov. 6-7: School Counselors Association Annual Conference, Mankato
- Dec. 2: Janesville-Waldorf-Pemberton High School, Janesville
- Dec. 2: Huber H. Humphrey Job Corps Career Fair, St. Paul
- Dec. 7: Construct Tomorrow, Brooklyn Park
- Dec. 7: Waterville-Elysian-Morristown High School, Waterville
- Dec. 8: Dakota County Perkins Consortium Career and College Day, Hastings



Apprenticeship Minnesota staff Terry Frauly and Meghana Shroff represented Apprenticeship Minnesota at the LiUNA Annual Construction Industry Open House in Hugo on Oct. 14, 2022.

## NEW TECHNOLOGY WILL STREAMLINE PROCESSES

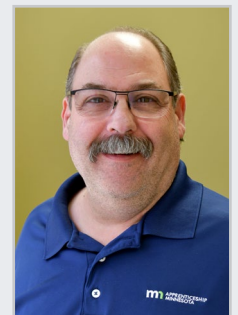
Apprenticeship Minnesota is excited to announce the adoption of the Registered Apprenticeship Partners Information Database System (RAPIDS) for the management of registered apprenticeship programs in the state.

RAPIDS was developed by the U.S. Department of Labor's (USDOL) Office of Apprenticeship to manage and track registered apprenticeships and programs across the country. RAPIDS will allow registered apprenticeship sponsors in Minnesota to register apprentices and manage their programs and assist Apprenticeship Minnesota staff with managing the day-to-day activities of sponsors, generate more in-depth reports, and increase collaboration with federal and state apprenticeship agencies.

Apprenticeship Minnesota is currently working with Minnesota IT Services and the USDOL's Office of Apprenticeship to migrate existing records to RAPIDS and is expected to launch in late spring or early summer of 2023. A series of training webinars and materials are being developed to assist sponsors with transitioning to RAPIDS. More information about RAPIDS and training opportunities will be announced soon.

## FRAULY RETIRING FROM APPRENTICESHIP MINNESOTA

Terry Frauly, senior field representative, is retiring from Apprenticeship Minnesota after 15 years of service with the Minnesota Department of Labor and Industry. Starting out as an apprentice painter with the International Union of Painters and Allied Trades, Frauly would go on to become a journeyworker and the coordinator of the Finishing Trades apprenticeship program before joining DLI. Apprenticeship Minnesota would like to congratulate Frauly on his retirement and express their thanks for his service in supporting apprentices and sponsors and being a strong advocate for registered apprenticeships throughout the state.



# NATIONAL APPRENTICESHIP WEEK RECAP

National Apprenticeship Week was celebrated Nov. 14 to 20, 2022. During the week, Apprenticeship Minnesota staff participated in many events highlighting and promoting the benefits of registered apprenticeship for businesses and the people of Minnesota. The week was closed out with Apprenticeship Minnesota staff and DLI leadership touring apprenticeship training centers in the Twin Cities metro area. A social media campaign during the week spotlighted apprentices, program sponsors, and community-based organizations.

Apprenticeship Minnesota would like to thank all those who attended and participated the events of the week. A special thank you to the program sponsors and partnering agencies who provided their time and resources. National Apprenticeship Week 2023 is scheduled for Nov. 13 to 19, 2023. Below is a recap of some of the events from 2022's celebration.

## NOV. 14, 2022

### Youth Apprenticeship in Action webinar

This webinar highlighted youth apprenticeship programs in Minnesota schools.

Presenters from Alberta Lea High School, Mankato Area Public Schools and Minnewaska Area High School provided highlights of youth apprenticeship programs within their school districts, how they partner with employers to ensure student safety, and where they see opportunities for the future.

## NOV. 15, 2022

### Introduction to Registered Apprenticeship

Apprenticeship Minnesota staff hosted a webinar focusing on the benefits of registered apprenticeship for businesses to grow and sustain an innovative workforce.

### Goodwill Easter Seals Minnesota open house

Goodwill Easter Seals Minnesota (GESMN) hosted an open house showcasing their construction and automotive training facility in St. Paul. Apprenticeship Minnesota staff and invited attendees were provided with an overview of the organization from the GESMN leadership team, a tour of the facility, and the opportunity to hear from program participants.

GESMN offers automotive and construction training designed to provide individuals with the skills necessary for employment in either industry. They also have a federally funded YouthBuild program for youth. GESMN is a recipient of DLI's Labor Education Advancement Program (LEAP) Grant. For more information visit [goodwilleasterseals.org](http://goodwilleasterseals.org).



Participants toured the facilities of Goodwill Easter Seals Minnesota at an open house on Nov. 15, 2022, for National Apprenticeship Week.

■ 'WEEK' continues on page 4

## ■ 'WEEK' continued from page 3

### NOV. 16, 2022

#### Construct Tomorrow – Mankato

Apprenticeship Minnesota staff attended the Construct Tomorrow event in Mankato. Construct Tomorrow has connected with over 50,000 students from more than 100 high schools in Minnesota through hands-on learning activities. For more information about Construct Tomorrow visit [constructtomorrow.org](https://constructtomorrow.org).

### NOV. 17, 2022

#### Women in apprenticeships webinar

Women Building Success, in partnership with Apprenticeship Minnesota, led a virtual panel discussion highlighting registered apprenticeship as a career pathway for students, school counselors and educators. During the event, Women Building Success showcased apprentice tradeswomen and their crafts via informational videos in celebration of National Women in Apprenticeship Day.

Links to videos featuring tradeswomen representing the North Central States Carpenters, IBEW Local 110, Ironworkers Local 512 and Operating Engineers Local 49 can be viewed at [womenbuildingsuccess.org/media](https://womenbuildingsuccess.org/media).

#### High School presentation – Simley High School, Inver Grove Heights

Apprenticeship Minnesota staff provided presentations about registered apprenticeship as a career pathway/post-secondary option to groups of high school students at Simley High School in Inver Grove Heights.

#### Buhler Inc. open house

Apprenticeship Minnesota staff visited Buhler Inc.'s annual National Apprenticeship Week open house in Plymouth. Buhler's apprentices earn an associate degree and valuable career paid for by Buhler. For more information about Buhler visit [buhlergroup.com](https://buhlergroup.com).

#### Carpenters Training Institute open house

Apprenticeship Minnesota staff visited the Carpenters Training Institute's open house in St. Paul. The event was a celebration of their apprentices and families for their hard work and dedication to their trades. For more information about the Carpenters Training Institute visit [carpenterstraininginstitute.org](https://carpenterstraininginstitute.org).

### NOV. 18, 2022

#### Apprenticeship training center tours

National Apprenticeship Week concluded with Apprenticeship Minnesota staff and DLI leadership touring apprenticeship training centers in the Twin Cities metro area. Training centers visited included:

- Minneapolis Plumbers JJACT: [training15.com](https://training15.com)
- Bricklayers and Allied Craftworkers Training Center Local 1 MN/ND: [bactraining.org](https://bactraining.org)
- Minneapolis Pipefitters JATC: [training539.com](https://training539.com)



Buhler Inc. hosted an open house to celebrate National Apprenticeship Week 2022.

# APPRENTICESHIP HELPS REED FIND HIS WAY FORWARD

Rob Reed wishes he had known about the roofing trade when he was younger and before his life started to derail. Fortunately, it was what helped him get back on track and find a way forward.

“It was amazing the support I got,” said Reed, who has worked with Minneapolis-based Central Roofing since August 2019. Roofers and Waterproofers Union Local 96 staff laid out the opportunities and expectations with an apprenticeship, as well as resources he could access “and they said, ‘We’re here to help.’”



Journeyworker Rob Reed

Just over three years later, Reed has finished his apprenticeship and earned the title and pay of a journeyworker. Local 96’s apprenticeship program required 6,000 hours of on-the-job training, plus 144 hours of annual training at the union’s training center in Ham Lake. Those experiences taught him the skills needed to work on large public and commercial buildings.

For Reed, it’s the first work experience where he felt like he belonged somewhere and was more than just another employee. After a series of jobs he found financially and personally unfulfilling, and struggles with personal matters, he knew a change was needed.

Reed found Local 96 and inquired about their

apprenticeship program. His personal life was up and down, but the apprenticeship coordinator explained the path he’d have to follow to succeed, then pointed him toward services available to members of the union including counseling and getting a suspended driver’s license reinstated.

“They made it very accessible for me to change my situation,” Reed said. “And it gave me a sense of responsibility to not let them down.”

“[Joining the roofing trade] was the best decision I ever made and the most money I’ve made in any job —

or two jobs,” Reed said. “You just have to show up, do good work and take pride in what you’re doing.”

“I feel like I’ll get to redo the baby steps I missed the first time,” he said. With his apprenticeship over, Reed is earning over \$40 an hour plus benefits as a journeyworker.

He’s appreciative for the opportunity to save for his family’s future, build a pension and feel secure knowing he has earned his roofing and waterproofing expertise.

“A trade is something that no one can take from you,” Reed said. “It’s a skill that will last a lifetime.”

## 2023 APPRENTICESHIP ADVISORY BOARD MEETING SCHEDULE

The Minnesota Apprenticeship Advisory Board will meet at 1:30 p.m. on the following dates:

- Jan. 26, 2023
- April 13, 2023
- July 13, 2023
- Oct. 12, 2023

Meetings are in person at the Minnesota Department of Labor and Industry office located at 443 Lafayette Road N., St. Paul, MN 55155.

View more about the board at [dli.mn.gov/about-department/boards-and-councils](https://dli.mn.gov/about-department/boards-and-councils).

# PILE DRIVER PROGRAM PROVIDES ACCESS TO IN-DEMAND SKILLS FOR THOSE SEEKING CAREERS

There are many ways to enter a registered apprenticeship program. Community-based organizations often partner with apprenticeship sponsors such as the Carpenters Training Institute (CTI) to provide programs to introduce the underserved, formerly incarcerated and veterans to the construction industry. Danny Segura is an example of how hard work, determination and a great support team can lead to success.

“I’ve always liked construction,” said Segura, who spent part of his childhood in Texas. “I grew up going to sites with my dad and helping him out.”

After some time in Texas, Segura, his six siblings and mother moved to Rochester, Minnesota. Taking care of a family on a single income was a financial challenge for his mother. Segura soon turned to activities which ended in 20 years of incarceration.

Striving for a fresh start, Segura participated in a six-week career exploration program with the CTI. The goal of the program is to connect underserved people looking for a job to a stable career in the construction trades. Segura stood out as a natural, finding that his long-ago interest in construction, developed through his dad, has remained with him throughout the years. It also introduced him to the world of the pile driver, and he has not looked back.

Segura said that being introduced to the trades and getting paid livable wages and benefits “saved my life.” It also helped put his son through college and assist with medical care when his wife needed a kidney transplant in 2018.

Segura’s apprenticeship requires a minimum of 7,000 hours of on-the-job training and 640 hours of related technical instruction over the course of the program. It takes close to four years to complete the program, with most apprentices making \$57,700 to \$80,000 in that final year before graduating to journeyworker status.

“Hands-on work is my zone. I don’t even feel the time passing,” he said. “I like seeing things come together.” Besides earning a livable wage and benefits, Segura said he’s grateful for work that isn’t monotonous and will keep challenging himself as he helps construct highways, buildings and his future.

Segura hopes to eventually extend a helping hand to others to build a life through the trades. It’s a life he hopes will make his daughter and the rest of his family — especially his mom — proud.

“I feel like I can do this. I have confidence in myself,” Segura said. “When I put my mind to something, I usually get there.”



Danny Segura completed a six-week career exploration program and found success through a pile driver apprenticeship.

Learn about becoming a pile driver or other carpentry trades and apprenticeships, such as cabinet maker, millwright, carpenter, or floor coverer, through the Carpenters Training Institute. No pre-apprenticeship program is required and facility tours are available: [carpenterstraininginstitute.org](http://carpenterstraininginstitute.org).

# CONSTRUCT TOMORROW EVENTS SCHEDULED FOR 2023

Construct Tomorrow is a partnership of union contractors and 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. Students can explore up to 15 different crafts and trades. For more information about Construct Tomorrow visit [constructtomorrow.org](http://constructtomorrow.org).

## Construct Tomorrow event schedule

- Feb. 23, 2023, Hinckley, Grand Casino
- March 2, 2023, Shakopee, Canterbury Park
- April 20, 2023, Forest Lake, High School Field House
- April 26-27, 2023, Duluth, DECC



Construct Tomorrow participants at an event in Brooklyn Park.

# TRANSLATED APPRENTICESHIP DOCUMENTS AVAILABLE

Apprenticeship Minnesota has translated documents about registered apprenticeship and its benefits into multiple languages.

Additionally, documents related to wage-and-hour questions, building codes, workers' compensation and more are also available in numerous languages.

Download the documents at [dli.mn.gov/about-department/about-dli/translated-materials](http://dli.mn.gov/about-department/about-dli/translated-materials).



**KEY XYAUM UA HAUJ LWM. KOJ TXOJ HAUV KEY KOM UA TAU TIAV LUG.**

Khww kom tau nylaj zoo thaum tseem kawm kom paub ua hauj lwm zoo. Nws muaj ntau tshaj li 100 toj hauv kev rau koj

# APPRENTICESHIP MINNESOTA BY-THE-NUMBERS

|                               | October | November | December |
|-------------------------------|---------|----------|----------|
| <b>Sponsor information</b>    |         |          |          |
| Active sponsors               | 206     | 206      | 207      |
| New sponsors                  | 1       | 0        | 2        |
| New occupations               | 1       | 0        | 3        |
| <b>Apprentice information</b> |         |          |          |
| Total apprentices             | 11,523  | 11,357   | 11,113   |
| Women                         | 877     | 867      | 855      |
| People of Color               | 2,600   | 2,547    | 2,490    |
| Veterans                      | 744     | 738      | 720      |
| New apprentices               | 294     | 187      | 135      |
| Graduations                   | 124     | 158      | 140      |

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.

# HELMETS TO HARDHATS HELPS VETERANS TRANSITION TO CAREERS IN THE TRADES THROUGH APPRENTICESHIP

Many veterans will admit it isn't easy to transition from the super-structured tight-knit military life to civilian life. An estimated 2 million veterans are under 35 years old and may not have job experience beyond military duties and may have had jarring — even scarring — deployment experiences.

"They feel like they come out of the military with no education in how to do a job," said Justin Rost, a former Marine and now the Minnesota representative for the national Helmets to Hardhats program.

Helmets to Hardhats helps connect veterans with employment in the building trades through registered apprenticeship programs. "It's part of a gigantic network that's here to help veterans to be successful," he said.

Veterans may not have the hands-on construction skills, but they can bring other qualities to the job. Mental and physical stamina, for example, helps them survive boot camp where every skill must be precise, from mastering first aid and safely managing weapons to physical training. It requires close attention and learning quickly.

"It's a natural fit for a lot of veterans," Rost said. "They're mission-oriented, and they take that into civilian life. They want to work. They want to earn what they get. [Contractors] have a great employee waiting to learn technical skills."

Rost found himself struggling to figure out the next chapter of his work career. He moved from job to job before eventually following his dad and brother into the sheet metal trade.

"That was it," Rost said. "I loved it. I loved taking a flat piece of metal and turning it into something." He also loved the peace of mind that came with making better money, having good benefits and a pension for the future.

Veterans who don't choose college and proceed directly to the trades may transfer untapped college benefits toward housing expenses while they're working through a three- or four-year registered apprenticeship program. In an apprenticeship, training — completed while working full time — is paid by the employer and the union.

Rost helps veterans sort through the many choices of trades, as well as specialties within each trade organization. Each trade may have different benefits for veterans, such as starting apprenticeship training without securing an employer first, possibly testing out of some skills, or advancing a pay level due to experience.

More than 350 veterans signed up with Helmets to Hardhats when Minnesota began supporting the state's program four years ago, and it keeps growing.

The Minnesota Building and Construction Trades Council with 15 craft unions representing roughly 70,000 tradespeople was designated as a Beyond the Yellow Ribbon Company in July 2022, making their commitment to veterans official.

"We've been fully embraced by the building trades," Rost said. "Everyone has been working hard to work with us and to bring veterans into the trades."



To register as a hiring contractor, set up a job-seeking profile as a veteran, or learn more about the organization, go to [helmetstohardhats.org](https://helmetstohardhats.org) or contact Rost at 763-234-1446. More information can also be found at [constructioncareers.org](https://constructioncareers.org).



# BUILDING STRONG COMMUNITIES SESSION IS FEB. 13, 2023

Building Strong Communities is a multi-trade apprenticeship preparatory program that focuses on preparing women, BIPOC and veterans for a career in the construction industry. From a construction industry overview and craft-specific curriculum to hands-on exposure to the trades, Building Strong Communities prepares participants for a financially rewarding career with endless possibilities. The next session is scheduled to begin Feb. 13, 2023.

Program eligibility:

- Be at least 18 years old by May 1, 2023.
- Legally able to work in the United States.
- Earned a high school diploma, GED, or be scheduled to graduate by June 2023.
- For PSEO candidates, must be 18 by May 1, 2023.
- Ability to pass a drug screen.
- Possess a valid driver's license and reliable transportation.
- Not currently enrolled in a construction union or construction trade training program.
- Must attend a Building Strong Communities information session.

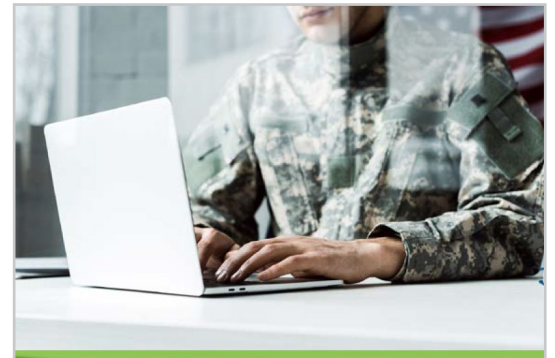


For more information visit [buildingstrong.org](http://buildingstrong.org) or contact Rick Martagon at [rmartagon@buildingstrong.org](mailto:rmartagon@buildingstrong.org).

## G.I. BILL BENEFITS CAN BE USED FOR APPRENTICESHIP

In addition to helping with costs related to attending college, G.I. Bill benefits can be used while training in a registered apprenticeship or other on-the-job training.

The G.I. Bill offers veterans up to \$10,000 to use while in school or training and businesses can receive up to \$2,000 as an incentive to hire veterans. Benefits can also be used for licensing and certification, including fees for required continuing education and others related to maintaining employment.



### More information

[dli.mn.gov/business/workforce/gi-bill-benefits-and-apprenticeship](http://dli.mn.gov/business/workforce/gi-bill-benefits-and-apprenticeship)

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