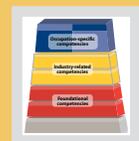




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Paulsrud
retiring



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PIPELINE
Program

apprenticeship WORKS

Issue No. 13
Fall 2015

Apprenticeship Week is Nov. 2-8, 2015

Have an event planned? Submit it to be featured on DLI's website

The week of Nov. 2-8, 2015, has been designated National Apprenticeship Week. This is a great opportunity for Minnesota to highlight apprenticeship programs.

DLI invites apprenticeship programs to share events and activities.

DLI will be promoting apprenticeship through the media and attending events. We encourage sponsors and apprenticeship stakeholders to mark their calendars to showcase their programs. Some ideas include:

- shadowing day for students and youth,
- apprenticeship job fair,
- open house,
- facility tour,
- virtual open house, or a
- graduation event.



Apprenticeship Week is Nov. 2-8, 2015.

Share your events

Send an email to the Apprenticeship Division at dli.apprenticeship@state.mn.us to share the details of your events and we'll highlight them at www.dli.mn.gov/Appr/week.asp.

'Choose Registered Apprenticeship'

A new publication introducing the benefits of registered apprenticeship and first steps to start a program is now available on DLI's website. This is the first of multiple parts of an Apprenticeship Toolkit under development to help employers start a registered apprenticeship program.

» Download a copy of the flier at
www.dli.mn.gov/APPR/PDF/choose_appr.pdf.



Minn. awarded \$5M grant to expand apprenticeship

The U.S. Department of Labor has awarded the State of Minnesota a \$5 million dollar grant to assist in its efforts to expand registered apprenticeship under its Minnesota Apprenticeship Initiative (MAI).

More than 100 employers statewide are participating in the MAI to bring more than 800 individuals into newly registered apprenticeship programs in 29 high-growth occupations spanning five industries: advanced manufacturing, agriculture, health care, information technology and transportation. MAI activities include outreach and recruitment, co-enrolled program intake, assessment, adult basic education where necessary, wrap-around support services, career guidance, life skills coaching and counseling, structured on-the-job training, competency based technical instruction and state-issued industry-recognized credentials. Read more about the MAI at www.dli.mn.gov/aai.asp.

More information

Read more about the Minnesota Apprenticeship Initiative Grant at www.dli.mn.gov/aai.asp.

Bricklayers host open house orientation

Event highlighted center's advances in training and technology

The Bricklayers and Allied Craftworkers Local 1 Minnesota and North Dakota (BAC 1 MN/ND) hosted an open house orientation Aug. 19, 2015, for more than 115 apprentices.

The apprentices included the bricklayer, pointer-cleaner-caulker, tile layer and tile finisher crafts. The open house highlighted the training center and advances in training with new technology in the classroom and state-of-the-art modules.

The orientation introduced apprentices to BAC 1 MN/ND staff, Joint Apprenticeship Training Committee (JATC) trustees, Mike Hawthorne, director of the International Union of Bricklayers and Allied Craftworkers Tile, Marble, Terrazzo and additional training staff. Many of the contractors who employ the apprentices were also in attendance. Some of the employers included: Gage Brothers Caulking, Advanced Masonry Restoration, Grazzini Brothers & Company, Twin City Tile & Marble, and ADB Construction, Inc.

BAC President Mike Cook addressed the group explaining the duties and responsibilities of every staff member. Union officials and JATC trustees were on hand to answer questions and explain the benefits apprentices receive.

Following Cook's presentation, the group was treated to a barbecue dinner and friendly camaraderie with fellow apprentices. The next session was devoted to training. Bricklayer Coordinator Joe Vanek and Tile Coordinator Sam Greenwood explained the training schedule and rules of the program along with expectations of apprentices.



The Bricklayers and Allied Craftworkers Local 1 Minnesota and North Dakota hosted an open house for more than 100 apprentices in August.

Stay in touch with DLI through social media, e-mail and more

- Follow DLI on Twitter at www.twitter.com/mndli
- View DLI's YouTube channel at www.youtube.com/user/mndli1
- Sign up for other DLI newsletters about workers' compensation, OSHA, construction and more at www.dli.mn.gov/publications.asp





**BY
THE
NUMBERS**

	July	August	Sept.
Sponsor information			
Active sponsors	229	229	229
New sponsors	6	1	1
New occupations	1	5	3
Apprentice information			
Total apprentices	10,953	11,178	11,138
Females	743	760	755
Minorities	2,162	2,234	2,199
Veterans	461	489	504
New apprentices	562	521	356
Graduations	81	74	46
Services to sponsors and apprentices			
Information calls	23	36	19
Compliance reviews	1	1	1
Supervisory visits	0	1	1
New standards	3	1	1
Revised standards	4	1	3
Community outreach visits	7	11	9
Technical assistance visits	44	72	35
Prospective sponsor visits	7	6	5

Deputy Commissioner attends ApprenticeshipUSA Summit at White House

Jessica Looman, DLI deputy commissioner, took part in a Sept. 8, 2015, ApprenticeshipUSA Summit at the White House. She represented DLI as one of many organizations dedicated to increasing apprenticeship participation nationwide.

The Washington, D.C., event included more than 140 employers, college representatives, state and national officials and labor organizations. The participants shared best practices, strategized and affirmed their commitments to grow the apprenticeship movement in their communities.

The Summit included sessions related to sector-wide apprenticeship collaborations and strategies to strengthen apprenticeship in the construction, transportation, manufacturing, health care and information technology industries.

Looman served as a panelist for a workshop about replicating successful state strategies. She spoke about the history and commitment of Minnesota to registered apprenticeship in the construction industry and efforts to increase employer participation to develop occupational competency standards under the Minnesota PIPELINE Project.



Deputy Commissioner Jessica Looman took part in an ApprenticeshipUSA Summit at the White House this fall.

Want more news? You're covered

Stay up-to-date with DLI by signing up for its monthly email news list.

DLI will send occasional messages to subscribers to share highlights and news from throughout the agency. Sign up at www.dli.mn.gov/email.asp.



Martagon attends nationwide apprenticeship conference

Expansion of registered apprenticeship discussed at meeting

Rick Martagon, supervisor of DLI's Labor Standards and Apprenticeship Division, represented Minnesota's registered apprenticeship program at the 2015 National Association of State and Territorial Apprenticeship Directors (NASTAD) conference in August 2015.

The event, located in San Diego and hosted by the State of California, drew more than 50 apprenticeship administrative leaders representing 47 states, Guam and the District of Columbia.

The expansion of registered apprenticeship was a major theme of this year's gathering. Representatives from the United States Department of Labor (USDOL), including Office of Apprenticeship Administrator John Ladd, discussed the successes of apprenticeship throughout the country and reported that the USDOL was poised to award more than \$100 million in grants to states and consortiums to expand the registered apprenticeship model into the advanced manufacturing, internet technology, health care, agriculture and transportation industries.

The gathering also provided an opportunity to learn directly from other states about their successes and challenges. Representatives from participating states shared the status of registered apprenticeship and what each is doing to expand and support this successful, time-tested model. Martagon addressed the assembly reporting that



DLI's Rick Martagon (second row, first on the left) supervisor of DLI's Labor Standards and Apprenticeship Divisions, represented Minnesota's registered apprenticeship program at the National Association of State and Territorial Apprenticeship Directors conference.

Minnesota has seen renewed interest in apprenticeship, credited Minnesota's rebounding apprenticeship numbers to the efforts made by the construction trades and improved economic conditions and was continuing to make connections in workforce development to present apprenticeship as a viable option beneficial to both businesses and apprentices.

New Orleans has been selected as host of the next convening of NASTAD.

Safety a large part of Minnesota registered apprenticeships

Minimum standards

All registered apprenticeship programs in Minnesota must meet DLI's minimum standards for apprenticeship. This ensures a level of safety and uniformity for registered apprenticeship programs.

High school education

In most cases, a high school or GED diploma are required to enter an apprenticeship program. This helps ensure comprehension of verbal and written safety materials and instruction.

Ratio

A standard ratio of skilled mentors to apprentices exists for all registered programs in Minnesota. The standard ratio is one journeyworker to one apprentice (1:1) for the first apprentice and three journeyworkers to one apprentice (3:1) for each apprentice thereafter. The ratios help ensure both the safety of the apprentices and training in on-the-job

skills.

Related training

Classroom education, in addition to on-the-job training, provides written instruction and testing for apprentices. Learning the technical and theoretical aspects of an occupation while also practicing the trade creates a deeper understanding of the job increasing occupational awareness, an essential component of staying safe.

Safety training

Specific safety training is required in all registered apprenticeship programs. This training identifies workplace safety issues and hazard awareness associated with the work performed.

All of these components along with program standards make registered apprenticeship as safe as possible.

Quarterly review: A best practice for apprenticeship

In 2015, Westrock – a St. Paul manufacturer and registered apprenticeship sponsor – started a quarterly review process for their apprentices.

The review is conducted by a committee of management and senior workers and offers the opportunity to evaluate each apprentice's progress in learning their trade, while offering individual support, assistance, and encouragement to the apprentices. This type of review is a best practice in the management of a successful apprenticeship program.

The following is an interview about Westrock's process with Tim Davis, maintenance supervisor, and Jason Kalmes, maintenance planner.

Question: Recently you started a quarterly review process that includes a meeting between you, your plant supervisors and your apprentices. Could you explain your rationale for starting this initiative, and the objectives you hope to achieve?

Answer: We wanted all parties involved in the training and growth of our apprentices to be on the same page. By having all interested parties involved we have set clear goals and expectations for our apprentices. With the experienced journeyworkers on our committee, it really provides our apprentices a quality resource to draw from with the end result of developing a quality trades person who will carry our maintenance department into the future.

Question: Can you explain what takes place in the quarterly review meeting.

Answer: We review each apprentice's on-the-job work hours and required schooling. We discuss any strengths and areas the apprentice may require more help in, and how we can provide that help for the apprentice. Also, it is a time for the apprentice to make requests for further training they may want or issues they are facing.

Question: Have you seen improvements in your apprenticeship program following your initial quarterly review meetings?

Answer: We are just in the infant stages of this process, but in the short time we have been doing this there has definitely been improvement in communication of expectations and training needed to make a successful future journeyworker.

Question: Have you had feedback from apprentices, supervisors or others after starting this review?

Answer: The feedback we have had so far has been positive. The apprentices like that there is a readily available resource to assist them in achieving their career goals.

Question: Would you recommend this process to other apprenticeship sponsors?

Answer: Most definitely. We believe we are helping our employees become the best trades people they can be, by providing them with company paid education and journey worker supervised training. They will continue to make Westrock a great place to work well into the future.



Staff and apprentices at Westrock. Pictured left to right: Joe Larson, millwright apprentice; Jon Lanegran, millwright apprentice; Nate Royle, millwright apprentice; Steve Sutherland, PM specialist; Mike Skallet, machinist; Rick Frazier, machinist; Tim Davis, maintenance supervisor; Mark Garcia, millwright; Tony Bous, machinist apprentice; Dave Atkinson, machinist apprentice; Jason Kalmes, maintenance planner; Mike Danzl, truck mechanic; Tom Spannbauer, truck mechanic apprentice.

Longtime apprenticeship coordinator to retire

Buck Paulsrud has been coordinator for Sheet Metal Workers Local 10 for more than a decade

Buck Paulsrud, apprenticeship coordinator for Sheet Metal Workers Local 10 since 2004, announced that he plans to retire at the end of 2015.

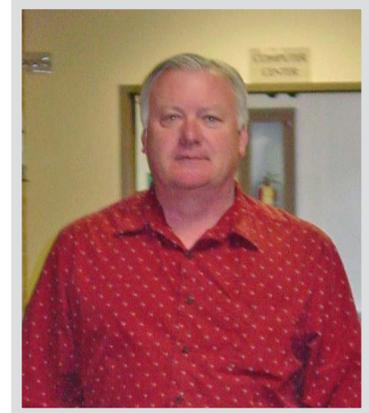
Apprenticeship has played a big role in Paulsrud's life. Following his graduation from high school in 1972, he enrolled in St. Paul Technical and Vocational School's HVAC program. He said that he chose a career in HVAC as a viable alternative to college. "I had many family members in the trades and I never thought about college for me," Paulsrud said.

He never looked back. Paulsrud served his apprenticeship with Erv Smith, Inc. – a 20-person shop in Eau Claire, Wis. He recalled spending seven years working at the Rochester Mayo Health Care campus early in his career and fondly recalled a journeyman he had the chance to work with. He said that he only worked with him for 10

months, but he learned and came to appreciate many valuable lessons the journeyman demonstrated: a hard work ethic, mentorship and a role model.

"That is what apprenticeship is all about," Paulsrud said.

Paulsrud went on to serve as a part-time instructor with Local 10 in 1983, became apprenticeship coordinator in 2000 and was elected president of the Apprenticeship Coordinators Association of Minnesota in 2004.



Buck Paulsrud

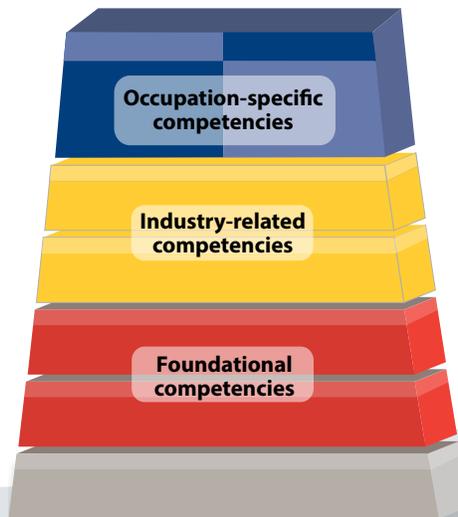
Applications for dual-training grants available Oct. 14

The 2015 Minnesota Legislature provided funding for dual-training competency grants for the Minnesota PIPELINE (Private Investment, Public Education, Labor and Industry Experience) Project in fiscal years 2016 and 2017. The first round of grant applications will be available mid-October.

The program, administered by the Minnesota Office of Higher Education (OHE) in collaboration with DLI, will provide grants to train employees to achieve a competency standard(s) for a project-approved occupation.

PIPELINE Project Dual-Training Programs require the trainee to be employed by the sponsor of the program. Employer-based training programs should include formal related instruction and structured on-the-job training in one of the following areas:

- advanced manufacturing,
- agriculture,



- health care service, or
- information technology industries.

The DLI-validated occupations and competencies are the standards to guide the training.

Applications are requested from employers who have developed or intend to develop a dual-training program in collaboration with a

postsecondary institution or training provider to deliver the related instruction.

Application process

An employer, or an organization representing a group of employers, is eligible to apply for a grant to train employees if the employer has an employee who is in an occupation, or will be trained in an occupation, for which a competency standard has been identified, and the employee has not attained the competency standard prior to the start of the planned training. The employer/organization must be located in Minnesota.

More information

Read more about dual-training grants and the PIPELINE Program, including grant application resources, at www.dli.mn.gov/Pipeline.asp.