

# apprenticeship

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# WORKS

## DLI and LeadingAge Minnesota embrace expanded approach to apprenticeships

### Health support specialist program focuses on needs of employer, employee and those they serve

Registered apprenticeship has long been a successful tool for developing a knowledgeable and highly skilled workforce by combining on-the-job training with educational instruction. Minnesota has expanded apprenticeship opportunities by providing employers the ability to design a program tailored to meet the needs of both the company and the customer.

#### Health Support Specialist

One successful example is being pioneered in the health care industry. As a rapidly aging population continues to outpace the availability of a long-term care workforce, LeadingAge Minnesota, the state's largest association of organizations serving older adults, launched the Health Support Specialist Apprenticeship Program to develop direct-care careers for delivery of services to older adults.

The organization began with a collaborative grassroots approach to developing the apprenticeship role. They surveyed stakeholders including workforce agencies, higher education, older adult service delivery providers and their boards of directors. They also sought input directly from employees. The research concluded that there was a need to shift the current position to a more responsive, person-centered role and eliminate the negative stigma sometimes associated with the position.

#### Learning Labs

With those two conclusions as the foundation for a new career path in care-giving, LeadingAge Minnesota developed this unique apprenticeship model. Training across disciplines is key to the education component and mentorship and deeper interactions are vital to the training process. Recognizing the need for the program to be flexible and responsive to each location's unique culture and customer base, LeadingAge



Health support specialists and mentors from throughout Minnesota gather at the February 2016 Learning Lab to network and share ideas.

Minnesota added an additional component to its apprenticeship program: Learning Labs.

These day-long networking and development events – facilitated by LeadingAge Minnesota – occur twice a year. Health support specialist apprentices and their apprenticeship coordinators from throughout the state hear from industry experts and then participate in round-table discussions. The collaborative model of learning allows participants to incorporate new ideas and experiences into their programs.

The Health Support Specialist Apprenticeship Program is meeting its goal to recreate the direct care career as a means to address the workforce challenges facing the long term care industry. Currently, 60 apprentices are taking part in the program at 19 locations. From its inception, the program has experienced rapid growth in the number of apprentices and sponsoring organizations. Learn more about the Health Support Specialist Apprenticeship Program at [www.healthsupportspecialist.org](http://www.healthsupportspecialist.org).

# Apprenticeship staff offer outreach at conference

The state of Minnesota and its construction industry partners hosted the 2016 Construction Industry Conference Feb. 18, 2016, in Brooklyn Center, Minn. The successful conference drew 380 attendees and provided educational and networking opportunities for highway/heavy, commercial building and residential contractors, plus informative general sessions for the entire construction industry.

In addition to workshops and one-on-one sessions, staff members from DLI's Apprenticeship Unit shared information about registered apprenticeship during the event.

Based on survey feedback from participants, the conference had a high satisfaction rate with the conference topics, location and presentations. View a slide show of photos from the event at [www.dli.mn.gov/images/cic16/index.html](http://www.dli.mn.gov/images/cic16/index.html). Presentation materials from the conference workshops are available at [www.dli.mn.gov/construction](http://www.dli.mn.gov/construction).



Left to right, LaRohn Latimer, Apprenticeship; Terry Frauly, Apprenticeship; John Stiffen, DLI Labor Standards; and Rich Davey, Apprenticeship; offered information about apprenticeship during the Construction Industry Conference.

## U.S. Dept. of Labor announces new grant opportunity

### \$1.9M in grants seek to create regional, multi-state resource centers

The U.S. Department of Labor (DOL) has announced a \$1.9 million grant competition to recruit, train and retain women in high-skill occupations, such as advanced manufacturing, transportation, energy, construction and information technology. The Women in Apprenticeship and Nontraditional Occupations program will fund the grants.

“The expansion of apprenticeship and increasing opportunities for women and other under-represented populations to reap the benefits of apprenticeship are priorities for this administration,” said U.S. Secretary of Labor Thomas E. Perez. “These grants will foster an environment where support is available for women to succeed as apprentices to prepare for nontraditional careers.”

The DOL award approximately four grants to community-based organizations to create regional, multi-state Technical Assistance Resource Centers. The centers will support efforts to increase the number of women entering into nontraditional occupations and registered apprenticeships.

Current and potential sponsors of apprenticeship will receive technical assistance to:

- develop connections with pre-apprenticeship programs to prepare women for registered apprenticeship programs;
- instruct employers about how to create a successful environment for women in apprenticeships; and
- identify resources for supportive services including child care,

transportation, support groups and other efforts to remove barriers to women succeeding in these industries.

Eligible applicants include community-based organizations capable of establishing technical assistance resources for Registered Apprenticeship programs to assist women to enter nontraditional occupations.

DOL's Women's Bureau and Office of Apprenticeship are jointly administering the grants.

The solicitation for grant applications are available at [www.grants.gov/](http://www.grants.gov/). For information about the department's range of employment and training programs, visit [www.doleta.gov/](http://www.doleta.gov/).

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

- Follow DLI on Twitter at [www.twitter.com/mndli](http://www.twitter.com/mndli)
- View DLI's YouTube channel at [www.youtube.com/user/mndli1](http://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](http://www.dli.mn.gov/publications.asp)





## BY THE NUMBERS

	Jan. 2016	Feb. 2016	Mar. 2016
<b>Sponsor information</b>			
Active sponsors	235	236	236
New sponsors	1	2	0
New occupations	1	4	0
<b>Apprentice information</b>			
Total apprentices	11,220	11,203	11,179
Females	760	762	759
Minorities	2,246	2,250	2,248
Veterans	541	548	554
New apprentices	123	143	148
Graduations	63	67	72
<b>Services to sponsors and apprentices</b>			
Information calls	7	10	11
Community outreach visits	5	5	6
Technical assistance visits	27	16	34
Prospective sponsor visits	1	0	0

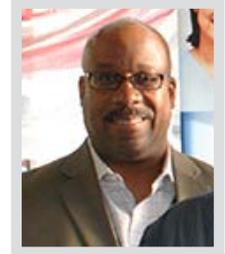
## Latimer to promote programs through Minnesota Apprenticeship Initiative

LaRohn Latimer recently joined the Minnesota Department of Labor and Industry's Apprenticeship Unit as a field representative.

LaRohn will work to promote and develop registered apprenticeship programs in nontraditional high-growth occupations under the Minnesota Apprenticeship Initiative.

Those occupations include:

- agriculture
- advanced manufacturing
- health care
- transportation, and
- information technology.



LaRohn Latimer

Born in Minnesota and raised in Nebraska, Latimer returned to St. Paul and has spent most of his professional career in workforce development, most recently with the St. Paul YWCA as the transportation program manager. That program served more than 300 clients and helped them earn class A or class B commercial driver's licenses. Many clients were able to secure long term stable employment as transit or delivery drivers, heavy equipment operators and highway-heavy construction professionals.

## Heat and Frost Insulators host graduation dinner, present awards



Sixteen Twin Cities Area Heat and Frost Insulators Local 34 apprentices attended a graduation and awards dinner April 7, 2016, to mark the completion of their apprenticeships. Four apprentices received perfect attendance awards. Pictured, left to right, are Sam Schultz, business manager, Local 34; Jacob Betzold, graduate; Terry Frauly, DLI Apprenticeship; and Jeff Gunderson, secretary, JAC (trustee). Rick Martagon, DLI Apprenticeship, also attended the event.

# Pipe trades apprentice contest tests skills

## Top finishers will compete at national contest in Chicago

The Minnesota Pipe Trades State Apprentice Contest, conducted Feb. 11, 2016, in Minneapolis, is a competition to determine the state's top apprentice in pipefitting, welding, HVAC service, plumbing and sprinkler fitting.

Local union participants included Rochester Plumbers and Pipefitters No. 6, Duluth Plumbers and Pipefitters No. 11, Minneapolis Plumbers No. 15, St. Paul Plumbers No. 34, Metro Area Sprinkler Fitters No. 417, St. Paul Pipefitters No. 455, Minneapolis Pipefitters No. 539, Hibbing Plumbers and Pipefitters No. 589.

This year's competition included two HVAC service competitors, three plumbing competitors, four pipefitting competitors, one welder and one sprinkler fitter. The top competitor in each of the five crafts will move on to compete in the UA's fourth district contest in Chicago.

The competition is conducted each spring for two days. The five different crafts have a variety of trade-related projects and written exams designed to test their knowledge in the individual skill sets.

Pipefitting participants completed two written exams and seven trade-related projects. Those projects are designed to test the apprentice's abilities in pipefitting, lay out, tube bending, torch cutting and soldering and brazing.

The HVAC tests included a soldering and brazing project, three written exams and six trade-related projects. The trade projects are designed to test the apprentice's abilities to troubleshoot component failures of the heating, cooling and refrigeration equipment used in the industry.

Welding included two written exams and seven trade-related projects. Those projects are designed to test the apprentices abilities with the three welding process used in the industry.

The plumbing competition included four written exams, a practical math exam and a trade-related project that included working with cast iron, copper and PVC pipe. It also required the layout and installation of a restroom, including a sink, urinal and toilet to meet the requirements of the Minnesota Plumbing code.



Apprentices competed Feb. 11, 2016, in the Minnesota Pipe Trades State Apprentice Contest to determine the state's top apprentice in the fields of pipefitting, welding, HVAC service, plumbing and sprinkler fitting. The top finishers will compete at a national contest in Chicago.



The sprinkler fitter contest included two written exams and two trade-related projects that included working with copper, grove, and threaded pipe and the assembly and operational test of a pre-action valve.

This year's contest also included an industry day event that drew more than 200 contractors, 20 different vocational programs and several industry partners. The annual contest gives participants the opportunity to visit an apprenticeship training center, meet with vendors to see the latest technology in the piping industry, and see the state's top apprentices in the pipe trades compete. Vendor exhibits at the event included Lincoln Electric, Tri-Tool, Daikin Applied, Swagelok, Aquatherm, and 3-M.



### DLI Dashboard shows apprenticeship performance indicators

The DLI Dashboard tracks the agency's progress in key areas.

View the DLI Apprenticeship dashboard at [www.dli.mn.gov/Dashboard.asp](http://www.dli.mn.gov/Dashboard.asp).