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**Minnesota State Funded
Youth Apprenticeship
Grant Sites Report
As of January 1995**

February 6, 1995

**PRODUCED BY:
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Executive Summary

There were 20 grants awarded, however, there are 19 grant sites. One of the first round planning grant sites submitted an implementation proposal that was accepted.

In the first round, 11 grants were awarded (7 planning and 4 implementation). These grants were awarded February 1, 1994.

In the second round, 9 grants were awarded (5 planning and 4 implementation). These grants were awarded July 1, 1994.

	Planning	Implementation	Total
1st Round Grants	\$ 70,000	\$393,800	\$463,800
2nd Round Grants	\$ 50,000	\$388,801	\$438,801
TOTALS	\$120,000	\$782,601	\$902,601

Three out of the four first round grantees have apprentices in the workplace. The fourth one is geared up and ready for the next school year.

If you look at the action research model or organization development model and apply it to making the education to employment transitions system work, the first stage is *Entry*. The sites in this first step: researched the potential partners, contacted the appropriate partners, spelled out reasons for embarking on this endeavor, and defined some general working guidelines. The second stage is *Start Up*. This stage involves clarifying issues/concerns and gaining commitment to change by performing a mini-assessment, developing relationships and identifying the change champion. The third stage is *Assessment and Feedback*. In this stage additional information is obtained (e.g. demographics, forces--competition, government, economy, etc., alignment of the structure, quality, training, communication, and strategies), more information gathering (e.g. surveys, interviews, observations, labor market information, etc.), and then feedback of the findings to the partners to ascertain their level of commitment. The fourth stage is *Action Planning*. Action Planning is planning the course of action that should be taken; (e.g. brainstorming, listening, determining resources available, working with the change champion and getting commitment. *Intervention* is the fifth stage. This is the implementation and maintenance of the change. The sixth stage is *Evaluation* in order to maintain continuous quality improvement, monitor change momentum and validate the change is what is wanted. The seventh stage is *Adoption*. This is the stage where the ownership of the change is accepted as a "way of life" and internal resources are mobilized. The eighth and final stage is *Separation*. This stage is important, the knowing when the change is "ready to stand on it's own two feet." This is a delicate stage, in the fact, that if you separate too soon the change will not be maintained. A systemic change takes time, usually 2-5 years and more towards the later of 5 years.

The first round implementation grantees are the farthest. They have worked through the first four stages and are at implementation. The second round implementation grantees are proceeding at a faster pace as there are models for them to pick and choose from as to what they wish to use.

Both the first and second round grantees are starting to have or have formed area support groups--these groups contain funded sites, non-funded sites, implementation sites and planning sites. This is what should happen to facilitate systemic change--they are supporting each other and networking.

Some grantees are in the assessment and feedback or stage 3. Some have had to change occupations after doing the assessment and not finding what they had expected. The changing of occupations, when appropriate, is an encouraging sign, too. The grantees did not give up, they refocused and continued.

The largest part of this program is the multi-sector partnership. This partnership includes, but is not limited to, business and industry, education (secondary and post-secondary), labor/workers, parents, learners, community-based organizations and government (where appropriate). This partnership has caused a big challenge to a lot of the grantees. In talking with the grant sites, a lot of the sites talked about some of the challenges of their partnership. Some of the challenges were: scheduling meetings to fit the needs of ALL the partners, understanding terminology used--the term youth apprenticeship is often misunderstood, and working through the communication and teamwork issues. This is a most important part and not to be taken lightly, it can not be rushed. Taking the time in the building of the partnership will make the other stages easier. Once the partnership is formed, it must then be maintained and nurtured--this is no small task.

Grant monies have not been used to pay the salaries of the youth apprentices.

Some of the supporting activities that have been provided for the youth apprenticeship sites are: a Youth Apprenticeship Bulletin, quarterly state-wide networking meetings, and a youth apprenticeship resource library.

In Minnesota, the top three industries, using the GNP, are respectively:

1. Manufacturing
2. Services
3. Finance/Insurance/Real Estate (FIRE)

The industries being targeted, for the most part, are within those industries. However, additional consideration needs to be given to: The economy of the given area, the availability of jobs for youth apprentices, the labor demand, business' willingness to partner, and the traveling distance to a job for the youth apprentice. The sites are doing a good job of looking at the whole picture.

I believe progress is being made toward a systemic change. It will be critical to support these efforts to maintain the momentum and truly make it a systemic change and not just another program. The continued financial support was a common comment from the sites. A lot of the sites recognize the need to reallocate their internal resources, but that takes time. The monetary support and YOUR verbal support for the education to employment transitions system will facilitate it becoming a "way of life."

My recommendation is to provided monies to facilitate the systemic changes that are starting to take place. It is at a critical time in their development--financial and verbal support is much needed.

Minnesota State Funded Youth Apprenticeship Grant Sites Listing

Organization	Contact Person	Occupations	Area Served	Amount	Type of Grant
American Indian OIC 1845 East Franklin Avenue Minneapolis, MN 55404	William Means, Executive Director (612) 341-3358 (612) 341-3766 Fax	Business Service	Phillips Community South, Mpls	\$10,000	Planning
Anoka County Quality Council 229 Coon Rapids Blvd, Suite 12 Coon Rapids, MN 55433	Brian Ingvalson (612) 571-6000 (612) 572-2190 Fax	Manufacturing Technology	Anoka County	\$99,800	Implementati on
Cloquet Public Schools ISD #94 509 Carlton Avenue Cloquet, MN 55720	Dennis Modoc, Principal (218) 879-3393 (218) 879-6494 Fax	Healthcare, Manufacturing and Engineering Technologies	Counties: Cloquet and Carlton	\$92,000	Implementati on
Dakota County Employment and Training Center 1300 145th Street East County Road 42 Rosemount, MN 55068	Thomas L. Norman (612) 423-6363	Office Administration and Information Systems, Manufacturing Technology and Fabrication	Hastings, Lakeville, Farmington, South St. Paul, West St. Paul, Inver Grove Heights, Eagan, Burnsville, Apple Valley, Rosemount, Randolph, Mendota Heights, Hampton, Vermillion	\$99,436	Implementati on
Freshwater Education District 1100 Fifth Street NE, Suite 2 Staples, MN 56479	Sue Boeland, Secondary Vocational Director (218) 894-2439	Machine Tool Manufacturing, Graphics/Printing, Healthcare, Cabinet/Construction, Secretarial	Bertha-Hewit, Browerville, Clarissa, Eagle Bend, Grey Eagle, Long Prairie, Motley, Parkers Prairie, Staples	\$10,000	Planning
ISD #191 100 River Ridge Ct. Burnsville, MN 55337	Gail Spande, Barbara Obershaw, Coordinators (612) 882-2523	Manufacturing, Energy, Healthcare	Burnsville, Eagan, Savage, Other Municipalities within Dakota County	\$10,000	Planning
ISD # 287 1820 North Xenium Lane Plymouth, MN 55441	Renee Wanzer (612) 550-7226 (612) 550-7199 Fax	Graphics Arts, Printing Technology	Bloomington, Brooklyn Center, Eden Prairie, Edina, Hopkins, Minnetonka, Mound Westonka, Ossco, Richfield, Robbinsdale, St. Louis Park, Wayzata	\$98,615	Implementati on
Metropolitan Healthcare Foundation 2550 University Avenue Suite 221 North St. Paul, MN 55114	Maurcen Bruce (612) 641-1121 (612) 659-1477 Fax	Healthcare	Metro Minneapolis, St. Paul	\$100,000	Implementati on
Minneapolis Public Schools 807 NE Broadway Minneapolis, MN 55413		Business, Finance, Secretarial, Customer Service	City of Minneapolis	\$10,000	Planning

Minnesota State Funded Youth Apprenticeship Grant Sites Detail

The following pages list detail on each of the Minnesota State Funded Youth Apprenticeship Grant Sites.

There were 20 grants awarded, however, there are 19 grant sites. One of the first round planning grant sites submitted an implementation proposal that was accepted.

In the first round, 11 grants were awarded (7 planning and 4 implementation).

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Three out of the four first round grantees have apprentices in the workplace. The fourth one is geared up and ready for the next school year.

American Indian OIC

Organization: American Indian OIC
1845 East Franklin Avenue
Minneapolis, MN 55404

Contact Person: William Means,
Executive Director
(612) 341-6658
(612) 341-3766 Fax

Occupations: Business Service

Area Served: Phillips Community
South, Minneapolis

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Anoka County Quality Council

Organization: Anoka County Quality Council
229 Coon Rapids Blvd, Suite 12
Coon Rapids, MN 55433

Contact Person: Brian Ingvalson
Joanne Toews
(612) 571-6000
(612) 572-2190 Fax

Occupations: Manufacturing Technology

Area Served: Anoka County

Grant Amount: \$99,800

Type of Grant: Implementation

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

-Wonderful ties with the business community, students succeeding better than they have ever succeeded in their life because of the hands on, Pride and accomplish successes on the part of teachers, students and administrators, more businesses interested --more opportunities in business than we have students, the number of students growing for next year. A lot of staff development, curriculum writing time, workshops, partnership between business and education community takes a long time to develop and maintain, without a coordinator it would not be where it is at, parents meetings, mailing, student meetings, industry tours, brochures, developing a video, newspaper articles, district newsletters, employer's have publicized the apprenticeship, spoken to vocational directors and instructors, speaking at counselors group and MN school board assn, coordinator salary

Work Hours of the Apprentices:

-In the workplace every other day and in school when not in workplace (3 days one week, two days the next week)

What Grant Funds Were Used For:

- administrative salary
- coordinator salary
- teacher conventions
- travel

Marketing

- brochure
- sweatshirts
- curriculum writing

What Is/Was the Hardest Component:

- Recruitment--time constraint
- Marketing

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

- Additional coordinator time
- Computers
- Technology
- Additional money to keep the class size small--better rate of success

Cloquet Public Schools

Organization: Cloquet Public Schools
ISD # 94
509 Carlton Avenue
Cloquet, MN 55720

Contact Person: Dennis Modec,
Principal
(218)879-3393
(218) 879-2190 Fax

Occupations: Healthcare, Manufacturing and
Engineering Technologies

Area Served: Counties: Cloquet and
Carlton

Grant Amount: \$92,000

Type of Grant: Implementation

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Dakota County Employment and Training Center

Organization: Dakota County Employment and
Training Center
1300 145th Street East
County Road 42
Rosemount, MN 55068

Contact Person: Thomas L. Norman
(612) 423-6363

Occupations: Office Administration and Information
Systems, Manufacturing Technology and
Fabrication

Area Served: Hastings, Lakeville,
Farmington, South
St. Paul, West St. Paul,
Inver Grove Heights,
Eagan, Burnsville, Apple
Valley, Rosemount,
Randolph, Mendota
Heights, Hampton,
Vermillion

Grant Amount: \$99,436

Type of Grant: Implementation

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Freshwater Education District

Organization: Freshwater Education District
1100 Fifth Street NE, Suite 2
Staples, MN 56479

Contact Person: Sue Boeland,
Secondary
Vocational Director
(218) 894-2439

Occupations: Machine Tool, Manufacturing, Graphics/
Printing, Healthcare, Cabinet/Construction,
Secretarial

Area Served: Bertha-Hewit,
Browerville, Clarissa,
Eagle Bend, Grey
Eagle, Long Prairie,
Motley, Parkers Prairie,
Staples

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

ISD # 191

Organization: ISD # 191
100 River Ridge Ct.
Burnsville, MN 55337

Contact Person: Gail Spande,
Barbara Obershaw,
Coordinators
(612) 882-2523

Occupations: Manufacturing, Energy, Healthcare

Area Served: Burnsville, Eagan,
Savage, Other
Municipalities
within Dakota County

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

ISD # 287

Organization: ISD # 287
1820 North Xenium Lane
Plymouth, MN 55441

Contact Person: Renee Wanzer
(612) 550-7226
(612) 550-7199 Fax

Occupations: Graphic Arts, Printing Technology

Area Served: Bloomington, Brooklyn Center, Eden Prairie; Edina, Hopkins, Minnetonka, Mound Westonka, Osseo, Richfield, Robbinsdale, St. Louis Park, Wayzata

Grant Amount: \$98,615

Type of Grant: Implementation

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Have students started in the career pathways in middle schools, 13 member district, about 60% teaching applied academics (at least 1-2 of their courses), train the trainer in technical writing, applied math and applied communications and principles of technology, apprenticeship logo, promotional items for the youth apprenticeship, communications workshop--skills session (business persons showing what they actually need in business), Cluster course--junior year, elementary courses for career education as well, 70 currently just started in the cluster course (secondary) exposes them to 5 areas of printing industry, youth apprenticeship works into an A.A.S. degree in Printing Technology awarded from North Hennepin CC with North campus and Normandale works with South campus and Hennepin Technical College (Brooklyn Park and Eden Prairie)

Work Hours of the Apprentices:

- In school half a day (6), all day school (2)
- In the workplace 15 hours a week, in the afternoon or early evening

What Grant Funds Were Used For:

- Site visits to Appleton/Fox Valley in Wisconsin--took a team of teachers
- Consultants come out--apprenticeship consultant (John Kostours)
- Curriculum writing
- Training for teachers
- Travel
- Purchased software--QUIRT
- Coordinator's salary
- Secretarial support (a lot of this is ink)
- Development of youth apprenticeship logo
- Handbooks--promotional material
- Instructional supplies
- Teaching materials
- Supplies

What Is/Was the Hardest Component:

- The term apprenticeship--term applies to unions, difficult for employers to be devoted to the youth apprenticeship, little skeptical for high school students to have the commitment to this
- The need is there, and a lot work with post-secondary--but working with the high school is different.

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

- Support and continued financial support, more PR from the state, not every one needs to have a four-year degree.
- Parents need convincing--their son/daughter is four year bound. Parent education and counselor education

Metropolitan Healthcare Foundation

Organization: Metropolitan Healthcare Foundation
2550 University Avenue
Suite 221 North
St. Paul, MN 55114

Contact Person: Maureen Bruce
(612) 641-1121
(612) 659-1477 Fax

Occupations: Healthcare

Area Served: Metro Minneapolis,
St. Paul

Grant Amount: \$100,000

Type of Grant: Implementation

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

A lot of challenges--labor in the Healthcare field (are you taking a union job), Healthcare partners supportive of the idea but are not use to students this young being paid. Now have students going through a rotation this spring, Big problem--workmen's compensation and liability issue. Working on the seamless curriculum and articulation.

Work Hours of the Apprentices:

4 block session at school in a day--1 of the blocks in spent in the rotation (T, W, R--1 1/2 hours each day of these days, W can be up to 2 hours in the workplace) average is 4-6 hours a week

After rotation, students apply to for one of the apprenticeship opening. Then the students are not on rotation but are at one site and will spend 20 hours during the summer at the t site. During the summer, learners will meet with their high school instructor and will be following written curriculum.

What Grant Funds Were Used For:

- Project Director salary
- Curriculum writing
- Certified Nursing Training for the students (\$350/per student)
- Travel
- Marketing
 - brochures
 - fact sheets
 - photographs taken of the learners
 - media copy provided to the healthcare providers and school to use for publicity
- Curriculum materials for the students

What Is/Was the Hardest Component:

Partnering with labor and working through contracts--an area that was new to all partners, Need the Governor to state the importance of the Youth Apprenticeship with union persons to stand next to him and supporting the idea--verbally

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

- Labor support--industry and workers are open from the grass roots
- Industry recognizes the need
- Need "bridge" money--to stabilize the youth apprenticeship program and continue the program

Minneapolis Public Schools

Organization: Minneapolis Public Schools
807 NE Broadway
Minneapolis, MN 55413

Contact Person: Joan Wilkosz,
Administrator
(612) 627-2141
(612) 627-3095 Fax

Occupations: Business Finance, Secretarial,
Customer Service

Area Served: City of Minneapolis

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

MN River Valley Education District

Organization: MN River Valley Education District **Contact Person:** Lynn Steenblock
13th Street and William Avenue (612) 269-9297
Montevideo, MN 56265 (612) 260-5474 Fax

Occupations: Not Determined (Has since determined) **Area Served:** SW MN: Montevideo
Finance and Manufacturing Metal Technology

Grant Amount: \$10,000 **Type of Grant:** Planning

Date Grant Awarded: 2/01/94 **1st/2nd Round Grant:** 1st

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

North Country Vocational Cooperative Center

Organization: North Country Vocational Cooperative Center
905 Grant Avenue SE
Bemidji, MN 56601

Contact Person: William J. Kalmer, Director
(218) 751-6390
(218) 751-2791 Fax

Occupations: Healthcare, Wood Products

Area Served: Counties: Beltrami, Cass, Hubbard

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

NW Technical College

Organization: NW Technical College
Custom Training Services
1103 Roosevelt Road
Bemidji, MN 56601

Contact Person: Celine Graham
(218) 755-4264
(218) 755-4265 Fax

Occupations: Construction

Area Served: Moorhead

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Owatonna Area Chamber of Commerce

Organization: Owatonna Area Chamber of Commerce
320 Hoffman Drive, P O Box 331
Owatonna, MN 55060

Contact Person: Wayne Ebert,
Coordinator
(507) 451-4710

Occupations: Manufacturing (Metals Focus)

Area Served: Owatonna, Steel County

Grant Amount: \$101,500

Type of Grant: Implementation

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Have machining apprenticeship program in force--9 students involved. Have developed career development program and are completing a five year plan of career development. Organizing two other apprenticeship--healthcare (20 recruited) and office (10 recruited). Developed a video on the program. Child Development and agribusiness have started to meet and develop their partnership

Work Hours of the Apprentices:

First quarter--school every day, no work
Second quarter--in the workplace three hours bi-weekly (every two weeks)
Third quarter--1 three hour period per week in the workplace
Fourth quarter--2 three hour period per week in the workplace
Summer--eight weeks, 40 hours per week in the workplace
2nd year--2 three hours period per week in the workplace
2nd year summer--eight weeks, 40 hours per week in the workplace
3rd and 4th year--20 hours per week in the workplace and the same as the summer for the other years

What Grant Funds Were Used For:

- Coordinator salary (part of it)
- Liaison/Outreach person developing new programs
- Part-time secretary
- Marketing (brochures, video, name tags for apprentice, promotional items)
- Newsletter
- Industrial mentors and teachers training of those people and local training through the technical center
- Curriculum development
- Mentor handbook and a Student Handbook
- Instructional materials (safety guides, textbook material)
- Hazardous material booklets
- Support services and counseling--career development counselor
- Testing materials (PLAN (ACT material)

What Is/Was the Hardest Component:

Career development--change of attitude to make that work
Change of attitude for the whole thing--youth apprenticeship does not get developed in isolation
there are other pieces that go with it

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

We've just started and we have a plan but in order from this to be developed and strengthened and expanded we need more money--would take about five years to become self sufficient. Takes times for the partners to reallocated their resources.

South Central Technical College

Organization: South Central Technical College
1920 Lee Boulevard
North Mankato, MN 56002

Contact Person: Jane Carter,
Coordinator
(507) 625-3441
(507) 388-9951 Fax

Occupations: Printing

Area Served: Waseca, Mankato, North
Mankato, Blue Earth,
Nicollet

Grant Amount: \$102,000

Type of Grant: Implementation

Date Grant Awarded: 3/01/94

1st/2nd Round Grant: 1st

Where They Are At:

We have the first year curriculum done--seamless between secondary schools, technical college and business standards. We have students in apprenticeship jobs. We have completed an articulation agreement with Stout State for the transfer of credits from the Graphics arts program at South Central Technical College. Biggest accomplishment is that we truly have a partnership between industry, secondary education and higher education. We have created the mentor training as well as the train the trainer curriculum. Visited Wisconsin's program. Looking for additional partner--business as well as educational institutions. Second year funding will be crucial in achieving expansion of the program to other communities. We are using the industry standards put out by the Printing Industries of America. Currently the process of recruiting learners for next school year.

Work Hours of the Apprentices:

- Going to school in the mornings
- Work at the apprentice jobs from mid afternoon to early evening (6 or 7 PM)--a total of 15 hours a week per apprentice
- Also go to the Technical College every other week on Friday afternoons for 3 hours to work with the Graphics Arts instructor on specific areas they may not be receiving at the work site to meet Printing Industry of America standards.

What Grant Funds Were Used For:

- Curriculum development, Promotion/Marketing (brochures, flyers, letters)
- Mentoring Guides and Train the Trainer Guide
- Hired a person to coordinate the activities of the learners working the high school, the business site and the technical college
- Paying for a project coordinator (1/3 time)
- Travel
- Purchase of materials to implement the program (books, videos, software)--Same material for the high school, the industry and the technical college, all the trainers have the same math books as the high school instructors have

What Is/Was the Hardest Component:

- Getting the curriculum put together in a seamless manner and getting everyone to a consensus on the matter
- Development and maintenance of the partnership to get everybody to understand each other by staying focused on our vision and purpose.
- Resolution of turf issues.

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Second year funding will be crucial in achieving expansion of the program to other communities. Funding necessary to complete the second year curriculum and to implement that curriculum.

SE MN Private Industry Council

Organization: SE MN Private Industry Council
300 11 Avenue NW
Rochester, MN 55901

Contact Person: Richard Roy,
Youth Programs Director
(507) 252-2491

Occupations: Business, Health Services Industries

Area Served: Counties: Olmsted,
Dodge, Steel, Goodhue,
Fillmore, Mower

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

- Has establish planning team for southeastern MN
- Marketing-Youth Apprenticeship brochures
- Assisted in creating a liaison for applied curriculums
- Using career paths and how it relates to post-secondary
- Preparing a survey--community needs and labor market trends
- Looking at national and international youth apprenticeship models
- Collaborating with other youth apprenticeship
- Collaborating with Chamber of Commerce to put teachers in the workplace

Work Hours of the Apprentices:

N/A

What Grant Funds Were Used For:

- Survey preparation
- Travel to look at other sites (e.g. WI)
- Staffing cost to the school

What Is/Was the Hardest Component:

Availability of a coordinator--every can only do so much inkind

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

More pressure from State Department of Education to the schools to make it happen
More PR from the perspective of labor and industry (e.g. associations)
Staffing dollars

SW and W Central ECSU

Organization: SW and W Central ECSU
P O Box 1087
Southwest State University

Contact Person: David Freiborg
(507) 537-6800
(507) 537-7327 Fax

Occupations: Health

Area Served: Counties: Lyon, Lincoln,
Pipestone

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 2/01/94

1st/2nd Round Grant: 1st

Where They Are At:

Changing occupation clusters from Healthcare to Construction occupations and Graphics Arts, Hotel/Motel Management and entrepreneurship. Added another school district--Canby. Project to have students in youth apprenticeship positions 1995-1996 school year. The idea or concept to starting to be understood. Good publicity in the papers. Education process for people to understand apprenticeships. Better off to start slower and then gain your momentum. Would like to see the money from the state to the locals come as an entitlement versus a grant. You could still put stipulations on the entitlement.

Work Hours of the Apprentices:

N/A

What Grant Funds Were Used For:

Travel purpose to get people to come together, offset the costs of the people from business to work on components--business matched this. Development of the partnership and adding more partners.

What Is/Was the Hardest Component:

The single toughest issue/obstacle is the work-based learning. Hard sell to educators to accept that learning can be handled on the work site. All education must take place in the school was the original thought.

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Need a coordinator to organize this thing. Talk with the instructors to explain the program and answer the questions or get the appropriate people to answer their questions. They need support. Curriculum can be used from other sites, for instance, in the field of graphics arts.

St. Cloud Area Economic Development Partnership, Inc.

Organization: St. Cloud Area Economic Development
Partnership, Inc.
30 South Sixth Avenue
St. Cloud, MN 56301

Contact Person: Don Gafall,
Coordinator
(612) 654-5974

Occupations: Metalworking

Area Served: Benton, Sherburne, Stearns
County

Grant Amount: \$10,000 and
\$89,250

Type of Grant: Planning and
Implementation

Date Grant Awarded: 2/01/94 (Planning)
7/01/94 (Implementation)

1st/2nd Round Grant: 1st (Planning)
2nd
(Implementation)

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

W Central Education District 61-6026

Organization: W Central Education District 61-6026
933 State Road
Sauk Centre, MN 56378

Contact Person: Perry Johnson,
Facilitator
(612) 352-6120

Occupations: Rural Metal Fabrication

Area Served: School Districts: Albany,
Melrose, Sauk Centre,
Paynesville, Sterns

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Work Hours of the Apprentices:

What Grant Funds Were Used For:

What Is/Was the Hardest Component:

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Zumbro Education District

Organization: Zumbro Education District
801 Frontage Road NW

Contact Person: Tammy Lee
(507) 285-7239
(507) 285-7496 Fax

Occupations: Agriscience, Biotechnology

Area Served: School Districts:
Blooming Prairie, Byron,
Hayfield, Kasson-
Mantorville, Pine
Island, Stewartville,
Triton

Grant Amount: \$10,000

Type of Grant: Planning

Date Grant Awarded: 7/01/94

1st/2nd Round Grant: 2nd

Where They Are At:

Made connections with business and industry, brought partners together, did needs survey, identified model sites with complementary youth apprenticeship in other states (e.g WI, CA, TX OR), sending out survey to SE MN business that fit the Biotechnology industries,

Work Hours of the Apprentices:

N/A

What Grant Funds Were Used For:

- Survey
- Developing partnership

What Is/Was the Hardest Component:

Developing the partnership and understanding the concept of youth apprenticeship, defining what biotechnology really is.

What Future Needs Do You Have to Continue the Growth of Youth Apprenticeship:

Funding, the support for youth apprenticeship--state coordinator, networking

Youth Apprentices in the Workplace--Minnesota
State Funded Sites
 Information As of 2/6/95

72* Current Youth Apprentices in the Workplace--State Funded
 (31 Females, 41 Males) *(Includes some starting in March)
NOTE: This is a mix of the following learners: Minority, Non-Traditional,
 Special Needs, and Traditional

Breakdown by Industry

12	Plastic Injection Molding
2	Heavy Diesel
2	Office Administration and Information Systems
18	Hotel Management
9	Sheetmetal Working
18	Health Careers
11	Printing

Projected Youth Apprentices

Projected for 1995-1996	281
Projected for 1996-1997	547
Projected for 1997-1998	838

Some Examples of Other Education to Employment Connecting Activities
 Currently Being Done

Career Exploration
 Cooperative Work Programs
 8th Grade Industry Tours (Parent(s)/Learner/Counselor)
 Explorer Post--Health Awareness Club
 Job Shadowing
 Jr. Achievement Programs
 Mentoring
 Newspaper Project--Hands On
 On-The-Job Training
 Partnership Workshop (5 days)
 6th Grade Industry Tours (Learners)
 Student Owned Hardware Store
 Work Experience Programs
 Work Release Programs
 Year Round School (Pilot, K-6, 1 Section)

**Minnesota State Funded Youth Apprentices in the Workplace
Current and Projected (As of 2-6-95)**

Agency	Current Youth	Projected '95-'96	Projected '96-'97	Projected '97-'98	Female	Male
	Apprentices					
American Indian OIC	0	30	65	100	0	0
Anoka	12	36	76	136	6	6
Cloquet	0	33	63	93	0	0
Dakota County	22	45	90	140	10	12
Freshwater	0	10	20	30	0	0
ISD #191	0	3	13	23	0	0
ISD #287	8	28	53	88	2	6
Metro Health	18	27	36	45	13	5
Mpls Pub Sch	N/A (Didn't Make Contact)	N/A	N/A	N/A	N/A	N/A
MN River Valley	0	0	0	0	0	0
NC Voc Ctr	0	15	15	15	0	0
NW Tech	0	0	0	0	0	0
Owatonna	9	24	39	54	0	9
South Central	3	15	27	39	0	3
SE MN PIC	0	0	0	0	0	0
SW/W ECSU	0	5	10	15	0	0
St Cloud	0	10	20	30	0	0
West Central	0	0	20	30	0	0
Zumbro Ed District	0	0	0	0	0	0
TOTALS	72	281	547	838	31	41