

# Minnesota Helmets to Hardhats Initiative 2025 year End Report

## Director's Overview

Justin Rost a Sheetmetal worker and U.S. Marine Corps veteran continued as Director of the MN Helmets to Hardhats program.

BSC, a nonprofit organization which is dedicated to fostering and developing construction career pathways for Minnesotans, has within its programs the Minnesota Helmets to Hardhats (MNH2H) program. Working in tandem with the national office of Helmets to Hardhats, a national nonprofit organization that helps introduce military veterans to career opportunities in construction, MNH2H supported by a two-year grant totaling \$468,000, approved during the 2025 session of the Minnesota Legislature, to recruit, retain, assist and support National Guard, Reserve, and active duty military members' and veterans' participation in construction trades apprenticeship programs registered with the MN Department of Labor and Industry (MNDOLI). Activities under the grant, monitored by MNDOLI, include connecting active members and veterans with career training and employment opportunities in the building and construction trades industries.

## Program Overview

MN Helmets to Hardhats Commitment Statements:

- To provide services in accordance with our own standard as well as the standards of the national office to any and all veterans that have honorably served or are currently serving in the military forces of the United States.
- To help veterans in need of other services through use of our contacts and networking partners.
- To continue to expand our contacts and partnerships of veteran service providers, union building trades, and veterans throughout the state.
- To help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

The purpose of the MN Helmets to Hardhats program is to help veterans and transitioning military along with National Guard and Reserve personnel find gainful employment in the union construction trades in Minnesota. This is accomplished by:

- Partnering with the National Helmets to Hardhats program to allow veterans access to an established website that is actively advertised throughout the country and military bases.
- Partnering with other veteran organizations like the VA Hospital, MAC-V, and DEED along with many others to help veterans who may be unemployed or underemployed.
- Networking with veteran support groups such as the Eagle Group of MN Veterans, Beyond the Yellow Ribbon, and the veteran Resource Group.
- Connecting with the MN Building Union Trades and their joint apprenticeship training coordinators and business agents.
- Networking with employers

#### Processes

To join Helmets to Hardhats, a veteran will go to the national website ([helmetstohardhats.org](http://helmetstohardhats.org)), create a profile and submit a resume. Once registered, the MN Helmets to Hardhats Director contacts the individual directly to help navigate towards a career pathway within the construction industry. Participating veterans must have the following:

- Be at least 18 years of age
- Have a military discharge that is not dishonorable
- Have a high school diploma or equivalent
- Be able to pass a drug test
- Be able to complete a formal interview

#### Mission Specific Activity

- 48 (count is incomplete and still in process) Verified H2H members joined the MN Building Trades during calendar year 2024.
- 273 Service members have worked with MNH2H this year.
- MNH2H attended 56 events related to veteran employment this year.
- More than 300 Minnesota service members have entered the construction trades through MNH2H