

# DICK ANDERSON CONSTRUCTION APPRENTICESHIP PROGRAM

## FROM CUSTOMIZED TRAINING TO REGISTERED APPRENTICESHIP

### EXECUTIVE SUMMARY

Four years ago, Dick Anderson Construction (DAC) located in Helena, MT, contacted Great Falls College Montana State University (GFC MSU) about providing customized carpentry training for their employees. Over time, this has turned into a multi-level, multi-city, state apprenticeship program that has upskilled over 50 DAC employees.

**5** cohorts happening simultaneously



**50+ DAC employees in the program**



**DAC covers the entire cost & receives a tax credit for each employee**



**Employees required to buy books**

**Offered in 4 MT Cities**

- **Bozeman**
- **Great Falls**
- **Helena**
- **Missoula**



- **4 levels**
- **9 months each**
- **4 years to complete**

**INTERESTED IN AN APPRENTICESHIP? CONTACT:**

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**The Center for Lifelong Learning**



## PARTNERSHIPS

### DICK ANDERSON CONSTRUCTION

- Selects participants
- Provides wage increases
- Determines who moves on to the next level
- Pays for the program

### GREAT FALLS COLLEGE MSU

- Creates the levels/labs
- Provides all of the admin support
- Hires and supports quality instructors
- Works closely with DAC to fine-tune program

### DEPT. OF LABOR & INDUSTRY

- Registers the apprentices
- Monitors the apprenticeship program
- Ensures DAC receives apprenticeship tax credits

## OTHER INFORMATION



- Uses NCCER Curriculum
- Non-credit
- Does not include general education classes
- Lifelong Learning willing & capable to help with grants/funding streams
- Can be customized to fit needs of other businesses & industries



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## **The Building of an Industry Driven Partnership**

Dick Anderson Construction (DAC) asked Great Falls College MSU to help them upskill their employees through a customized training program. This program was designed specifically for Dick Anderson Construction and started with eight employees in Helena. During the program, Great Falls College MSU provided the related instruction, labs, instructors and administrative support.

“With retirements and low unemployment rates, we knew it would be important to train our own employees. Great Falls College MSU was willing to work with us to create a program that fit our needs,” said Annie Chase, Human Resources Director at Dick Anderson Construction.

In 2018, the customized training program became a state recognized apprenticeship program. The five who completed the first state apprenticeship requirements – Jacob Cole Morse, Buddy Lervold, Nate Nelson, Jack Mueller and Tony Gavaghan – were part of the original training.

Each apprentice has completed over 144 hours of related instruction, over 2,000 hours of on-the-job training and shown competency in a wide range of carpentry skills.

In the related instruction and labs, Great Falls College MSU worked closely with Dick Anderson Construction superintendents to make sure what was being taught was applicable to the work sites. It also created a better connect to Dick Anderson Construction and its culture.

“This program has provided me with new skills and the fact that Dick Anderson invested in me has made a difference in my life,” said Cole Morse, Dick Anderson Construction employee and state apprentice.

These five employees are the first to complete the apprenticeship program, but there will be many more in the future. Currently, there are five cohorts in four cities across Montana – Helena, Great Falls, Bozeman (two cohorts) and Missoula for a total of 32 employees in the apprenticeship program.

The apprenticeship consists of four nine-month levels and takes approximately four calendar years to complete. At the completion of each level, the apprentice is reviewed by Dick Anderson Construction with input from Great Falls College MSU, **Those who have completed the level move on to the next level and receive a wage increase.**