

Dual-Training Pipeline *BY THE NUMBERS*

- 258** employers assisted through Pipeline programming and activities to support their efforts with dual training.
- 12** industry forums conducted throughout the year.
- 82** occupations with industry-approved competency standards.
- 12** or more new occupations in development for 2024.

Dual training is a win-win for your business and employees



Dual-Training Pipeline adds new industries, helps employers meet workforce needs

In 2023, Minnesota Dual-Training Pipeline added three new industries of child care, transportation and the legal cannabis industry and also continued helping employers address their critical workforce challenges through consulting, industry forums, competency-based occupation development and enrichment offerings.

Pipeline staff worked with employers to develop and enhance training efforts that pair competency-based on-the-job training with related formal education. Dual training allows employers to realize immediate benefits to employee retention and workplace culture while motivating existing employees and new hires. Employees earn credentials, grow their career and support business workforce needs.

The Pipeline team also hosted Workforce Community Conversations throughout Minnesota and connected directly with employers. Pipeline also met new industry partners, hosted speaker series enrichment events and offered consulting to create dual-training programs for employers across the state.

What Minnesota Dual-Training Pipeline participants are saying

“The CA to MA program that Children’s offered allowed me to receive the health care experience all while going to school to complete my MA program. Thanks to the program I am now a medical assistant with no student debt.”

– Dhalia Martinez, medical assistant, Children’s Minnesota

“Due to the addition of the dual trainee program for medical assistant, we have the potential to support six new positions in this role. At a time when finding high performing MAs, or MAs at all, is challenging, it is a benefit to know we have the dual-training program to help. It has given career pathways for people like Dhalia and as a leadership team, we are thankful for this program and opportunity.”

– Abigail Knieste, registered nurse clinical supervisor, Children’s Minnesota



Dhalia Martinez

Workforce Community Conversations conducted throughout the state

The Minnesota Dual-Training Pipeline team hosted Workforce Community Conversations across Minnesota in the fall of 2023, connecting with employers, educators, community-based non-profits and those interested in Minnesota's workforce. Pipeline staff networked with attendees in Winona, Lakeville, Waseca, Worthington, Willmar, Detroit Lakes, Virginia, St. Paul and Minneapolis, gaining valuable insight about unique workforce challenges and successes. The information collected during Community Conversations is used to support employers and address concerns across Minnesota.

The biggest takeaways from these meetings were:

- Employers experiencing lack of applicants or applicants that vanish before final hiring stages.
- Minimal access to child care or reliable transportation.
- Employers are allowing more flexibility with scheduling.
- Employers spoke about updating their benefit plans to align better with employee needs and more willingness to create career pathways and upward mobility.



Minnesota Dual-Training Pipeline Speaker Series success continues

Employers, educators and community stakeholders from across Minnesota benefitted from the Minnesota Dual-Training Pipeline Speaker Series. There were more than 175 attendees at our three speaker series events. The speakers focused on subjects that offer support for employers in the following topics:

- Jan. 17, 2023: Work Like a Boss: Go from Apathy to Action at Work with Nancy Lyons
- April 25, 2023: Minding Your Mental Health in the Workplace, COVID-19 and Beyond with Catherine Christiansen of National Alliance on Mental Illness - Minnesota
- Oct. 3, 2023: Improve Your Workplace with Mentoring Programs with Sarah Schaefer of Mentor Minnesota

We plan to offer more enrichment opportunities. See "Mark your calendars" and watch for email invitations.

Work starts with three new industries

Child care, transportation and legal cannabis industry added to Dual-Training Pipeline in 2023

Three new industries were added to Minnesota Dual-Training Pipeline during the 2023 legislative session and the Pipeline team was excited to begin researching their workforce needs.

The need for child care and transportation workers is a common request throughout the state. These industries are vital to both the workers in them and the businesses and employees who rely on their services.

In addition, with Minnesota's legalization of adult-use cannabis, it is clear this emerging industry will have significant workforce demands. Dual training in the legal cannabis industry is an important resource for meeting those new workforce needs.

The Pipeline team researched the industries and started our outreach by meeting with industry leaders and conducting stakeholder meetings in September. We also hosted fall industry forums and continue to meet with employers, educators and advocates to bring dual-training to these three industries.

Dual-training consulting

Pipeline consultants work statewide to create and disseminate dual-training resources for employers, employees and dual trainees.

Consultants help employers build their own dual training by working with them to think through how to set up robust on-the-job training, getting them in touch with education providers and assisting with selecting the best training provider for their training goals.

In some cases, consultants help employers explore resources to fund training for their workforce. Consultants may also connect employers with one another or with representatives from community-based organizations, training providers or other employer partners who share information about how to make dual training a successful approach to build a skilled workforce.

Advanced Manufacturing

- CMM programmer
- CNC programmer
- Extrusion molding technician
- Flexo technician
- Industrial production manager
- Injection molding technician
- Logistics and supply chain manager
- Machinist/CNC operator
- Machinist/tool and die maker
- Maintenance and repair worker
- Manufacturing engineer
- Manufacturing production supervisor
- Mechatronics technician
- Print press operator
- Quality assurance/food safety supervisor
- Quality assurance technician
- Robotics operator
- Safety technician
- Solderer
- Welder

Occupations by industry

Information Technology

- Application developer
- Business intelligence developer/architect
- Cloud architect
- Computer user support specialist
- Data science/artificial intelligence machine learning specialist
- Database administrator
- Information security analyst/ specialist
- IT project planner/ manager
- Network engineer
- Software engineer/ developer
- Testing and quality assurance analyst
- Web developer – back end
- Web developer – front end

Agriculture

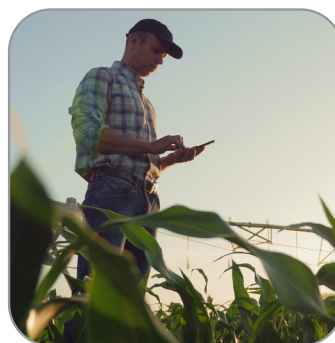
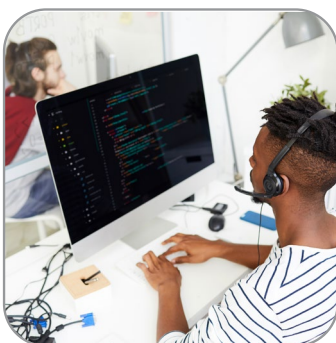
- Agriculture applicator technician
- Agriculture equipment mechanic
- Agriculture finance/ lender
- Agronomist
- Crop farm manager
- Farm animal manager
- Grain merchandiser
- Horticulture farm manager
- Livestock veterinarian
- Meat cutter/ meat processor
- Quality assurance/ food safety supervisor
- Swine technician (sow farm)
- Swine technician (grow finish)

Health Care Services

- Certified nursing assistant
- Chemical dependency and addiction technician
- Community health worker
- Community paramedic
- Critical care nurse
- Dental assistant
- Dental hygienist
- Dental therapist
- Dentist
- Electronic health records specialist
- EMT to paramedic pathway
- Emergency room nurse
- Health support specialist
- Histology technician/ technologist
- Licensed alcohol and drug counselor
- Licensed independent clinical social worker
- Licensed practical nurse
- Long-term care facility culinary manager
- Medical assistant
- Medical lab assistant
- Medical lab technician
- Medical laboratory scientist
- Occupational therapist
- Ophthalmic technician
- Pharmacy technician
- Phlebotomist
- Physical therapy assistant
- Positive support analyst
- Positive support specialist
- Psychiatric/mental health technician in-patient
- Psychiatric/mental health technician out-patient
- Radiologic technologist
- Registered nurse
- Respiratory therapist
- Surgical technologist
- Wound, ostomy, continence (WOC) nurse

New occupations in development for 2024

- Early childhood educator
- Early childhood director
- Automotive mechanic
- Aircraft maintenance technician
- Bus and truck diesel mechanic
- Heavy and tractor-trailer truck driver
- Food scientist/technologist
- Occupational therapy assistant
- Biomedical equipment technician
- Massage therapist
- Legal cannabis cultivation supervisor
- Legal cannabis laboratory technician



Meet Lisa Anderson – Minnesota Dual-Training Pipeline participant

Lisa Anderson has been in the manufacturing industry for over 20 years, working at Ultra Machining Company (UMC) for 14. She worked in the inspection department, progressing from an inspection technician role to a quality technician where she supports the day-to-day inspection and quality activities at Monticello-based UMC, Inc.

Anderson chose to participate in Dual-Training Pipeline at Anoka Technical College to further her education and on-the-job skills. She is currently enrolled in the quality technician program that will lead to an Associate in Applied Science degree. The degree, combined with her experience in the field, will enable her to take the exam for the American Society of Quality (ASQ) Certification for a quality technician.

“This opportunity is giving me the skills needed for future advancement within the organization. I am gaining a better understanding of the big picture regarding how quality and manufacturing work as a whole,” she said. “This is a big step to achieve my goal to become a quality engineer.”



Lisa Anderson

Inventory of education providers online

We continue to update and improve a dynamic, interactive tool to help employers find training partners for approved occupations. The web-based system contains a searchable, sortable directory of education programs that offer industry-recognized credentials that qualify for both Dual-Training Pipeline model development and associated Dual Training Grant program funding.

Visit dli.mn.gov/business/workforce/pipeline-related-instruction-inventory to use the inventory tool.

Mark your calendars

- Information Technology Industry Forum – Feb. 7, 2024, from 9 to 10 a.m.
- Advanced Manufacturing Industry Forum – Feb. 8, 2024 from 9 to 10 a.m.
- Agriculture Industry Forum – Feb. 9, 2024 from 9 to 10 a.m.
- Health Care Services Industry Forum – Feb. 13, 2024, from 9 to 10 a.m.
- Child Care Industry Forum – Feb. 14, 2024, from 9 to 10 a.m.
- Transportation Industry Forum – Feb. 15, 2024, from 9 to 10 a.m.
- Legal Cannabis Industry Forum – Feb. 16, 2024, from 9 to 10 a.m.
- Minnesota Dual-Training Pipeline 101 – Feb. 27, 2024, from 9 to 10 a.m.
- All Industry Forum – June 11, 2024, at 9 a.m.



Visit dli.mn.gov/business/workforce/pipeline-events for more information about our events.

Contact us

For more information contact PIPELINE.Program@state.mn.us or:

- Dan Solomon, Dual-Training Pipeline manager, at dan.solomon@state.mn.us or 651-284-5355
- Kathleen Gordon, Dual-Training Pipeline consultant, at kathleen.gordon@state.mn.us or 651-284-5388
- Erik Holtan, Dual-Training Pipeline consultant at erik.holtan@state.mn.us or 651-284-5082
- Madolyn Martini, Dual-Training Pipeline consultant at madolyn.martini@state.mn.us or 651-284-5088

Sign-up for Minnesota Dual-Training Pipeline emails at dli.mn.gov/pipeline.

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