

# Minnesota P.I.P.E.L.I.N.E. Project

Private Investment, Public Education, Labor & Industry Experience

# Welcome!

# Healthcare

# Industry Council



# Agenda

- **Welcome & Introductions**
- **PIPELINE Project Status**
- **Overview of Dual-Training System in United States**
- **Selection of Healthcare Services Occupations**
- **Identification of Occupational Experts**
- **Discussion about Dual-Training System in Minnesota**
- **Next Steps**

# Introductions

- Name
- Organization
- Favorite Halloween Costume

# PIPELINE Project Status Objectives

- Develop and enhance MN skilled workforce
- Catalyst to further the dual-training system
- Voluntary participation from industry leaders



# PIPELINE Project Status Goals

- Select 3 occupations per industry.
- Develop or document competency standards for each identified occupation with industry experts.
- Identification of models to deliver dual-training
- Engagement of industry sectors
- Report on MN PIPELINE Project: findings, progress, success, and recommendations

# PIPELINE Project Status Scope



# PIPELINE Project Status Scope

## In-Scope

- Individuals already employed
  - Apprenticeship/Dual-Training
  - Journey Level
  - Mentoring

## Out-of Scope

- Pre-employment
  - Early Exposure
  - Career Exploration
  - Career Readiness



Milestones	Understanding the Requirements of the Industry	Gathering Information and Decision Making	Recommendations and Next Steps for the MN PIPELINE Project	Submit Legislative Report
Timeline	August 15, 2014	October 1, 2014	November 7, 2014	January 15, 2015
Deliverables	<ul style="list-style-type: none"> <li>• Convened Industry Council.</li> <li>• Reviewed project objectives &amp; timeline.</li> <li>• Identified the occupational gaps in the Industry and explored the required abilities, knowledge &amp; technical skills.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Select 3 occupations by industry council.</b></li> <li>• <b>Identify experts or resources to develop or validate competences in each selected occupation.</b></li> <li>• <b>Discussion on Dual-Training in Minnesota.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Explore specific delivery models for dual-training system .</li> <li>• Recommendations on implementing dual-training for industry and each occupation.</li> <li>• Identify next steps for MN PIPELINE Project and dual-training in Minnesota</li> </ul>	<ul style="list-style-type: none"> <li>• Report on MN PIPELINE Project: findings, progress, success, and recommendations</li> </ul>
Communications	Session summary	Session summary	Session summary & Draft Report	Report

# Overview of Dual-Training in United States

## ❑ Apprentices and Sponsors

❑ 8,200 Apprentices

❑ 294 Sponsors include unions, employer associations, and individual employers

❑ All registered apprenticeships programs in Minnesota are approved by the Minnesota Department of Labor and Industry

# Overview of Dual-Training in United States

## ❑ Dual-Training Components

- ❑ All participants are employees of a sponsoring employer
- ❑ Participants receive related instruction (classroom training)
- ❑ Participants receive work process instruction (on the job)



# Overview of Dual-Training in United States

Dual-Training:	Registered Apprenticeship:
Dual-Trainee is an employee of Participating Employer	Registered Apprentice is an employee of Sponsoring Employer
Work processes – A description of on-the-job training	Work processes – 2,000 hours per year or equivalent
Related Technical Instruction– A description of the coursework the dual-trainee will complete	Related Technical Instruction– 144 hours per year or equivalent
	Safety training – 50 hours per year
	Progressive wage schedule
	State issued completion certificate

# Overview of Dual-Training in United States

## ❑ Dual-Training Drivers

- ❑ Single Employer with customized training provider
- ❑ Labor and Employer joint programs
- ❑ Education driven with Multi-Employer participation



# Overview of Dual-Training in United States

## Dual-Training Styles:

### Time Based

- 144 hours of related instruction and 2,000 hours of OJT each year of the programs
- Most JATC program are time based

### Competency Based

- Assessments and certifications as skills are developed

### Hybrid

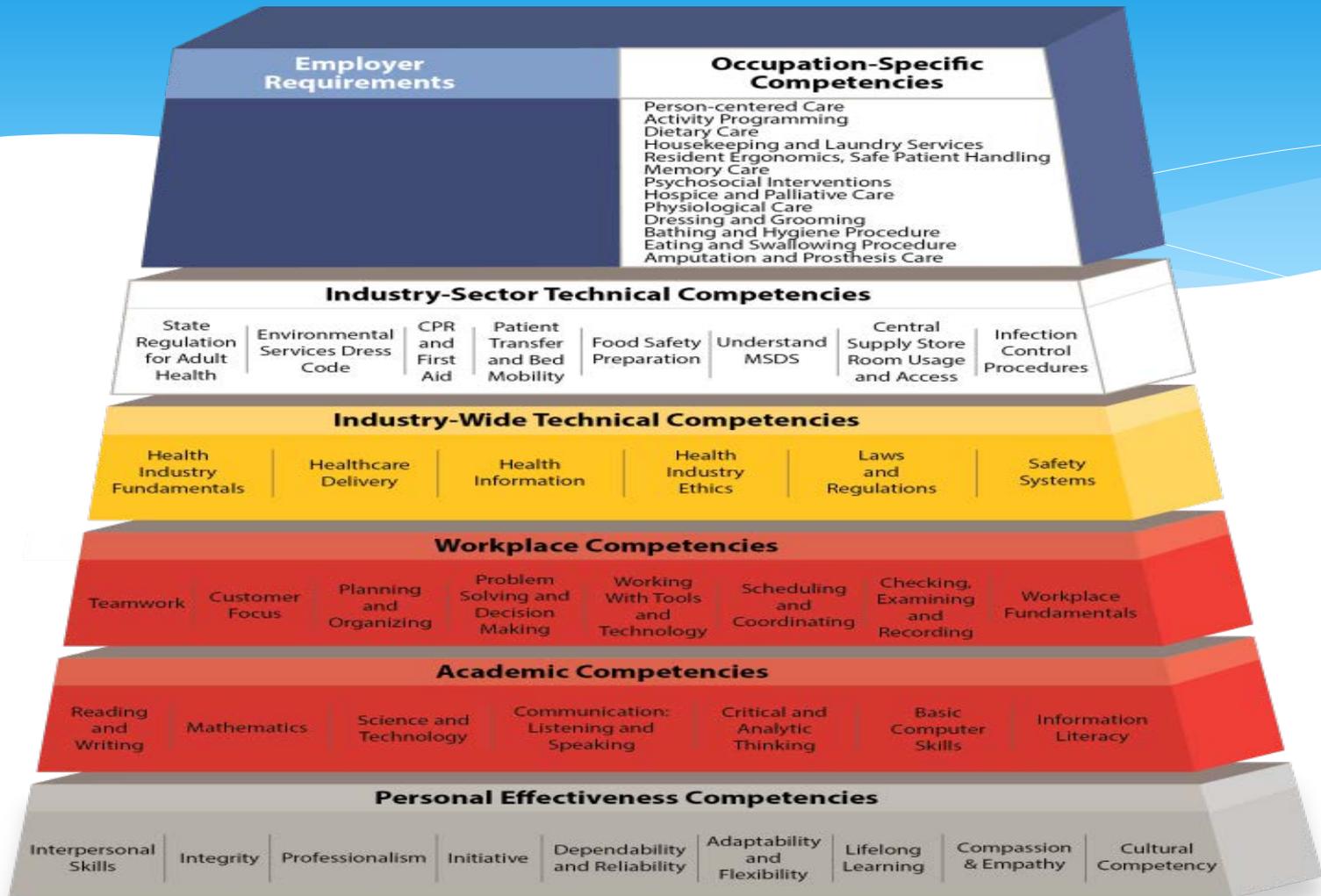
- Combination of time and competency based



# Overview of Dual-Training in United States

- ❑ **Healthcare Services Apprenticeship Programs**
  - ❑ Health Support Specialist apprentices are employed in long term care and assisted living settings
  - ❑ The current class of 18 apprentices are from facilities in New Ulm, Sauk Rapids, Marshall, Rushford, and Northfield MN.

# Health Support Specialist



# Benefits of Dual-Training/Apprenticeship

“To expand our training base and ”to ensure that we as a company are training our employees correctly.”

“We have a high level of confidence in registered apprenticeship because it is a successful way to get the most qualified individuals. We believe this is due in part to the structure and demands of apprenticeship.”

“We feel more comfortable in knowing that the journeyworker is fully trained and competent in their occupation.”

“We use apprenticeship because we can control the time that the apprentice is in the program. If they are going well they can finish early and if they are having some issues we can hold them in the apprenticeship until they are proficient.”

“Apprenticeship gives the plant a structured training system for high-skill jobs. It also provides employee recognition when completing the program.”

“Training employees for their needs and specific to the equipment at our company.”



# Selection of Healthcare Services Occupations

- Review selection process
- Top 5 healthcare services occupations
  - Phlebotomist
  - Health Support Specialist
  - Health Information Technician
  - Psychiatric Technicians/Mental Health Technician
  - Home Health Aids



# Identification of Occupational Experts

# Next Steps

## Meeting 3:

- Friday, November 7<sup>th</sup>
- 9:00 a.m. – 11:00 a.m.
- Department of Labor and Industry

## Goals of meeting 3:

- Explore specific delivery model for dual-training system
- Recommendations on implementing dual-training for industry and each occupation
- Identify next steps for MN PIPELINE project and dual-training in Minnesota

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**Thank you!**  
**Healthcare**  
**Industry Council**

