

MINNESOTA PIPELINE PROJECT

**PRIVATE INVESTMENT, PUBLIC EDUCATION
LABOR AND INDUSTRY EXPERIENCE**



**ADVANCED
MANUFACTURING**



AGRICULTURE



**HEALTH CARE
SERVICES**



**INFORMATION
TECHNOLOGY**

**Health Care Services Industry Council
Wednesday, December 2, 2015**

Introductions

- **Senator Terri Bonoff**
- **Deputy Commissioner Jessica Looman – MN DLI**
- **Heather McGannon – PIPELINE Project Manager**
- **Amy Walstien – PIPELINE Project Team**
- **Janell Westveer – PIPELINE Project Team**
- **Nichole Sorenson – Research Analyst, OHE**



Agenda

- **MN PIPELINE Project objectives and strategies**
- **Review dual training & registered apprenticeship**
- **Progress report on MN PIPELINE Project Industry Council recommendations**
- **Upcoming Competency Council work**
- **Link to industry specific exposure and engagement survey**
- **Next steps**



Minnesota PIPELINE Project Objectives

- **Develop and enhance Minnesota skilled workforce**
- **Participation from industry leaders**
- **Expand dual-training and registered apprenticeship in Minnesota**



What are the MN PIPELINE strategies?

- 1. Industry Councils:** Inform and direct PIPELINE Project on industry trends and needs through discussion and strategic planning aimed to expand dual-training.
- 2. Competency Councils:** Define and identify specific occupational competencies for the industry.
- 3. Dual-Training Tools:** Create and disseminate dual-training tools and resources for employees and dual-trainees.





4. Alignment with other workforce initiatives:

Identify and connect with other public and private workforce initiatives that align with the work of the PIPELINE Project.

5. Dual-Training Grants: Assist employers in the four PIPELINE Project industry to begin or expand their dual-training or registered apprenticeship programs.

Training and Registered Apprenticeship

Dual-training:		Registered Apprenticeship:
Dual-trainee is an employee of participating employer		Registered Apprentice is an employee of sponsoring employer
Competency Standards	Work Process	Work process: 2,000 hours or equivalent of structured OJT
	Related Instruction	Related technical instruction: 144 hours each year or equivalent
		Safety training: 50 hours
		Progressive wage schedule
		State issued completion certificate

PIPELINE Project for 2015-2016

Department of Labor and Industry (DLI)

- a) Identify competency standards for entry level and higher skill levels.
- b) Verify the competency standards and skill levels and their transferability by subject matter expert representatives of each industry.
- c) Develop models for Minnesota education institutions to engage in providing education and training to meet the competency standards established.
- d) Encourage participation by employers and labor in the standard identification process for occupations in their industry.
- e) Align dual-training competency standards with other workforce initiatives.



2015 Progress Report to the Minnesota Legislature



Progress report on Industry Council recommendations:

1. Complete occupational competency standards for all occupations identified through the PIPELINE Project.

*Completed and validated occupational competencies in three Health Care Service occupations Psychiatric Technician (In-Patient and Out-Patient) and Health Support Specialist. We held two occupational conversations about Health Information Technician and Medical Scribe.

2. Build Industry Competency Councils for each targeted industry to develop competency standards for additional occupations in each industry.

*In progress - data has been collected and analyzed. Today's Industry Council will begin process of identifying additional PIPELINE occupations. Selection of occupations will conclude at the beginning of January 2016 and Competency Council will begin in February 2016.



Progress report on Industry Council recommendations

- 3. Establish dual-training committees for a PIPELINE project identified occupation in each targeted industry.**

*DLI is working with employers in each of the 4 industries to develop new dual-training programs and support the development and expansion of current dual-training and apprenticeship programs. DLI will work with each dual-training grant recipient to help them form industry and occupational committees aimed at supporting and enhancing their dual-training programs.

- 4. Develop templates and implementation tools for new dual-training programs for all occupations identified through the PIPELINE project.**

*DLI has created a dual training program guide to assist employers in developing these programs. Peer to peer mentorship of employers will be available in Spring 2016, as well as Industry Council regional and statewide connection and resource meetings.



Progress report on Industry Council recommendations

5. Create and execute a plan for dual-training outreach, exposure, and awareness.

*The PIPELINE Project team will work with each Industry Council to assist them with developing a dual-training outreach, exposure, and awareness plan for their industry statewide and regionally if requested. The goal of this work includes building on current successful projects and creating new projects that will develop marketing materials to promote dual-training opportunities, identify and evaluate skills assessments and part with key stakeholders to offer hands-on awareness events.

6. Align dual- training delivery system to other workforce initiatives.

*The PIPELINE Project team is currently working with other statewide workforce initiatives such as Governor Workforce Development Board, MSPWin, United Way, Itasca Project and others, as well as connecting with regional work to align workforce needs.



Progress report on Industry Council recommendations

7. Develop research and analytical tools to determine dual-training system costs and benefits.

* DLI is currently working with the US DOL to create a financial calculator to help project the costs of creating a dual-training and/or registered apprenticeship program.

8. Explore providing financial support to make dual-training programs viable and sustainable for employers and employees.

* MN Laws Chapter 69 created dual-training grants administered through the Minnesota Office of Higher Education.



Dual Training Grant Application

Office of Higher Education (OHE)

- a) Dual-Training Grant Program
- b) Eligible grantees
- c) Training institution or program
- d) Grant logistics (application, criteria, employer match, payment)
- e) Grant amounts: \$6000 per employee with \$150,000 max per employer
- f) Reporting: February 1, 2017



Dual Training Grant Application

Eligible Grant Applicants

Employer (or organization representing employers) can apply if:

- Employees will be trained in eligible occupation
- Employees have not yet attained competency standard(s)
- Positions located in Minnesota
- Training agreement details competencies to be met through related instruction and on-the-job training





Occupations eligible for 1st round of dual training grants

Additional occupations will be
added for future grant rounds
through industry and
competency council process

INDUSTRY	OCCUPATIONS
Advanced Manufacturing	Machinist apprentice
	Maintenance and repair worker
	Mechatronics
	Welder
Agriculture	Agronomist
	Mechanic, industrial truck
	Swine manager
Healthcare Services	Health support specialist
	Psychiatric/mental health technician
Information Technology	Security analyst
	Service desk/ front line support
	Software developer
	Web developer

Dual Training Grant

Funding Availability

Maximum grant

- \$150,000 per employer/organization
- \$6,000 per student

Large employers are required to pay a 25% match

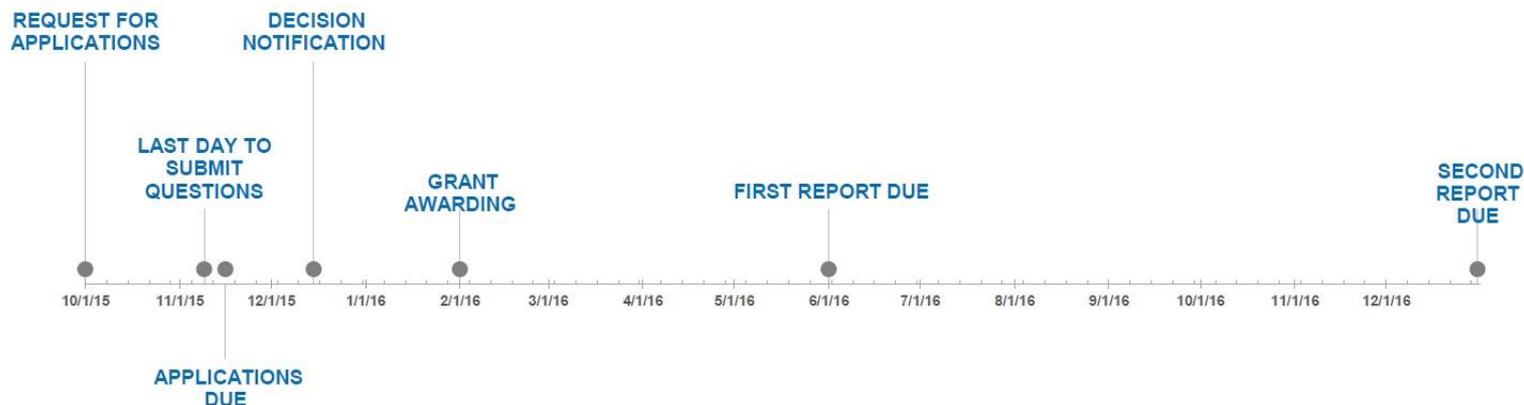
More information on dual training grants:

http://www.dli.mn.gov/pipeline_app.asp



Dual Training Grant Grant Timeline

1st Round – Winter/Spring Term 2016



2nd Round – Summer Term 2016

3rd Round – Fall Term 2016



Competency Councils: Expansion of PIPELINE occupations

- Identify competency standards for entry level and higher skill levels
- Verify the competency standards and skill levels and their transferability by subject matter expert representatives of each industry
- Facilitate the process of selecting additional occupations





Competency Councils: Potential new Health Care Services occupations

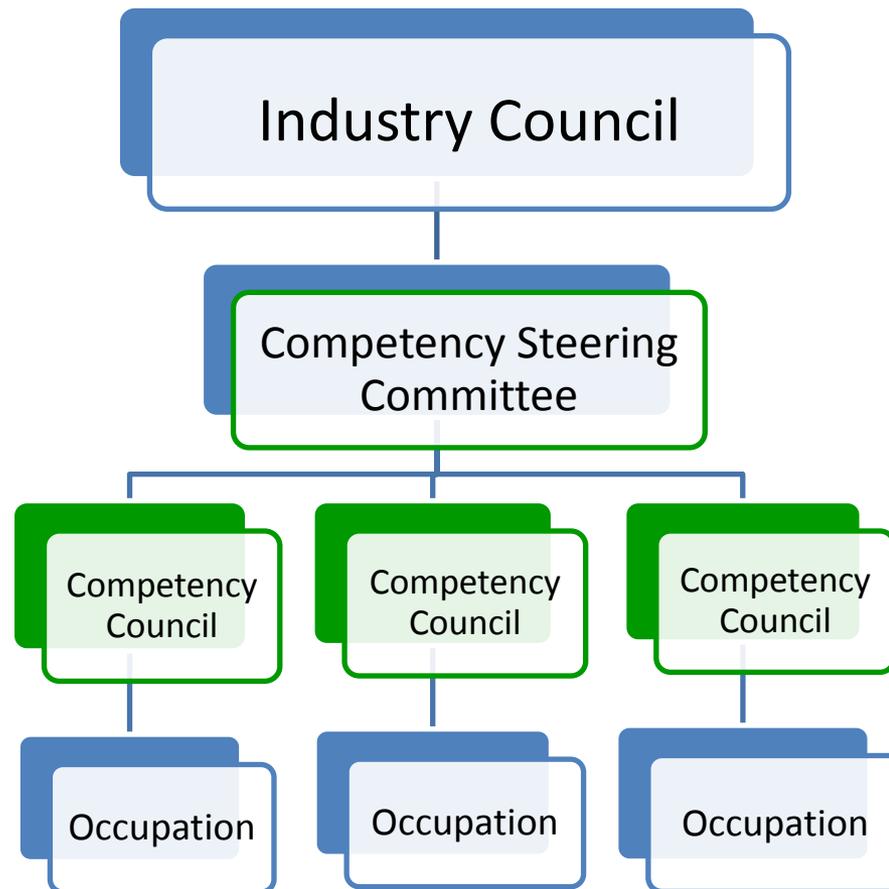
- Pharmacy Aides (LMI/MSPWin)
- Medical Lab Technicians/Biological Technicians (LMI/BLS)
- Personal Care Aides (LMI/MSPWin; iSeek “Most Wanted”)
- Orderlies/Patient Escorts/Transporters (LMI/MSPWin)
- Community Health Worker (LMI/BLS)
- Biomedical Engineers (LMI/BLS)
- Occupational/Physical Therapy Assistants/Aides (LMI/MSPWin)
- Physical Therapy Assistants/Aides
- Nursing Assistants (LMI/MSPWin; iSeek “Most Wanted”)
- Medical Secretaries (LMI/BLS)
- Medical and Health Services Managers (LMI/BLS)
- Diagnostic Medical Sonographers (LMI/BLS)
- Surgical Technologists (LMI/BLS)
- Ophthalmic Medical Technicians (LMI/BLS)

Competency Councils: Expansion of PIPELINE Occupations

- Occupations to be identified by Industry Councils during December and January
- Competency Councils to be convened by DLI in February 2015
- Competency Council work to conclude by May/June 2016



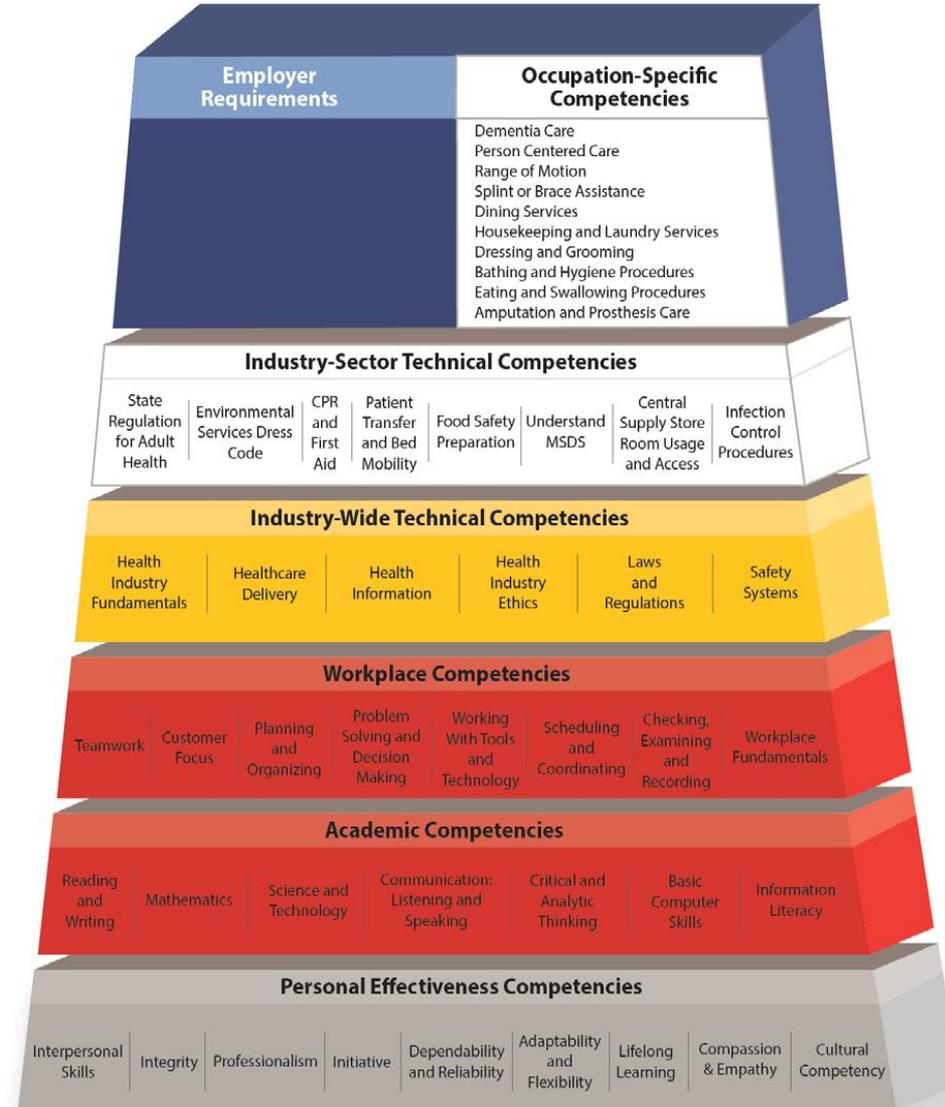
Competency Councils Process



PIPELINE Project Competency Model



PIPELINE Project Competency Model Health Care Services Occupation: Health Support Specialist



Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.



PIPELINE Occupation Identification and Awareness/Engagement Survey

[Click Here For Survey](#)



Next Steps

- December 16 – survey responses due
- January 2016 – survey results published to Industry Council
- February 2016 - Competency Councils begin for new PIPELINE occupations



Thank You!

Please contact the MN PIPELINE Project Team:
PIPELINE.Project@state.mn.us or 651-284-5130

Please contact Minnesota Office of Higher Education about questions
related to Dual Training Grants:

Nichole Sorenson at nichole.sorenson@state.mn.us or 651-259-3919