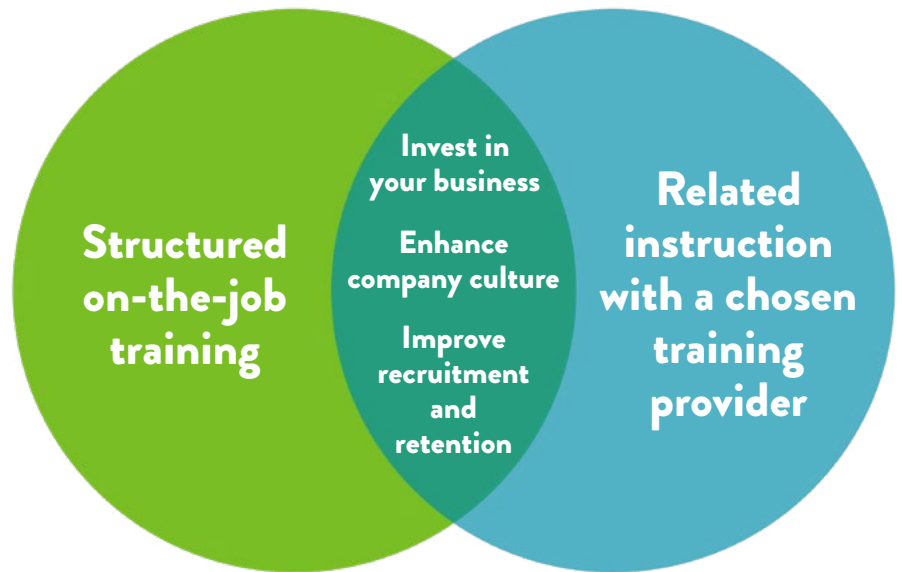


Dual-Training Pipeline *BY THE NUMBERS*

- 279** employers assisted through Pipeline consulting and activities to support their efforts with dual training.
- 15** industry forums conducted throughout the year.
- 94** occupations with industry-approved competency standards.
- 10** new occupations in development for 2025.

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



Dual-Training Pipeline continues to expand and help employers meet their workforce needs

In 2024, Minnesota Dual-Training Pipeline continued the progress made with advanced manufacturing, agriculture, child care, health care services, information technology, transportation and the legal cannabis industry. The team added 12 new occupations and continued to help employers address their critical workforce challenges through consulting, industry forums 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 careers and support business workforce needs.

The Pipeline team also hosted eight Workforce Community Conversations throughout Minnesota and connected directly with employers. Pipeline met with 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

"This year marks Aagard's fifth time participating in Minnesota Dual-Training Pipeline, and it has become an integral part of both our internship program and our recruiting strategy. The on-the-job training component is invaluable, providing our interns with hands-on, real-world experience while they pursue education in their chosen fields.

By the time these interns complete the program, they have already become productive and valuable team members, significantly reducing the learning curve for their new advanced roles after their internship — a clear advantage for Aagard. Additionally, the financial support offered by the grant is transformative. Over half of our 60+ participants have graduated completely debt-free, enabling them to start their careers on solid financial ground.

Minnesota Dual-Training Pipeline is truly a win-win-win; it strengthens Aagard, empowers the trainees and positively impacts our community. We are proud to be part of this exceptional program."

– David Lamb, Aagard training and recruitment coordinator

Workforce Community Conversations conducted throughout the state

The Minnesota Dual-Training Pipeline team hosted Workforce Community Conversations across Minnesota in the fall of 2024, connecting with employers, educators, community-based non-profits and those interested in Minnesota's workforce. Pipeline staff networked with attendees in Brainerd, Austin, Blaine, Marshall, Red Wing, Crookston, Grand Rapids and Shakopee, gaining valuable insight about unique workforce challenges and successes. The information collected during Community Conversations is used to inform our program about occupation and training needs throughout the state so that we can better support employers in creating dual-training programs to address their workforce needs.

The biggest takeaways from these meetings were:

- Employers are struggling to replace longstanding employees.
- Employers are strategizing new and innovative ways to connect with young people and build interest in their industry.
- On-the-job training has become more expansive to include training not currently being offered through higher education.
- Job hopping continues to be a challenge in high-demand occupations.
- Employers are restructuring positions to invite older generations back into the workplace.
- Communities that collaborate with their chamber(s) of commerce or economic development groups find positive results.



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 200 attendees at our two speaker series events. The speakers focused on subjects that offer support for employers in the following topics:

- May 23, 2024: "The Inclusive Pipeline: Leveraging DEI for Enhanced Hiring, Retention and Organizational Growth." With Lisa Tabor of Culture Brokers, LLC.
- Dec. 10, 2024: "Breaking the Leadership Myths: Unlearning the Lies and Leading with Confidence" with Sarah Ciavarrri of Level Up Leadership, LLC.



Manufacturing Month 2024

Two Rivers Enterprises in Holdingford, Minnesota, was featured during Manufacturing Month in October 2024. The visit included the commissioners of the Minnesota Department of Labor and Industry and Office of Higher Education.

Manufacturing Month is a time to highlight the manufacturing industry and how crucial their goods and services are to Minnesota's economy and workforce.

Dual-training consulting

Pipeline consultants create and disseminate resources for employers, employees and trainees to develop and maximize their dual-training programs.

Consultants help employers build their own dual-training programs by working with them to think through how to set up robust on-the-job training, connecting them 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 workforce training. Consultants may connect employers with other employers or with representatives from community-based organizations or training providers to share information about making dual training a successful approach to building a skilled workforce.

Advanced Manufacturing

- CMM programmer
- CNC programmer
- Extrusion molding technician
- Flexo technician
- Food scientist/technologist
- 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

Transportation

- Aircraft maintenance technician
- Automotive mechanic
- Bus and truck diesel mechanic
- Heavy and tractor-trailer truck driver

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

Legal Cannabis Industry

- Cannabis cultivation supervisor
- Cannabis laboratory technician

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)

Child Care

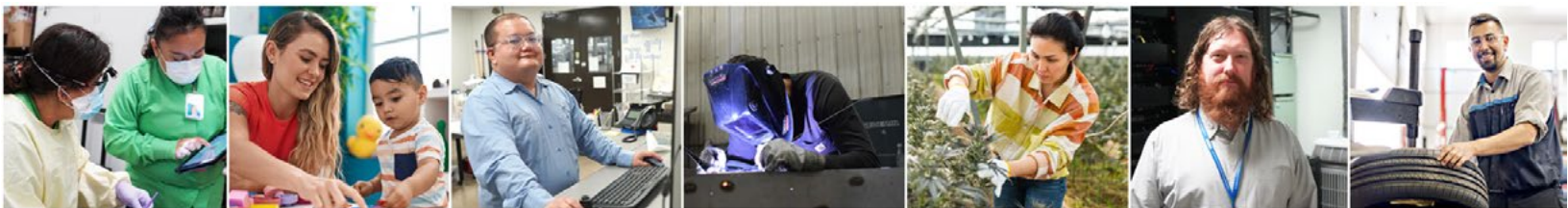
- Early childhood director
- Early childhood educator

Health Care Services

- Biomedical equipment technician
- 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
- Massage therapist
- Medical assistant
- Medical lab assistant
- Medical lab technician
- Medical laboratory scientist
- Occupational therapist
- Occupational therapy assistant
- 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 2025

- School bus driver
- Automotive body repair technician
- Cannabis compliance specialist
- Cannabis dispensary supervisor
- School-age care supervisor
- Orthotic and prosthetic technician
- Sonographer
- Healthcare social worker
- Licensed professional clinical counselor
- Licensed marriage and family therapist



Dual-Training Pipeline participant: Kailey Keskitalo

Kailey Keskitalo started working at Perham Health in early 2023. Perham Health developed a dual-training program and received grant funding for radiologic technologist. Keskitalo began the limited scope radiography diploma program at M-State Detroit Lakes that fall with plans to bridge to the radiologic technology program once completed.

“Perham Health gave me the opportunity to start working in radiology as the patient access representative during the time I was in the program. I continued that position throughout the year which considerably helped me understand more about the behind-the-scenes knowledge that plays a role in the radiology department. After completing the program in mid-summer, I earned my limited scope operator license, allowing me to work as a limited scope operator until I graduate from the radiologic technology program this spring.

Being able to find answers for patients is what really draws me to radiology. Knowing that I may find information that can make a difference in a patient’s life is incredibly rewarding and I couldn’t see myself in any other profession. My love for radiology has only grown since participating in the Dual Training Grant. Learning on-the-job from the technologists has greatly helped me with my schooling and patient-care skills. Seeing how all the hospital and clinic staff can work together to help so many people is what keeps me interested and motivated to continue!”



Kailey Keskitalo

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 can be used to create your own dual-training program.



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

Tools for on-the-job training

On-the-job training (OJT) is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. There are many ways to create effective OJT such as job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

Our team has more information about these methods of training as well as tools to track OJT for your company’s dual-training program.

Visit dli.mn.gov/business/workforce/pipeline-tools to find more information about OJT and access tracking tools.

Contact us

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

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

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