

Minnesota Dual-Training Pipeline Agriculture Industry Forum October 28, 2025

- **Introductions**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Industry discussion – Potential new agriculture occupations**
- **OHE Dual Training grant update**
- **Wrap-up and next steps**

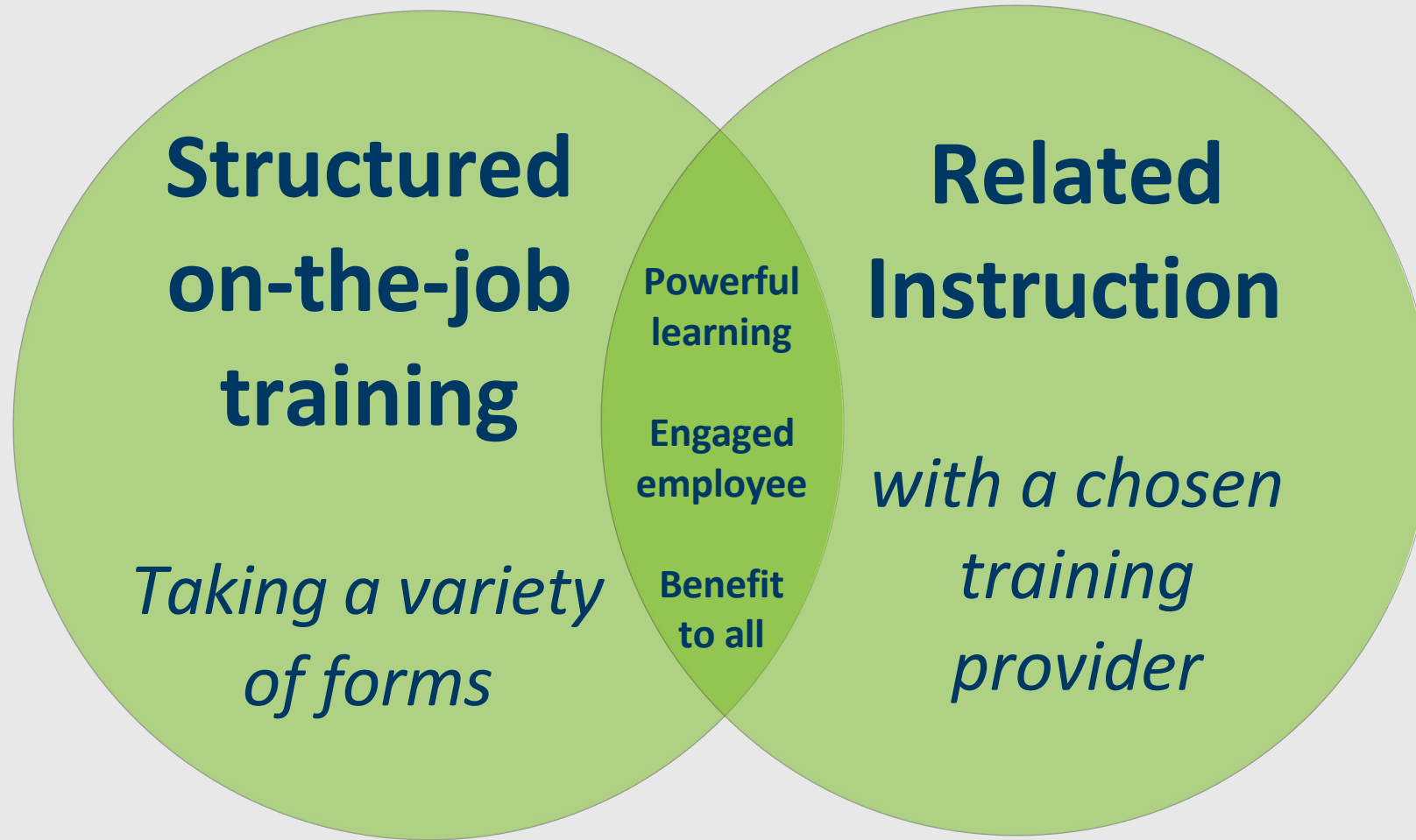
What is Minnesota Dual-Training Pipeline?

- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, child care, health care services, information technology, legal cannabis industry and transportation.**
- Private Investment, Public Education, Labor and Industry Experience

Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

Employment-Based Training



Benefits of Employment-Based Training

■ Employers:

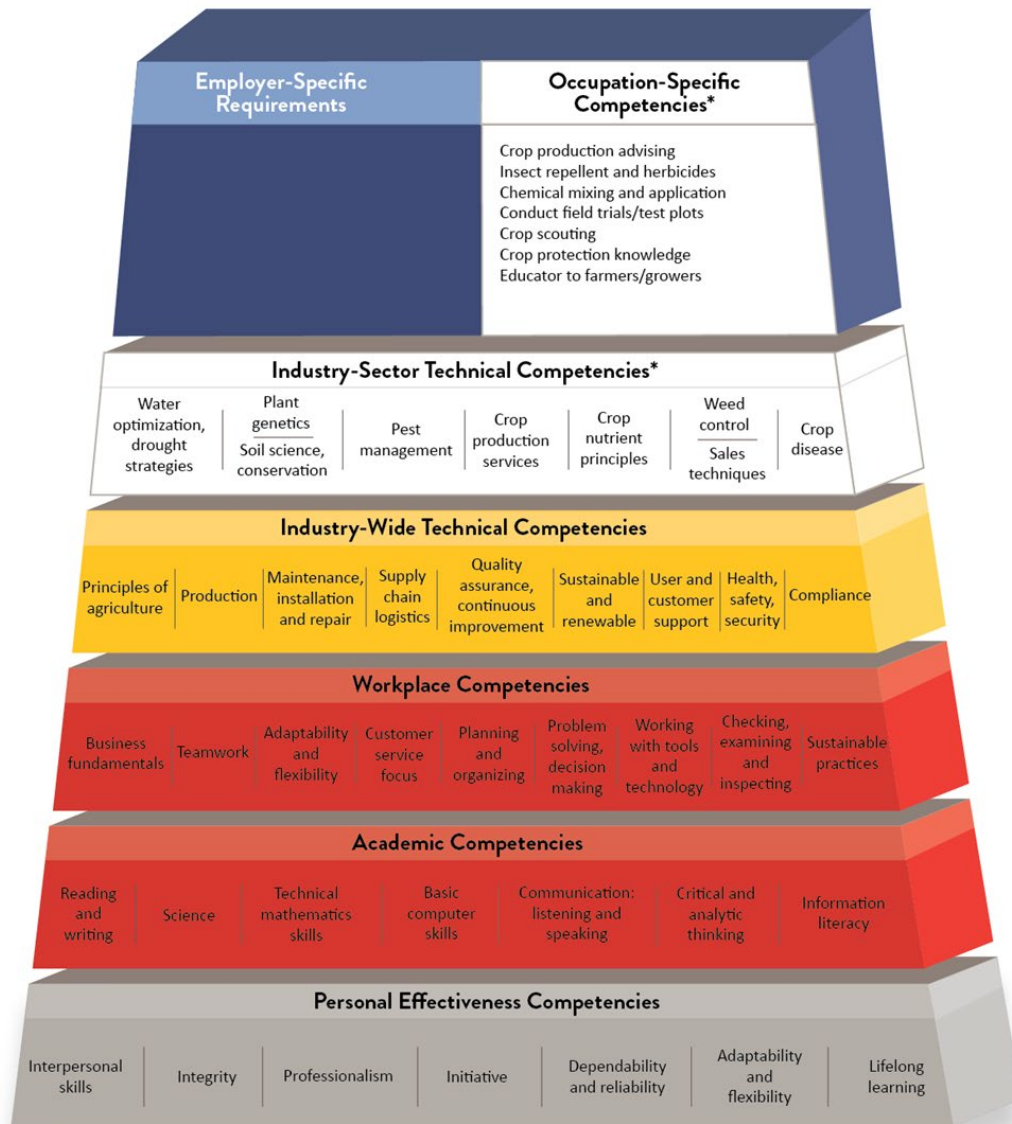
- Build and shape their own workforce
- Creates new skilled worker pipeline
- Workers produce as they train
- Improve productivity overall
- Reduce employee turnover

■ Workers:

- Employment
- Job Training
- Wages increase with progress
- Master in-demand skills
- Credentials



Minnesota Dual-Training Pipeline
Competency Model for Agriculture
Occupation: Agronomist



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

*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

Minnesota Dual-Training Pipeline Competency Pyramid

https://www.dli.mn.gov/sites/default/files/pdf/Ag_Agronomist_sum.pdf

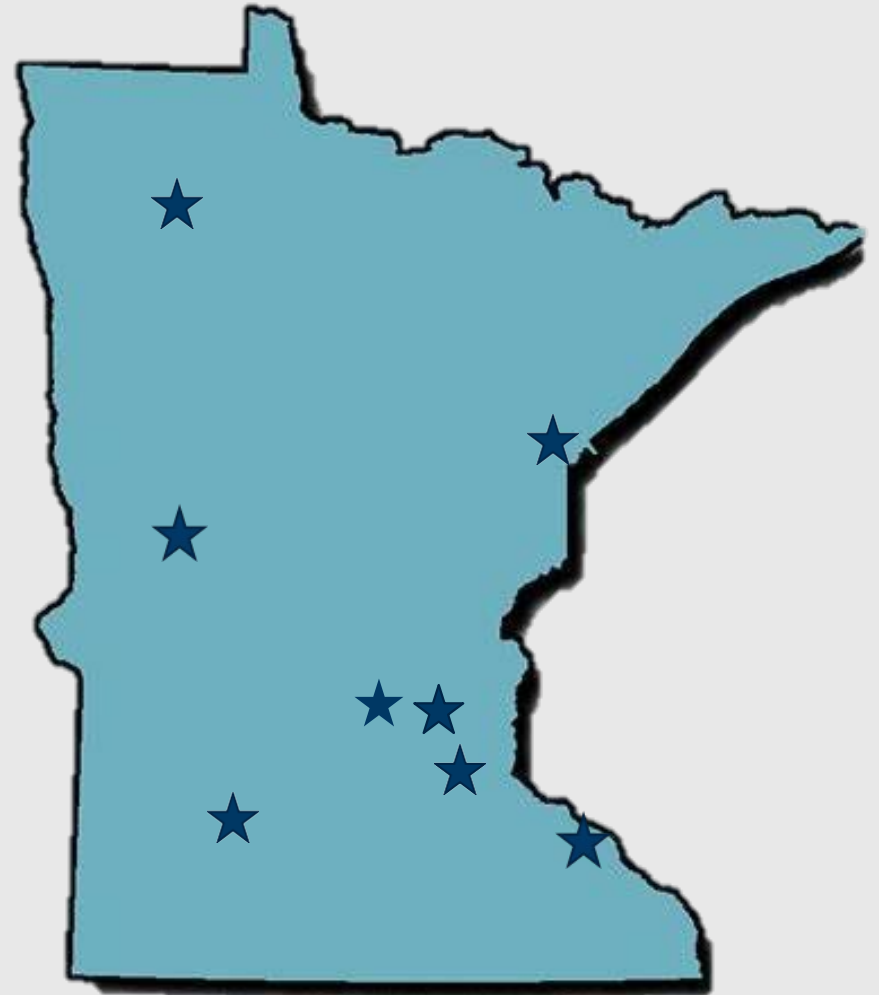
Minnesota Dual-Training Pipeline Occupations

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

Dual-Training Pipeline Program Updates

What has Minnesota Dual-Training Pipeline been up to lately?

- Workforce Community Conversations:
 - Hermantown
 - Roseville
 - Alexandria
 - Thief River Falls
 - Rochester
 - Redwood Falls
 - Rosemount
 - Maple Grove



Community Conversation feedback topics

- Lack of transportation and housing to support smaller communities
- Childcare and occupational expansion face legislative and income hurdles that limit support and growth opportunities
- Community and employer engagement is growing but requires support and coordination
- Active High School relationships amongst industries showing future workers options after graduation are key to keeping kids in the community especially in rural areas

Community Conversation feedback topics continued

- Employees are increasingly weighing quality of life alongside career opportunities
- Demand for structured and visible career paths when attracting talent
- Early engagement and mentorship are critical for attracting talent, especially in occupations unknown to people (ex. Tool maker)
- Incentives are becoming increasingly more creative to meet the needs of employees

Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Agriculture Finance/ Lender
- Application Technician
- Crop Farm Manager
- Farm Animal Manager
- Grain Merchandiser
- Horticulture Farm Manager
- Livestock Veterinarian
- Meat Cutter/Meat Processor
- Quality Assurance/Food Safety Supervisor
- Swine Technician (grow finish)
- Swine Technician (sow farm)

2025 Competency Pyramid Updates

Competency standards are the specific knowledge and skills necessary to work in a particular occupation. It is important that Pipeline's competency models are reflective of the latest recognized standards and that they are consistent in format. As part of Minnesota Dual-Training Pipeline's efforts to stay current with competency standards for key occupations, we have worked to update our competency models and invite you to review these updated drafts by [clicking here](#) and going to <https://www.dli.mn.gov/business/workforce/2025-draft-competency-models>.

As leaders in the industries we serve, we invite your input. If you have any suggestions or edits to any of the competency models, please email us at pipeline.program@state.mn.us by **November 28, 2025**. Based on input received, we will review suggested edits, potentially make updates to the models, and post final versions by mid-December. Thank you in advance!

New Agriculture Occupations

What occupations do you see a need for in the agriculture industry?

Notes from discussion: Occupations shared as being in need were veterinary technicians, especially large animal/livestock for agriculture as well as precision agriculture consultant and customer service representative type roles too.

What training needs do you anticipate for these occupations?

Notes from discussion: Attendee shared that more job postings are showing a need for veterinary technicians to have certifications, i.e. complete a college level program.

What barriers to hiring, training and retaining agriculture workers are you concerned about?

Notes from discussion: Maintaining competitive pay continues to be a challenge in the industry. More awareness about careers in agriculture is also needed as FFA and 4-H are good but cannot meet the need alone.

Next Steps for New Occupation(s)

Thank you! We are here for you, *and* we still need your help!

Reach out to us if you would like to see particular new occupations added. Our team will also be following up to gather job postings and job descriptions and hear further from you about potential new occupations to add for Pipeline.

November / Early December	Late December	Early January 2025	Late January / February 2025	Early February
New occupation draft creation	Competency Pyramid Survey	Competency Councils	Industry Forums	New occupations posted

Dual Training Grant Basics

An eligible DTG recipient must meet all the following:

- Be an employer or organization of employers
- Have a dual-training program
- Employ an eligible dual trainee
- Have an agreement with an eligible related instruction training provider
- If annual gross revenue exceeded \$25,000,000 in the previous calendar year, pay for at least 25% of related instruction costs
- If a current or prior DTG recipient, be in good standing on all grant requirements
- If a current or prior recipient of other Minnesota State grant programs, be in good standing on all grant requirements.



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Dual Training Grant Request for Proposal Update

DUAL TRAINING GRANT REQUEST FOR PROPOSAL

- Monday, February 23, 2026: DTG RFP **Available**
- Wednesday, April 8, 2026: DTG RFP **Deadline**
- Friday, May 29, 2026: DTG Award Notices to Applicants

Proposal steps

Step 1: Carefully read the 2026 Dual Training Grant Request for Proposal (**available February 23, 2026**)

Step 2: Consult with the [Minnesota Dual-Training Pipeline](#) staff for guidance about dual-training programs

Step 3: Establish a partnership with an eligible related instruction training provider through a selection process

Step 4: Have or will have a dual-training program in at least one eligible occupation for the upcoming 2026-2027 grant period

Step 5: Submit a User Registration for the [Grants Management System](#) by **TBD**

Step 6: Complete and submit all proposal content through the Grants Management System by **12:00 p.m. on April 8, 2026**

Step 7: Receive notification from the Minnesota Office of Higher Education about award decision by **May 29, 2026**



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Dual Training Grant details

The maximum grant request amount is **\$165,000** and limited among the following budget categories:

Budget Category	Grantee Maximum Amount	Grantee Match Required	Expenditures	Dual Trainee Maximum Amount
Related Instruction Costs	\$150,000	25% match required, up to \$2,000, if annual gross revenue exceeded \$25,000,000	• Tuition • Fees • Required & recommended books • Required & recommended materials	\$6,000
Trainee Support Costs *Connected to related instruction	10% of grant request amount, up to \$15,000	None	• Transportation and/or mileage • Lodging • Meals • Tutoring services • Translation and/or interpreter services	None

Upcoming Events

Speaker Series with Rachel Rouse

“Diverse Minds, Unified Goals: A Journey into Neurodiversity at Work.”

November 18, 2025 9 to 10 a.m. [Register here](#)

Pipeline 101 – Dive deeper into the basics of the Dual-Training Pipeline model

December 17, 2025, from 9 to 10 a.m.

Save-the-Date - Winter Industry Forums

- Child Care – 1/26/2026 @ 1 p.m.
- Transportation – 1/27/2026 @ 9 a.m.
- Health Care Services – 1/27/2026 @ 1 p.m.
- Legal Cannabis – 1/28/2026 @ 9 a.m.
- Agriculture – 1/28/2026 @ 1 p.m.
- Information Technology – 2/3/2026 @ 9 a.m.
- Advanced Manufacturing – 2/3/2026 @ 1 p.m.

Thank You!



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