

# Minnesota Dual-Training Pipeline All-Industry Forum June 5, 2025

# Agenda

## Agenda:

- Welcome from Minnesota Department of Labor and Industry Director of Projects and Planning Annie Welch
- Ice Breaker
- Minnesota Dual-Training Pipeline Refresher and Updates
- Youth Skills Training Presentation
- Presentation on labor market trends in Minnesota – Luke Greiner, Regional Analyst Minnesota Department of Employment and Economic Development
  - *Break*
- Workforce Trends Small Group Discussion and Share Out
  - *Lunch*
- Employer Panel on Successes and Lessons Learned with Employment-Based Training
  - Jessica Wells, General Manager, Two Rivers Enterprises
  - Christa Martin, Workforce Development Program Manager, CentraCare
  - Kathy Cottew, Workforce Development Specialist, Essentia Health
- Office of Higher Education Dual Training Grant Update
- Closing

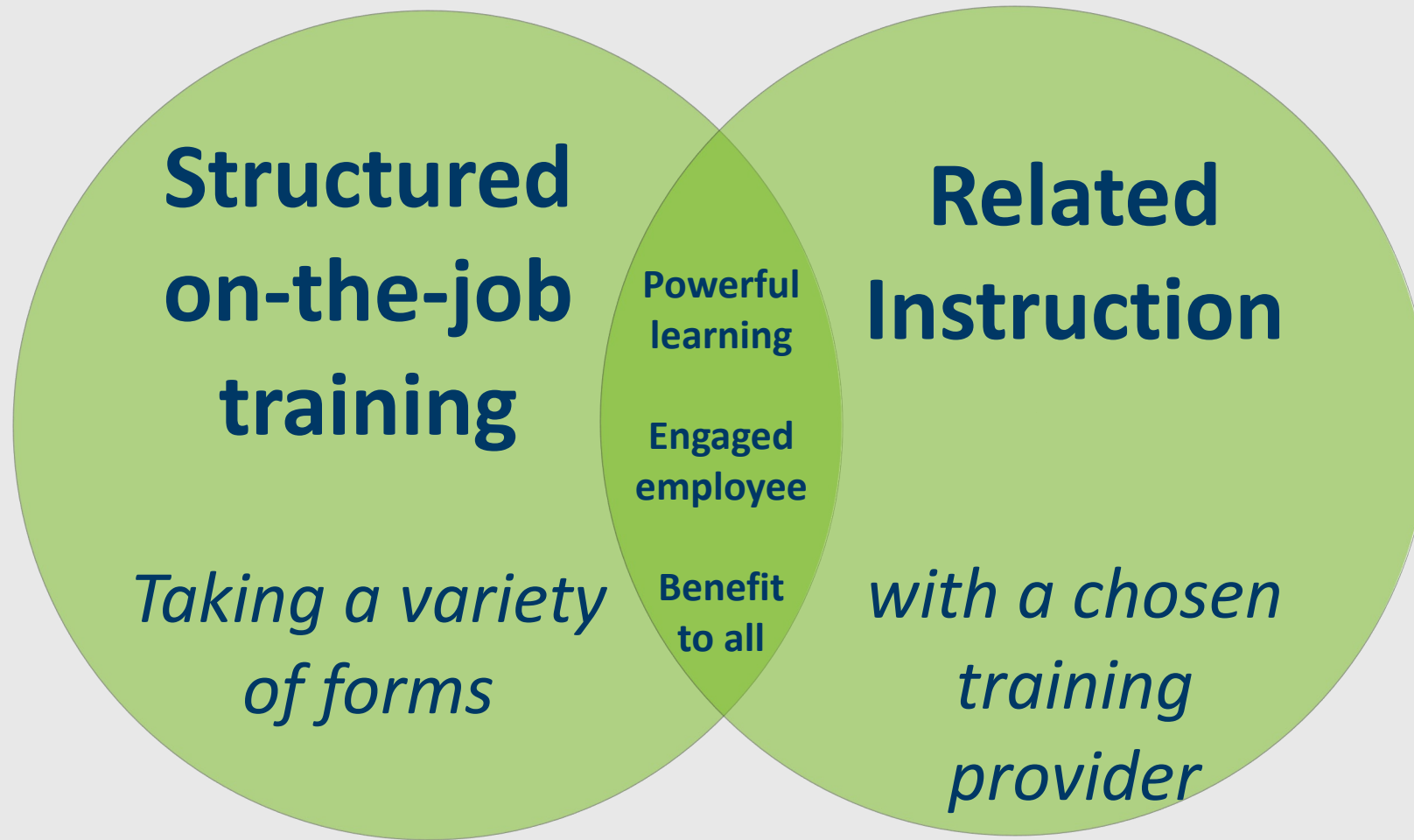
Stand Up, Sit Down

# 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

# Employment-Based Training



# 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.

# Program Updates

- Added 10 new occupations in 2025 for a total of 104 approved occupations.
- Had great speaker series event in May on Artificial Intelligence with Tyler Moberg - you can check out information from that event on our [website](#).
- Will be doing a 'refresh' of existing competency models across all industries to do minimal updates to ensure the models continue to align with national standards. Let us know if you are interested in assisting, and we will share more information about this process with updated drafts to share at our fall industry forums.

# YST @ DLI

Youth Skills Training

June 5, 2025

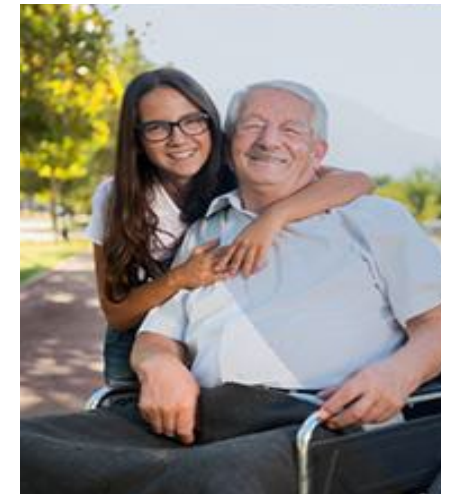
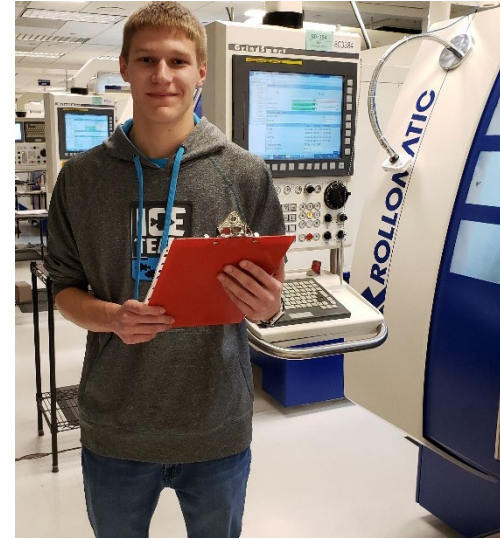


## What is the Youth Skills Training (YST) program?

- Supporting partnerships between industry and education.
- Creating opportunities for students to learn about careers in industries.
- Providing industry-related classes for high school credit and safety training.
- Establishing safe, healthy and meaningful paid work experiences for student learners (**16-17 years old**).
- Developing a pathway for future talent for local industries.

## Current YST eligible industries:

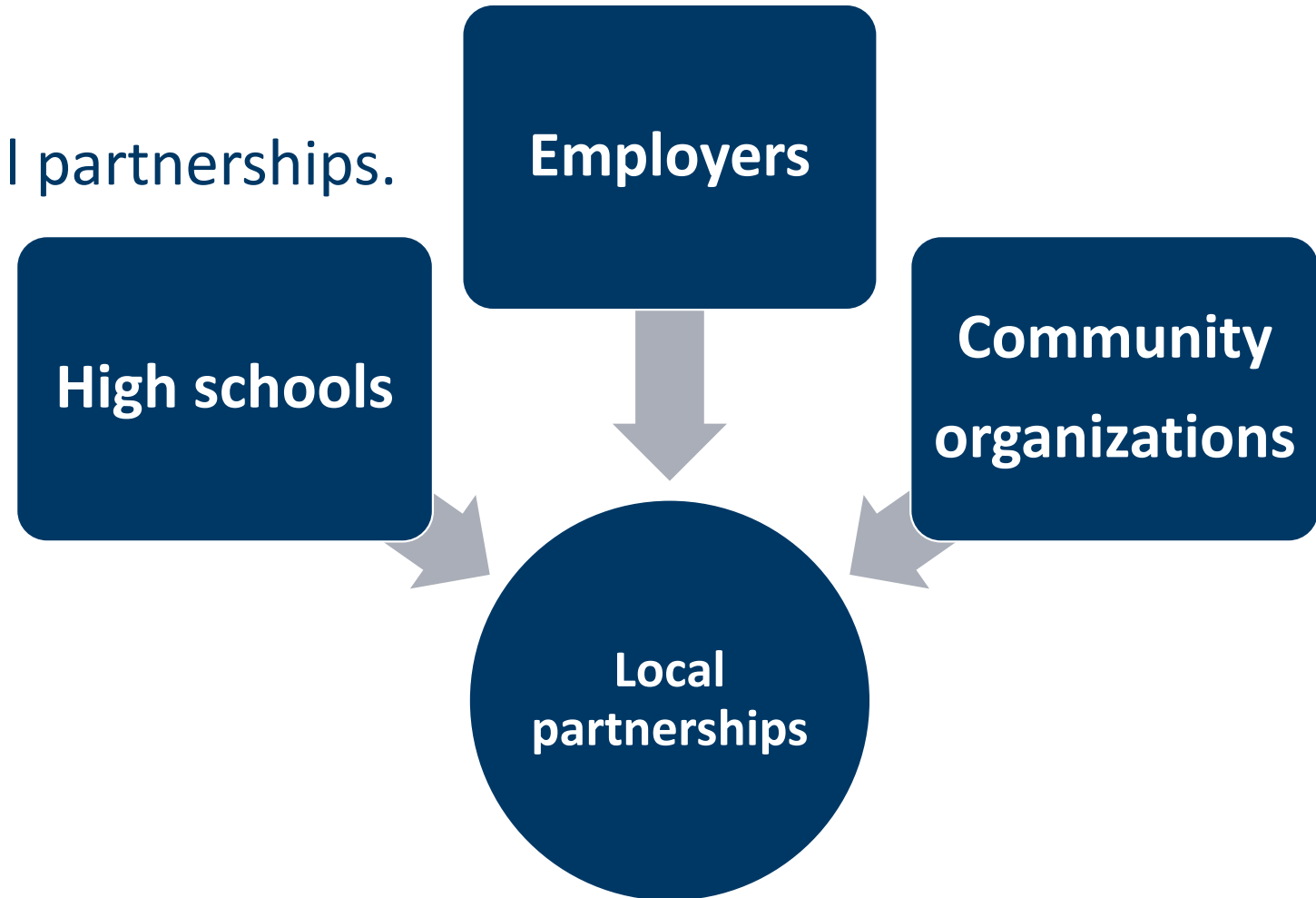
- ✓ **Advanced manufacturing**
- ✓ **Agriculture**
- ✓ **Automotive**
- ✓ **Health care**
- ✓ **Information technology**



## GOALS:

1. Support the creation of local partnerships.

**High schools**  
**Employers**  
Chambers of commerce  
Workforce groups  
Nonprofit organization  
Postsecondary institutions



## GOALS (cont.):

2. Introduce students to careers in high-growth, high-demand industries.
3. Prepare students for successful careers.
4. Address the shortage of skilled employees.



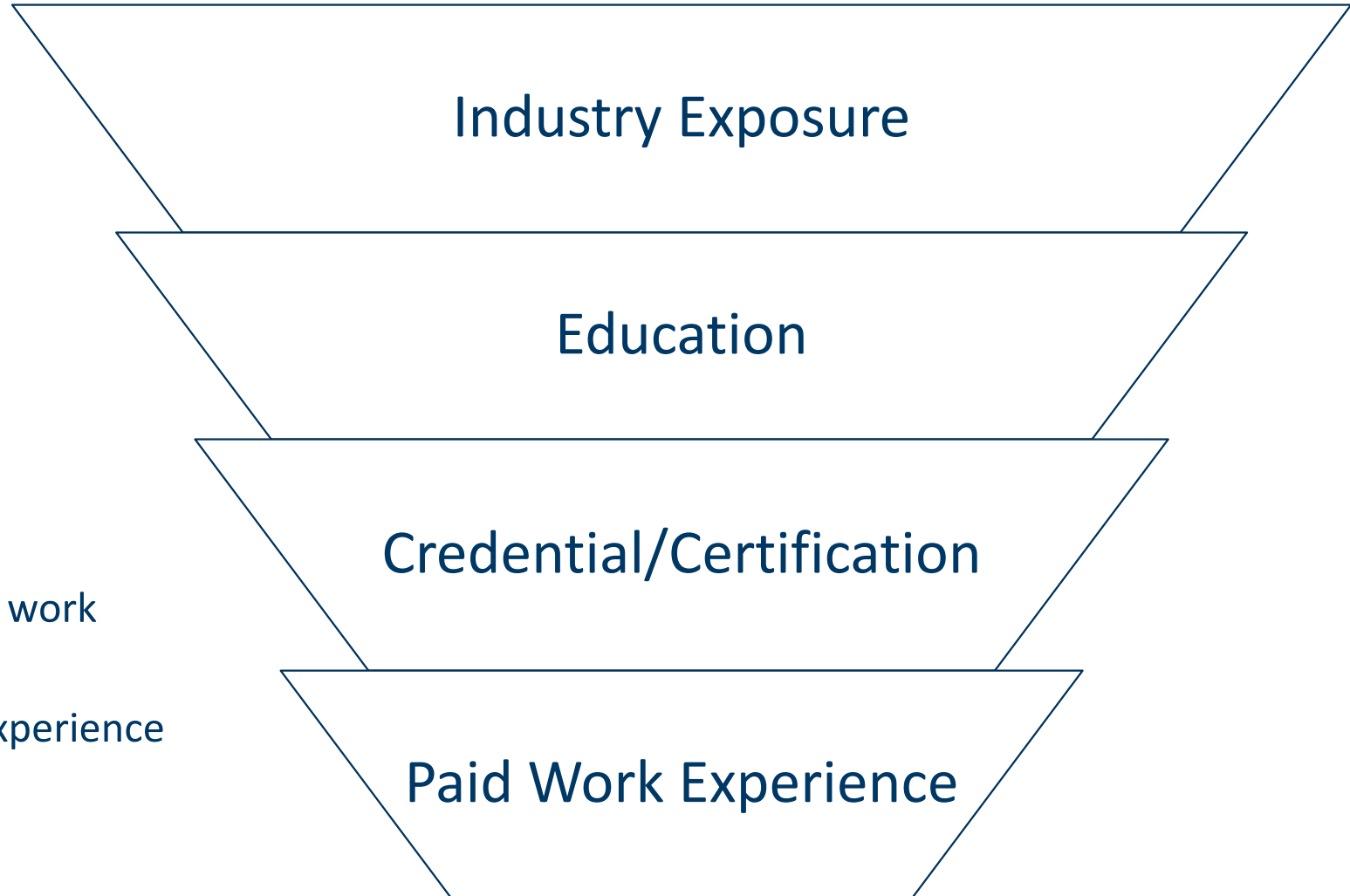
## Learn and earn model

Develop paid work experiences for 16 and 17-year-old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites.



## School Requirements

1. Industry exposure opportunities for students of all ages
2. Industry-related classes for high school credit
3. Industry-recognized credential/certification
4. Paid work experience for students 16 years of age and older
5. At least 80% of eligible students in paid work experience graduate
6. At least 60% of students in paid work experience earn an industry credential





## Employer requirements

1. Partner with local schools
2. Seek employer approval through YST program
3. Pay YST student learners at least minimum wage
4. Create a safe, healthy, meaningful paid work experience
5. Train and mentor student learners



***By meeting YST requirements and receiving approval from DLI, student learners are allowed to work in industries that may otherwise be prohibited by child-labor laws.***

*YST programs can be approved with or without YST grant funds*

**Step 1:**

**Employer submits**

- Proof of workers' compensation
- Experience Modification Rate
- Equipment & tool review (Form 1)
- Pictures of equipment/tools

**Step 2:**

**Safety meeting**

- Review above information with YST staff and safety consultant

*Safe, healthy and meaningful paid work experiences*



## School/employer/community partnership opportunities

- Tours of local employers
- Classroom speakers
- Job shadow experiences
- Consumable donations
- Training for teachers and staff
- Mentoring program
- Classroom instructor for the day
- Scholarship opportunities
- Informational Interviewing
- Open houses
- Monetary donations for (marketing, field trips, equipment etc.)

## YST program grant funding:

- Total of \$1.5 million in grant funding awarded each year.
- Grants up to \$100,000 awarded to local partnerships.
- Two-year grant period
- 83 YST grants have been awarded throughout the state since the start of the program in 2017.

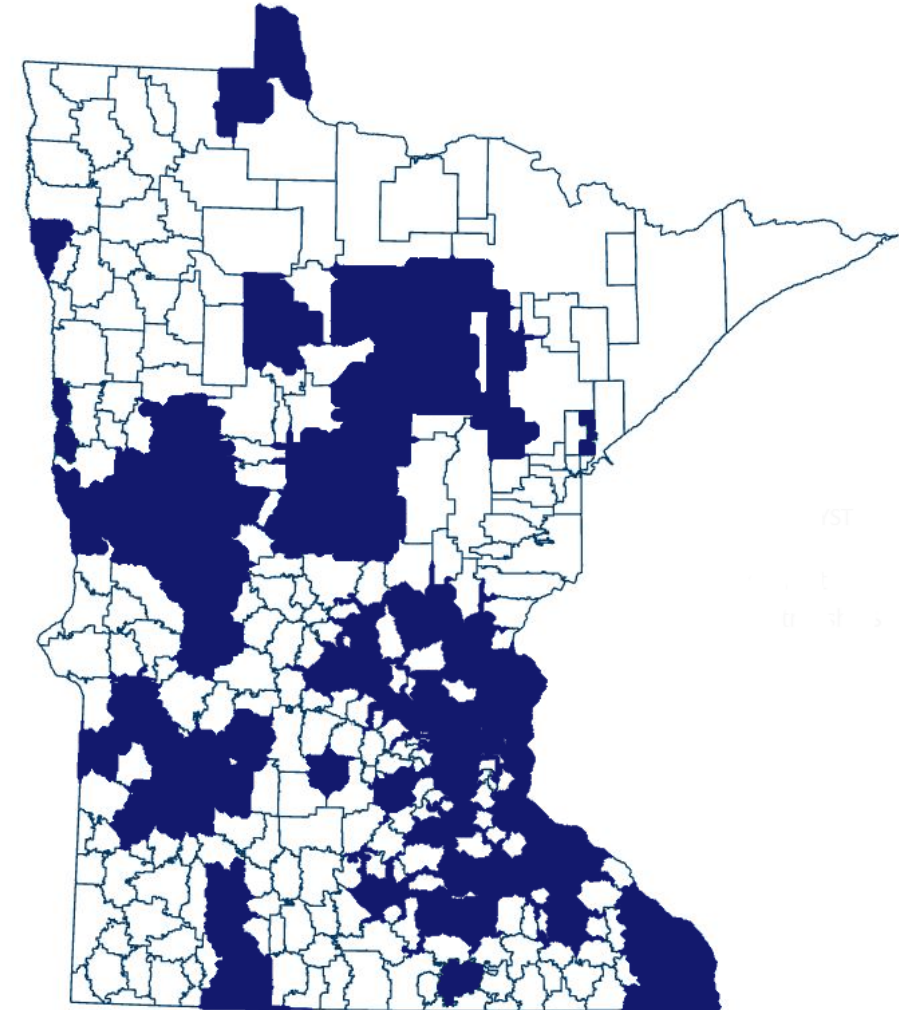
*\*Grant funding is not required to create a program or participate in YST.*

## YST grantees

Red Wing Ignite  
Hutchinson Schools  
Twin West  
White Bear Lake Schools  
Winona  
Elk River Schools  
Forest Lake Schools  
Vadnais Heights Economic  
Development (VHEDC)  
SW MN Private Industry  
Council  
Intermediate District #287  
Bloomington Schools  
Ramsey County Workforce  
Genesys Works  
Spark-Y  
Bemidji Schools

Detroit Lakes Schools  
Goodwill Industries  
Lakeville Schools  
Monticello Schools  
North Branch Schools  
Princeton Schools  
SW Metro District #288  
Hibbing  
Boys & Girls Club of Central  
MN  
Southeast Service  
Cooperative  
American Nursing &  
Technical  
Burnsville Schools  
ISD #112 ECC

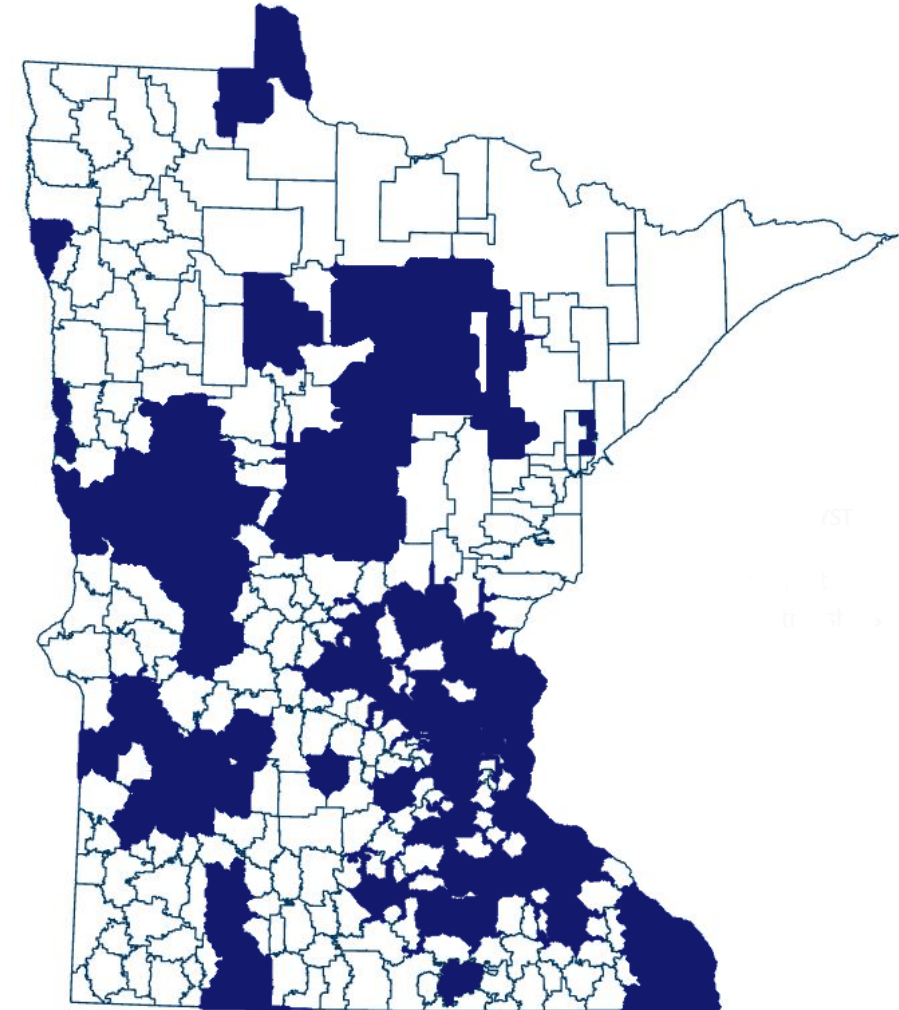
Roseville Area Schools  
Mankato Public Schools  
Chisago Lakes Schools  
Grand Rapids Area Chamber  
of Commerce  
Milaca Public Schools  
East Grand Forks Schools  
Otter Tail County  
Venture Academy  
Stillwater Area Schools  
Alexandria Schools  
Sourcewell  
Edina Public Schools  
Breckenridge Schools  
Workforce Development Inc.



## New YST grantees (round 7)

Albert Lea Schools  
Cambridge-Isanti Schools  
Fergus Falls Schools  
Great River School  
Hennepin West Consortium  
Hermantown Schools  
Itasca Area Schools Collaborative  
Camden High – Minneapolis

Wellstone High School – Minneapolis  
Moorhead Schools  
New Prague Schools  
Parkers Prairie Schools  
Perham Schools  
ROCORI School District  
Staples-Motley Schools



## Since start of program in 2017:

- **151,584** students provided with industry exposure.,
- **67,244** students have completed industry-related classes.
- **5,667** students have earned an industry-related credential.
- **1,400** students have participated in a paid work experience.

**Jo Daggett**  
**Program Manager**  
**651-284-5354**

**[Jo.Daggett@state.mn.us](mailto:Jo.Daggett@state.mn.us)**

**Nimo Samatar**  
**Program Consultant**  
**651-284-5184**

**[Nimo.Samatar@state.mn.us](mailto:Nimo.Samatar@state.mn.us)**

**Faye Blough**  
**Program Specialist**  
**651-284-5341**  
**[Faye.Blough@state.mn.us](mailto:Faye.Blough@state.mn.us)**

**[dli.mn.gov/yst](http://dli.mn.gov/yst)**



## Labor Market Information

### *Current Trends and Future Directions*



Luke Greiner

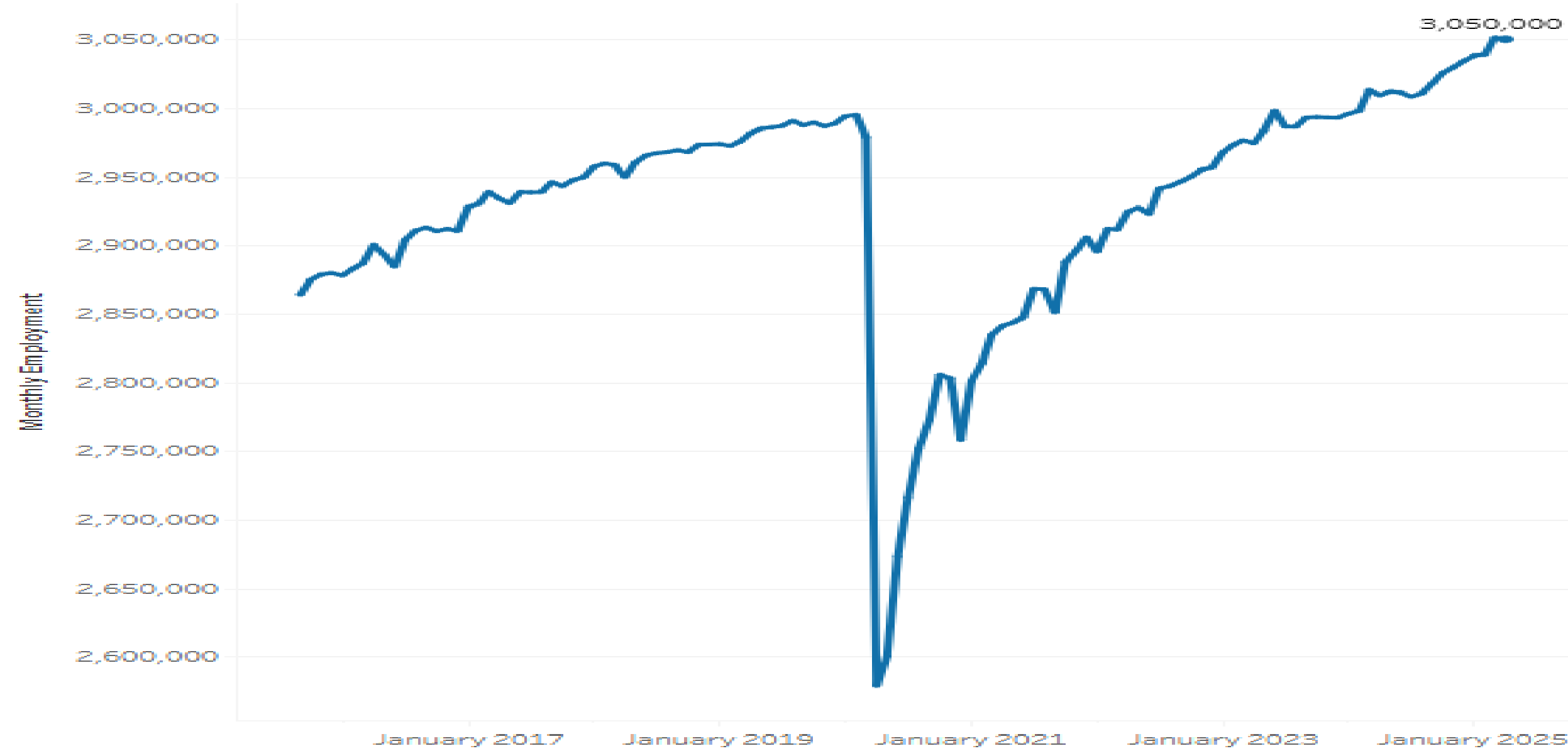
Labor Market Analyst

Labor Market Information Office

Department of Employment and Economic Development

LMI, All Day Everyday

# Seasonally Adjusted Monthly Employment by Industry, Minnesota



Seasonally adjusted data for Duluth, Mankato, Rochester, and St. Cloud metros includes only Total Nonfarm counts. Source: Current Employment Statistics.

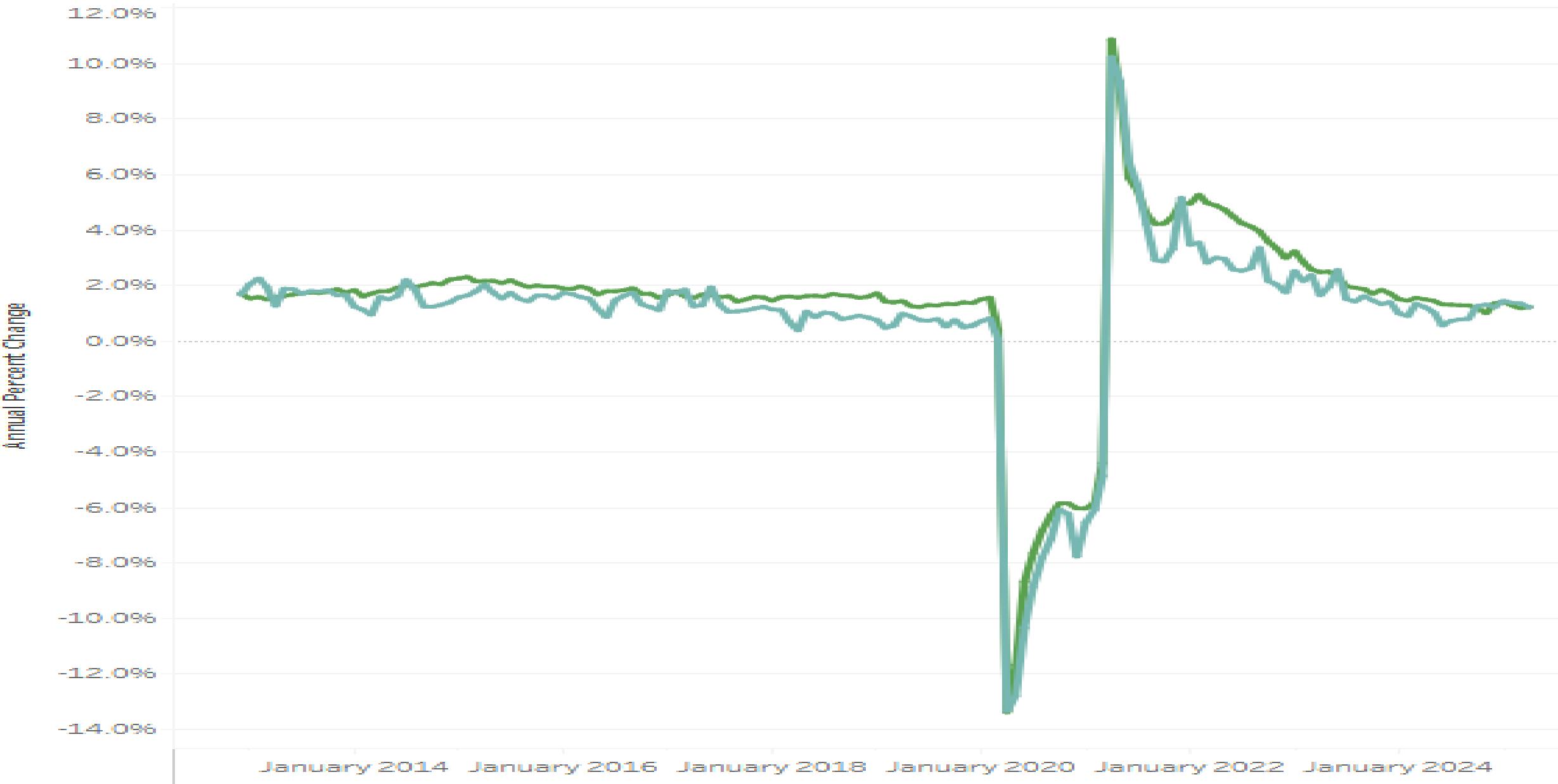


# Minnesota's April Employment Situation

- Unemployment rate ticked up another tenth to 3.2%, nationally the rate held steady at 4.2% nationally
- Minnesota lost about 1,300 jobs compared to March (0% change)

<b>April Over the Year (OTY) Employment Growth by Industry Sector Not Seasonally Adjusted</b>			
Industry Supersector	MN OTY Job Change	MN OTY Growth Rate (%)	US OTY Growth Rate (%)
Total	35,480	1.2	1.2
Private	26,477	1.0	1.2
Mining & Logging	179	2.8	-0.6
Construction	1,234	0.9	1.7
Manufacturing	2,724	0.9	-0.7
Trade, Transportation & Utilities	-149	0.0	0.9
Information	-657	-1.5	-0.4
Financial Activities	-3,478	-1.8	1.2
Professional & Business Services	1,735	0.5	-0.1
Education & Health Services	23,936	4.1	3.4
Leisure & Hospitality	-2,269	-0.9	1.3
Other Services	3,222	2.8	1.3
Government	9,003	2.1	1.3

# Annual Percent Change for Total Nonfarm Employment by Area



*Note: Some industry/sector names differ slightly at the national level. Data not seasonally adjusted. Source: Current Employment Statistics*

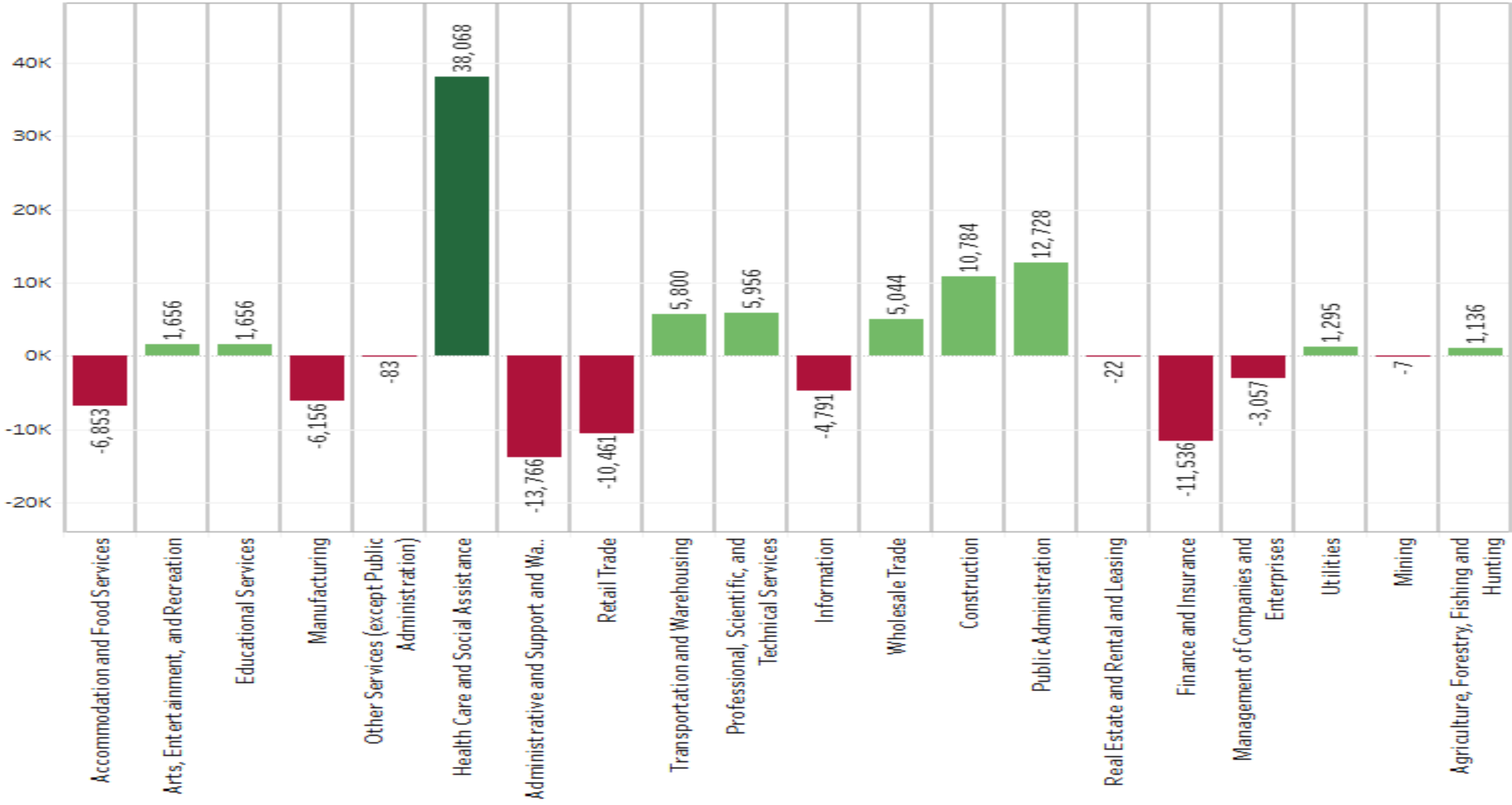
# Minnesota's April Employment Situation

- Average wages for private sector workers increased 9 cents to \$39.04 compared to March
- Over- The- Year, wages have increased by \$2.06, or 5.6% while wages nationally grew by 3.7%
- For reference, CPI over the year in April is up 2.3%
- Minnesota's labor force has finally exceeded pre-pandemic levels beginning in 2025 and by April has 29k more workers than in February of 2020.

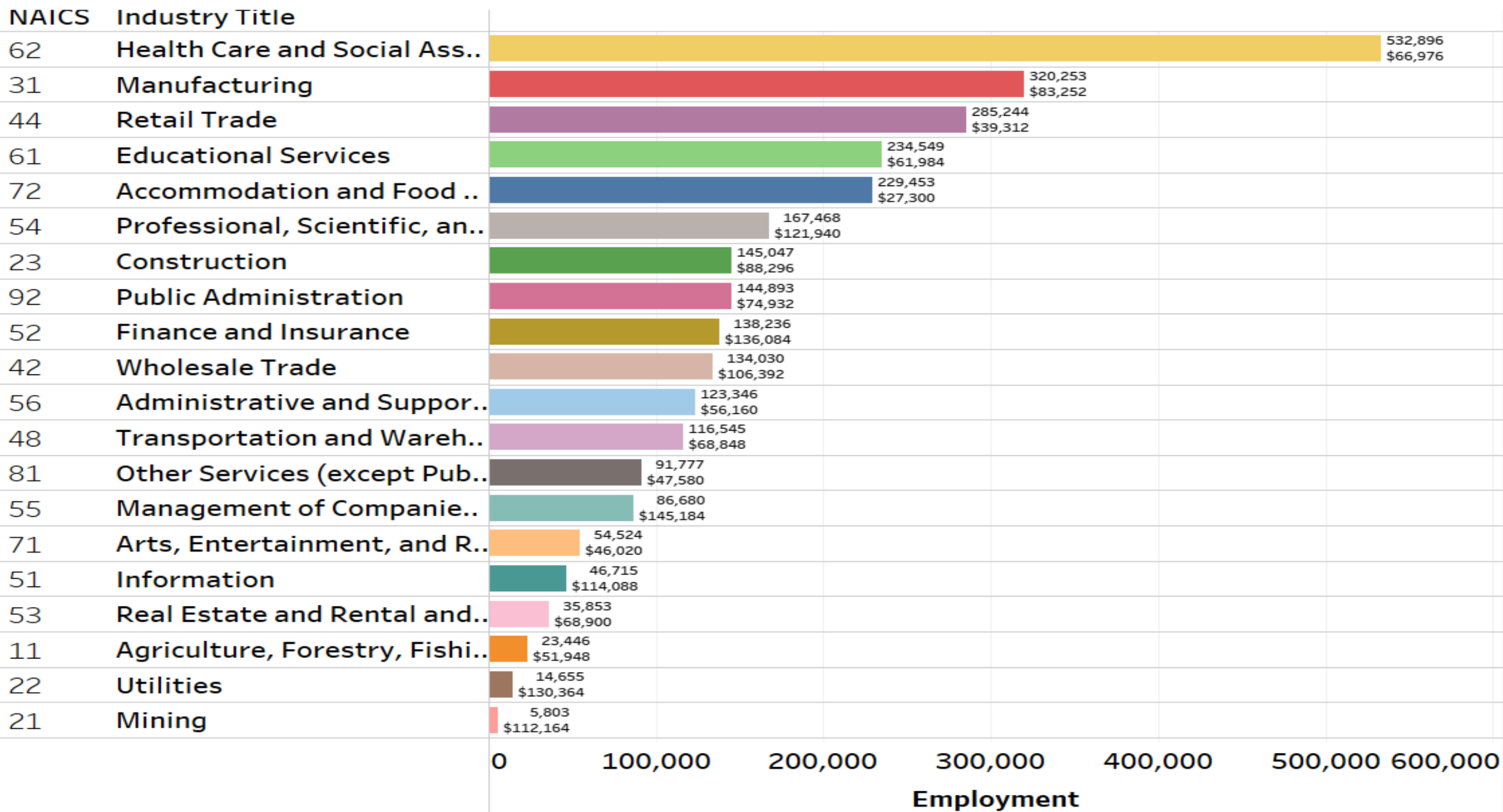
Minnesota

4th Quarter Change, 2019- to- 2024

2019-2024 4th Qtr. Change



# Minnesota Industry Employment in 2024



# Trends in the Dual Training Pipeline Sectors

## Industries

The program targets high-growth industries with limited history with Minnesota's apprenticeship system:



**ADVANCED MANUFACTURING ▶**



**AGRICULTURE ▶**



**CHILD CARE ▶**



**HEALTH CARE SERVICES ▶**



**INFORMATION TECHNOLOGY ▶**

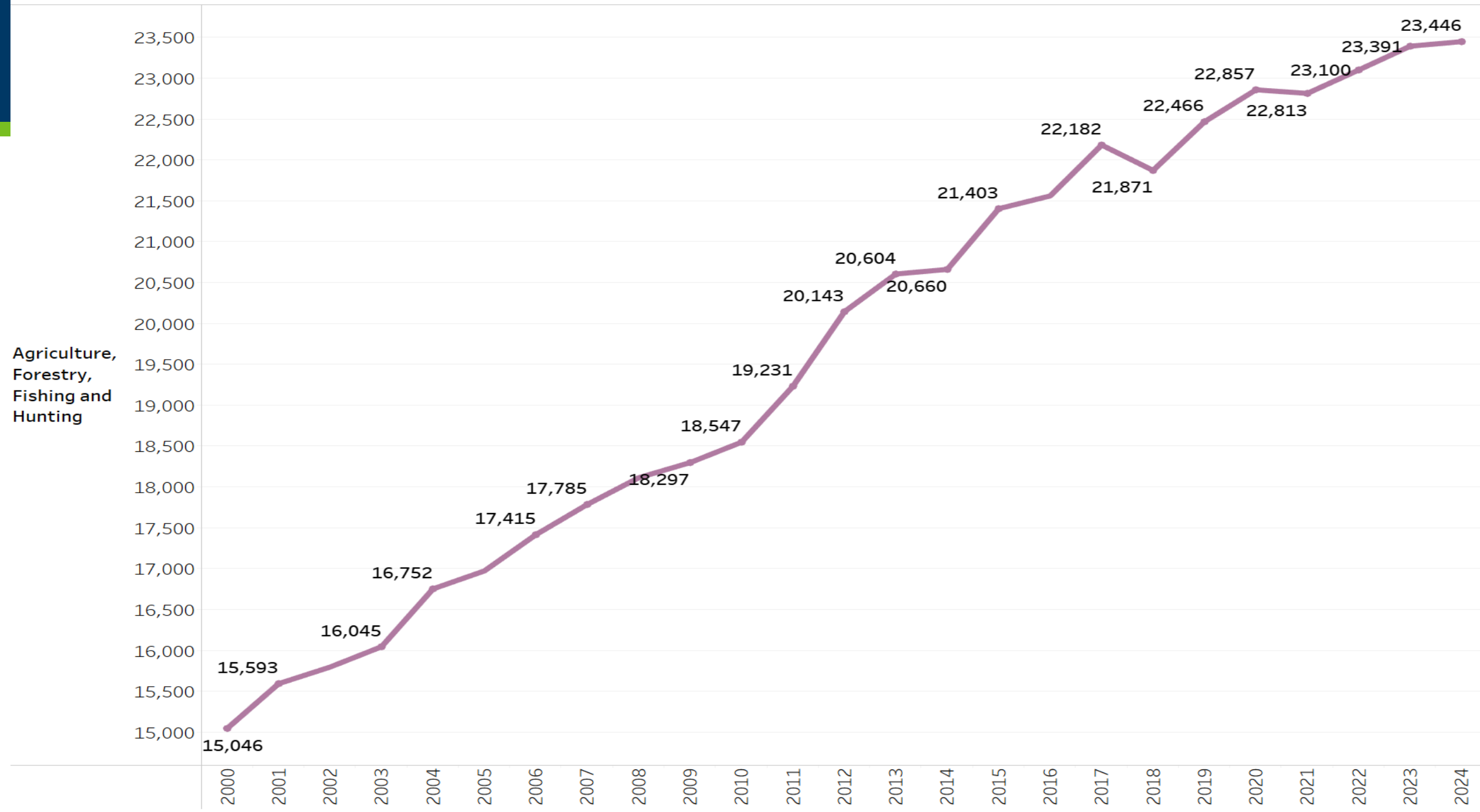


**LEGAL CANNABIS ▶**

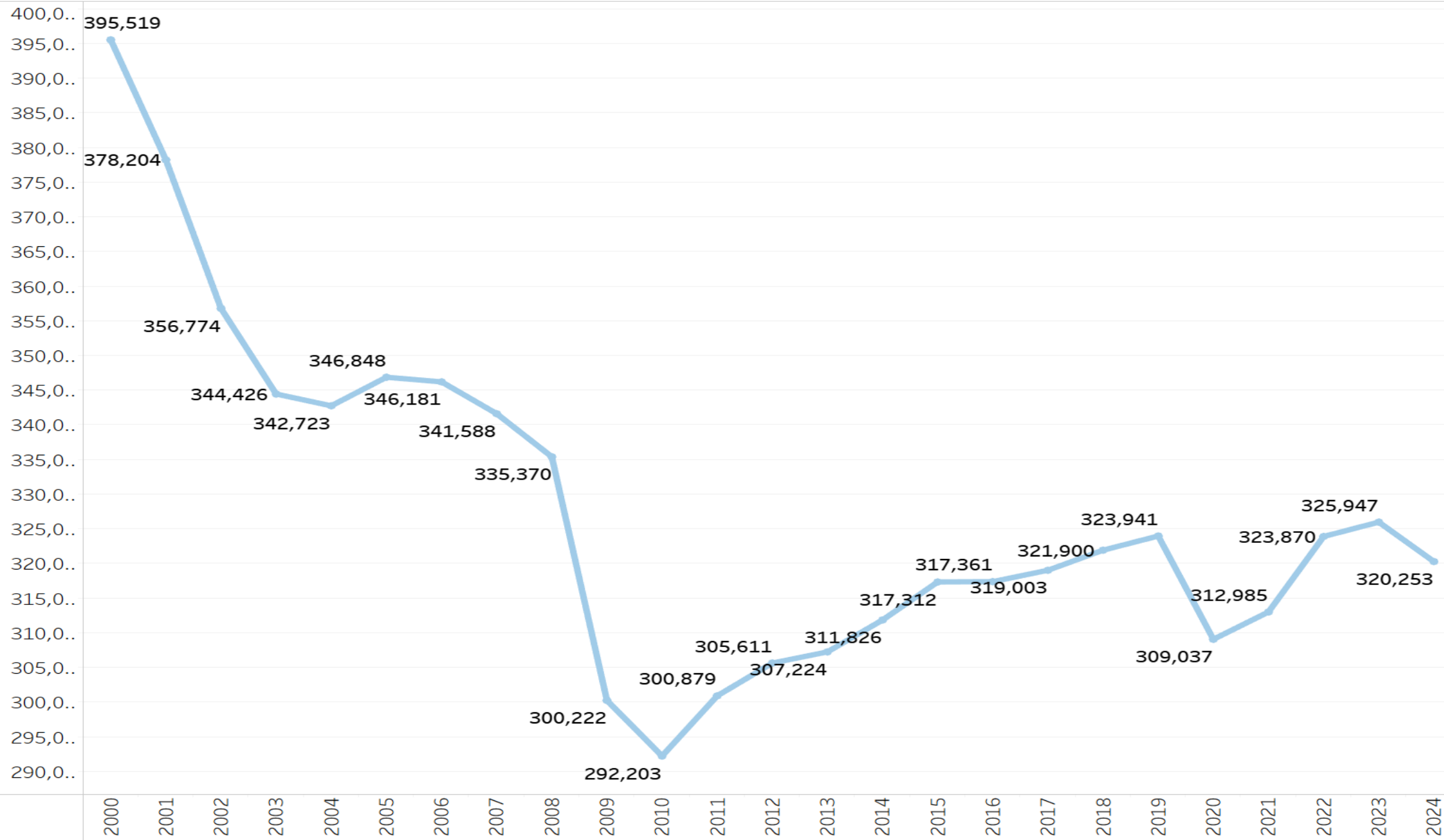


**TRANSPORTATION ▶**

Agriculture, Forestry, Fishing and Hunting Employment Trends in Minnesota



Manufacturing Employment Trends in Minnesota



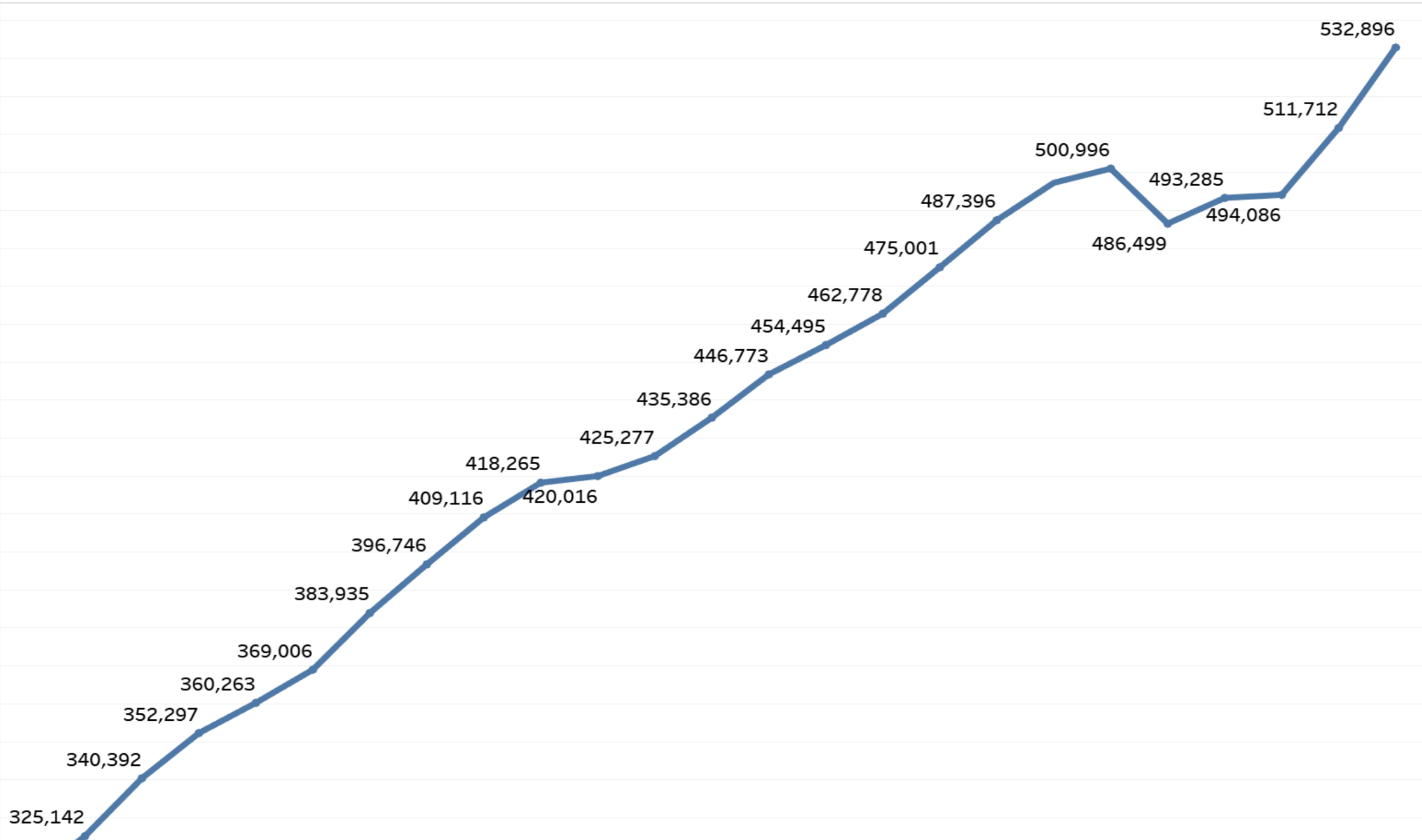


Child Day Care Services Employment Trends in Minnesota

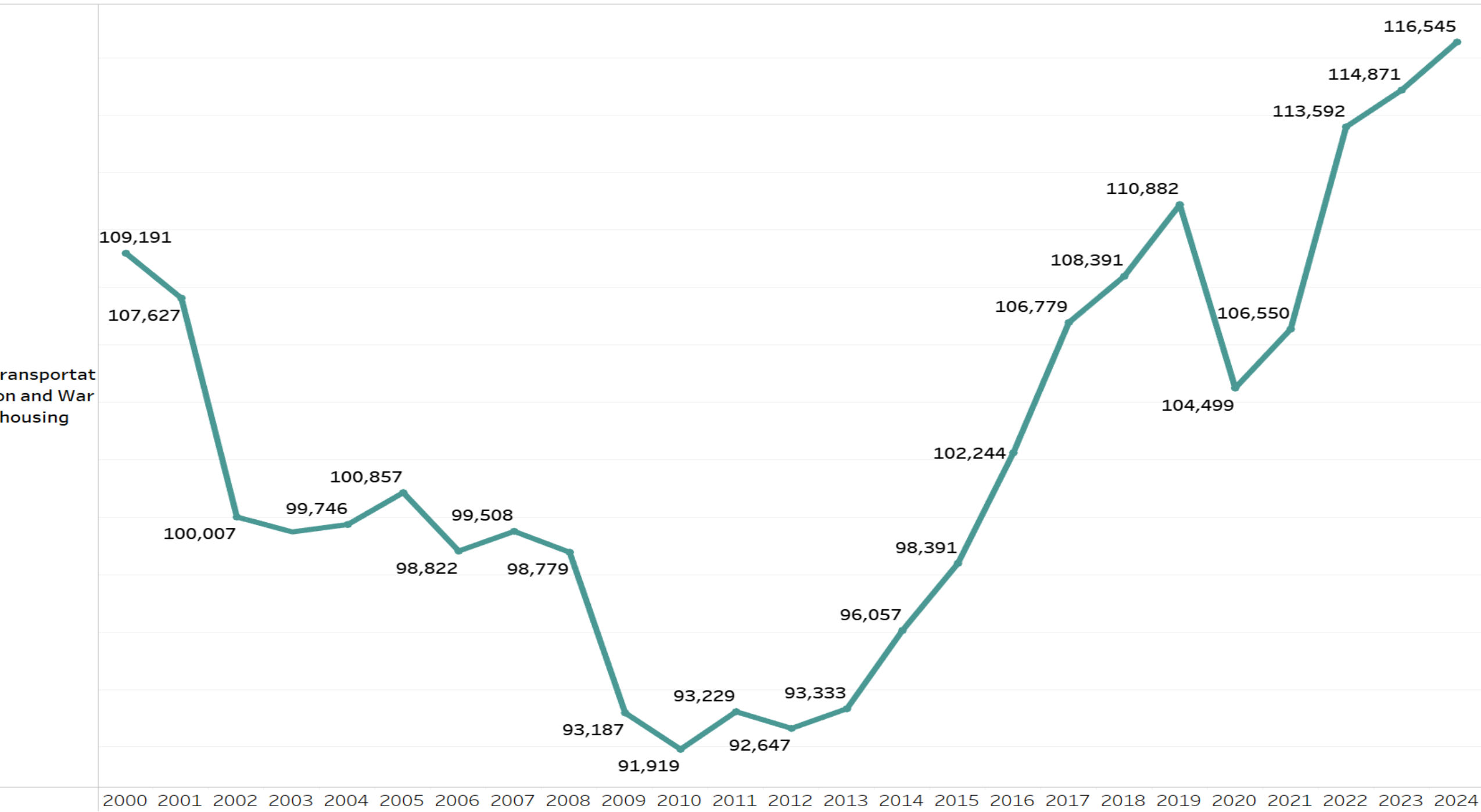


Health Care and Social Assistance Employment Trends in Minnesota

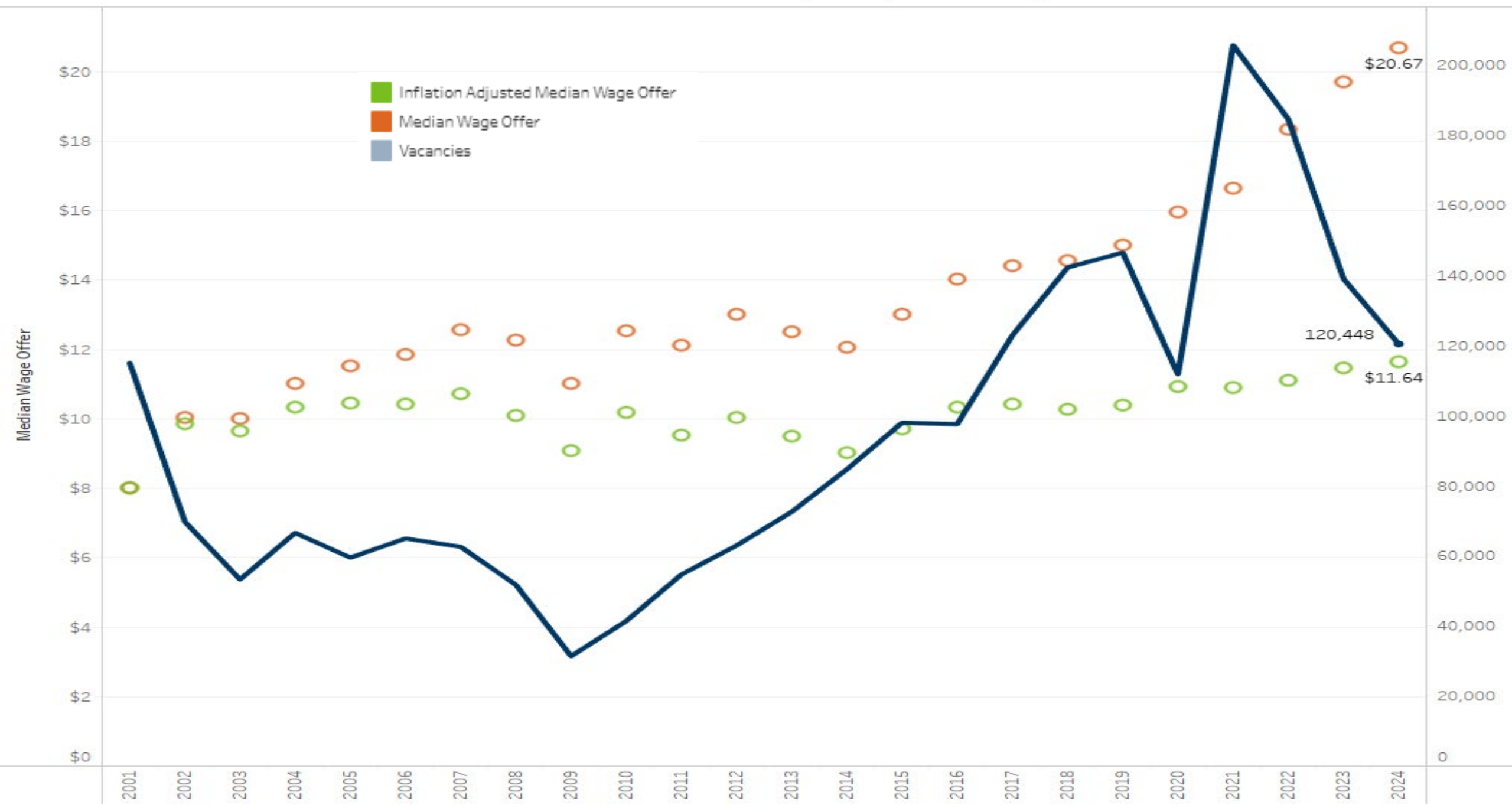
Health Care  
and Social  
Assistance



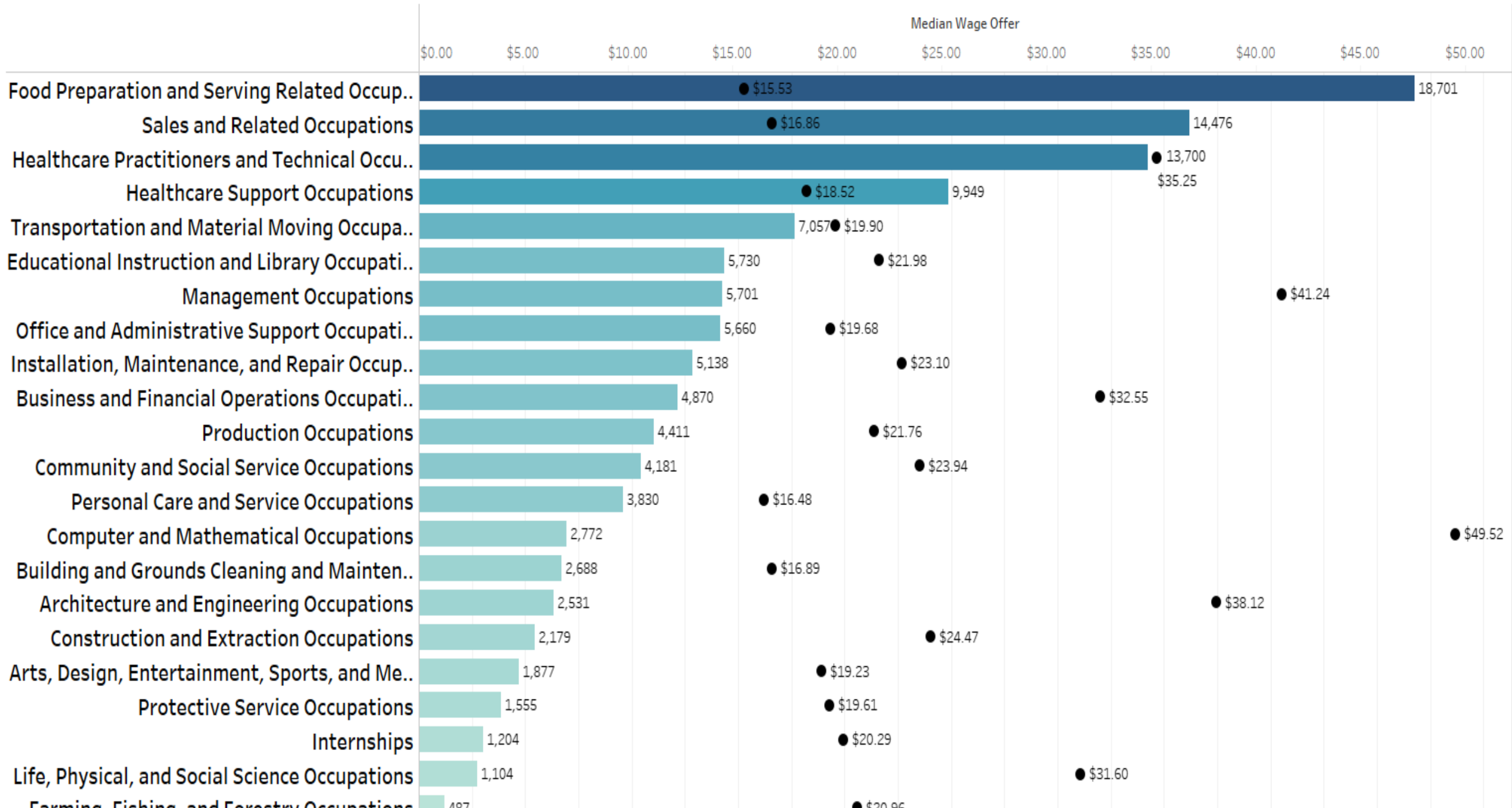
Transportation and Warehousing Employment Trends in Minnesota



# Minnesota Job Openings and Wage Offers



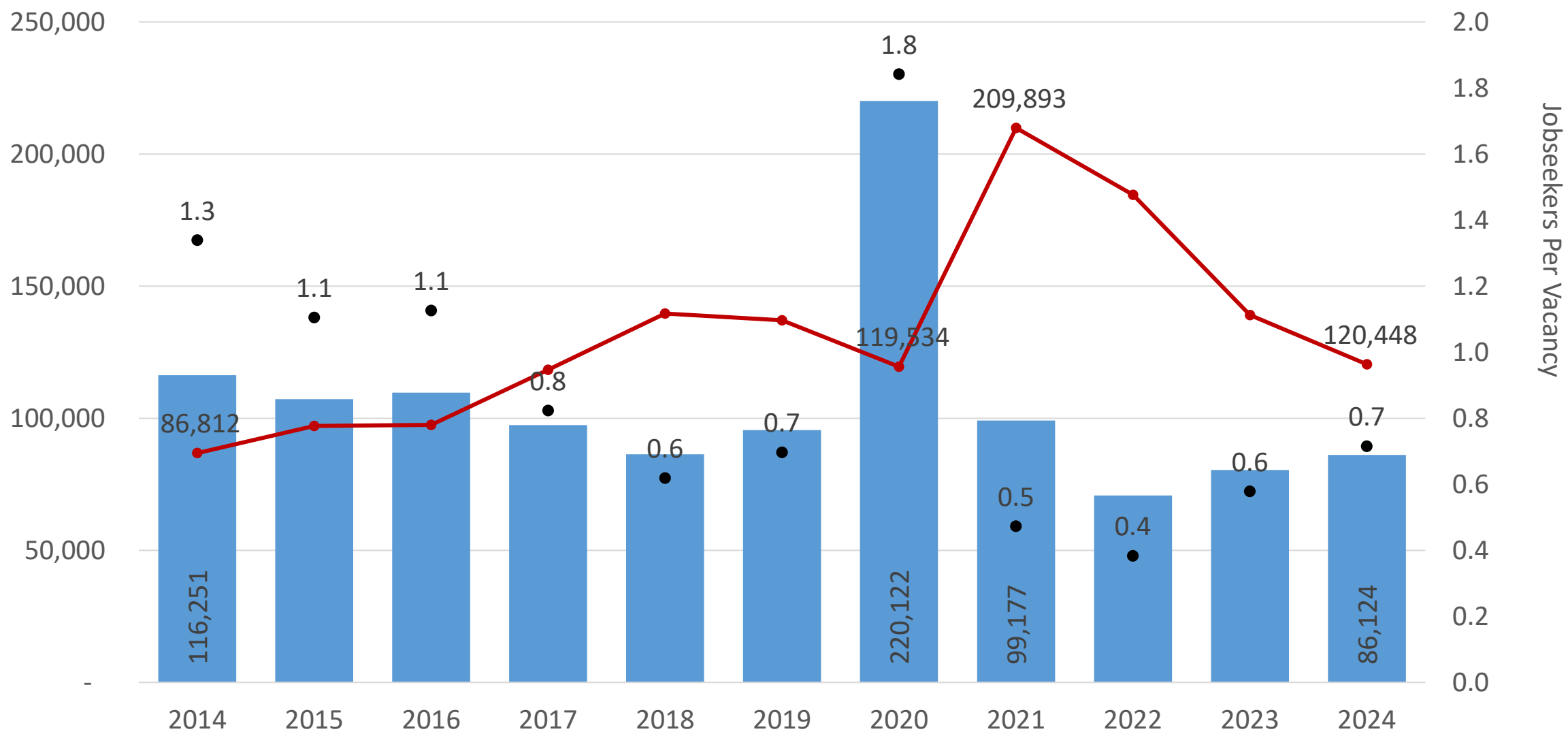
# Minnesota Job Vacancies in 2024



Jobseekers Per Vacancy,  
2014-2024

Number of Unemployed & Vacancies

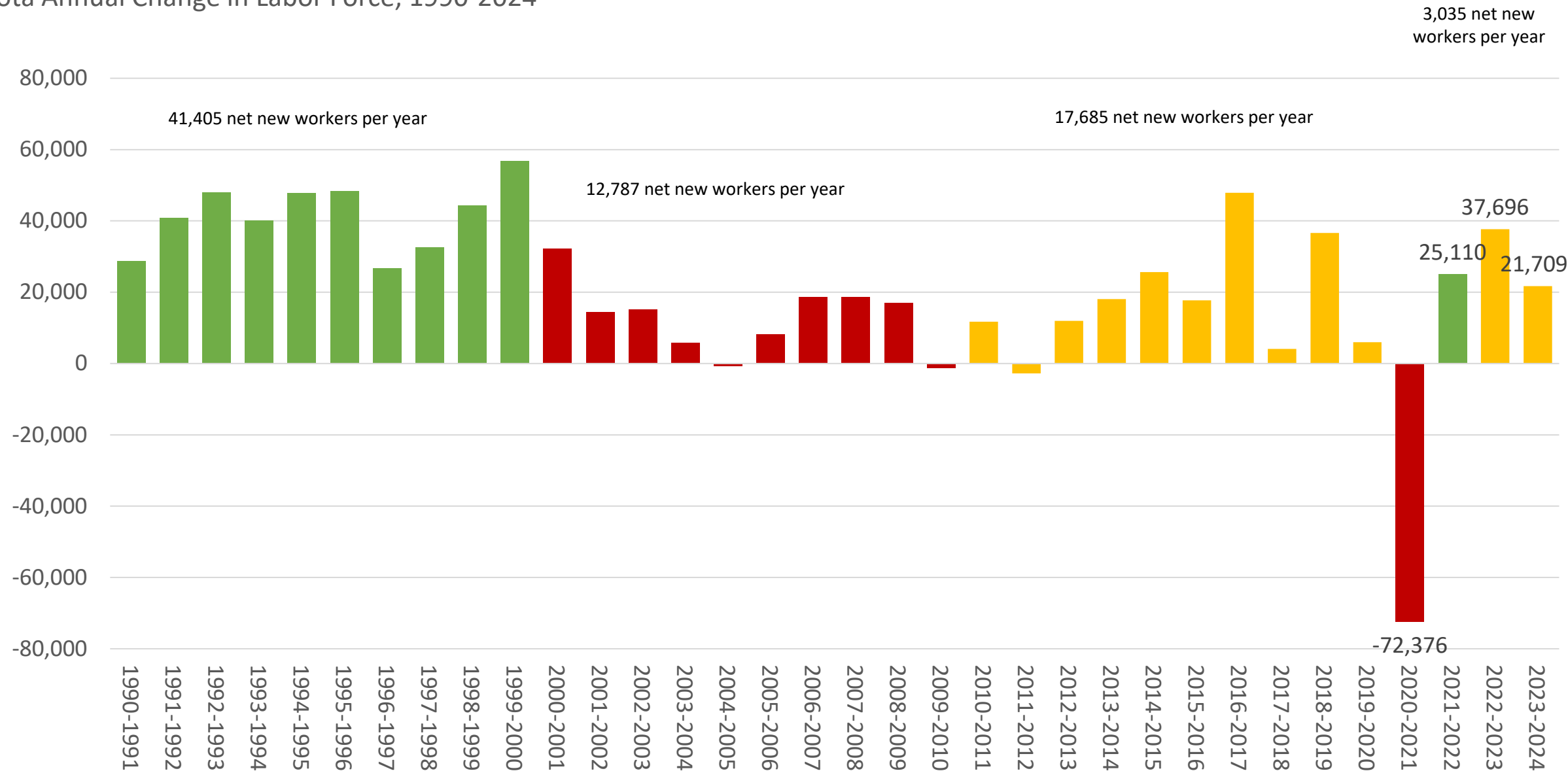
Minnesota Unemployed Minnesota Vacancies Jobseekers per Vacancy



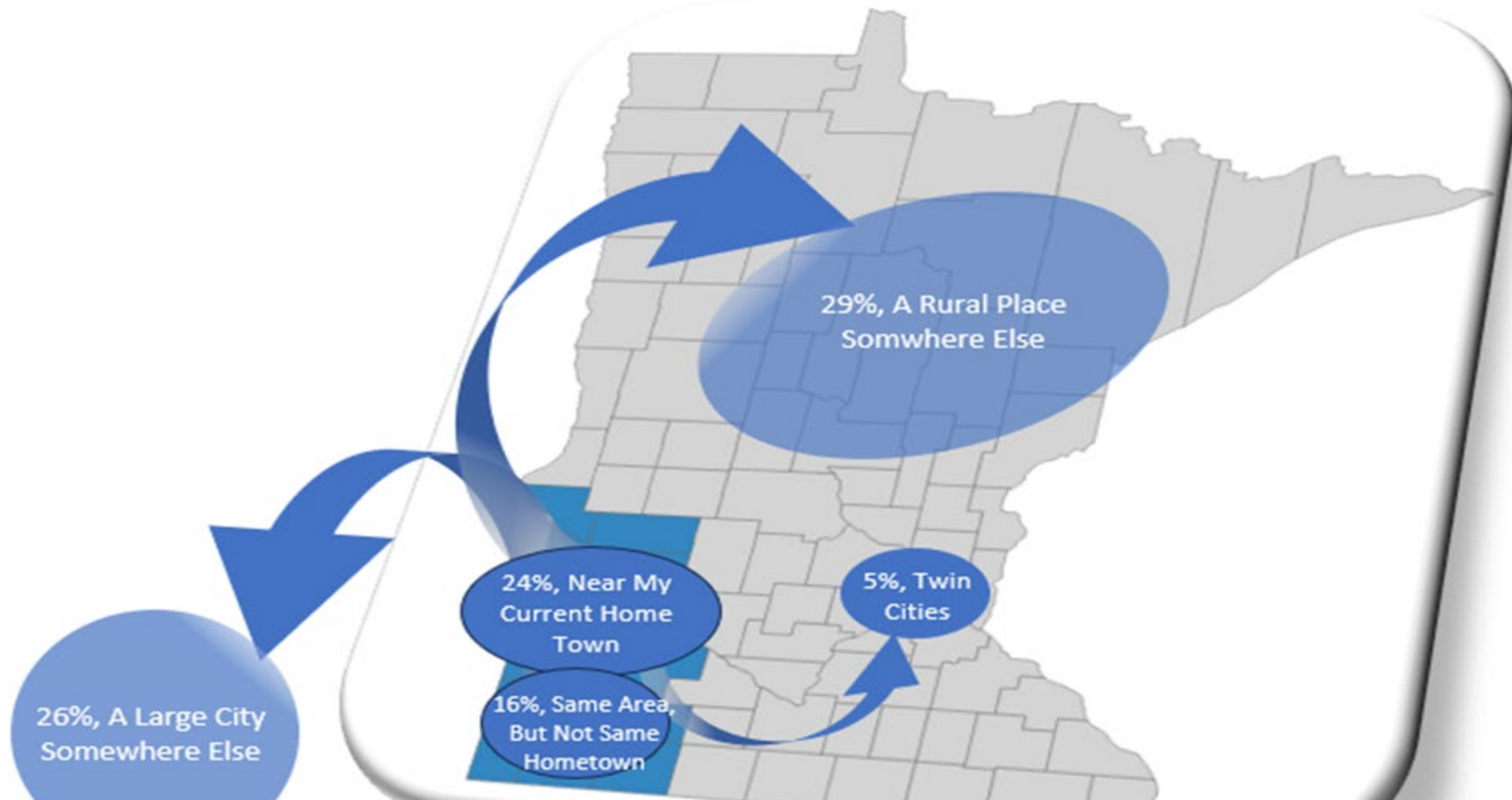
Source: DEED Job Vacancy Survey, LAUS program

# Minnesota Annual Change in Labor Force, 1990-2024

Year-Over-Year Change in Available Workers

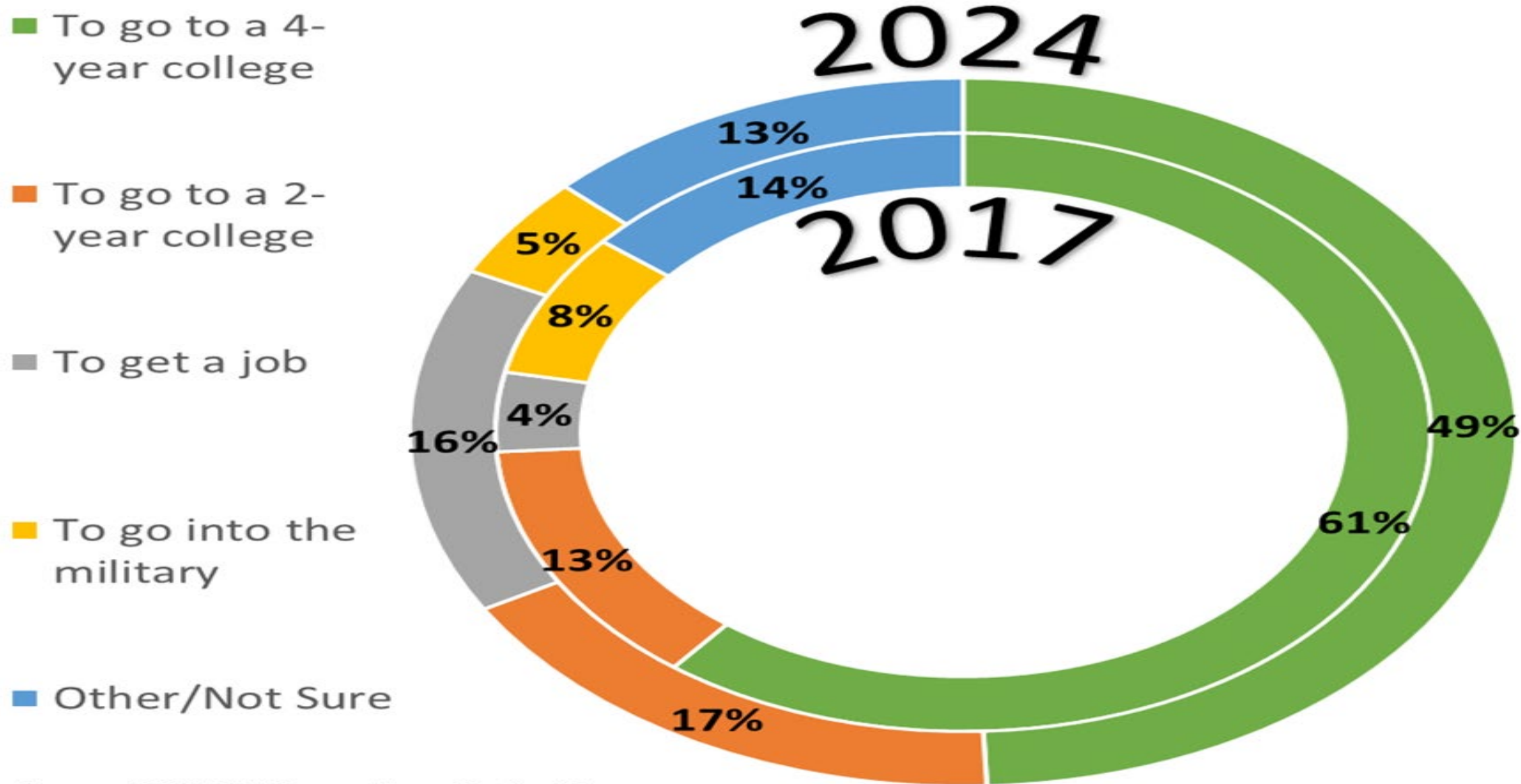


**Figure 5. Where Do You Want To Live**



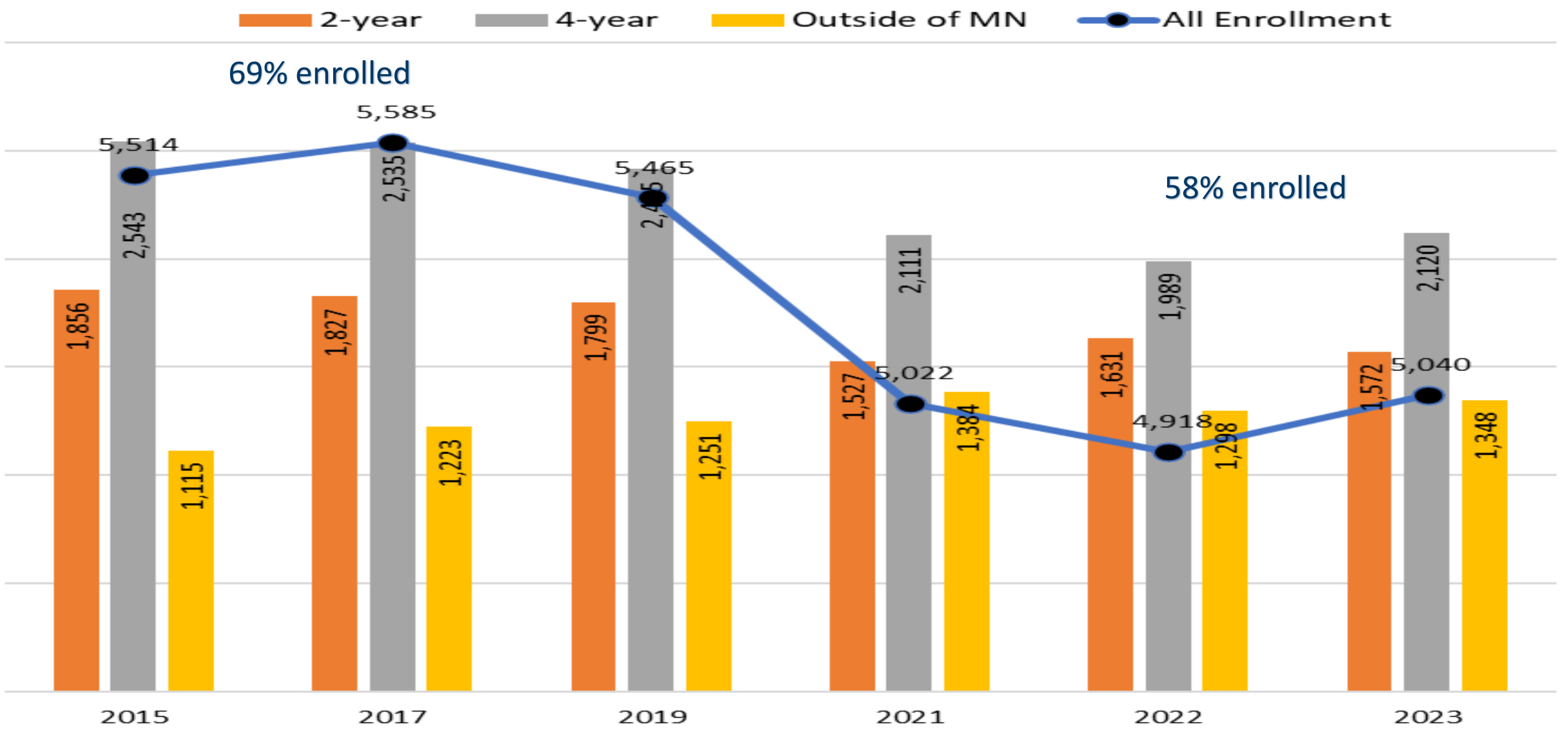


**Figure 3. What Are Your Plans After High School (SW Career Expo)**



Source: 2024 SW Career Expo Student Survey

**Figure 1. Central Minnesota College Enrollment Trends For Recent High School Graduates**

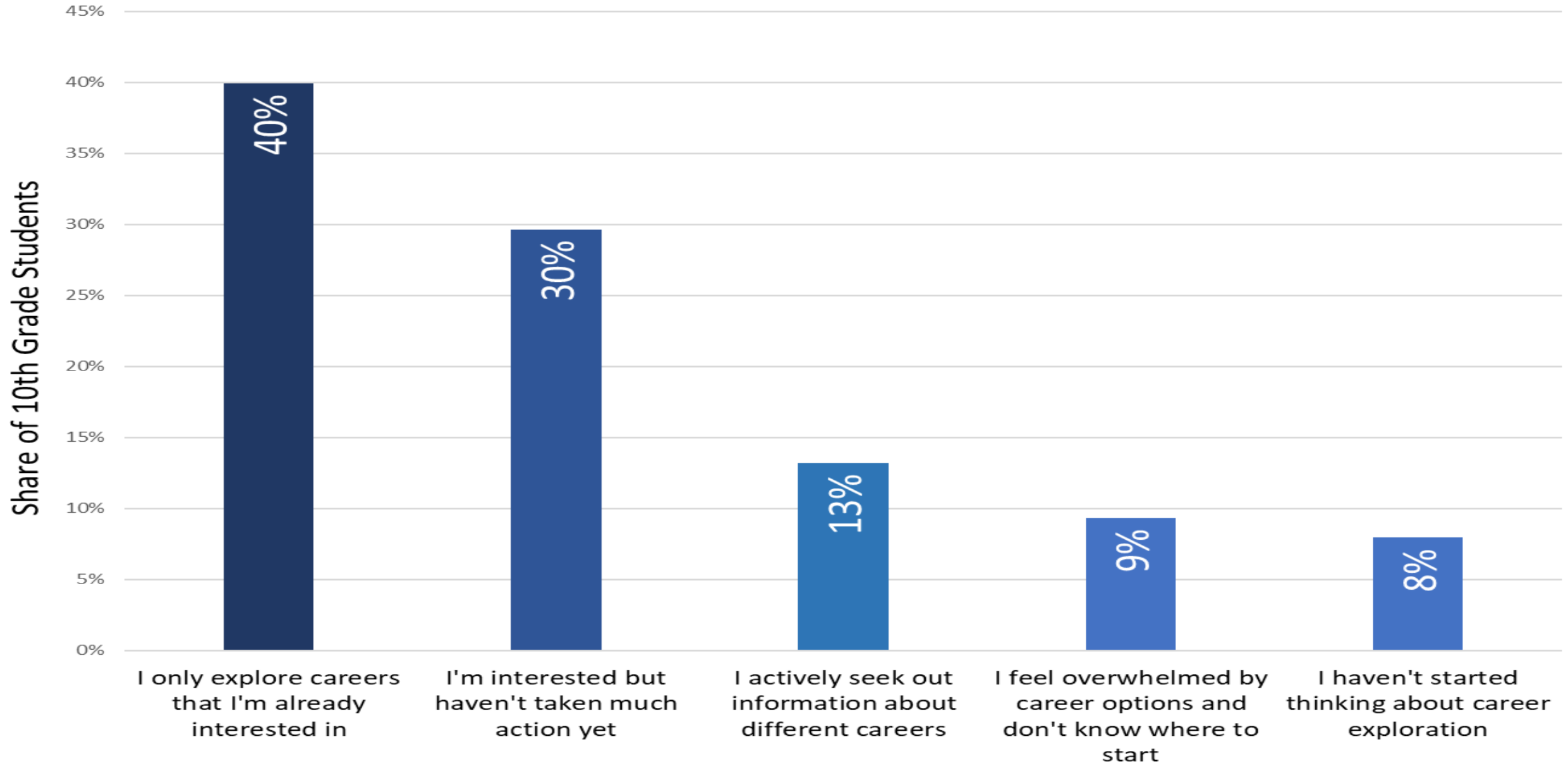


*High school graduates enrolling in college the fall after high school graduation*  
*Source: MN SLEDs*

# The Burden of Career Decision Making Has Moved... Younger

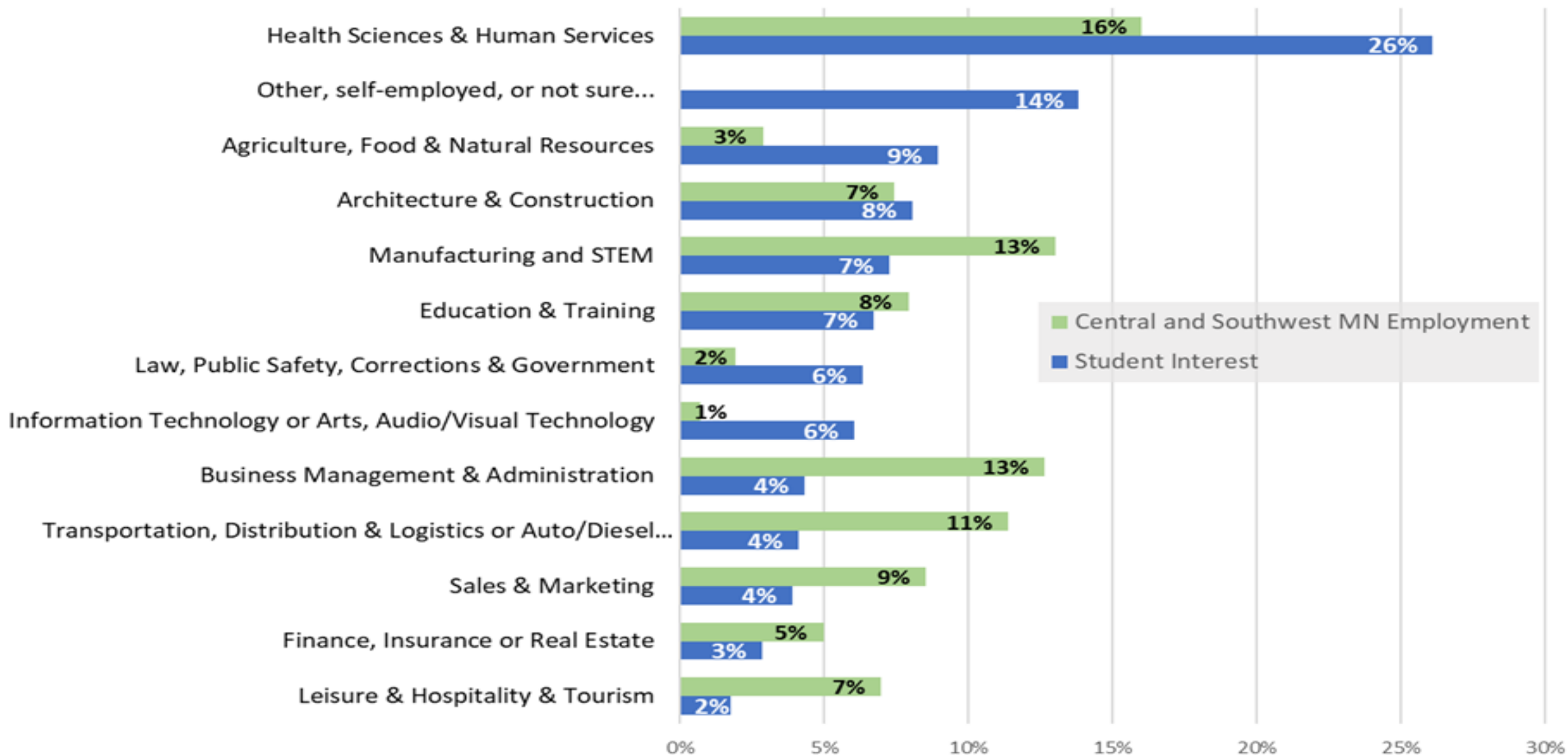


**Figure 4. Which of the Following Statements Best Describes Your Approach to Career Exploration (SW Career Expo)**



Source: 2024 SW Career Expo Student Survey

**Figure 1. What Type of Job Are You Most Interested In?**



Source: Student Survey from EPIC and SW Career Expo and DEED, OEWS

So Much  
DATA!

# Thank You!



## Luke Greiner

Labor Market Analyst, Labor Market Information Office  
Department of Employment and Economic Development

[Luke.greiner@state.mn.us](mailto:Luke.greiner@state.mn.us)

320-223-6992

BREAK

BREAK

\*Come back in ten minutes\*



# Workforce Trends Conversation

What is your reaction to the presentation from DEED today on latest labor market trends?

Notes from discussion:

People really appreciated the presented data. They also shared how it puts more of a focus on the need to engage youth earlier. Some shared about the challenge of the disconnect between vacancies and people not following up on interview opportunities.

# Workforce Trends Conversation

Share a notable experience you have had recently with your workers.

Notes from discussion:

One person shared about hosting a summer youth employment program and having over 400 applications this year. Another talked about how successful they have been in leveraging a youth training from CNA to career progression pathway.

## What are your hardest jobs to fill?

Notes from discussion:

People shared the following hard jobs to fill: Tool and die machinist, public safety, Head Start Teachers and bus drivers, product management IT roles, skilled laborers and cooks for out-of-school-time programs.

# Workforce Trends Conversation

What kinds of new things have you been doing with your recruiting and hiring processes?

Notes from discussion:

One attendee shared improvements to step increases.

Another attendee talked about the company being more willing to pay for certification training.

## How do you build a culture that will retain employees?

Notes from discussion:

Attendees shared the importance of leaders at the company setting a positive tone. Another shared importance of coaching leaders to be good and clear communicators. Another attendee discussed having financial challenges to increase salaries but at least allocating resources to improve working conditions for teaching young people which helped boost morale.

# Workforce Trends Conversation

How do you connect your organization with young people to get them interested in your industry?

Notes from discussion:

People shared examples of connecting with school districts to host career days and tours. One attendee discussed a character recognition program at their high school and another attendee talked about working with area high schools to help with curriculum planning for career tracks.

# Workforce Trends Conversation

What has been your most successful experience with on-the-job training?

Notes from discussion:

Attendees shared how good OJT boosts morale and employee confidence. One attendee shared the success of their new teacher program and another attendee offered advice on how to partner with the area college of mechanical engineering to make OJT more relevant and connected to the school work.

# BREAK & LUNCH

\*Come back in fifteen  
minutes\*



# Employer Panel Discussion



- Christa Martin, Workforce Development Program Manager, CentraCare
- Kathy Cottew, Workforce Development Specialist, Essentia Health
- Jessica Wells, General Manager, Two Rivers Enterprises

# Employer Panel Conversation

## For which occupations do you have dual-training programs?

Notes from panel:

CentraCare shared how they have grown their programs from one for Certified Nursing Assistant to now five, including surgical technician and respiratory therapist.

Essentia shared how they have been developing their program over the years, and this year were awarded dual training grant for medical assistant, registered nurse and community health worker.

Two Rivers Enterprises shared how they have one for welders and one for a welder to move into an engineer position.

# Employer Panel Conversation

What education partners do you work with? How did you decide on that?

Notes from panel:

One panelist talked about making the connection to faculty at St. Cloud State University and collaborating with them on internship like experiences.

Another panelist talked about how since they are an organization with multiple locations, they had to find ways to collaborate with several schools across the state to be close enough for their staff to attend. Finally, one other panelist described how sometimes a program is chosen to partner with because they really are the only viable option.

# Employer Panel Conversation

How was your grant application process? Have you applied for grants in the past?

Notes from panel:

Panelists shared how the grant application process was very straightforward. The portal is still new and was relatively easy to follow.

# Employer Panel Conversation

Do you use the Pipeline for incumbent employees, new hire recruitment, or both?

Notes from panel:

All three panelists have used the Dual-Training Pipeline for both incumbent workers and recruiting new talent.

# Employer Panel Conversation

Any advice you would give to employers who are thinking about starting a dual-training program?

Notes from panel:

One panelist noted that if you are thinking about it, just do it! Don't be afraid to start small with one or two employees. You can always grow year after year.

# Employer Panel Conversation

For those with a Youth Skills Training (YST) Program, what does your training and supervision model look like with YST student learners?

Notes from panel:

One panelist shared how well working with YST helps setting their company up for success in working with high school age students.

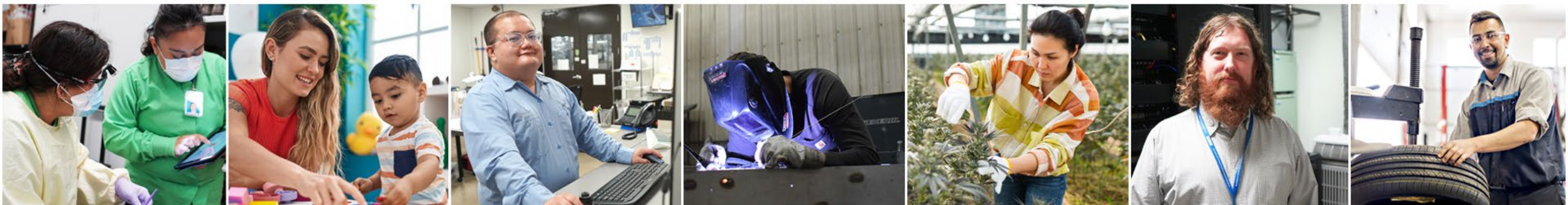
# Employer Panel Conversation

Any advice you would give to employers who are thinking about starting a Youth Skills Training Program?

Notes from panel:

One panelist said that the process was very straightforward. It sounds like a lot, but the team makes the work very easy and the meetings do not take that much time.





# Dual Training Grant Program Overview

**Presented by: Jacquelynn Mol Sletten & Grace Ferdinandt**  
in collaboration with the Minnesota Dual-Training Pipeline Team

# Collaboration



Dan Solomon  
MN Dept. of Labor & Industry  
Program Manager  
651.284.5355  
[dan.solomon@state.mn.us](mailto:dan.solomon@state.mn.us)



Kathleen Gordon  
MN Dept. of Labor & Industry  
Program Consultant  
651.284.5388  
[kathleen.gordon@state.mn.us](mailto:kathleen.gordon@state.mn.us)



Erik Holtan  
MN Dept. of Labor & Industry  
Program Consultant  
651.284.5082  
[erik.holtan@state.mn.us](mailto:erik.holtan@state.mn.us)



Madolyn Martini  
MN Dept. of Labor & Industry  
Program Consultant  
651.284.5088  
[Madolyn.martini@state.mn.us](mailto:Madolyn.martini@state.mn.us)



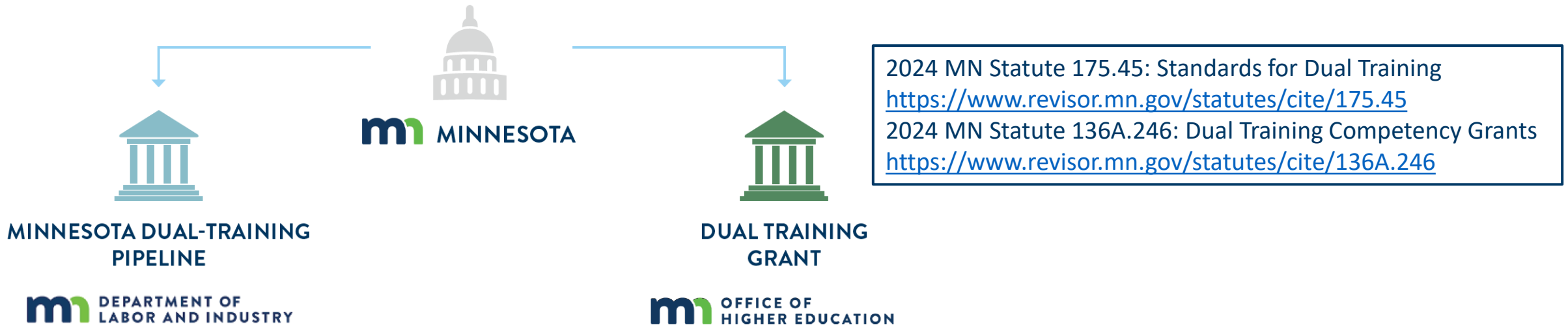
Jacquelynn Mol Sletten  
MN Office of Higher Education  
Assistant Manager  
651.355.0609  
[jacquelynn.mol.sletten@state.mn.us](mailto:jacquelynn.mol.sletten@state.mn.us)



Grace Ferdinandt  
MN Office of Higher Education  
Program Administrator  
651.259.3926  
[Grace.Ferdinandt@state.mn.us](mailto:Grace.Ferdinandt@state.mn.us)



# Dual Training Grant Overview



In support of the implementation of the [Minnesota Dual-Training Pipeline](#) administered by the MN Department of Labor and Industry ([DLI](#)), the 2015 Minnesota Legislature established the Dual Training Grant administered by the MN Office of Higher Education([OHE](#)). The Dual Training Grant ([Minnesota Statutes 136A.246](#)) is a funding source that generates collaborative and strategic educational solutions between employers and related instruction training providers across Minnesota. Employers or organizations of employers may apply for grants to reimburse expenses related to instruction toward attaining an industry-recognized degree, certificate or credential for their employees.

# Pipeline Industries



Legal Cannabis



Health Care  
Services



Agriculture



Advanced  
Manufacturing



Child Care



Transportation



Information  
Technology

# Who Can Apply?

**An eligible applicant must meet all the following:**

- Be an employer or organization of employers, which include the following types:
  - Business Entity
  - Nonprofit Organization
  - Political Subdivision
  - State of Minnesota
  - Tribal Sovereign Nation
- Have or will have a dual-training program
- Employ or will employ an eligible dual trainee
- Have or will enter into agreement with a related instruction training provider

# Funding Availability

Each spring,  
approximately  
**\$5 million** in  
Dual Training  
Grant funds  
are available.

**\$150,000**

for related  
instruction  
costs

**\$15,000**

For trainee  
support  
costs

- A grantee can receive up to **\$150,000** for related instruction costs,
- of which a single dual trainee can benefit from **\$6,000**.
- In addition, a grantee can receive up to **\$15,000** for trainee support costs. Grantees receive funds through a reimbursement process.
- Grantees pay related instruction costs and OHE reimburses grantees for related instruction costs.
- In some cases, a cost match is required of grantees. If annual gross revenue exceeds **\$25,000,000** in the previous calendar year, pay for at least **25%** of related instruction costs
- Allowable related instruction costs include tuition, fees, books, and materials.
- Allowable trainee support costs include transportation, mileage, lodging, meals, tutoring services, translation services, interpreter services, and/or accessibility services.

# Benefits of Dual Training Grant Program

## What's in it for you?

- Build knowledge in your workforce
- Enhance company culture
- Improve retention and acquisition

## What's in it for Employees?

- Acquire industry skills
- Receive financial support for their education
- Earn a tangible degree, certificate or credential

# Awards & Growth Through the Years

## 2016 Round 1

- \$197,120 Paid through DTG
- 10 Grantees
- 87 Dual Trainees

## 2023 Round 12

- \$2,041,373 Paid through DTG
- 55 Grantees
- 496 Dual Trainees

## 2024 Round 13

- \$4,963,212 Contracted through DTG
- 75 Grantees
- 885 Dual Trainees

## 2025 Round 14

- \$5,043,936 Awarded through DTG
- 80 Grantees
- 902 Dual Trainees

2026: Round 15

EST \$5,000,000 Available for Awards through DTG



# Resources!

**Dual Training Grant Website:** <https://www.ohe.state.mn.us/mPg.cfm?pageID=2160>

**Dual Training Pipeline:** <https://www.dli.mn.gov/pipeline>

- **Advanced Manufacturing:** <https://www.dli.mn.gov/business/workforce/advanced-manufacturing>
- **Agriculture:** <https://www.dli.mn.gov/business/workforce/agriculture>
- **Child Care:** <https://www.dli.mn.gov/business/workforce/child-care>
- **Health Care Services:** <https://www.dli.mn.gov/business/workforce/health-care-services>
- **Information Technology:** <https://www.dli.mn.gov/business/workforce/information-technology>
- **Legal Cannabis:** <https://www.dli.mn.gov/business/workforce/legal-cannabis-industry>
- **Transportation:** <https://www.dli.mn.gov/business/workforce/transportation>

**Guidance for OJT:** <https://www.dli.mn.gov/business/workforce/guidance-effective-job-training>

# Thank you!

**Jacquelynn Mol Sletten** Assistant Manager of Grants & Workforce Initiatives

**Grace Ferdinandt** State Program Administrator

*Grants & Workforce Initiatives Unit at  
the Minnesota Office of Higher Education*

# Upcoming Events

## Pipeline 101

- June 25, 2025, from 9-10 a.m. [Register to attend](#)

**Stay tuned for Workforce Community Conversations this September and October**

## Save the Date: Fall Industry Forums

- Child Care – Oct. 21 from 9am – 10am
- Advanced Manufacturing – Oct. 21 from 1pm – 2pm
- Transportation – Oct. 22 from 9am – 10am
- Legal Cannabis – Oct. 22 from 1pm – 2pm
- Health Care Services – Oct. 23 from 9am-10am
- Information Technology – Oct. 28 from 9am – 10am
- Agriculture – Oct. 28 from 1pm – 2pm

# Thank You!



Dan Solomon  
Program Manager  
651-284-5355

[dan.solomon@state.mn.us](mailto:dan.solomon@state.mn.us)



Kathleen Gordon  
Program Consultant  
651-284-5388

[kathleen.gordon@state.mn.us](mailto:kathleen.gordon@state.mn.us)



Erik Holtan  
Program Consultant  
651-284-5082

[erik.holtan@state.mn.us](mailto:erik.holtan@state.mn.us)



Madolyn Martini  
Program Consultant  
651-284-5088

[madolyn.martini@state.mn.us](mailto:madolyn.martini@state.mn.us)