

# Minnesota Dual-Training Pipeline

## Agriculture Industry Forum

February 5, 2025

# Agenda

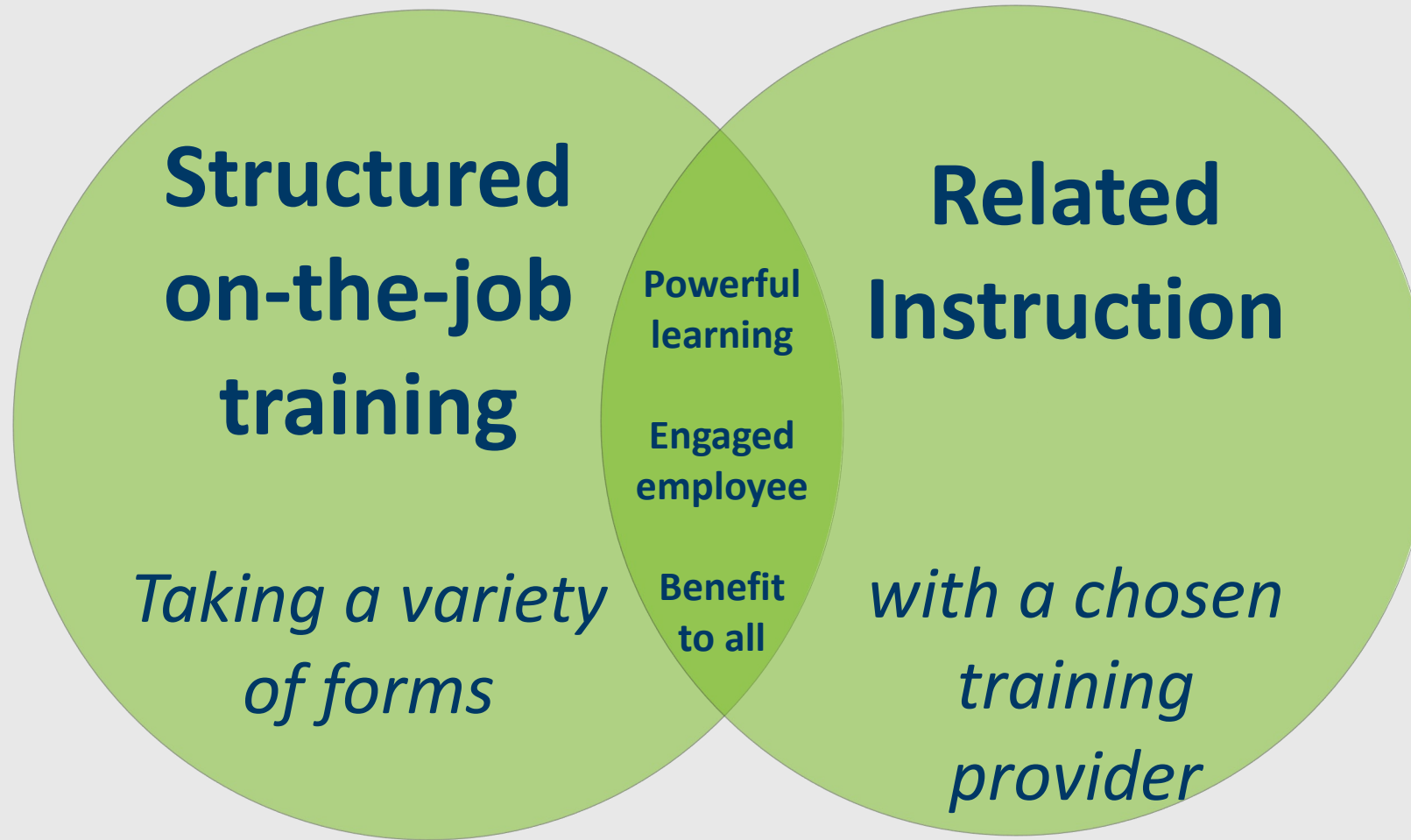
- **Introductions/ Welcome**
- **Minnesota Dual-Training Pipeline overview and updates**
- **New Dual Training Pipeline Occupations**
- **OHE Dual Training grant update**
- **Dual training resources/workforce conversation**
- **Wrap up/ conclusion**

# 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, health care services, information technology, transportation, child care, and legal cannabis**
- 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.

# December Speaker Series Recap



## Breaking the Leadership Myths: Unlearning the Lies and Leading with Confidence

Presented by Sarah Ciavarri

Download the [power point](#).

Ideas for future topics?

Let us know what else you might like to learn about.

# Agriculture Occupations

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

# 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.



# 2025 Potential New Occupation(s)

## Health Care Services

- Healthcare Social Worker
- Licensed professional clinical counselor
- Licensed marriage and family therapist
- Sonographer
- Orthotic and prosthetic technician

## Child Care

- School-age care supervisor

## Legal Cannabis

- Cannabis Compliance Specialist
- Cannabis Dispensary Supervisor

## Transportation

- School Bus Driver
- Automotive Body Repair Technician

# Dual Training Grant Basics

An eligible DTG applicant 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.

# Dual Training Grant

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, if annual gross revenue exceeded \$25,000,000  Maximum: \$50,000 (\$2,000 per dual trainee)	<ul style="list-style-type: none"> <li>Tuition</li> <li>Fees</li> <li>Required &amp; recommended books</li> <li>Required &amp; recommended materials</li> </ul>	\$6,000
Trainee Support Costs	10% of grant request amount, up to \$15,000	None	Associated with Related Instruction: <ul style="list-style-type: none"> <li>Transportation</li> <li>Mileage</li> <li>Lodging</li> <li>Meals</li> <li>Tutoring services</li> <li>Translation and/or interpreter services</li> </ul>	None

# 2025 Dual Training Grant Timeline

## 2025 Dual Training Grant Request for Proposal Timeline

<https://www.ohe.state.mn.us/mPg.cfm?pageID=216>

- Request for Proposal Opens: March 4, 2025
- Technical Question Deadline: April 3, 2025 at 4:00 p.m. CT
- Grants Management System User Registration Deadline: April 9, 2025
- Request for Proposal Deadline: April 15, 2025 at 4:00 p.m. CT
- Applicants Notified about Awards: May 23, 2025
- Grantees Publicly Announced: May 27, 2025
- Mandatory Grantee Orientation: May 29, 2025 from 12:00 to 2:00 p.m. CT
- Prepare Grant Documents: June through July 2025
- Sign Grant Contract: August 2025
- Optional Dual Trainee Welcome Session: August 7, 2025 from 2:00 to 2:45 p.m. CT
- Begin Dual-Training Program: August 2025

\*Same timeline for **Dual Training Grant Legal Cannabis Industry**. Some events may include potential applicants and/or grantees from both grant programs. More information about DTG LC available at <https://www.ohe.state.mn.us/mPg.cfm?pageID=2620>.

# Request for Proposal Writing Workshops

## 2025 Request for Proposal Writing Workshops

- Registration and detailed information about workshops is available online [HERE!](#)
- In-Person (St. Paul): March 10, 2025 from 11:00 a.m. to 2:00 p.m. CT
- In-Person (Bemidji): March 12, 2025 from 11:00 a.m. to 2:00 p.m. CT
- Virtual (Microsoft Teams): March 14, 2025 9:00 a.m. to 10:45 a.m. CT
- Virtual (Microsoft Teams) Refresh Version: March 14, 2025 from 11:00 a.m. to 12:00 p.m. CT

Potential applicants for **Dual Training Grant Legal Cannabis Industry** are welcome to attend these workshops.

# Related Instruction Inventory

- Starting point for employers to develop a dual-training program;
- Includes education and training programs for approved occupations;
- Employers are not required to partner with the training providers on the list, but these are options to be considered.

<https://secure.doli.state.mn.us/pipeline/pipelinelookup.aspx>

*An education or training provider that would like to be included on the inventory should reach out to our team to be added to the list.*

# Related Instruction Inventory site

## PIPELINE RELATED INSTRUCTION INVENTORY

This tool contains an inventory of the training programs that lead to credentials recognized by the Minnesota Dual-Training Pipeline. This list is not comprehensive but is a good snapshot of the training available to dual trainees in your organization. After selecting your industry and occupation, click "Search" to get a list of training programs, links and details about the programs.

This tool can list programs by industry and occupation in the drop down. If you are interested in searching the location of training programs, try adding the city name to the keyword search box. If you have a program name in mind that might be across multiple occupations, try adding that to the keyword search box.

For help with questions about training programs, providers or additions you'd like to see, contact us at [PIPELINE.Program@state.mn.us](mailto:PIPELINE.Program@state.mn.us) or 651-284-5355.

Industry	<input type="text" value="Advanced Manufacturing"/>
Select occupation	<input type="text" value="ALL"/>
Keyword search by program or location	<input type="text" value="keyword"/>

# Related Instruction Inventory sample

Occupation	Program	Training Institution	Location	Fully Available Online	Credit	Duration	Credential
Agriculture Equipment Mechanic	Advanced Agriculture Technician	South Central College	North Mankato	No	18 credits	Less than 1 year	Certificate
Horticulture Farm Manager	Agri Business	Ridgewater College	Willmar	Yes	72 credits	2 years	Associate's degree
Horticulture Farm Manager	Agri Business	Ridgewater College	Willmar	No	72 credits	2 years	Diploma
Farm Animal Manager	Agri Business	Ridgewater College	Willmar	Yes	72 credits	2 years	Associate's degree
Farm Animal Manager	Agri Business	Ridgewater College	Willmar	No	72 credits	2 years	Diploma
Grain Merchandiser	Agri Business	Ridgewater College	Willmar	Yes	72 credits	2 years	Associate's degree
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Agriculture Finance, Lender	Agri Business	Ridgewater College	Willmar	Yes	72 credits	2 years	Associate's degree
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Crop Farm Manager	Agri Business	Ridgewater College	Willmar	Yes	72 credits	2 years	Associate's degree
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Horticulture Farm Manager	Agribusiness	Riverland College	Austin	No	19 credits	1 year	Certificate
Farm Animal Manager	Agribusiness	Riverland College	Austin	No	19 credits	1 year	Certificate
Grain Merchandiser	Agribusiness	Concordia College	Moorhead	No	120 credits	4 years	Bachelor's degree
Grain Merchandiser	Agribusiness	South Central College	North	No	72 credits	2 years	Associate's



# On-The-Job Training

- 5 Common Types
  - Job Shadowing
  - Mentorship
  - Cohort-Based Training
  - Assignment-Based Project Evaluation
  - Discussion-Based Training
  
- Tools For Tracking On-The-Job-Training

			
<b>[Company Name]</b>			
<b>Competency Model for Agriculture Occupation: Horticulture Farm Manager Dual-Training Program for [Employee Name]</b>			
<small><b>Horticulture Farm Manager</b> - An individual who leads a team in the processes of caring for and administering processes to ensure sound production of fruit, vegetables and/or flowers and plants to assure optimum productivity and profits. Horticulture Farm Managers are often responsible for all aspects of plant care, facility repair and maintenance at the site. They also are in-charge of marketing and selling the horticulture products as well.</small>			
Training Start Date:		<input type="text"/>	
Anticipated Completion Date:		<input type="text"/>	

# Skills Based Practices

**Skills-based practices:** An approach to hiring and retaining employees that “focuses on the specific skills needed to succeed in a job, embeds that focus throughout the employee lifecycle (and) recognizes that there are many ways to acquire knowledge and abilities.”

Questions to consider:

What are you doing to look for talent?

Are you changing how you look for talent?

Resource for creating new job postings:

[Skillful Job Posting Generator](#)

# What's new in agriculture?

## How are things going for you in agriculture?

\*Notes from discussion\*

Attendees discussed how things are generally going well in the industry and that an ongoing challenge is educating young people about the multiple careers in the industry beyond being a farmer.

## What are your biggest workforce challenges right now?

\*Notes from discussion\*

The ongoing challenge of a lack of applicants and available talent in the industry.

## What new things in agriculture are you excited about?

\*Notes from discussion\*

Attendee discussed impact of automation and robotics being exciting opportunities.

# Upcoming Minnesota Dual-Training Pipeline Events

- **Pipeline 101:** February 18, 2025 9-10 a.m. [Register to attend](#)
- **OHE Grant Writing Workshops**
  1. In-Person (St. Paul): March 10, 2025 from 11:00 a.m. to 2:00 p.m. CT
  2. In-Person (Bemidji): March 12, 2025 from 11:00 a.m. to 2:00 p.m. CT
  3. Virtual (Microsoft Teams): March 14, 2025 9:00 a.m. to 10:45 a.m. CT
  4. Virtual (Microsoft Teams) Refresh Version: March 14, 2025 from 11:00 a.m. to 12:00 p.m. CT
- **All-Industry Forum**
- [2024 Annual recap](#)

# Thank You!



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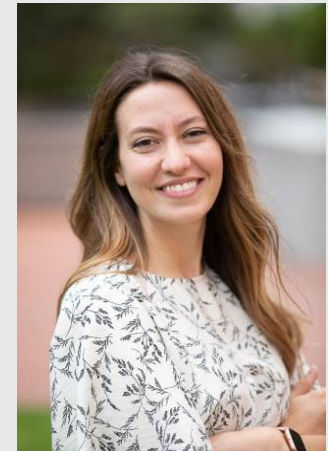
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