

# Minnesota Dual-Training Pipeline

## Advanced Manufacturing Industry Forum

February 6, 2025

# Agenda

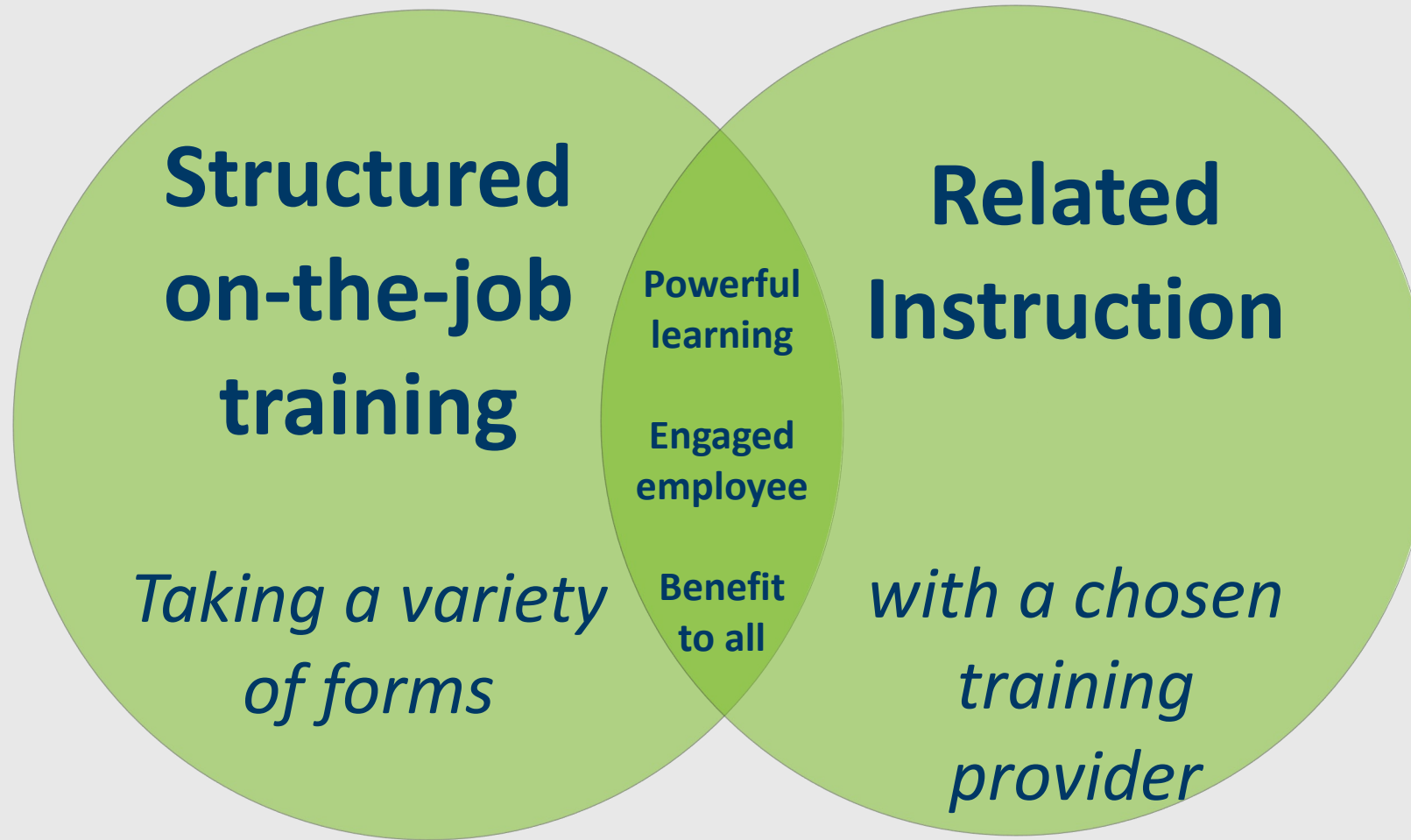
- **Introductions/ Welcome**
- **Minnesota Dual-Training Pipeline overview and updates**
- **New Dual-Training Pipeline Occupations**
- **Example of Manufacturing Employer doing Pipeline – rms Company**
- **OHE Dual Training grant update**
- **Wrap up/ conclusion**

# 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.

# Advanced Manufacturing Occupations

- Computer Numerical Control (CNC) Programmer
- Coordinate Measuring Machine (CMM) Programmer
- Extrusion Molding Technician
- Flexo Technician
- Injection Molding Technician
- Logistics and Supply Chain Manager
- Machinist/ Tool and Die Maker
- Machinist / CNC Operator
- Manufacturing Engineer
- Maintenance and Repair Worker
- Food Scientist/ Technologist
- Manufacturing Production Supervisor
- Mechatronics Technician
- Print Press Operator
- Quality Assurance/ Food Safety Supervisor
- Quality Assurance Technician
- Robotics Operator
- Safety Technician
- Solderer
- Welder
- Industrial Production Manager

# Minnesota Dual-Training Pipeline Occupations – Factors for Adding New 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

# Example of Manufacturing Employer doing Pipeline – rms Company



# Advanced Manufacturing Industry Forum

Matthew Thymian



# rms Company

- Contract Manufacturing.
- Founded in 1967 & Acquired in 1982.
- rms = root-mean-square.
- 1,200+ Employees.
- 2 locations:
  - Over half a million Sq feet of manufacturing space!
  - Coon Rapids = 375,000 Sq. feet (that's 3.5 Walmart's).
  - Anoka = almost 200,000 Sq. feet.
- Around 900 Machines.
- There are 8 divisions at rms Company:
  - Pacing
  - Cardio
  - Platinum
  - Ortho
  - Additive
  - Instruments(Anoka)
  - Metals (Anoka)
  - Support

## \*Notes from discussion\*

Matt discussed his history and how he got to rms. He explained the history and evolution of rms and the type of products they produce. He added how they like to develop relationships with colleges for potential workforce multipliers. They also advertise these programs at job fairs and local events to enhance recruiting efforts.

# DTG Involvement

- Archie Erickson started the program with 1 Trainee in round 9.
- Matt Thymian took over in round 11 (3 Trainees).
- End of round 12 we had 6 Trainees.
- Growth plan for round 13 and on!
- YST helps our pipeline.
  
- For round 13:
  - 3 Trainees
  - Machinist/tool and die maker
  - Machinist/computer numerical control (CNC) operator
  - Starting a Maintenance and repair worker pipeline
  - Anoka Tech/Hennepin Tech/ Dunwoody

## \*Notes from discussion\*

Matt discussed the history of the DTP at rms. He shared how they chose the education provider based on where the employee lives so that it will work for their schedule and for convenience. Matt also discussed the robust OJT requirements from the time an employee onboards all the way through the completion of the certification program and beyond. He also talked about the flexibility for the employees to maintain work life balance with their schedules while they are in training.

# 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.

# 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 - June**
  
- [2024 Annual recap](#)

# Thank You!



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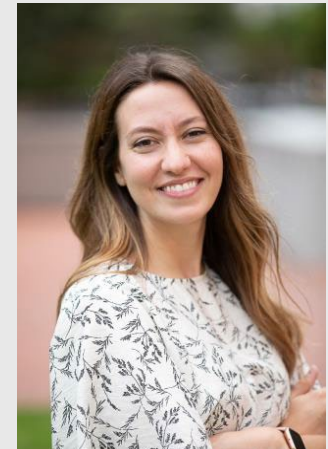
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