

**Advanced Manufacturing Industry Council**  
**PIPELINE Program - Department of Labor and Industry**  
**October 22, 2018 \* 10:00 AM – 12:00 NOON**

**Welcome and Introductions: Heather McGannon**

**PIPELINE Program updates: Annie Welch and Dan Solomon**

1. Launch of [Speaker Series](#):
  - a. May 24 focused on different generations in the workplace;
  - b. September 13 focused on leadership development within organizations;
  - c. December 6 will focus on diversity and inclusion.
2. Presented at or participated in 126 meetings with Chambers of Commerce, Economic Development Groups, Employers, etc. focusing on advanced manufacturing;
3. Publication of [tools to help develop and track dual training programs](#);
4. Kick-off of [Community Workforce Conversations](#) all around the state over the next several months;
  - a. Mankato: October 16
  - b. St. Cloud: October 30
  - c. Marshall: November 14
  - d. Rochester: November 27
  - e. Alexandria: December 3
  - f. Bemidji: December 11
  - g. Duluth: December 18

\*Thank you to Senator Senjem for his willingness to share information and help promote these meetings.
5. Welcome to Amanda Follmer, PIPELINE Program Specialist.

**Advanced Manufacturing Industry Council Updates – Annie Welch and Dan Solomon**

The PIPELINE team is a resource for employers. The meeting began a discussion on Industry Trends and Employers noted new developments in the industry:

- Workforce shortages have reached critical levels across the state with the unemployment rate of 2.8% causing some businesses to have to slow down or not take new orders due to lack of available workers.
- Trade / tariff issues have cost some manufacturers in terms of increased steel prices that some businesses are experiencing.
- Manufacturers noted that some new partnerships with high schools to increase career exposure for youth present an exciting opportunity to meet workforce needs; however, the shortage of guidance counselors in schools combined with ongoing perceptions with parents about manufacturing and the need for a 'Four year degree' continue to present a challenge for the industry.
- Some manufacturers noted that their biggest struggle is retention, not necessarily recruitment; although both remain a challenge.
- Small manufacturers discussed the importance of being able to bring customized training onsite to the companies.

**Advanced Manufacturing Industry Conversation – Annie Welch and Dan Solomon**

What is it that draws people to manufacturing?

Responses:

- Manufacturing presents the opportunity for a family sustaining wage.
- People like that what they make has a use and a benefit to their community.
- Often times, people who go into manufacturing have a relative or a connection already to the industry.

- People like that it is both hands on and also can be high tech and automated.
- Some workers go into manufacturing because they see a career path; although it was noted that more effort needs to be made to highlight how it can indeed be a career path and more than just a 'job'.

### How can the dual training model draw people into manufacturing?

Responses:

- Expand training to company leaders, all employees need to feel more valued.
- Be more intentional with mentorship. Need to do more to identify the right people to do the mentoring as this persons must be well suited to do the training.
- Talked about how programs like GEN-Z and youth based career exposure can be feeders into dual training and manufacturing.
- PIPELINE being able to even better market earn as you learn with no student debt could greatly help with recruitment.
- Outreach to parents to change misconceptions about manufacturing and benefits of dual training remains a key priority going forward.

### **New Tracking Tools and Related Instruction Inventory Updates – Annie Welch**

Annie spoke about the new on-the-job training tracking tools available on the PIPELINE website and discussed that all occupations will be updated with tracking tools available by early next year. Annie also highlighted the updated related instruction inventory and invited educators to review. Please contact Amanda Follmer if you have any questions at [Amanda.Follmer@state.mn.us](mailto:Amanda.Follmer@state.mn.us).

### **Competency Council Updates – Dan Solomon**

- Currently ten eligible
- New occupations discussed to potentially be added during the meeting were:
  - CNC programmer
  - CMM Programmer
  - Press Brake operator
  - Entry level machine shop worker/ machinist
  - Print press operator
  - Control panel assembly technician
  - General production associate
  - Soddering technician
  - Next generation business owner and
  - HVAC programmer.
- PIPELINE will review these potential occupations to identify the top priorities by March 2019. Employers are welcome to contact us at any time to participate in the Competency Council work or if they have an occupation to add to the list.

### **Dual-Training Grant Updates: Jacquelynn Mol Sletten**

The next Dual Training Grant for new and existing employers will open for application on April 1, 2019 and close on May 17, 2019. (Contact [Jacquelynn.Mol.Sletten@state.mn.us](mailto:Jacquelynn.Mol.Sletten@state.mn.us) at the Office of Higher Education for more information). OHE awarded over \$2 million in 2018 to 41 different companies.

### **Next Advanced Manufacturing Industry Council Meeting**

Please save the date for February 20, 2019 from 10:00 am to 11:30 am for an in-person or webinar meeting opportunity.