

Minnesota Dual-Training Pipeline

Legal Cannabis Industry Forum

February 6, 2025

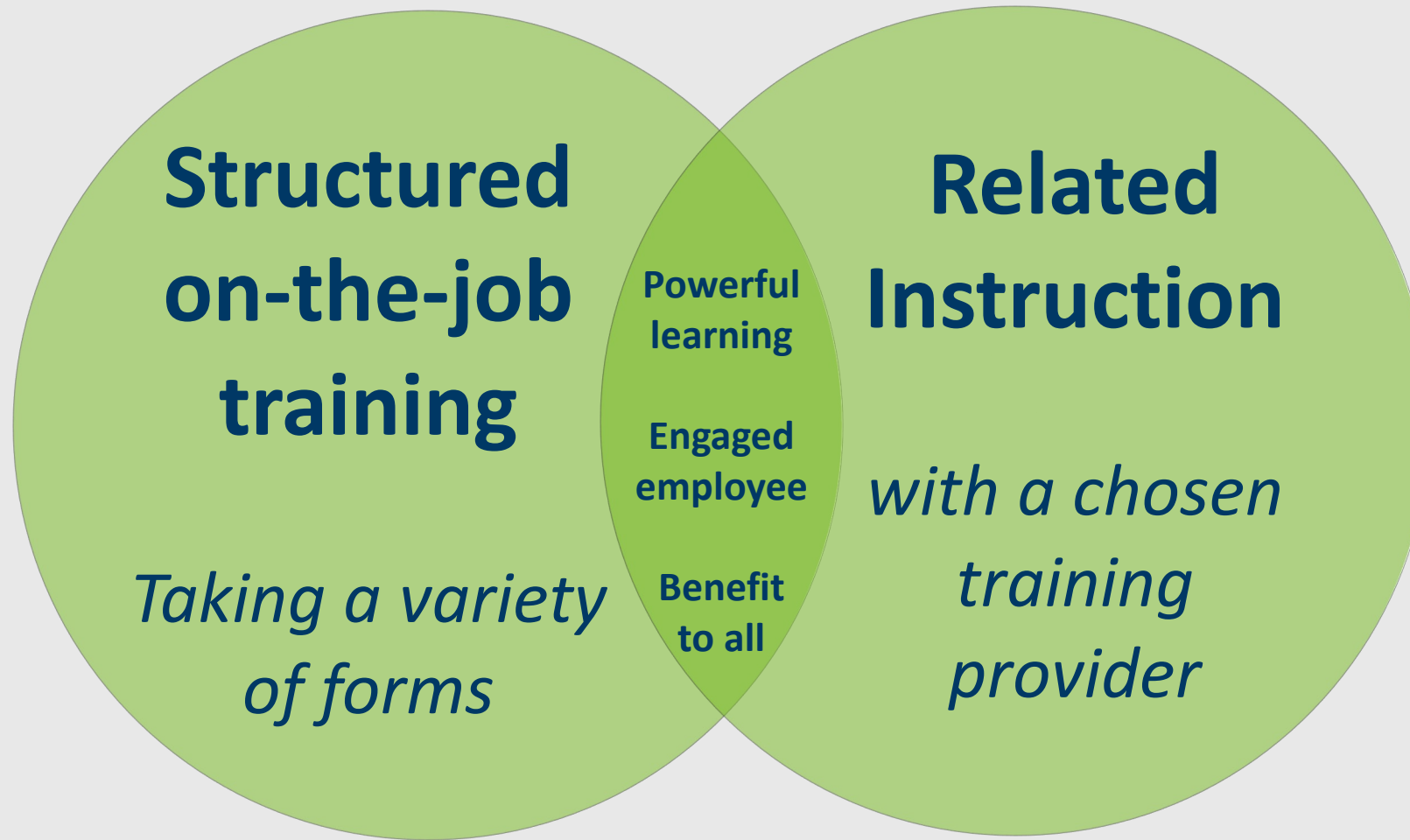
- Introductions
- Minnesota Dual-Training Pipeline Refresher and updates
- New cannabis occupational competency models
- OHE Dual Training Grant update
- Adjourn

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.

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.

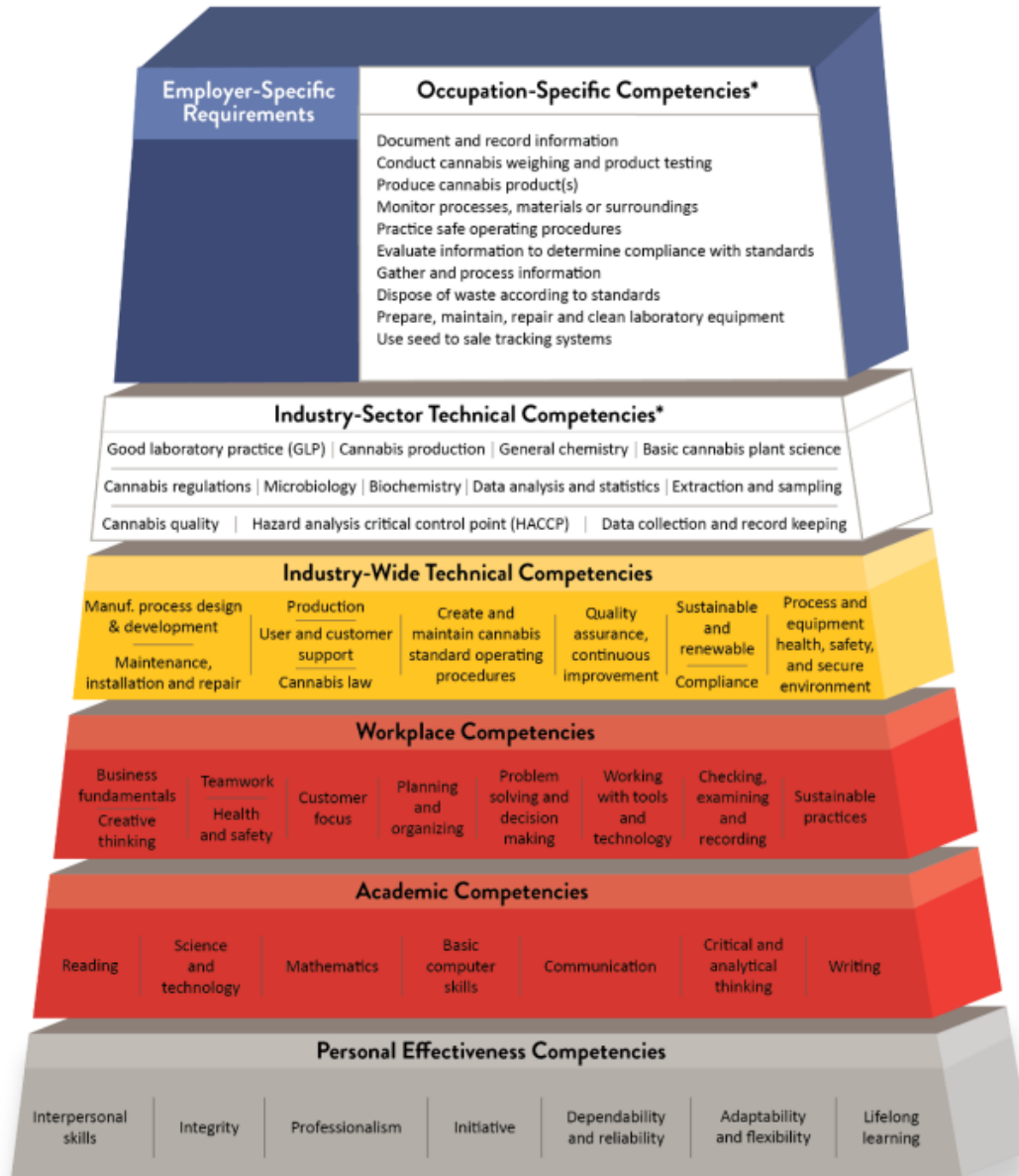
Ten Proposed New Occupations for Pipeline

- School bus driver
- Automotive body repair technician
- School-age care supervisor
- Healthcare social worker
- Orthotic and prosthetic technician
- Sonographer
- Licensed marriage and family therapist
- Licensed professional clinical counselor
- Cannabis compliance specialist
- Cannabis dispensary supervisor

Current Legal Cannabis Industry Occupations

- Cannabis cultivation supervisor
- Cannabis laboratory technician

**Minnesota Dual-Training Pipeline
Competency Model for Legal Cannabis Industry
Occupation: Cannabis Laboratory Technician**



Pyramid example

Cannabis Laboratory Technician

Based on: Building Blocks Competency Model, Employment and Training Administration, United States Department of Labor, August 2017.

* 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 Occupations

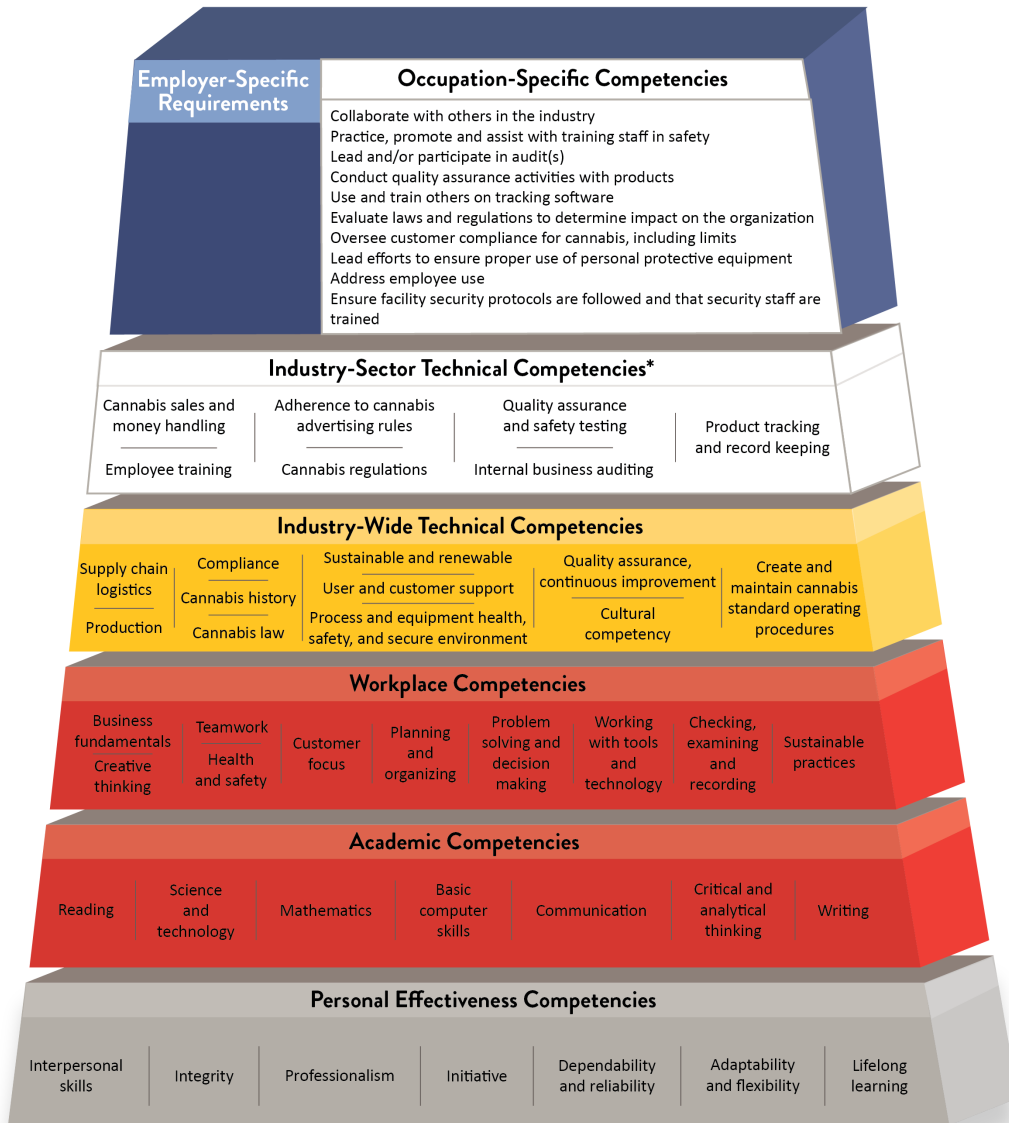
- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself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

New Legal Cannabis Industry Occupations

- Cannabis compliance specialist
- Cannabis dispensary supervisor

Minnesota Dual-Training Pipeline

Competency Model for Legal Cannabis Industry Occupation: Cannabis Compliance Specialist



Cannabis Compliance Specialist

Occupation-Specific Competencies

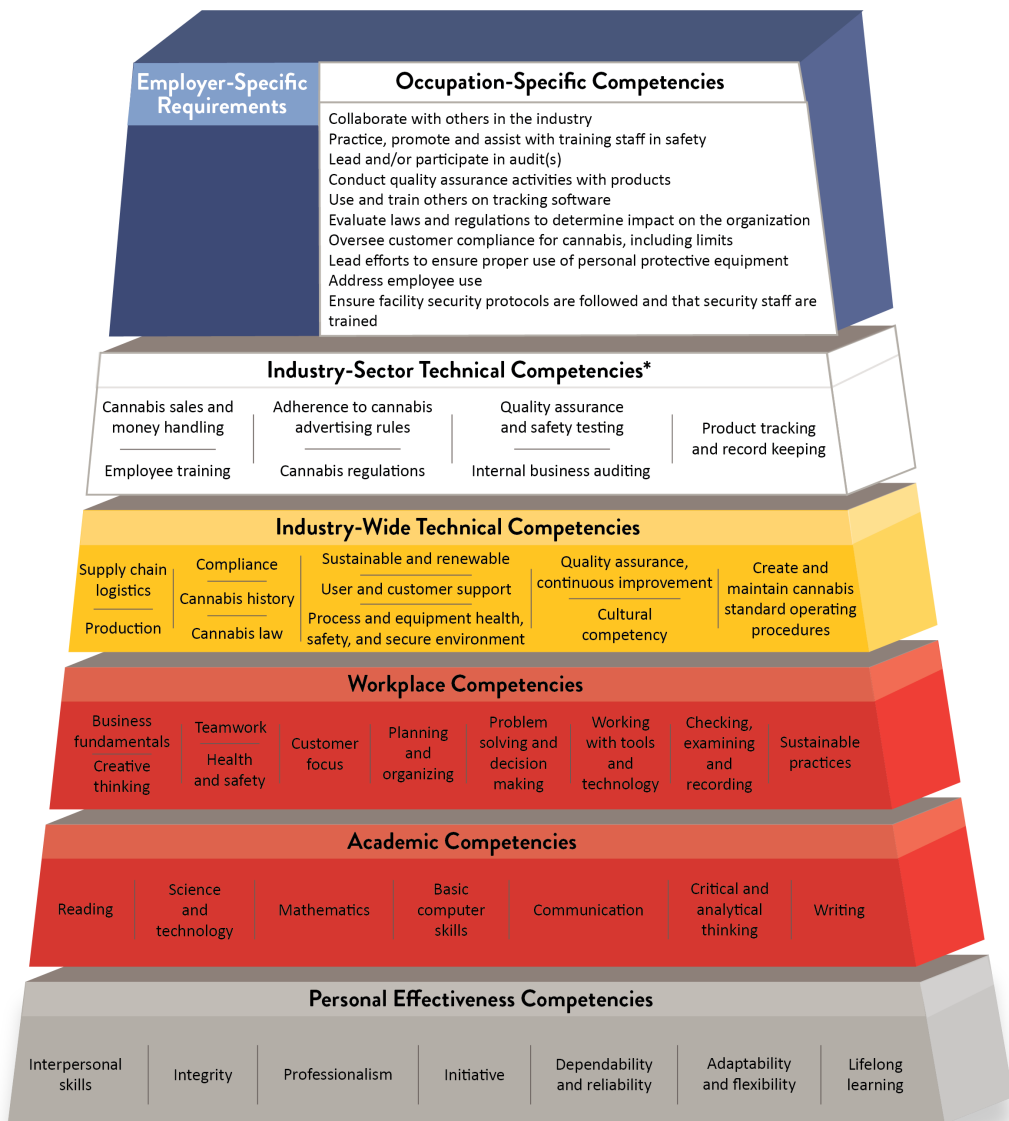
- Collaborate with others in the industry
- Practice, promote and assist with training staff in safety
- Lead and/ or participate in audit(s)
- Conduct quality assurance activities with products
- Use and train others on tracking software
- Evaluate laws and regulations to determine impact on the organization
- Oversee customer compliance for cannabis, including limits
- Lead efforts to ensure proper use of personal protective equipment
- Address employee use
- Ensure facility security protocols are followed and that security staff are trained.

Based on: Building Blocks Competency Model, Employment and Training Administration, United States Department of Labor, August 2024. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/legal-cannabis-industry.

Minnesota Dual-Training Pipeline

Competency Model for Legal Cannabis Industry

Occupation: Cannabis Compliance Specialist



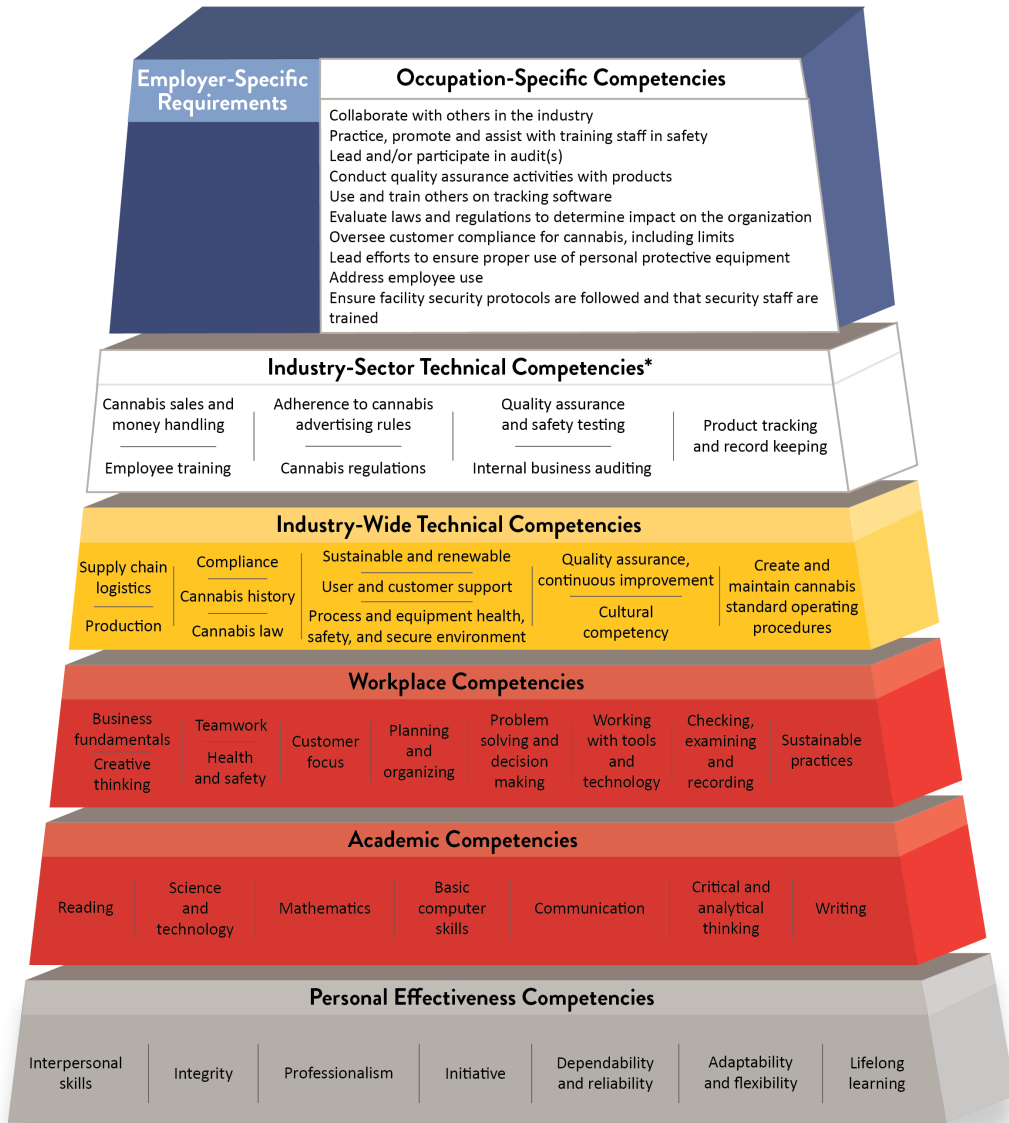
Cannabis Compliance Specialist

Industry-Sector Technical Competencies

- Cannabis sales and money handling
- Employee training
- Cannabis regulations
- Adherence to cannabis advertising rules
- Internal business auditing
- Quality assurance and safety testing
- Product tracking and record keeping

Based on: Building Blocks Competency Model, Employment and Training Administration, United States Department of Labor, August 2024. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/legal-cannabis-industry.

Minnesota Dual-Training Pipeline
Competency Model for Legal Cannabis Industry
Occupation: Cannabis Compliance Specialist



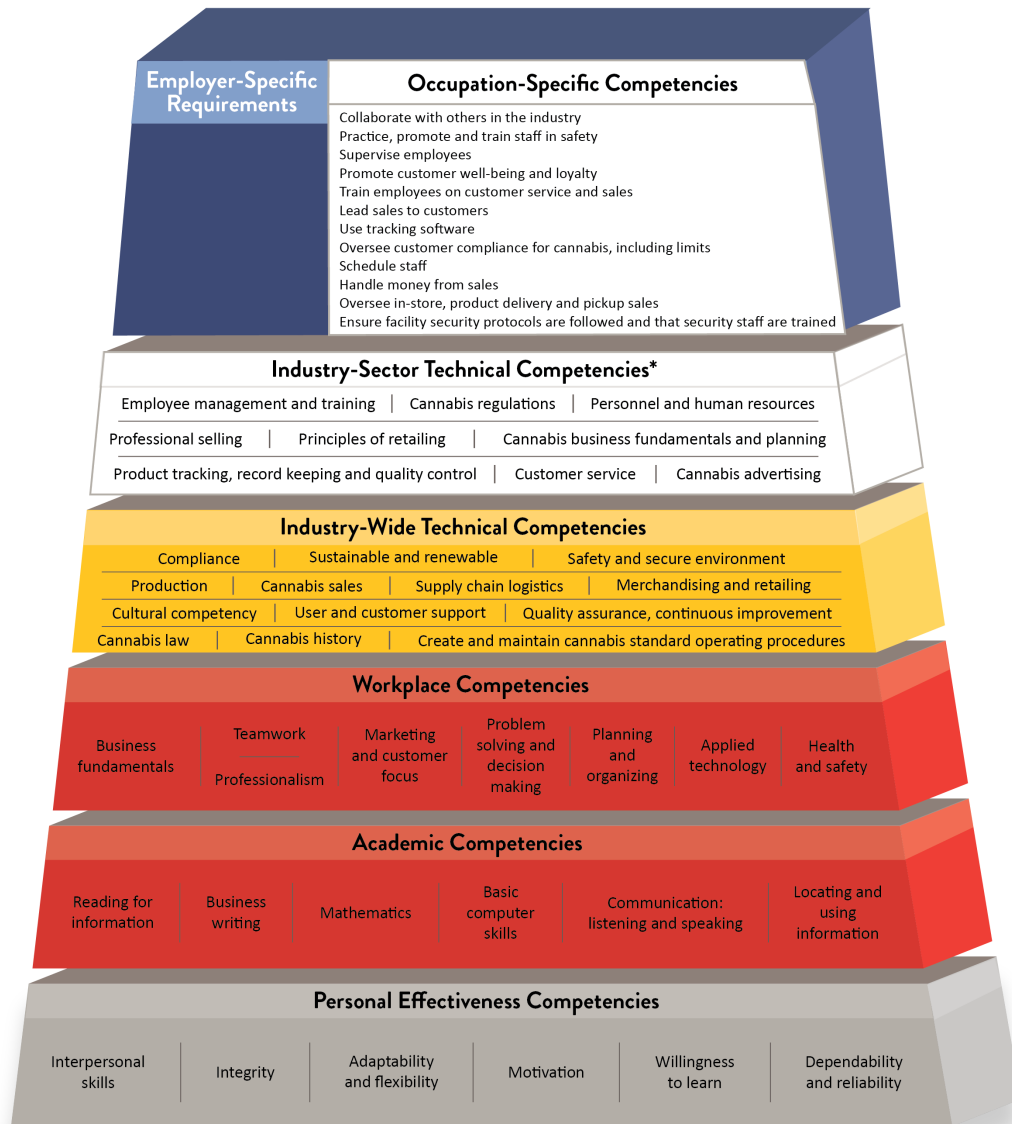
Cannabis Compliance Specialist

Industry - Wide Technical Competencies

- Supply chain logistics
- Production
- Compliance
- Cannabis history
- Cannabis law
- Sustainable and renewable
- User and customer support
- Process and equipment health, safety and secure environment
- Quality assurance, continuous improvement
- Cultural competency
- Create and maintain cannabis standard operating procedures

Based on: Building Blocks Competency Model, Employment and Training Administration, United States Department of Labor, August 2024. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/legal-cannabis-industry.

Minnesota Dual-Training Pipeline
Competency Model for Legal Cannabis Industry
Occupation: Cannabis Dispensary Supervisor



Cannabis Dispensary Supervisor

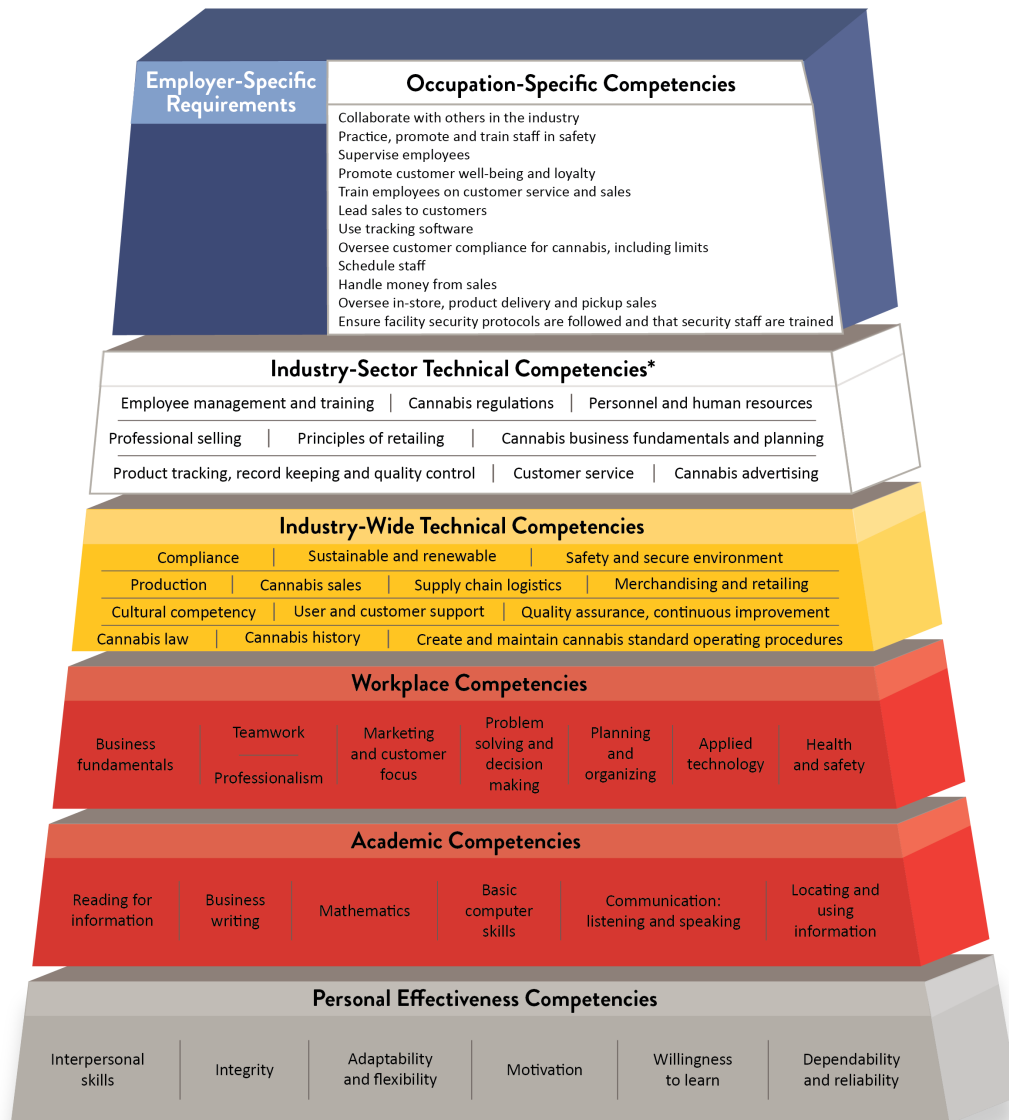
Occupation-Specific Competencies

- Collaborate with others in the industry
- Practice, promote and train staff in safety
- Supervise employees
- Promote customer well-being and loyalty
- Train employees on customer service and sales
- Lead sales to customers
- Use tracking software
- Oversee customer compliance for cannabis, including limits
- Schedule staff
- Handle money from sales
- Oversee in-store, product delivery and pickup sales
- Ensure facility security protocols are followed and that security staff are trained.

Based on: Retail Industry Competency Model, Employment and Training Administration, United States Department of Labor, September 2020. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/legal-cannabis-industry.

Minnesota Dual-Training Pipeline

Competency Model for Legal Cannabis Industry Occupation: Cannabis Dispensary Supervisor



Based on: Retail Industry Competency Model, Employment and Training Administration, United States Department of Labor, September 2020. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/legal-cannabis-industry.

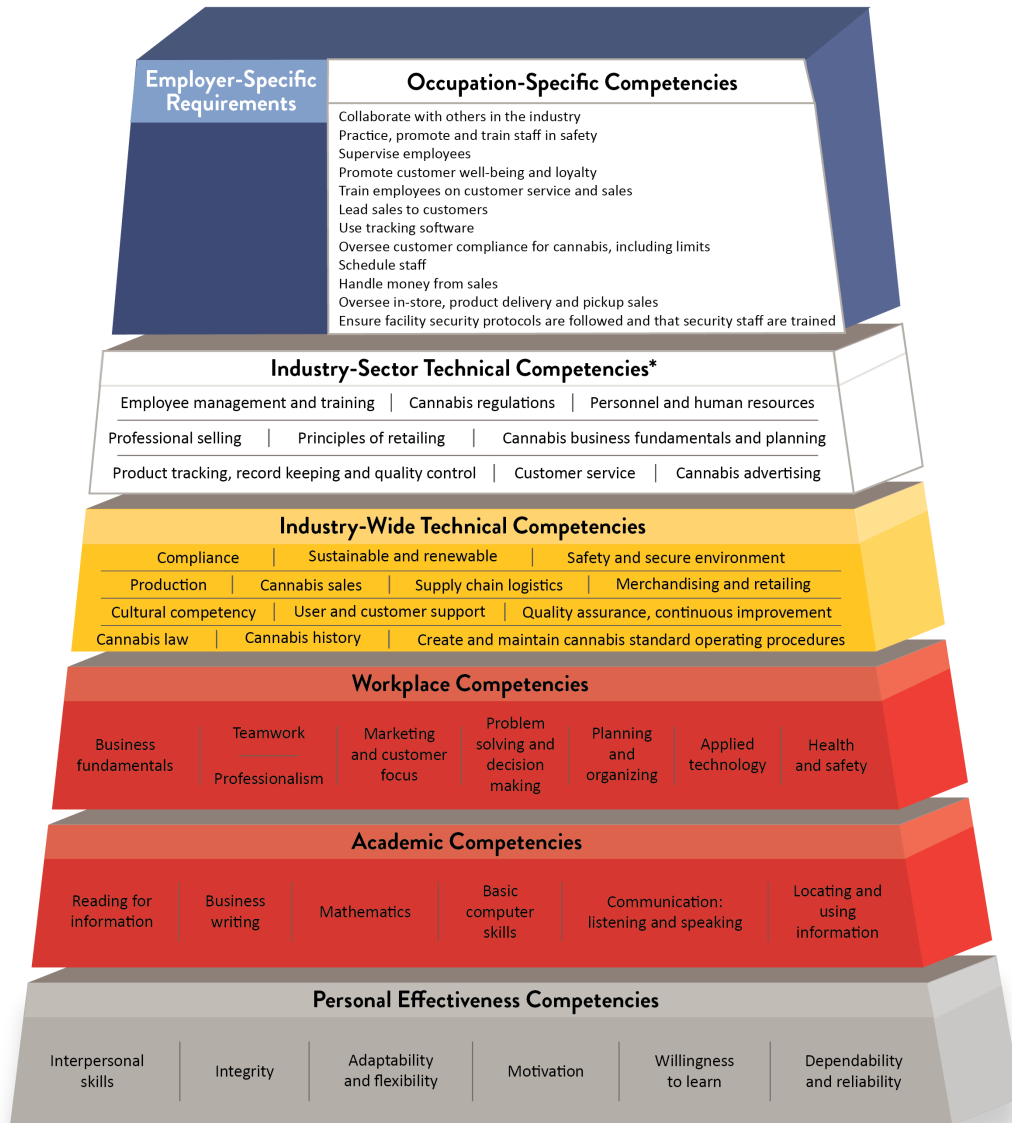
Cannabis Dispensary Supervisor

Industry-Sector Technical Competencies

- Employee management and training
- Cannabis regulations
- Cannabis advertising
- Personnel and human resources
- Principles of retailing
- Professional selling
- Customer service
- Cannabis business fundamentals and planning
- Product tracking, record keeping and quality control

Minnesota Dual-Training Pipeline

Competency Model for Legal Cannabis Industry Occupation: Cannabis Dispensary Supervisor



Based on: Retail Industry Competency Model, Employment and Training Administration, United States Department of Labor, September 2020. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/legal-cannabis-industry.

Cannabis Dispensary Supervisor

Industry - Wide Technical Competencies

- Supply chain logistics
- Production
- Compliance
- Sustainable and renewable
- Merchandising and retailing
- Cannabis law
- Cannabis history
- User and customer support
- Process and equipment health, safety and secure environment
- Quality assurance, continuous improvement
- Cultural competency
- Create and maintain cannabis standard operating procedures

Email us any additional thoughts on new occupations

- Please email Pipeline.Program@state.mn.us by the end of the day on February 14, 2025, if you have any further comments or suggestions about competencies for the new occupations.
- We hope to post final approved occupations by the end of February 2025.

Legal Cannabis Industry Updates

■ Any new emerging cannabis workforce trends?

Notes from discussion

It was mentioned that initially Minnesota will likely have people from out of state take leadership roles at businesses because they will have had experience. Safety and security will also continue to be important for dispensary supervisor and the whole industry.

Biggest barriers to workforce once Minnesota gets licensing fully implemented?

Notes from discussion

Quality control, technical roles, transportation from business to business and business to customer, management, and HR professionals are challenging to find for the industry. Being able to navigate getting insurance benefits for cannabis companies is also challenging.

■ Things people are most excited about in the industry?

Notes from discussion

People asked about training options and wanting to see more develop. One attendee shared how more national trainers will be coming to Minnesota for sessions in the state.

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"> Tuition Fees Required & recommended books Required & recommended materials 	\$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"> Transportation Mileage Lodging Meals Tutoring services Translation and/or interpreter services 	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 from 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 – Learn even more about the basics and ins and outs of how to set up dual training

Feb. 18, 2025, from 9 to 10 a.m. [Register for the webinar here.](#)

All-Industry Forum – Stay tuned for more details as we're hoping to host outside of the metropolitan area in-person the first or second week of June 2025

Thank You!



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