

Minnesota Dual-Training Pipeline Legal Cannabis Industry Forum October 22, 2025

- **Introductions**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Industry discussion – New legal cannabis industry occupation(s)**
- **OHE Dual Training grant update**
- **Wrap-up and next steps**

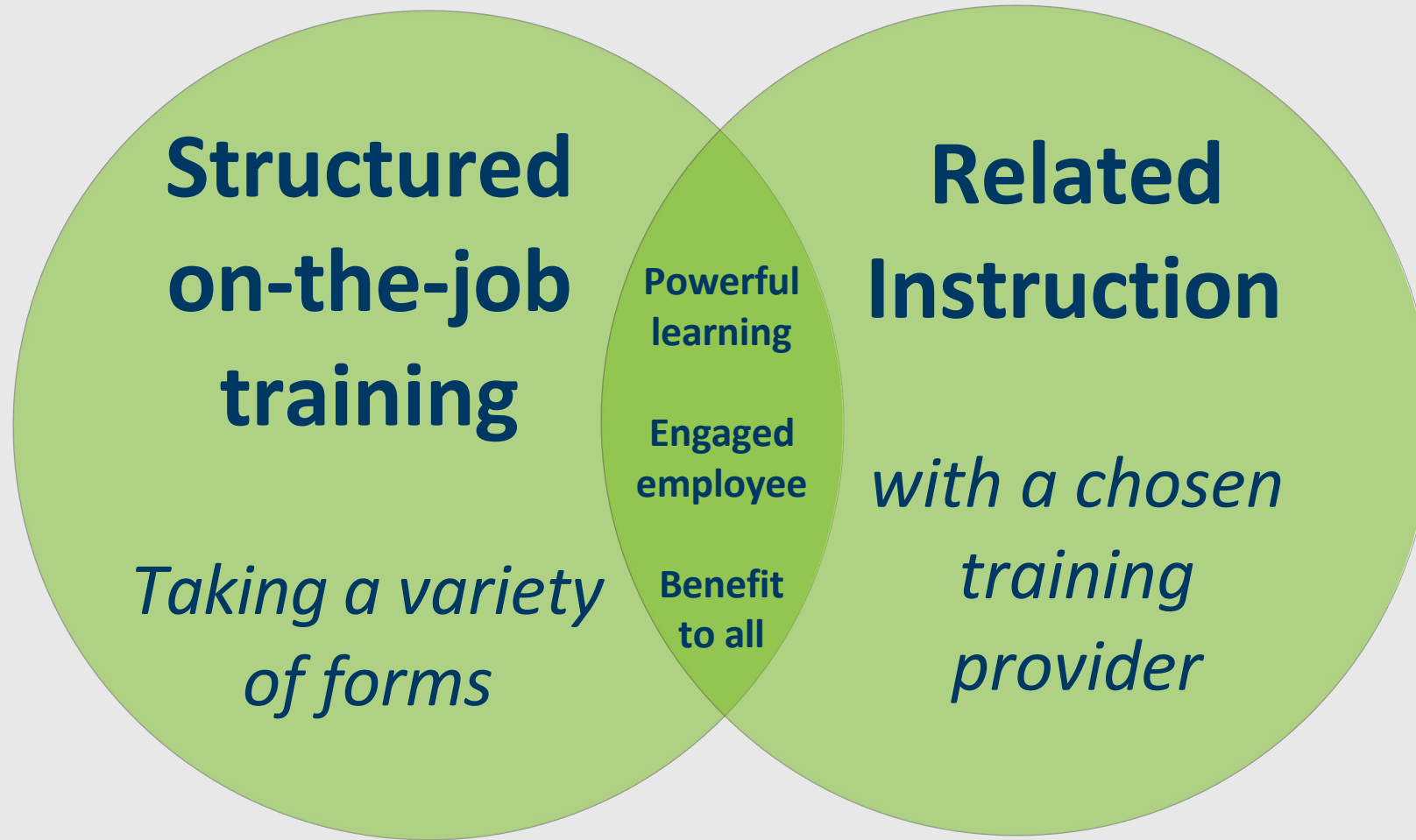
What is Minnesota Dual-Training Pipeline?

- 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

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.

Employment-Based Training



Benefits of Employment-Based Training

■ Employers:

- Build and shape their own workforce
- Creates new skilled worker pipeline
- Workers produce as they train
- Improve productivity overall
- Reduce employee turnover

■ Workers:

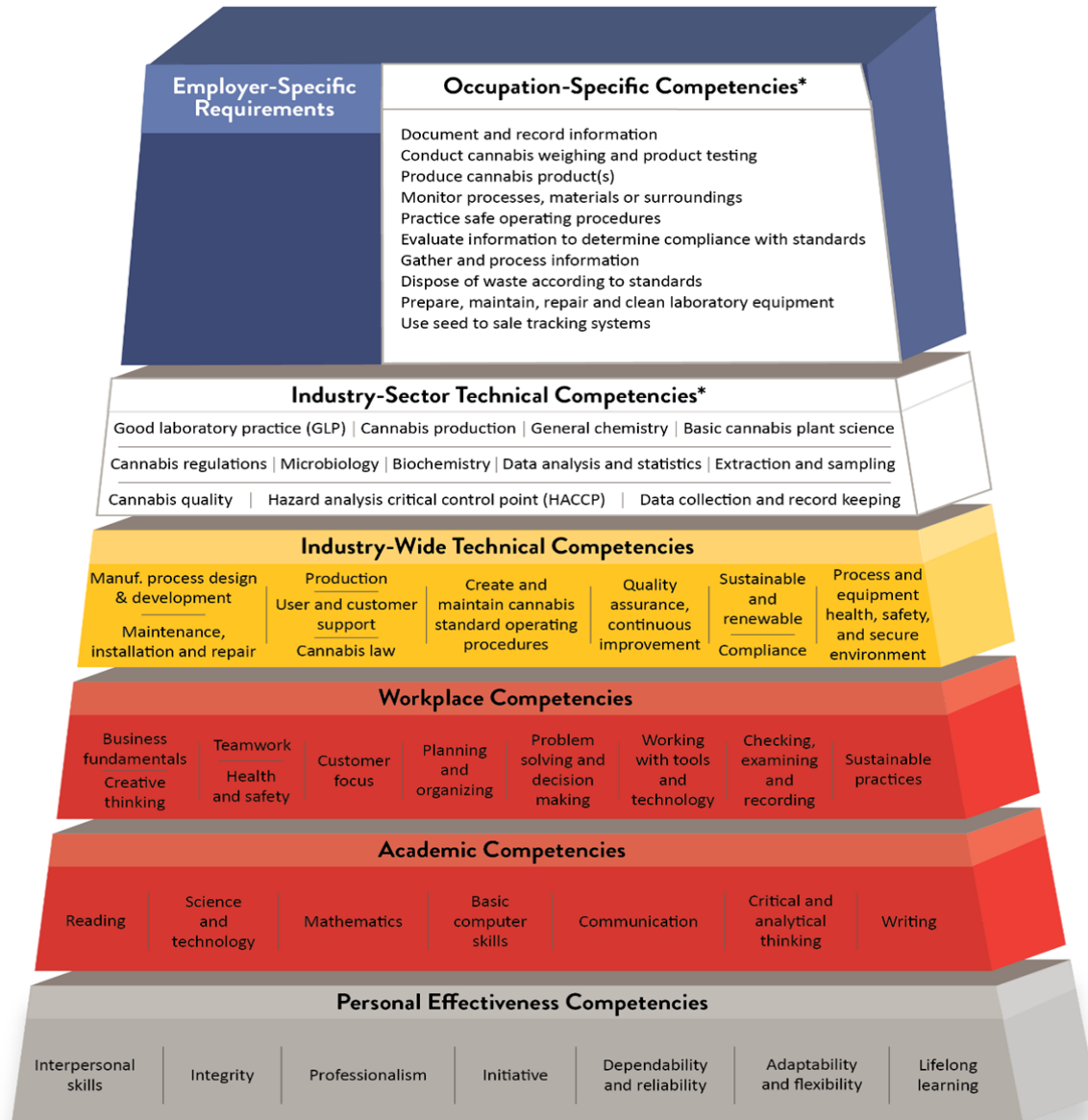
- Employment
- Job Training
- Wages increase with progress
- Master in-demand skills
- Credentials



Minnesota Dual-Training Pipeline

Competency Model for Legal Cannabis Industry

Occupation: 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

Competency Model Pyramid Example

<https://www.dli.mn.gov/sites/default/files/pdf/cannabis-laboratory-technician.pdf>

Minnesota Dual-Training Pipeline Occupations

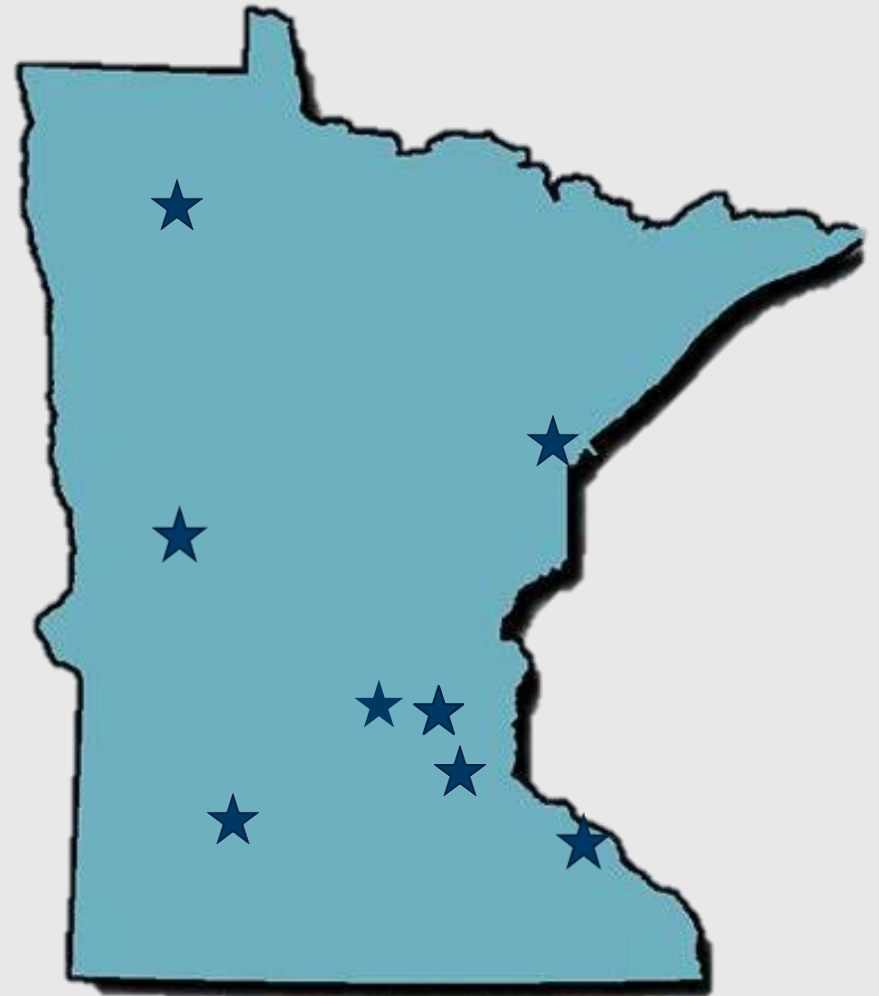
- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself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

Dual-Training Pipeline Program Updates

What has Minnesota Dual-Training Pipeline been up to lately?

■ Workforce Community Conversations:

- Hermantown
- Roseville
- Alexandria
- Thief River Falls
- Rochester
- Redwood Falls
- Rosemount
- Maple Grove



Community Conversation feedback topics

- Career Pathways and Early Exposure
- Larger Structural Barriers
- Partnership is important and requires support
- Retention

Current Legal Cannabis Industry Occupations

- Cannabis compliance specialist
- Cannabis cultivation supervisor
- Cannabis dispensary supervisor
- Cannabis laboratory technician

2025 Competency Pyramid Updates

Competency standards are the specific knowledge and skills necessary to work in a particular occupation. It is important that Pipeline's competency models are reflective of the latest recognized standards and that they are consistent in format. As part of Minnesota Dual-Training Pipeline's efforts to stay current with competency standards for key occupations, we have worked to update our competency models and invite you to review these updated drafts by [clicking here](#) and going to <https://www.dli.mn.gov/business/workforce/2025-draft-competency-models>.

As leaders in the industries we serve, we invite your input. If you have any suggestions or edits to any of the competency models, please email us at pipeline.program@state.mn.us by **November 28, 2025**. Based on input received, we will review suggested edits, potentially make updates to the models, and post final versions by mid-December. Thank you in advance!

New Legal Cannabis Industry Occupations

What occupations do you see a need for in the legal cannabis industry (what jobs are you having a difficult time hiring at your organization)?

Notes from discussion: Attendees shared need for blockchain technologist, certified medical cannabis consultant, drivers, bud tenders, and extraction technicians. DLI staff will research further if there are opportunities to add any new occupations to Minnesota Dual-Training Pipeline and provide updates in the coming months.

What training needs do you anticipate for these occupations?

Notes from discussion: Attendees shared examples of a need for specific training for certified medical cannabis consultants as well as need for drivers to have training in safety and security.

What barriers to hiring, training and retaining legal cannabis industry workers are you concerned about?

Notes from discussion: Attendees shared that some challenges are job hopping in the industry as people are still new to cannabis and may want to try different kinds of jobs within the industry. Creating standard operating procedures is also a key to success that was shared.

Next Steps for New Occupation(s)

Thank you! We are here for you, *and* we still need your help!

Reach out to us if you would like to see particular new occupations added. Our team will also be following up to gather job postings and job descriptions and hear further from you about potential new occupations to add for Pipeline.

November / Early December	Late December	Early January 2025	Late January / February 2025	Early February
New occupation draft creation	Competency Pyramid Survey	Competency Councils	Industry Forums	New occupations posted

Dual Training Grant Basics

An eligible DTG recipient 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.



Contacts:

Jacquelynn.Mol.Sletten@state.mn.us &
Grace.Ferdinandt@state.mn.us

Dual Training Grant Request for Proposal Update

DUAL TRAINING GRANT REQUEST FOR PROPOSAL

- Monday, February 23, 2026: DTG RFP **Available**
- Wednesday, April 8, 2026: DTG RFP **Deadline**
- Friday, May 29, 2026: DTG Award Notices to Applicants

Proposal steps

Step 1: Carefully read the 2026 Dual Training Grant Request for Proposal (**available February 23, 2026**)

Step 2: Consult with the [Minnesota Dual-Training Pipeline](#) staff for guidance about dual-training programs

Step 3: Establish a partnership with an eligible related instruction training provider through a selection process

Step 4: Have or will have a dual-training program in at least one eligible occupation for the upcoming 2026-2027 grant period

Step 5: Submit a User Registration for the [Grants Management System](#) by **TBD**

Step 6: Complete and submit all proposal content through the Grants Management System by **12:00 p.m. on April 8, 2026**

Step 7: Receive notification from the Minnesota Office of Higher Education about award decision by **May 29, 2026**



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Dual Training Grant details

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, up to \$2,000, if annual gross revenue exceeded \$25,000,000	• Tuition • Fees • Required & recommended books • Required & recommended materials	\$6,000
Trainee Support Costs *Connected to related instruction	10% of grant request amount, up to \$15,000	None	• Transportation and/or mileage • Lodging • Meals • Tutoring services • Translation and/or interpreter services	None

Upcoming Events

Speaker Series with Rachel Rouse

“Diverse Minds, Unified Goals: A Journey into Neurodiversity at Work.”

November 18, 2025 9 to 10 a.m. [Register here](#)

Pipeline 101 – Dive deeper into the basics of the Dual-Training Pipeline model

December 17, 2024, from 9 to 10 a.m.

Save-the-Date – Winter Industry Forums

- Child Care – 1/26/2026 @ 1 p.m.
- Transportation – 1/27/2026 @ 9 a.m.
- Health Care Services – 1/27/2026 @ 1 p.m.
- Legal Cannabis – 1/28/2026 @ 9 a.m.
- Agriculture – 1/28/2026 @ 1 p.m.
- Information Technology – 2/3/2026 @ 9 a.m.
- Advanced Manufacturing – 2/3/2026 @ 1 p.m.

Thank You!



Dan Solomon
Program Manager
651-284-5355

dan.solomon@state.mn.us



Kathleen Gordon
Program Consultant
651-284-5388

kathleen.gordon@state.mn.us



Erik Holtan
Program Consultant
651-284-5082

erik.holtan@state.mn.us



Madolyn Martini
Program Consultant
651-284-5088

madolyn.martini@state.mn.us