

Child Care Industry Forum

February 4, 2025

Agenda:

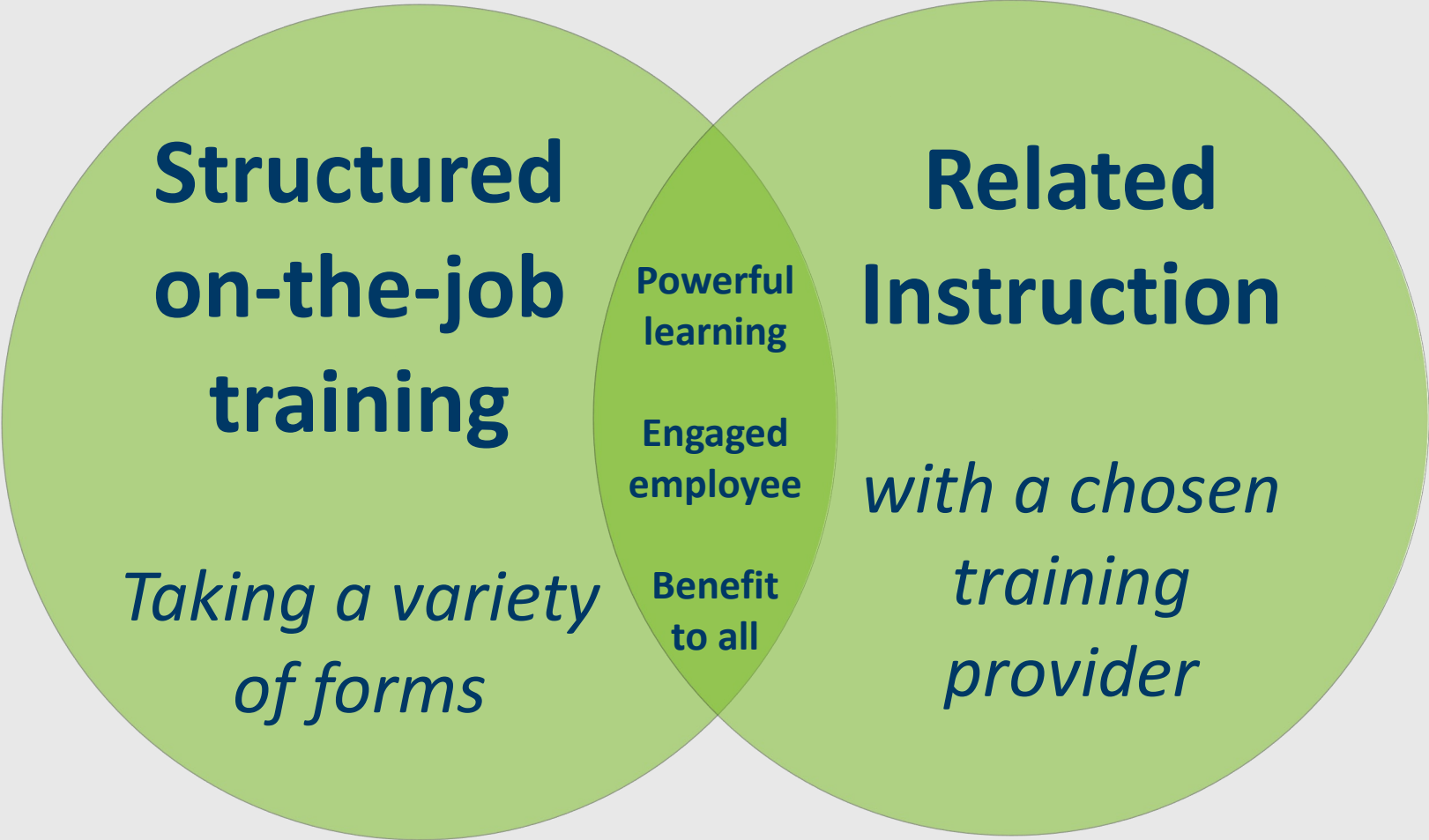
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- New child care industry occupation
- Employer success story
- OHE Dual Training grant update
- Adjourn

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.

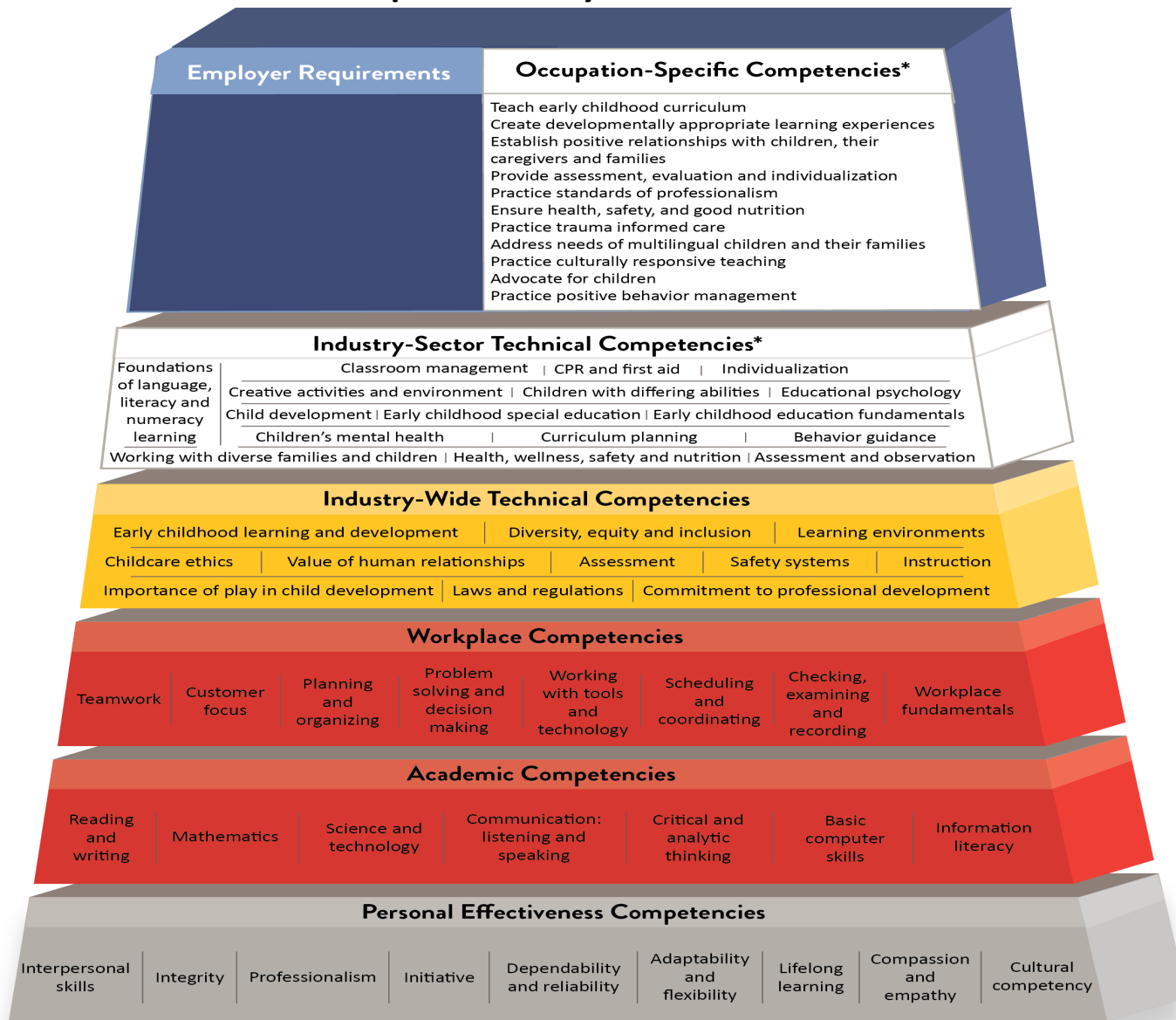
Ten Proposed New Occupations for Pipeline

- 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 Child Care Industry Occupations

- Early childhood director
- Early childhood educator

Minnesota Dual-Training Pipeline Competency Model for Child Care Occupation: Early Childhood Educator



Pyramid example

Early childhood educator

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

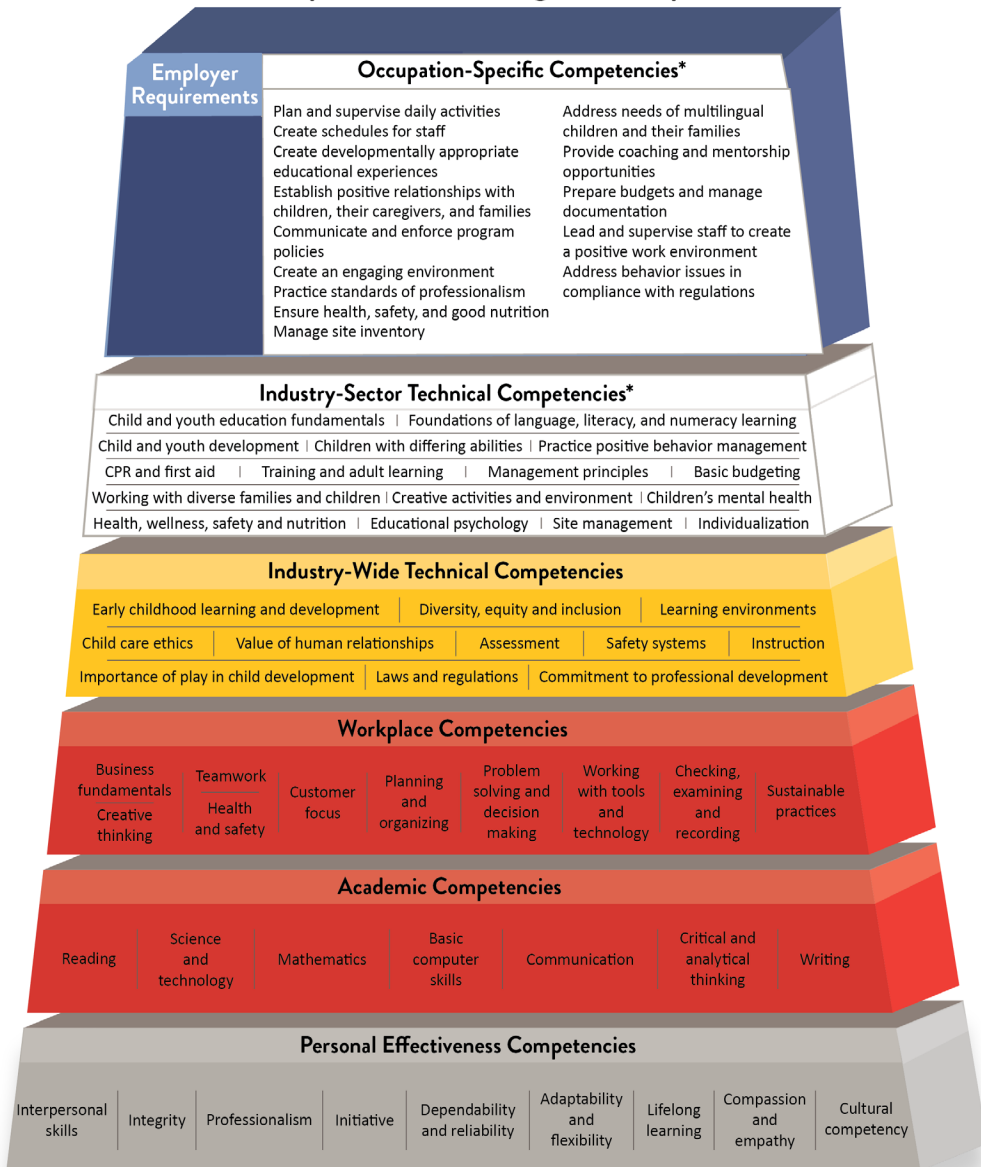
- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself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

New Child Care Industry Occupation

School-Age Care Supervisor

If you have further comments or suggestions about this competency model, please email kathleen.gordon@state.mn.us by February 14, 2025

**Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: School-Age Care Supervisor**



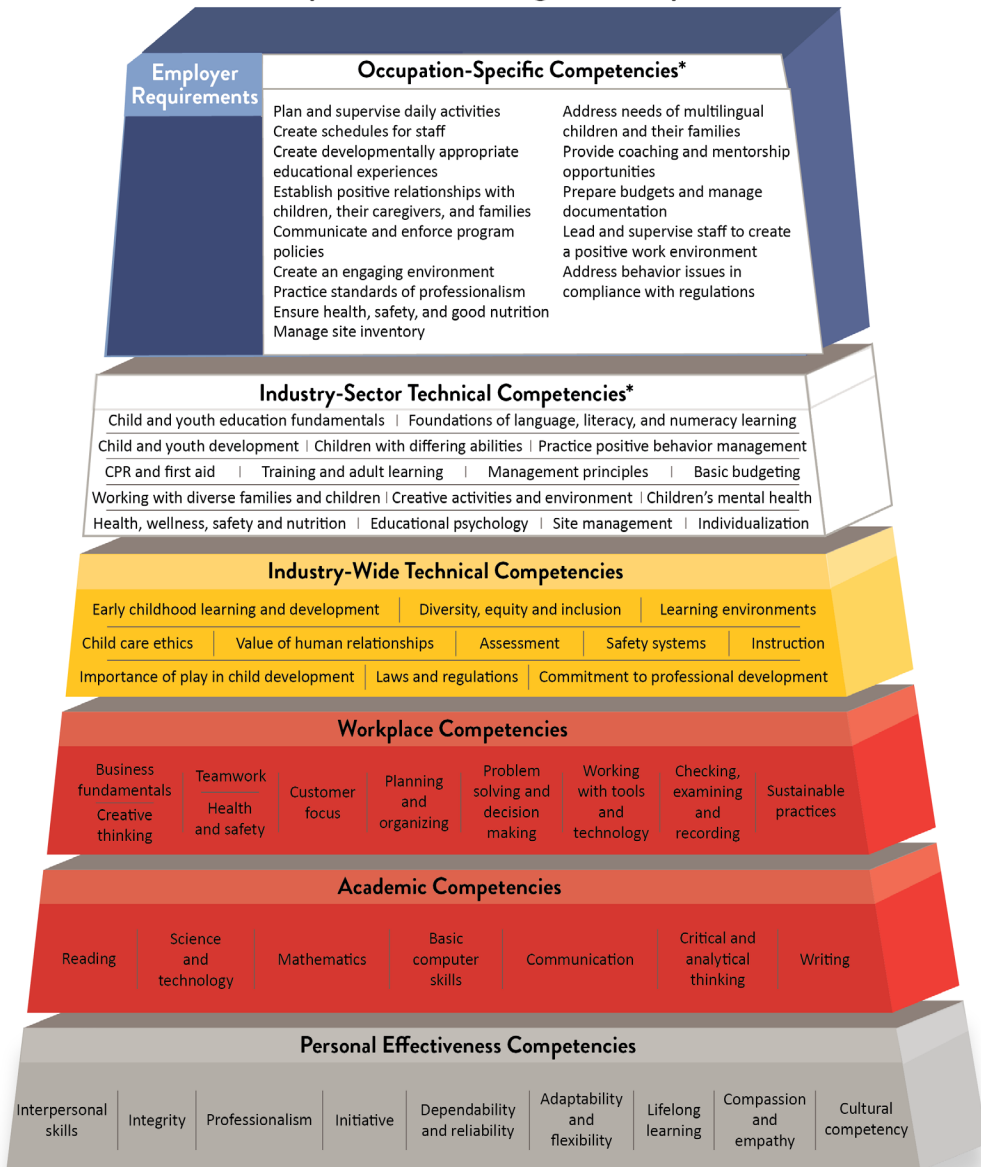
School-Age Care Supervisor

Occupation-Specific Competencies

- Plan and supervise daily activities
- Create schedules for staff
- Create developmentally appropriate educational experiences
- Establish positive relationships with kids, caregivers, and families
- Communicate and enforce program policies
- Create an engaging environment
- Practice standards of professionalism
- Ensure health, safety, and good nutrition
- Manage site inventory
- Address needs of multilingual children and their families
- Provide coaching and mentorship opportunities
- Prepare budgets and manage documentation
- Lead and supervise staff to create a positive work environment
- Address behavior issues in compliance with regulations

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/child-care.

**Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: School-Age Care Supervisor**



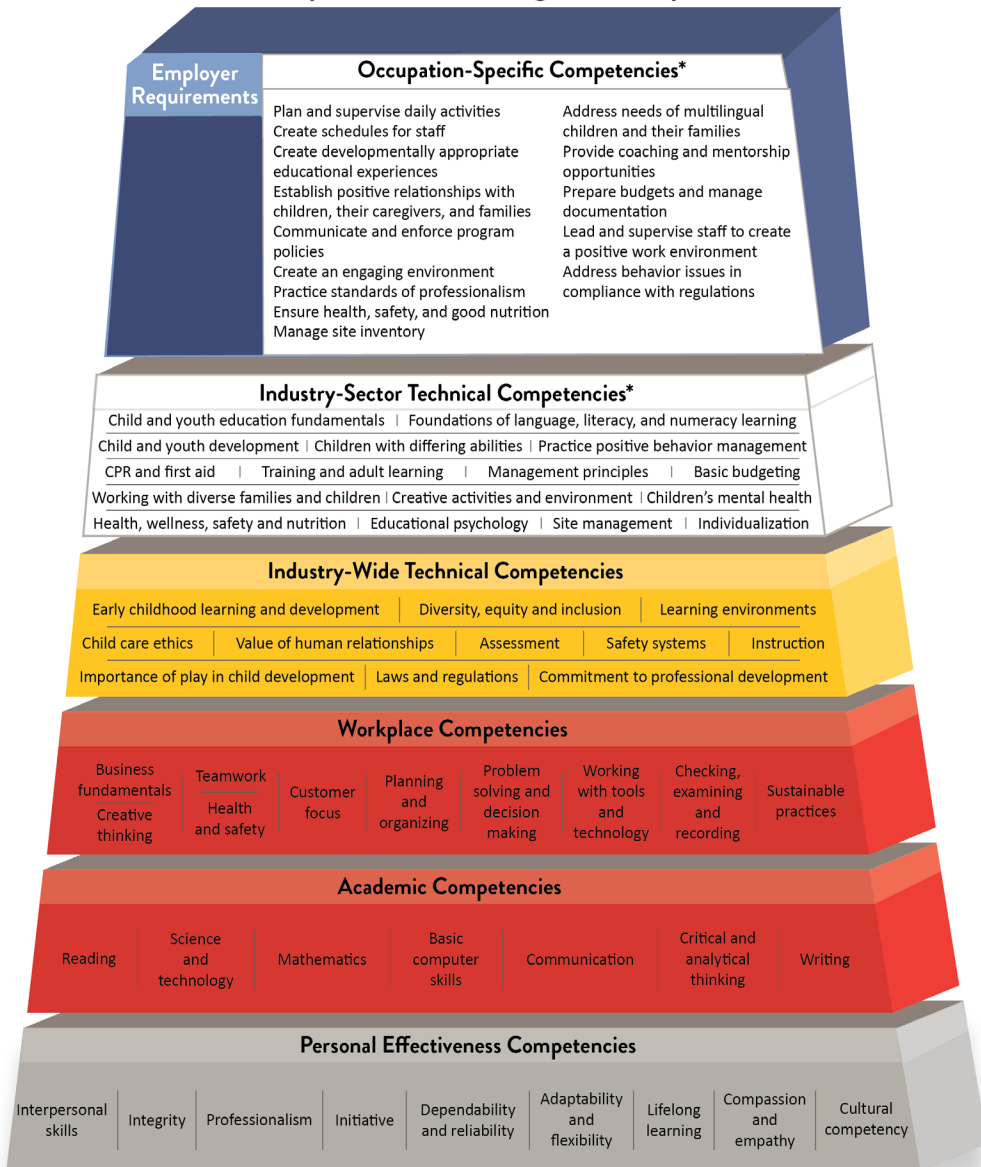
School-Age Care Supervisor

Industry-Sector Technical Competencies

- Child and youth education fundamentals
- Child and youth development
- Foundations of language, literacy, and numeracy learning
- Children with differing abilities
- Children's mental health
- CPR and first aid
- Training and adult learning
- Management principles
- Basic budgeting
- Practice positive behavior management
- Working with diverse families and children
- Creative activities and environment
- Health, wellness, safety and nutrition
- Educational psychology
- Site management
- Individualization

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/child-care.

**Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: School-Age Care Supervisor**



School-Age Care Supervisor

Industry - Wide Technical Competencies

- Early childhood learning and development
- Diversity, equity and inclusion
- Learning environments
- Child care ethics
- Value of human relationships
- Assessment
- Safety systems
- Instruction
- Importance of play in child development
- Laws and regulations
- Commitment to professional development

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/child-care.

Child Care Employer doing Pipeline – Montessori American Indian Childcare Center



Montessori American Indian Childcare Center

Notes from discussion

Brook L. shared that her center is training early childhood educators and benefitting from instruction through the Montessori Center of Minnesota for their employees. She also shared how this was one of the first grants that they applied for and that DLI and OHE staff have been helpful. Janice also shared that as not only a child care provider, but also a nonprofit, the funding has been a significant benefit.



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 a dual training program for your organization:

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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