

Minnesota Dual-Training Pipeline Child Care Industry Forum October 21, 2025

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

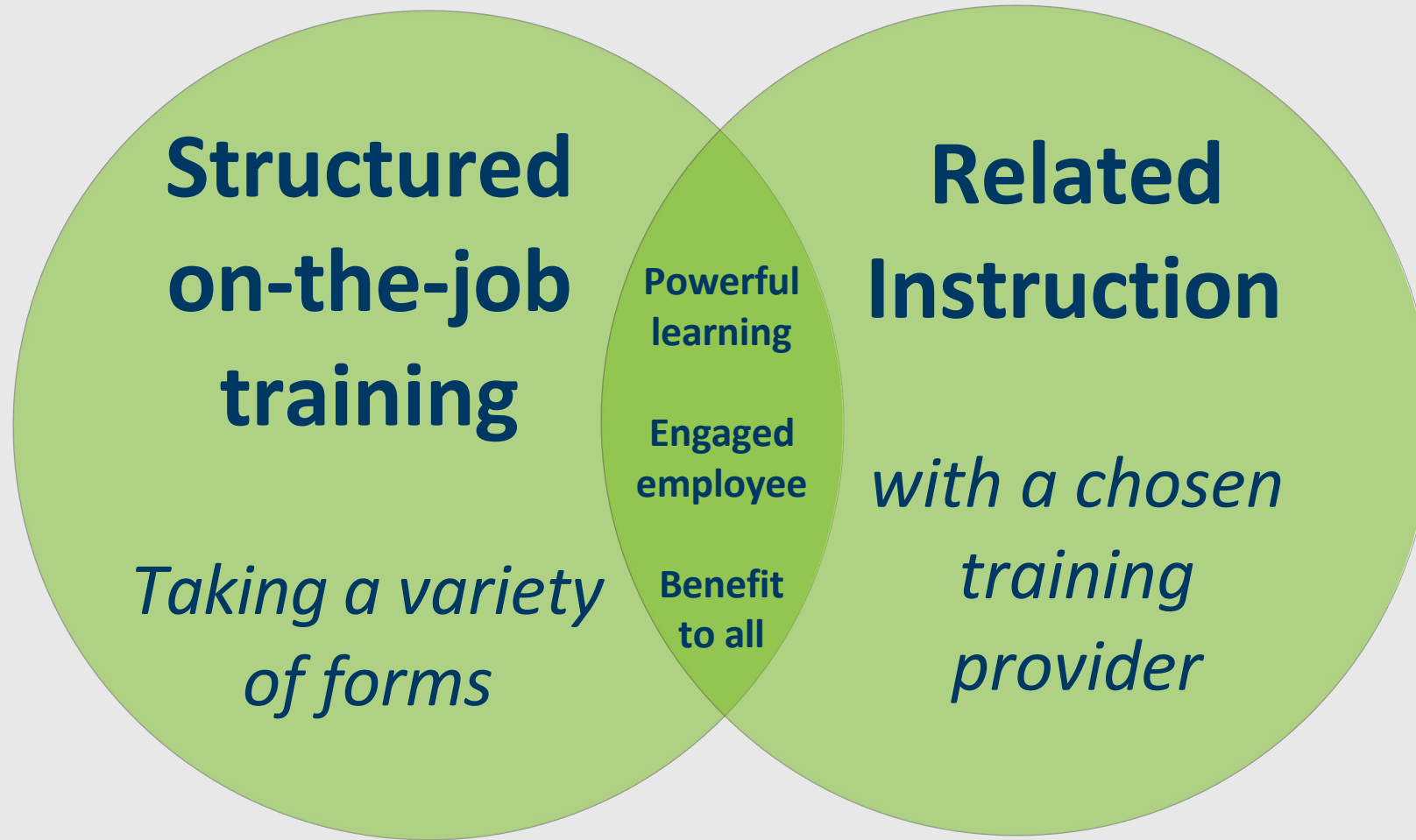
What is Minnesota Dual-Training Pipeline?

- 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:

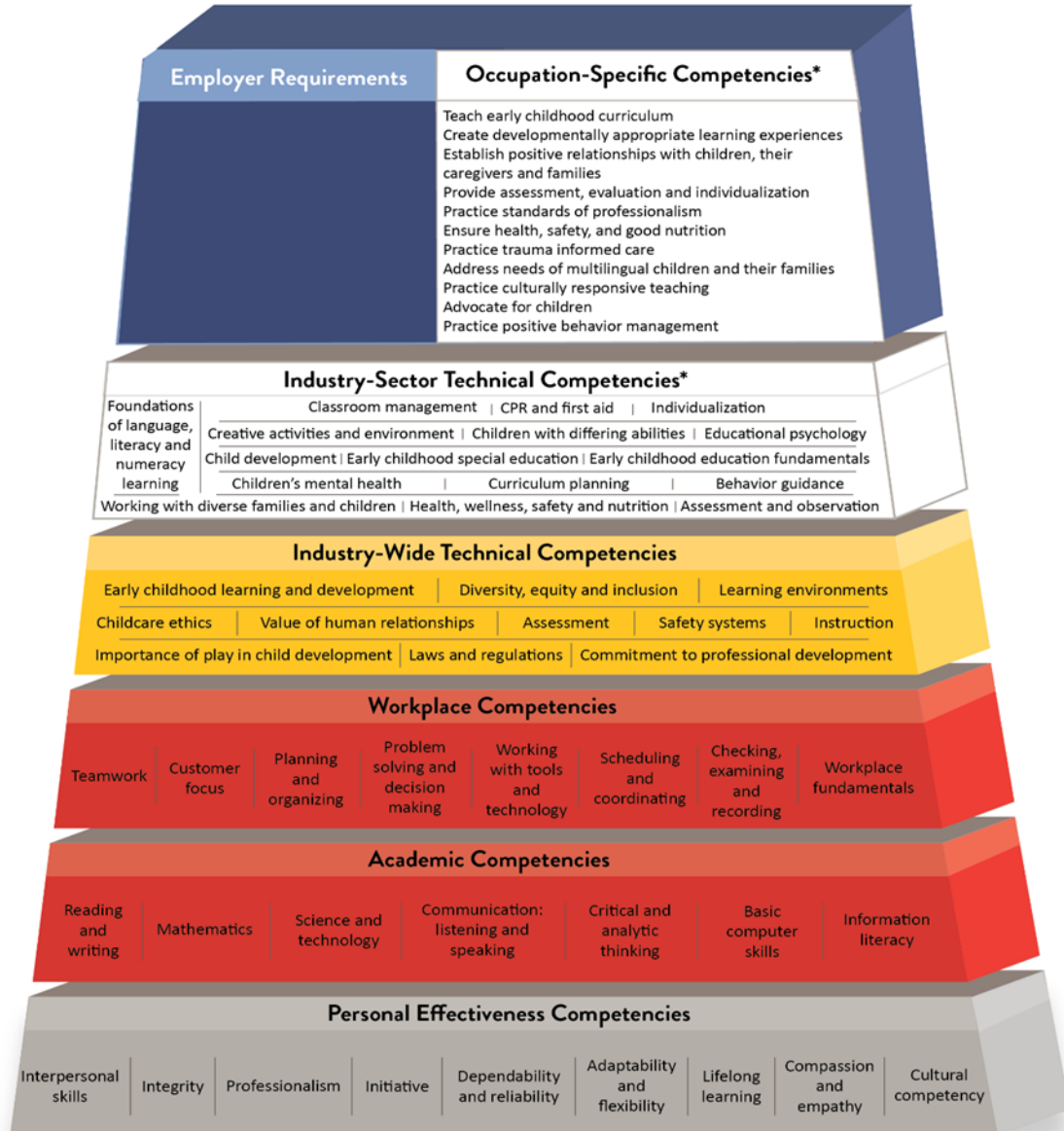
- Build and shape their own workforce
- Creates new skilled worker pipeline
- Workers produce as they train
- Improve productivity overall
- Reduce employee turnover

■ Workers:

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



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



Minnesota Dual-Training Pipeline Competency Model Pyramid Example

<https://www.dli.mn.gov/sites/default/files/pdf/childcare-early-childhood-educator.pdf>

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

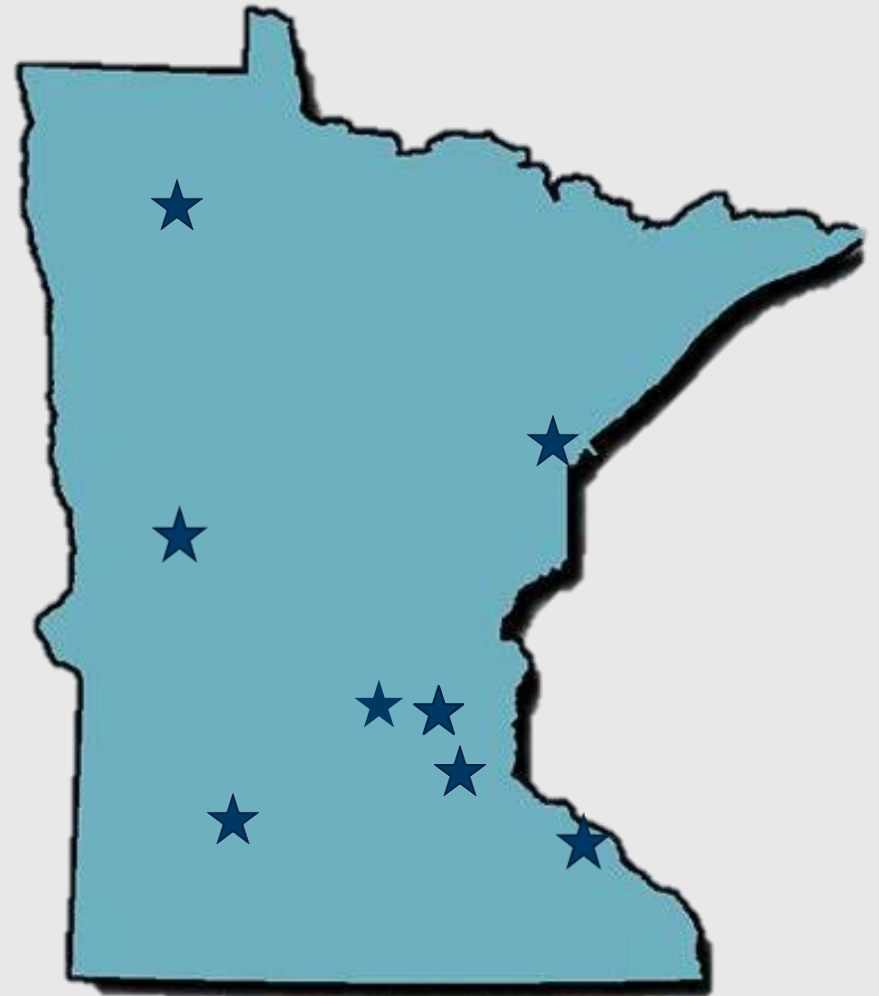
- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself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

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 Child Care Occupations

- Early Childhood Director
- Early Childhood Educator
- School-age Care Supervisor

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 Child Care Occupations

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

Notes from discussion: Attendees shared that the biggest need is for early childhood educators/lead teachers. Directors and culinary leads are hard to find. One other attendee also expressed the desire to have more access to occupational therapists for children who would benefit.

What training needs do you anticipate for these occupations?

Notes from discussion: Attendees shared need for individuals to obtain at a minimum child development associates (CDA) but a desire for more bachelor's degrees.

What barriers to hiring, training and retaining child care workers are you concerned about?

Notes from discussion: Attendees shared that the inability to raise wages is very challenging to hiring and retaining talent. One attendee noted that she was losing staff who were going on to more lucrative private nanny jobs. Finally, another attendee noted that with latest economic conditions more people are turning to family, friends or neighbors for care.

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:

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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!



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