

Minnesota Dual-Training Pipeline

Health Care Services Industry Forum

February 5, 2025

Agenda:

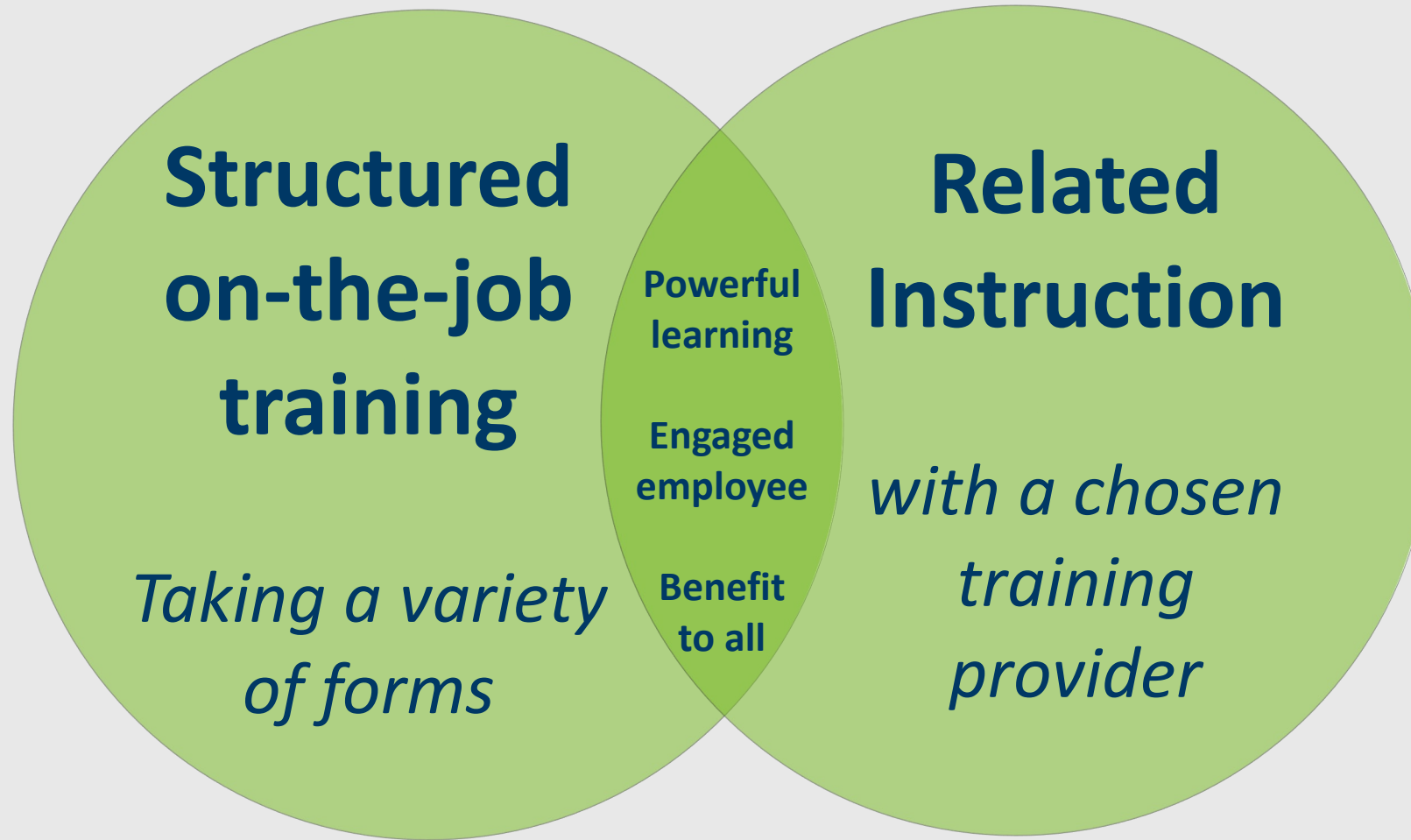
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- Employer success story
- New health care services occupations
- OHE Dual Training grant update
- Adjourn

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.

Health Care Services Employer doing Pipeline – Apple Tree Dental



APPLE TREE DENTAL

Access • Compassion • Excellence

Notes from discussion:

Mary and Heather from Apple Tree Dental shared how they are a nonprofit dental provider with 300 employees at 10 centers. They discussed getting involved with Pipeline to address staffing shortages and have seen benefits to the 59 staff who have participated. Most trainees have been dental assistants or hygienists. Apple Tree shared how they partner with 13 education providers for related instruction and for OJT rely primarily on mentoring and job shadowing. They also discussed how mostly area supervisors lead the OJT. Finally, they gave an example of how one dual trainee began as a dental assistant and is now a site director.



Ten Proposed New Occupations for Pipeline

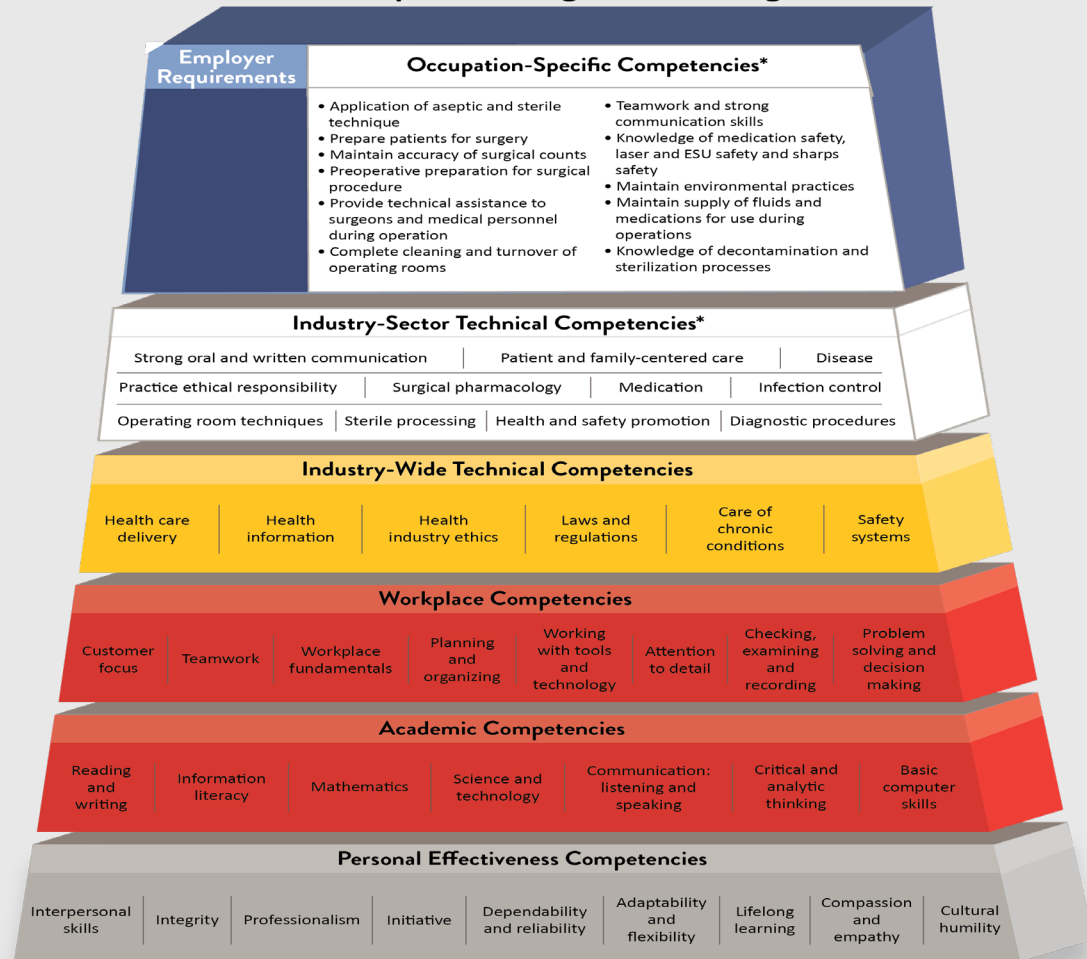
- School bus driver
- Automotive body repair technician
- School-age care supervisor
- Healthcare social worker
- Orthotic and prosthetic technician
- Sonographer
- Licensed marriage and family therapist
- Licensed professional clinical counselor
- Cannabis compliance specialist
- Cannabis dispensary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

Current Health Care Services Occupations

- Biomedical Equipment Technician
- Certified Nursing Assistant
- Chemical Dependency and Addiction Technician
- Critical Care Nurse
- Community Health Worker
- Community Paramedic
- Dental Assistant
- Dental Hygienist
- Dental Therapist
- Dentist
- Electronic Health Records Specialist
- EMT to Paramedic
- Emergency Room Nurse
- Health Support Specialist
- Histology Technician/Technologist
- Licensed Alcohol and Drug Counselor
- Licensed Independent Clinical Social Worker
- Licensed Practical Nurse
- Long-term Care Facility Culinary Manager
- Massage Therapist
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Scientist
- Medical Laboratory Technician
- Occupational Therapist
- Occupational Therapy Assistant
- Ophthalmic Technician
- Pharmacy Technician
- Phlebotomist
- Positive Support Analyst
- Positive Support Specialist
- Psychiatric/Mental Health Technician in-patient
- Psychiatric/Mental Health Technician out-patient
- Physical Therapy Assistant
- Radiologic Technologist
- Registered Nurse
- Respiratory Therapist
- Surgical Technologist
- Wound, Ostomy, and Continence (WOC) Nurse

Pyramid example

Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Surgical Technologist



*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.

Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

*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

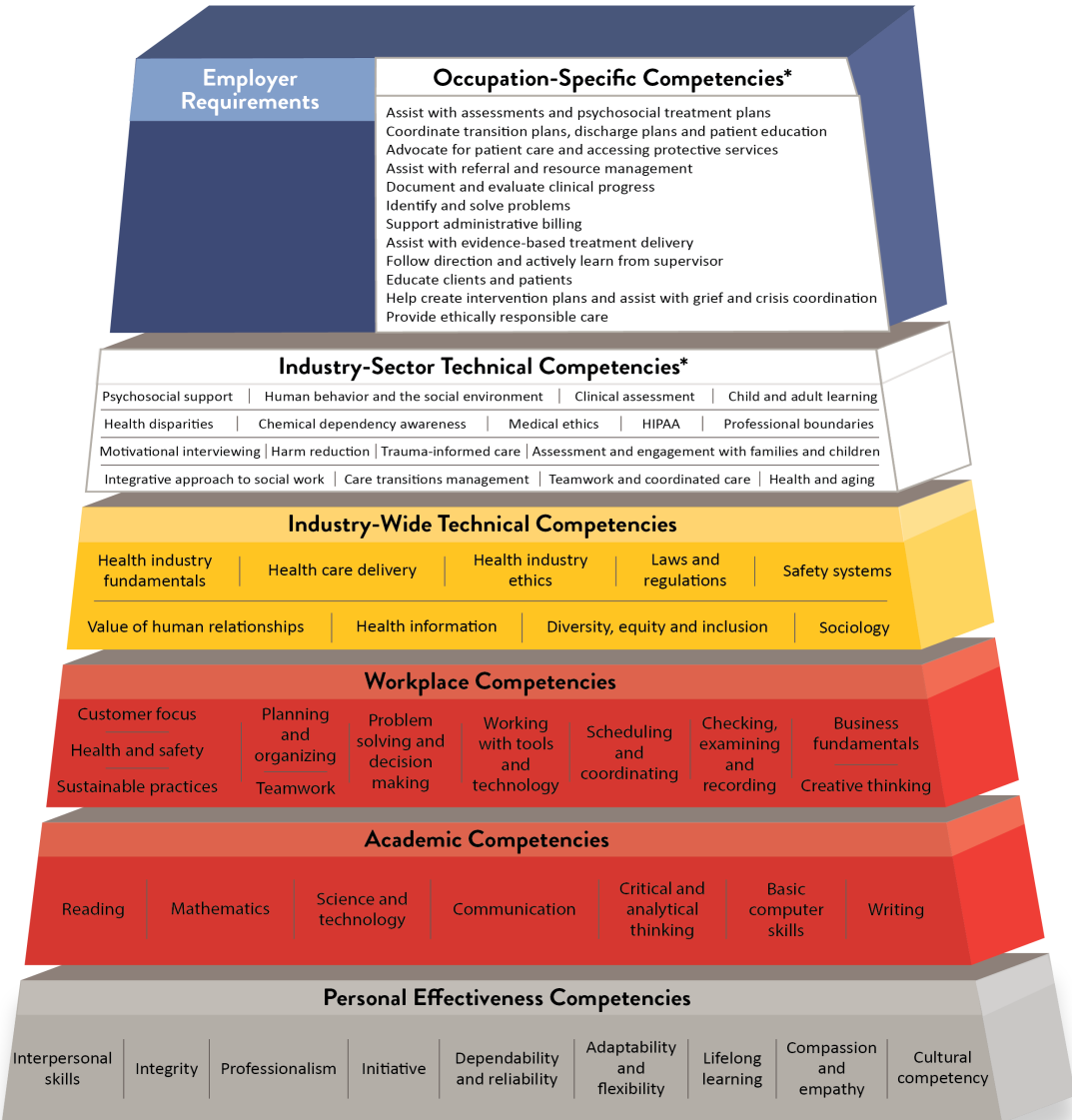
- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself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

New Health Care Services Industry Occupation

- Healthcare Social Worker
- Licensed Marriage and Family Therapist
- Licensed Professional Clinical Counselor
- Orthotic and Prosthetic Technician
- Sonographer

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Healthcare Social Worker

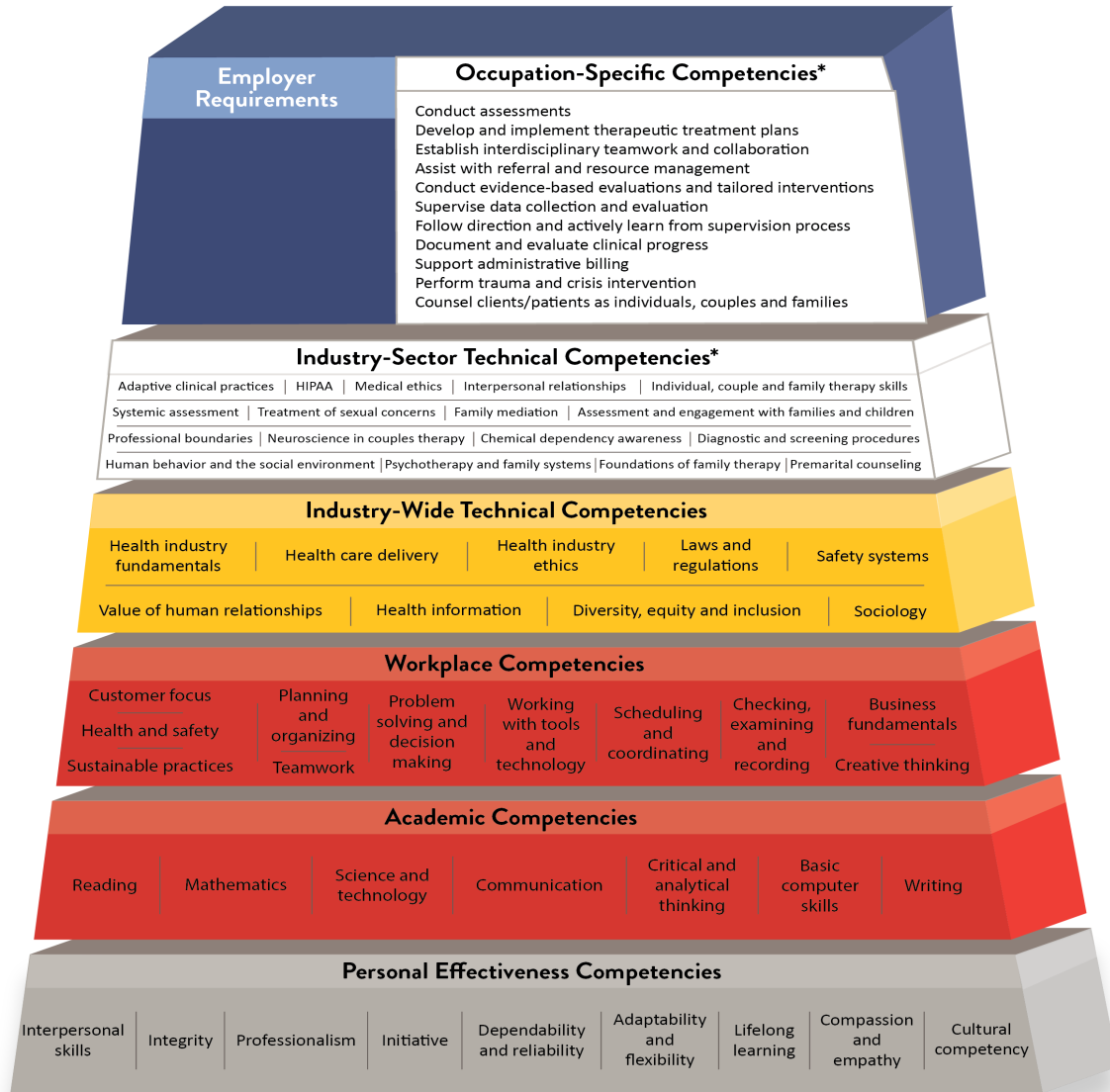
Healthcare Social Worker



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

Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, September 2018. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Licensed Marriage and Family Therapist

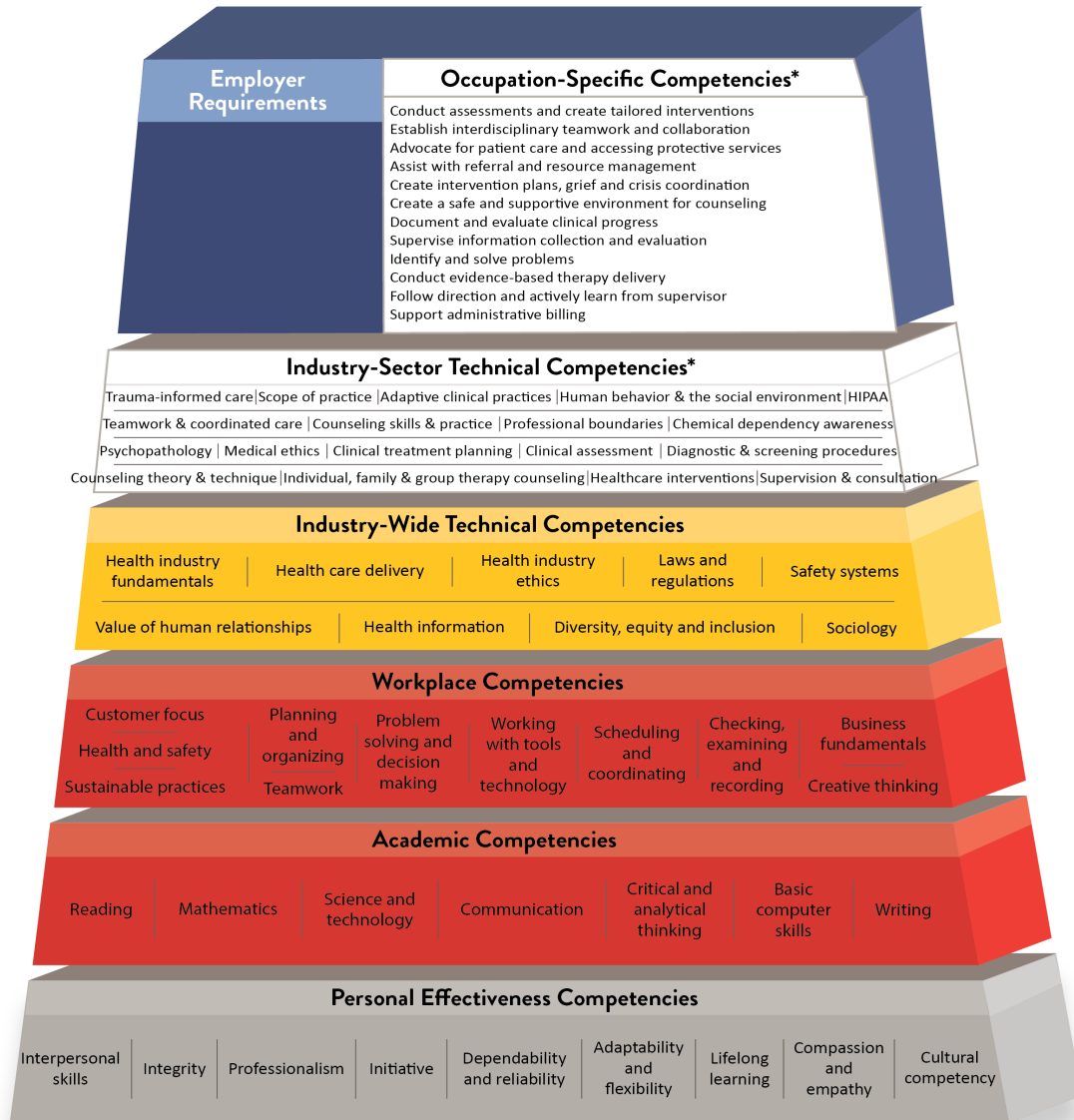


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Licensed Marriage and Family Therapist

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Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Licensed Professional Clinical Counselor

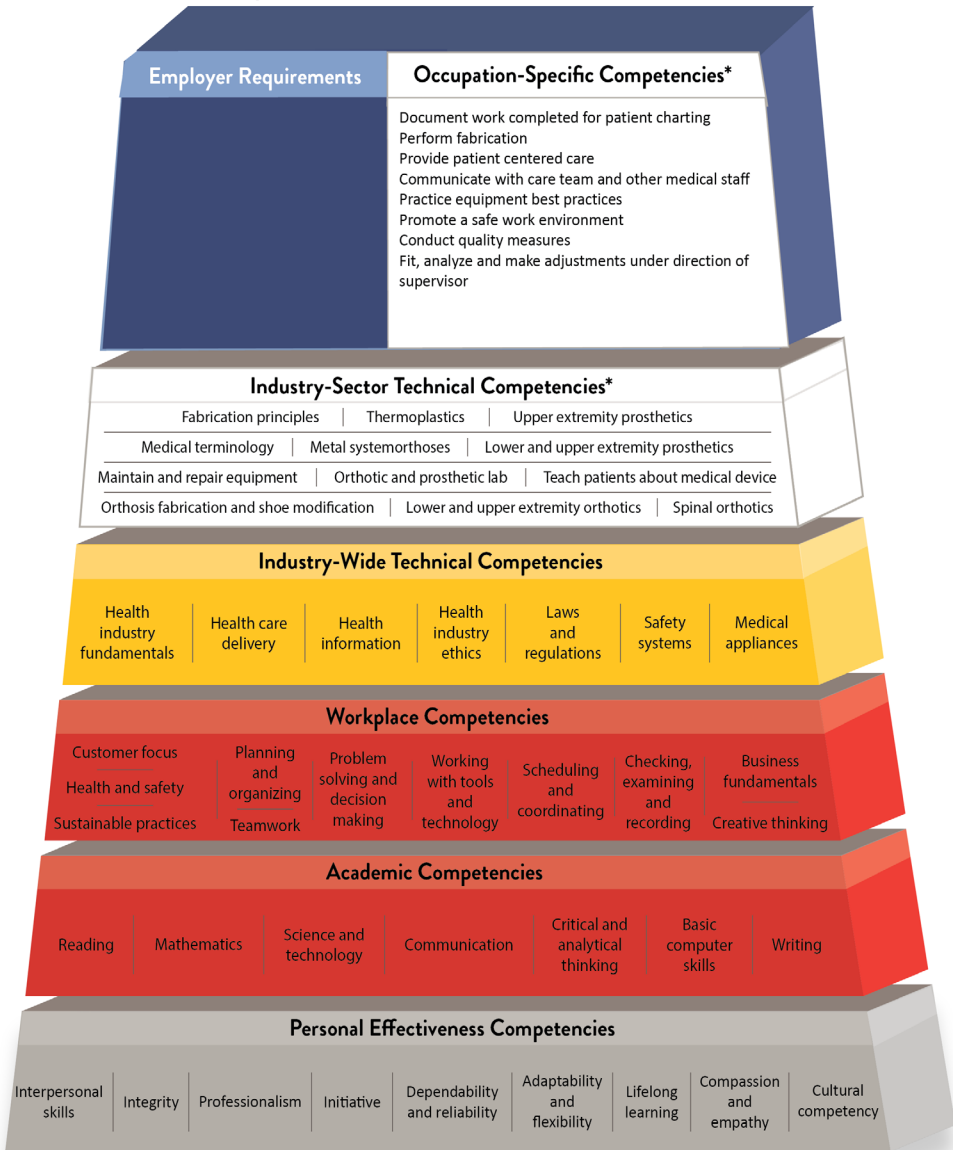


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Licensed Professional Clinical Counselor

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**Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Orthotic and Prosthetic Technician**



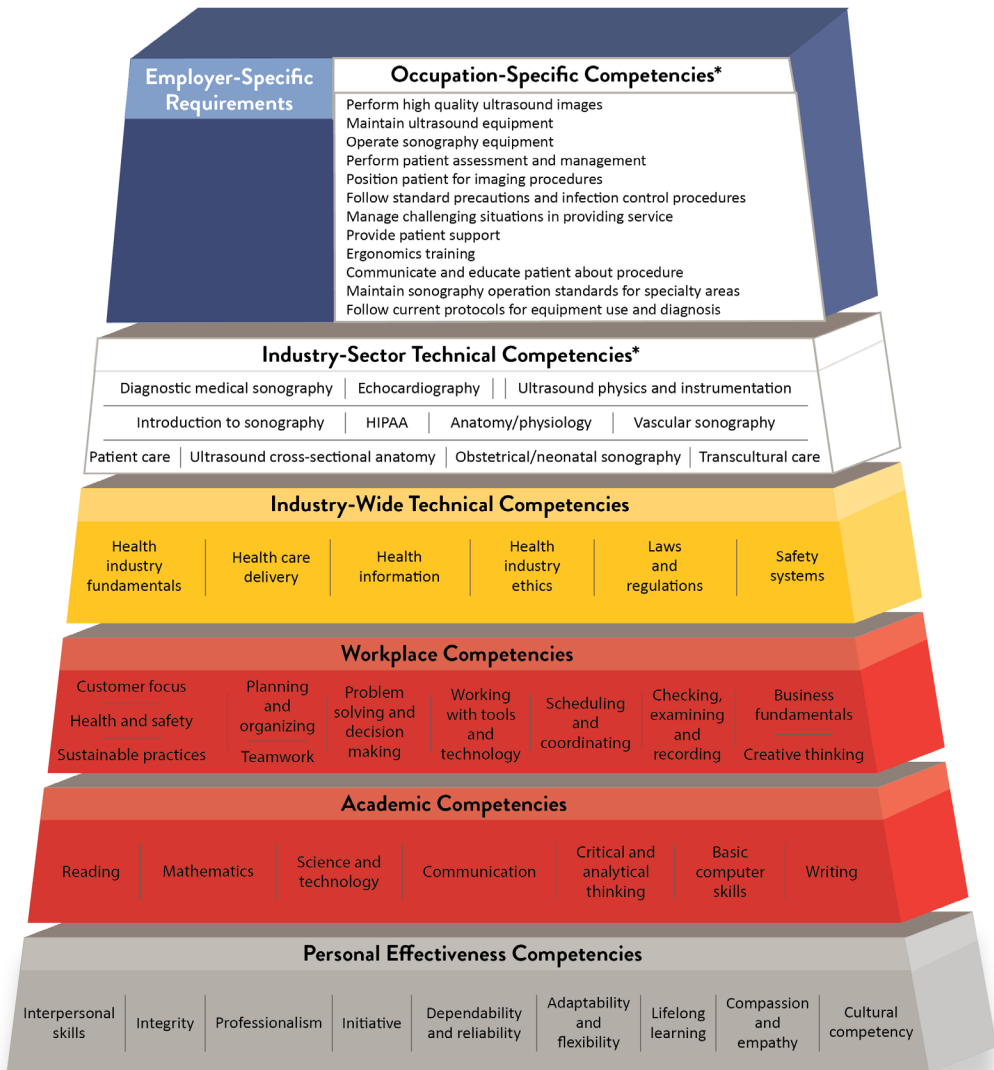
Orthotic and Prosthetic Technician

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Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, September 2018. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Sonographer

Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Sonographer



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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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