

Minnesota Dual-Training Pipeline

Health Care Services Industry Forum

February 5, 2025





Agenda

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?

DUAL-TRAINING PIPELINE

- Source of support to employers to develop their own employment-based, dualtraining 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

Structured on-the-job training

Taking a variety of forms

Powerful learning

Engaged employee

Benefit to all

Related Instruction

with a chosen training provider



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**

Requirer	yer ments	Occupation-Specific Competencies*
	technique Prepare Maintai Preoper procedu Provide surgeon during c Comple	Rowledge of medication safety, in accuracy of surgical counts laser and ESU safety and sharps safety
	Industry-	-Sector Technical Competencies*
Strong oral and	d written communic	ication Patient and family-centered care Disease
Practice ethical r	esponsibility	Surgical pharmacology Medication Infection control
Operating room	techniques Steril	le processing Health and safety promotion Diagnostic procedures
	Industry	y-Wide Technical Competencies
dealth care delivery	Health information	Health Laws and chronic systems Industry ethics regulations conditions
	١	Workplace Competencies
	Workplace	Planning Working Checking, Problem
	ork Workplace fundamental	Planning Working Checking, Problem examining solving and and to detail and decision
ling Informat	ork Workplace fundamental	Planning and organizing with tools and technology Planning and decision making Academic Competencies Checking, examining and decision making Checking, examining and decision making Competencies Competencies Competencies Communication: Critical and Critical
ding Informat	workplace fundamental	Planning and organizing Working with tools and organizing Checking, examining and decision making Academic Competencies Science and technology Communication: Critical and technology listening and analytic computer

*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.

^{*}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

_ Em	ployer irements	Occupation-Specific Competencies*					
Requi	irements	Assist with assessme Coordinate transition Advocate for patient Assist with referral an Document and evalu Identify and solve pro Support administratif Assist with evidence-follow direction and Educate clients and public create intervent Provide ethically resp	plans, discharger and access d resource ma atte clinical progreblems re billing based treatmen actively learn fra atients ion plans and a	ge plans ar sing protec nagement gress nt delivery rom super	nd patient en ctive service visor	ducation s	
	Industry-	-Sector Technica	Compete	encies*			
Psychosocial support	Human behavio	r and the social environme	nt Clinical a	assessment	Child a	nd adult learning	
Health disparities	Chemical depend	ency awareness Me	dical ethics	HIPAA	Professi	onal boundaries	
Motivational interviev	wing Harm reduction	Trauma-informed care	Assessment an	d engagem	ent with fam	ilies and children	
Integrative approach	to social work Car	e transitions managemen	Teamwork a	nd coordin	ated care I	Health and aging	
	Industry	/-Wide Technica	Compete	ncies			
Health industry fundamentals	Health care d	elivery	industry nics	Laws regulat		Safety systems	
/alue of human rela	tionships H	ealth information	Diversity, e	equity and	linclusion	Sociology	
		Workplace Com	etencies				
ustomer focus ealth and safety rainable practices	Planning and organizing Teamwork	Problem Work olving and decision and making techno	ools sched	duling nd inating	Checking examinin and recording	g fundamen	tals
		Academic Comp	etencies				
ding Mathem	atics Scienc techno	(ommun		Iritical an analytica thinking	l cor	Basic mputer Wri skills	ting
	Pers	onal Effectivene	ss Compet	tencies			
nal Integrity Pr	rofessionalism I	nitiative Dependal	ility a	tability nd ibility	Lifelong learning	Compassion and empathy	Cul ¹ comp

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.

Healthcare Social Worker



Minnesota Dual-Training Pipeline

Competency Model for Health Care Services Occupation: Licensed Marriage and Family Therapist

Employer		C	Occupation	-Speci	fic Com	petenci	es*	
Conduct assessments Develop and implement therapeutic treatment plans Establish interdisciplinary teamwork and collaboration Assist with referral and resource management Conduct evidence-based evaluations and tailored interventions Supervise data collection and evaluation Follow direction and actively learn from supervision process Document and evaluate clinical progress Support administrative billing Perform trauma and crisis intervention Counsel clients/patients as individuals, couples and families								
	Industr	y-Sector 1	Technical (Compe	tencies*			
Adaptive clinical pra		•		•			mily therapy skills	
Systemic assessmen	t Treatment of sexu	al concerns Fa	mily mediation	Assessmer	it and engage	ement with fa	milies and childrer	
	ries Neuroscience in							
Human behavior and	the social environmen	t Psychotherapy	y and family syste	ms Founda	itions of fam	ily therapy Pr	emarital counselir	ng
	Indust	ry-Wide T	echnical C	Compet	encies			
Health industry fundamentals	Health care	e delivery	Health ind ethic		Laws		Safety syster	ms
Value of human re	elationships	Health infor	mation	Diversity,	equity an	id inclusion	Sociolo	gy
		Workpla	ce Compe	tencies				
Customer focus Health and safety stainable practices	Planning and organizing Teamwork	Problem solving and decision making	Working with tool and technolog	s coor	eduling and dinating	Checking examinin and recordin	g fundam	entals
		Academ	ic Compet	encies				
eading Mathe	matics	nce and nnology	Communica	tion	Critical a analytic thinking	al co	Basic mputer \ skills	Vriting
	Pe	rsonal Effe	ectiveness	Comp	etencies	3		
sonal Integrity	Professionalism	Initiative	Dependabili and reliabili	ty Ada	ptability and exibility	Lifelong learning	Compassion and empathy	Cultura compete

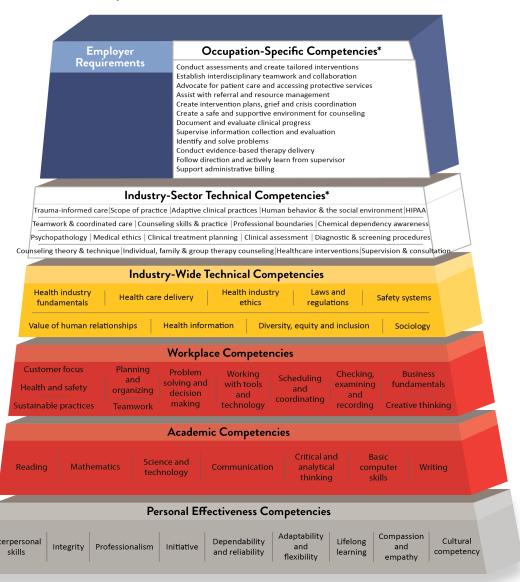
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Licensed Marriage and Family Therapist



Minnesota Dual-Training Pipeline

Competency Model for Health Care Services Occupation: Licensed Professional Clinical Counselor

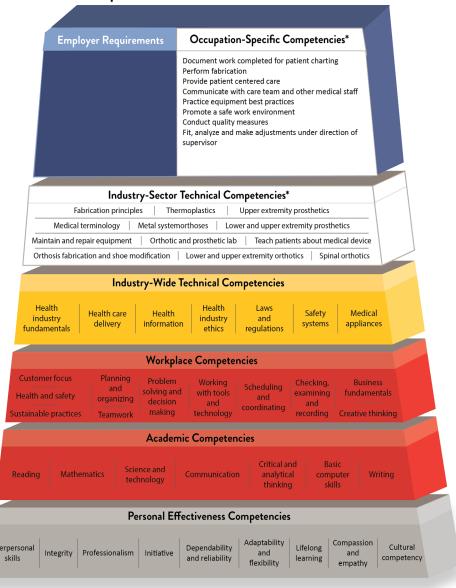


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Licensed Professional Clinical Counselor



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



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.

Orthotic and Prosthetic Technician



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

Employer-Specific	Occupation-Specific Competencies*
Requirements	Perform high quality ultrasound images Maintain ultrasound equipment Operate sonography equipment Perform patient assessment and management Position patient for imaging procedures Follow standard precautions and infection control procedures Manage challenging situations in providing service Provide patient support Ergonomics training Communicate and educate patient about procedure Maintain sonography operation standards for specialty areas Follow current protocols for equipment use and diagnosis
Industr	y-Sector Technical Competencies*
Diagnostic medical sonograph	y Echocardiography Ultrasound physics and instrumentation
Introduction to sonography	HIPAA Anatomy/physiology Vascular sonography
Patient care Ultrasound cross-sec	ctional anatomy Obstetrical/neonatal sonography Transcultural care
Indust	ry-Wide Technical Competencies
Health industry fundamentals Health care delivery	Health Industry and Safety information ethics regulations systems
	Workplace Competencies
Customer focus Planning and organizing tainable practices Planning and Teamwork	Problem solving and decision making with tools and technology to making with the wit
	Academic Competencies
adınd Mathematics	nce and Communication Critical and Basic computer writing thinking skills
Pe	rsonal Effectiveness Competencies
sonal Integrity Professionalism	Initiative Dependability and reliability and flexibility flexibility Compassion learning learning learning competency

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Sonographer



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)	 Tuition Fees Required & recommended books Required & recommended materials 	\$6,000
Trainee Support Costs OFFICE	10% of grant request amount, up to \$15,000	None	Associated with Related Instruction: 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 <u>HERE</u>!
- 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.



Dual Training Grant Contacts:

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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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