

Health Care Services Industry Forum

November 13, 2024

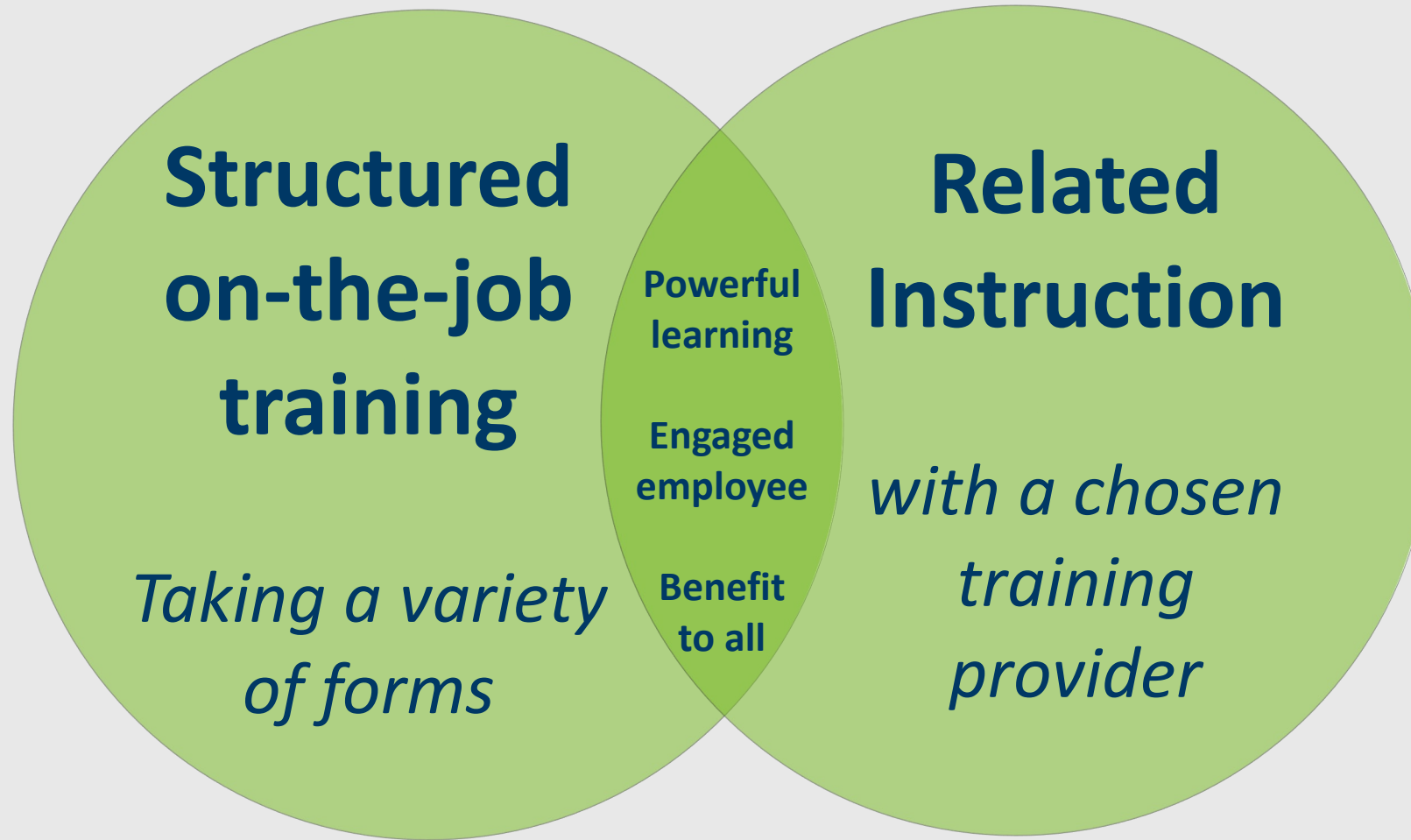
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- Pipeline updates
- Trends in the health care services industry and proposed occupations
- OHE Dual Training grant update
- Adjourn

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



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 Strategies

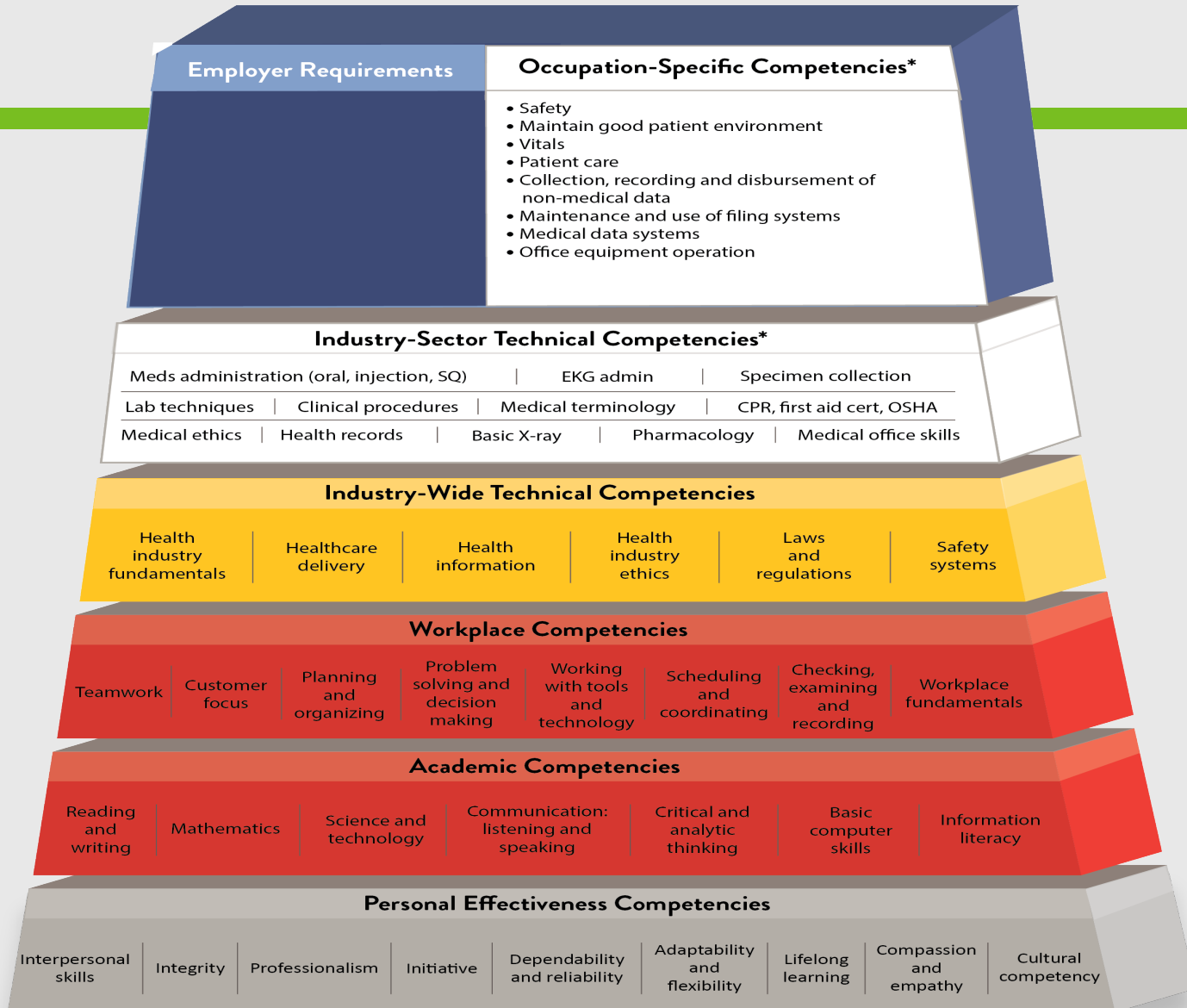
- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

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, Continenence (WOC) Nurse

**Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Medical Assistant**

**Pyramid
example**



Medical assistant

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: \$21.58/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?

- Child care visit to Yellow Brick Road Learning Center in Plymouth with Lt. Governor Peggy Flanagan.

[Lawmakers funnel \\$450K to help grow Minnesota's child care workforce - CBS Minnesota](#)

- Manufacturing Month visit to Two Rivers Enterprises with Commissioner Blissenbach and Commissioner Olson.

[Two Rivers Enterprises Recognized For Work With Training Programs](#)

- Workforce Community Conversations:

- Brainerd
- Austin
- Blaine
- Marshall
- Red Wing
- Crookston
- Grand Rapids
- Shakopee



Community Conversation feedback topics

Lack of housing for potential employees and families. Hard to attract new workers without it.

Lack of childcare makes it difficult to attract and retain employees if childcare is needed.

Areas with strong Economic Development and Chamber of Commerce partnerships show increased resolution to solve the above issues.

Local high school and employer partnerships increase talent pool and give students career opportunities after graduation.

Health Care Services Occupation and Trend Discussion

How are you attracting talent to your organization?

Notes from discussion: People talked about typical things like job fairs, advertisements, word of mouth, etc.. Also, Drive for Five non-registered apprenticeships in healthcare that include employee pay and benefits with a pilot program with a few employer partners. Also, working with high schools to enable healthcare exploration for students including all healthcare occupations, including many they may not know about. Offering scholarships to support employee's tuition costs to upskill and to support student loan repayment.

What challenges are you facing with employee retention?

Notes from discussion: Main challenge for employee retention is pay and job burnout. Also, workforce shortages put more pressure on current workers. Work-life balance and emotional well-being are strained too.

Have you implemented any strategies to reduce employee turnover?

Notes from discussion: One employer talked about making changes to orientation for new employees to address burnout strategies early on, before they happen. Enhancing the culture so employees feel valued. Creating mentorships. One organization talked about working to advocate for higher reimbursements to address low wages. Supporting flexible schedules to address work/life balance.

Health Care Services Occupation and trend Discussion continued

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

Notes from discussion: Concerned about job burnout. Low state reimbursement which leads to low wages in entry level jobs.

What occupations are you having a difficult time hiring?

Notes from discussion: People shared many occupations already approved for Dual-Training Pipeline, but others that came up were mental health mid-level jobs, athletic trainers, social work positions in healthcare (bachelor's degree social work). Ultrasound – specific technicians – not many programs in the state and can be geographically undesirable to some areas. Licensed marriage and family therapist, licensed professional clinical counselors, mental health practitioners and specialists were also discussed.

*In the coming weeks, Pipeline staff will review these suggestions, and more. Depending on a number of factors, Pipeline staff may or may not add some of these occupations to program that were discussed at the forum.

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.

*Next [grant round](#) to be held in Spring 2025. Opens March 4 and closes April 15.

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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, up to \$2,000, if annual gross revenue exceeded \$25,000,000	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Transportation and/or mileage • Lodging • Meals • Tutoring services • Translation and/or interpreter services 	None

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Upcoming Virtual Events

Speaker Series with Sarah Ciavarri

“Breaking the Leadership Myths: Unlearning the Lies and Leading with Confidence”

December 10, 2024 - 9-10 a.m. [Register here.](#)

Pipeline 101 – Learn even more about the basics and ins and outs of how to set up dual training

Dec. 17, 2024, from 9 to 10 a.m. [Register for the webinar here.](#)

Save-the-Date - Winter Industry Forums

- Transportation – 2/4/2025 @ 9 a.m.
- Child care – 2/4/2025 @ 1 p.m.
- Agriculture – 2/5/2025 @ 9 a.m.
- Health Care Services – 2/5/2025 @ 1 p.m.
- Legal Cannabis – 2/6/2025 @ 9 a.m.
- Advanced Manufacturing – 2/6/2025 @ 1 p.m.
- Information Technology – 2/7/2025 @ 9 a.m.

Thank You!



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