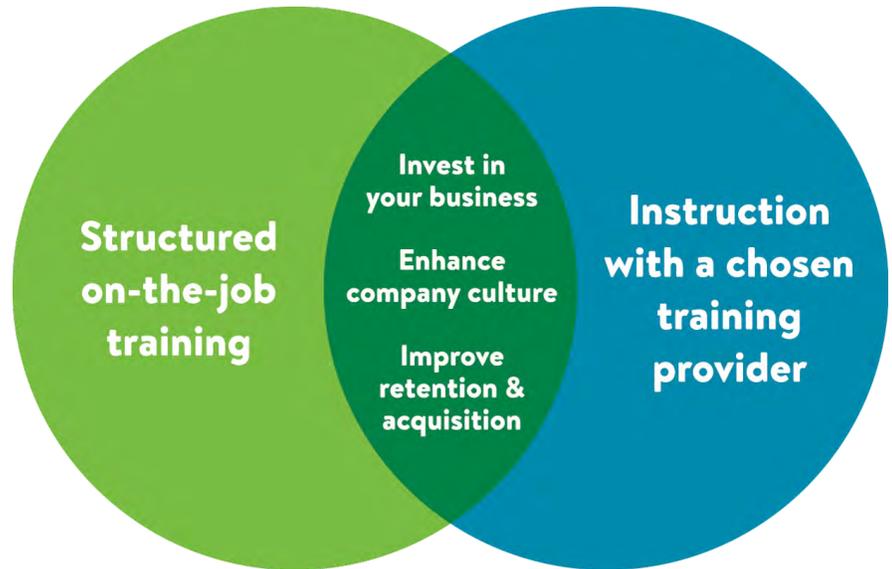


Dual-Training Pipeline BY THE NUMBERS

- 3,120** industry leaders engaged in Dual-Training Pipeline.
- 1,855** dual trainees in dual-training programs.
- 165** employers participated in dual-training grants
- 564** employers engaged with Dual-Training Pipeline
- 68** occupations with industry-approved competency standards
- 7** or more new occupations in development for 2022

Dual training is a win-win for your business and employees



Dual-Training Pipeline continues helping employers meet workforce needs

In 2021, Minnesota Dual-Training Pipeline continued to help employers address their critical workforce challenges through consulting, industry forums, competency-based occupation development and enrichment offerings.

Pipeline staff worked with employers to develop and enhance training efforts that pair competency-based on-the-job training with related formal education. Dual training allows employers to realize immediate benefits to employee retention and workplace culture while motivating existing employees and new hires. Employees earn a living wage while receiving credentials, growing their career and supporting business workforce needs.

Additionally, we offered new resources in 2021 to assist employers with recruiting and retaining a workforce that addresses diversity, equity and inclusion through a half-day seminar and cohort-based training. And, to better address the needs of the information technology industry, we successfully led a summer workgroup to examine, review and update 13 occupations for the industry.

What Minnesota Dual-Training Pipeline participants are saying

"At IPS Cranes, we are utilizing the Minnesota Dual-Training Pipeline for one of our employees who began working with us while he was still a junior in high school. This program is helping to further his development as a welder by splitting time learning skills on the job, while also attending classes at Lake Superior College in Duluth.

Having the ability to learn the WHY behind what he is doing as opposed to just the WHAT and the HOW is making for a well-rounded experience that is rewarding for both IPS Cranes and our young employee just starting off his new career."

– Jackie O'Connell, president and CEO of IPS Cranes



Helping employers recruit, retain and train a diverse, equitable and inclusive workforce

Minnesota Dual-Training Pipeline is committed to helping employers make their workplace more diverse, equitable and inclusive.

On May 12, 2021, we hosted a half-day virtual summit titled “Creating a more diverse, equitable and inclusive workforce through employment-based training.” More than 250 people attended with nearly all staying for the duration of the three-hour event.

The event featured presentations from Tawanna Black, CEO of Center for Economic Inclusion; Allison Liuzzi, director of Minnesota Compass at Wilder Foundation; Malissa Adams, president of Stanton-Adams, LLC; and professor Jonathan Stuart and Colette Campbell who support diversity and inclusion for Bremer Bank. Each speaker shared a different angle related to the importance of diversity, equity and inclusion efforts and provided tips and resources about how businesses can improve their DEI efforts.



Tawanna Black, CEO of Center for Economic Inclusion.

Pipeline staff also worked with Bellwether Consulting to offer diversity, equity and inclusion resources to 27 companies. The effort included assessments, consultations, a toolkit and three facilitated cohort sessions where participants met and learned from one another.

Minnesota Dual-Training Pipeline Speaker Series success continues

Employers, educators and community stakeholders continue to attend and participate in the on-going Minnesota Dual-Training Pipeline Speaker Series. The speakers focused on subjects that offer support for employers in the following topics:

- March 17, 2021: *Developing talent through mentoring* with Deon Clark of TCI Solutions.
- Sept. 21, 2021: *Impactful communication: How to communicate effectively in the workplace* with Amelia Reigstad.
- Dec. 14, 2021: *How do we recruit and retain a diverse workforce? The importance of disability inclusion in increasing productivity* with disability rights expert and advocate Richard Pimentel.

We plan to offer more enrichment opportunities. See “Mark your calendars” and watch for email invitations.

Summer IT Workgroup meets to revitalize and improve IT occupations

The IT industry is constantly evolving. Pipeline aims to ensure that our program remains in tune with the needs of information technology.



In summer 2021, we convened an IT workgroup of 35 leaders across business, education and more to discuss new ways to promote dual-training in IT as well as update our IT occupations to better reflect the industry’s workforce needs.

The IT workgroup met three times and advised Pipeline staff as they updated the program’s IT occupation competency model pyramids. We are excited to now offer 13 IT careers ready for the creation and growth of new dual-training experiences.

Dual-training consulting

Pipeline consultants work statewide to create and disseminate dual-training resources for employers, employees and dual trainees.

Consultants help employers build their own dual training by working with them to think through how to set up robust on-the-job training, getting them in touch with education providers and assisting with selecting the best training provider for their training goals.

In some cases, consultants help employers explore resources to fund training for their workforce. Consultants may also connect employers with one another or with representatives from community-based organizations, training providers or other employer partners who share information about how to make dual training a successful approach to build a skilled workforce.

Advanced Manufacturing

- CMM programmer
- CNC programmer
- Extrusion molding technician
- Flexo technician
- Injection molding technician
- Logistics and supply chain manager
- Machinist/tool and die maker
- Machinist/CNC operator
- Maintenance and repair worker
- Manufacturing engineer
- Manufacturing production supervisor
- Mechatronics technician
- Print press operator
- Quality assurance/food safety supervisor
- Quality assurance technician
- Robotics operator
- Safety technician
- Solderer
- Welder

Occupations and pathways approved for dual training

OCCUPATIONS BY INDUSTRY

Information Technology

- Application developer
- Business intelligence developer/architect
- Cloud architect
- Computer user support specialist
- Data science/artificial intelligence machine learning specialist
- Database administrator
- Information security analyst/ specialist
- IT project planner/ manager
- Network engineer
- Software engineer/ developer
- Testing and quality assurance analyst
- Web developer – back end
- Web developer – front end

Agriculture

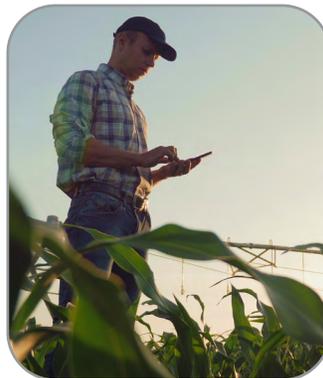
- Ag finance/lender
- Application technician
- Agronomist
- Agriculture equipment mechanic
- Crop farm manager
- Farm animal manager
- Grain merchandiser
- Horticulture farm manager
- Quality assurance/ food safety supervisor
- Swine technician (sow farm)
- Swine technician (grow finish)

Health Care Services

- Addiction specialist
- Certified nursing assistant
- Community health worker
- Community paramedic
- Critical care nurse
- Dental assistant
- Dental hygienist
- Electronic health records specialist
- EMT to paramedic pathway
- Health support specialist
- Licensed practical nurse
- Medical assistant
- Medical lab assistant
- Medical lab technician
- Ophthalmic technician
- Pharmacy technician
- Phlebotomist
- Psychiatric/mental health technician in-patient
- Psychiatric/mental health technician out-patient
- Radiologic technologist
- Registered nurse
- Respiratory therapist
- Senior living culinary manager
- Surgical technologist
- Wound, ostomy, continence (WOC) nurse

New occupations in development for 2022

- Meat cutter/ meat processor
- Dental therapist
- Emergency room nurse
- Medical laboratory scientist
- Physical therapy assistant
- Positive support analyst
- Positive support specialist



Meet Mark Wenzel – Minnesota Dual-Training Pipeline participant

Mark Wenzel has been a food service supervisor at one of Touchstone Mental Health's supportive housing programs since 2019. As a dual trainee, Wenzel obtained a Senior Living Culinary Manager Certificate from St. Paul College, which included courses about food safety, nutrition and menu composition, along with hands-on instruction about a variety of culinary skills.

"The [dual-training program] was an amazing opportunity to refresh my skills and go over basic techniques in a fun and well-organized environment," Wenzel said. "It brought me back to my roots and reminded me why I chose this profession – to serve delicious and healthy food to people. I was totally refreshed when the courses were complete. It was like going to a spa!"

Since revitalizing his skills, Wenzel is cooking from scratch and providing better quality food items for the same cost as precooked foods. He continues to create meals that delight residents, including multi-course meals for holidays and customized meals using fresh ingredients from the residents' garden.



Mark Wenzel, Minnesota Dual-Training Pipeline participant.

Inventory of education providers online

We continue to update and improve a dynamic, interactive tool to help employers find training partners for each of the occupations. The web-based system contains a searchable, sortable directory of education programs that offer industry-recognized credentials that qualify for both Dual-Training Pipeline model development and associated Dual Training Grant program funding.

Visit www.dli.mn.gov/business/workforce/pipeline-related-instruction-inventory to use the inventory tool.

Mark your calendars

- Minnesota Dual-Training Pipeline 101 – Tuesday, Feb. 15, 2022, from 9 to 10 a.m.
- Dual-Training Grant application open – March 8 through April 12, 2022.
- Pipeline Speaker Series: Team Building and Leadership with Dawn Beck – Tuesday, March 15, 2022, at 9 a.m.
- Dual Training Grant Writing Workshops – Thursday, March 10, 2022, from 1 to 3 p.m. and Wednesday, March 23, 2022, from 10 a.m. to noon.
- All Industry Forum – Wednesday, June 22, 2022, at 9 a.m.



Visit www.dli.mn.gov/business/workforce/pipeline-events for more information about our events.

Contact us

For more information contact PIPELINE.Program@state.mn.us or:

- Kathleen Gordon, Dual-Training Pipeline consultant, at kathleen.gordon@state.mn.us or 651-284-5388.
- Dan Solomon, Dual-Training Pipeline manager, at dan.solomon@state.mn.us or 651-284-5355.
- Alana McDevitt, Dual-Training Pipeline specialist at alana.mcdevitt@state.mn.us or 651-284-5341
- Annie Welch, director, Projects and Planning, at annie.welch@state.mn.us or 651-284-5353.

Sign-up for Minnesota Dual-Training Pipeline emails at www.dli.mn.gov/pipeline.

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