

Minnesota Dual-Training Pipeline
All-Industry Forum
June 11, 2024

Agenda

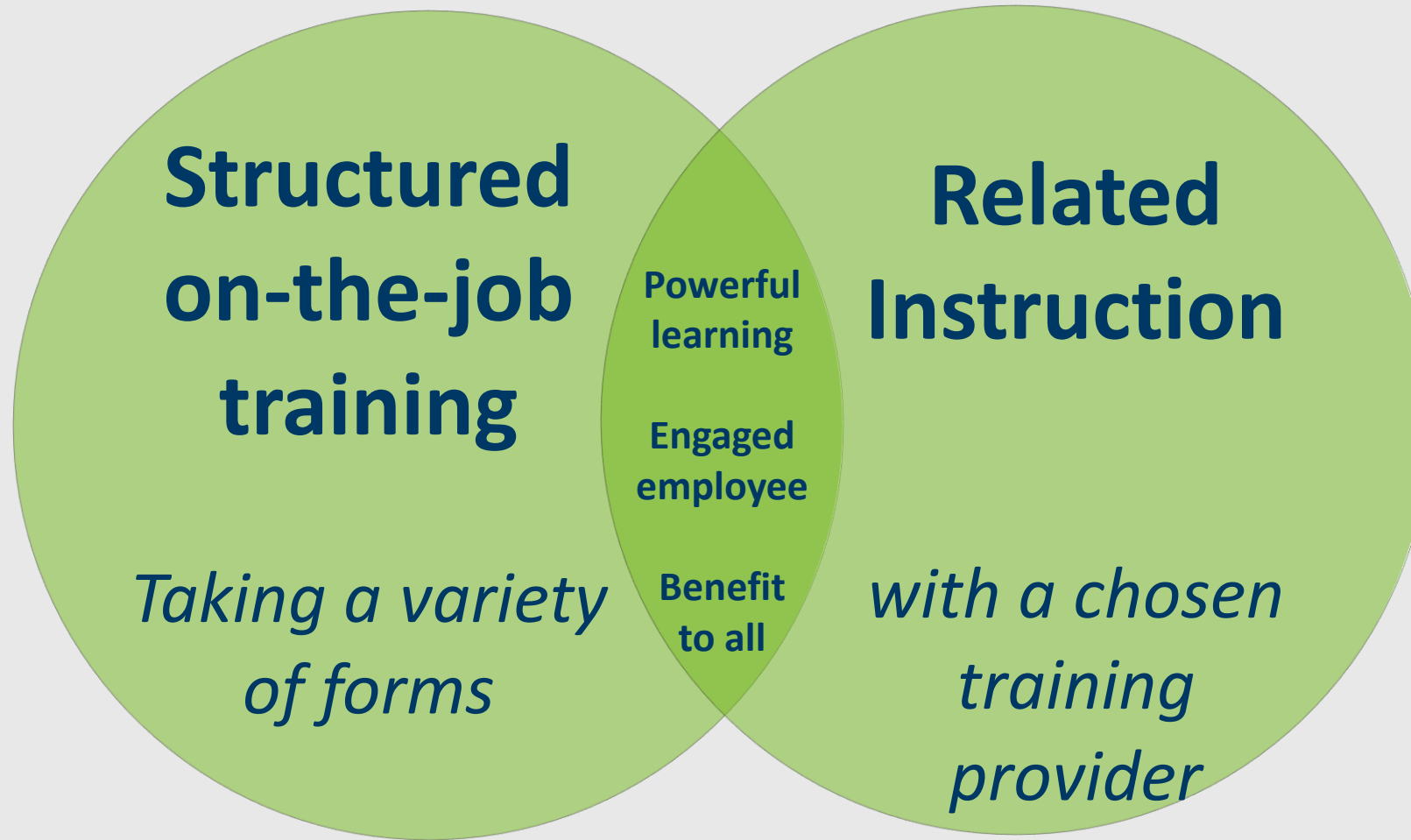
- Introductions
- Minnesota Dual-Training Pipeline overview and updates
- Employer Success Stories Panel
- Break
- Workforce Trends Discussion
- Update from Minnesota Office of Higher Education on Dual Training grant
- Closing

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



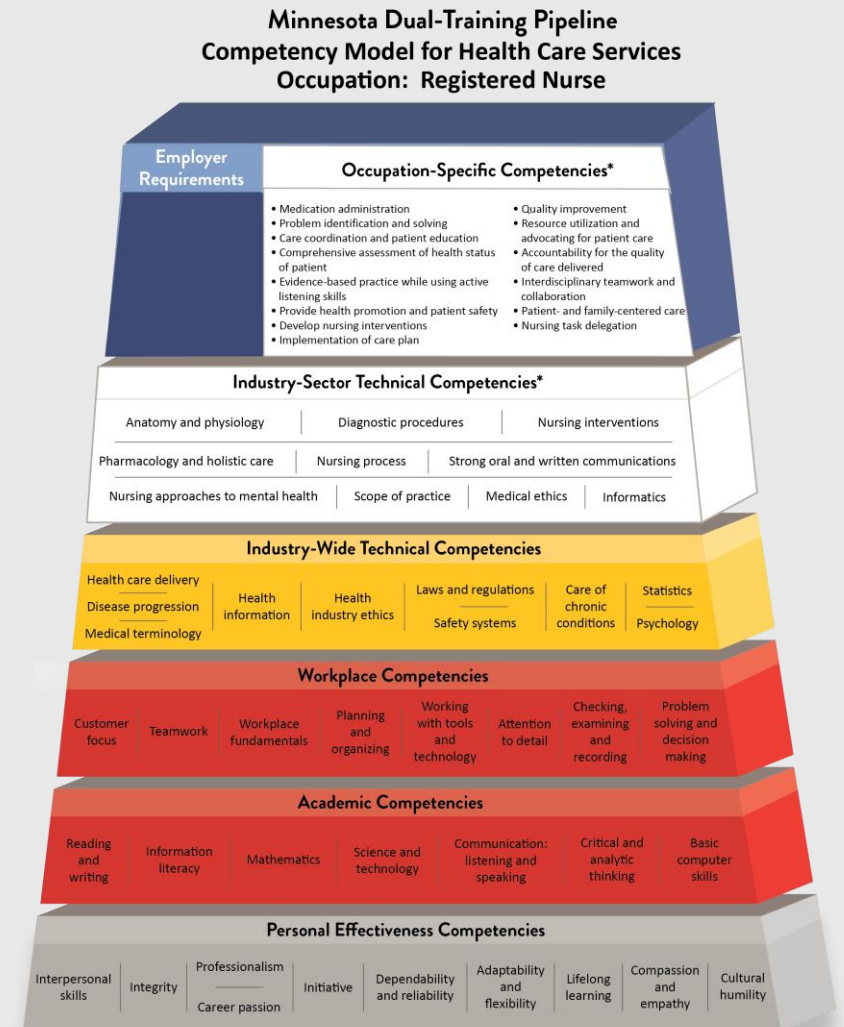
Minnesota Dual-Training Pipeline Strategies

- **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.

Competency Model Pyramid

- Employer Requirements
- Occupation-Specific Competencies (OJT)
- Industry-Sector Technical Competencies (RI)
- Industry-Wide Technical Competencies
- Workplace Competencies
- Academic Competencies
- Personal Effectiveness Competencies

<https://www.dli.mn.gov/sites/default/files/pdf/Health-RN.pdf>



Based on 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.

Pipeline Updates

- Launched three new industries: Child Care, Transportation and Legal Cannabis Industry
- Added 12 new occupations
- Hosted speaker series ‘Improve your workplace with mentoring programs’ in fall 2023 and ‘The Inclusive Pipeline: Leveraging DEI for enhanced hiring, retention and organizational growth’ in spring 2024.
- Conducted workforce community conversations in nine cities across Minnesota in fall 2023.

Employer Success Stories Panel



- Welcome Graham Arntzen from In Control, Terri Schonnesen of Ultra Machining Company, and Julie Malyon from CARE Clinic!



5 -10 MINUTE BREAK

During the break, give some thought to notable experiences you've had recently with employees in your organization.

Share a notable experience you have had recently with your workers.

- Dual Trainees have found success through visualizing what they can achieve during mentorship opportunities.
- There are trends leading from an individual first pursuing a certification, from the Dual-Training Program, and then deciding to pursue a larger credential (Associates or Bachelors).

What are your most in-demand jobs?

- Aircraft Mechanics are difficult to attract to MN, and it has been difficult to recruit from MN schools as only 3 train for the occupation.
- Early Childhood Teachers as less colleges are offering Early Childhood credentialing, constant competition with school districts, and serving families that have seasonal work (agriculture).
- Healthcare has a need for every occupation and it can be difficult to narrow down the occupations within the grant amount allotted.
- Occupations can be determined based on leadership investment, department familiarity, and the difficulty of starting from scratch in a new department.

What kinds of new things have you been doing with your recruiting and hiring processes?

How do you build a culture that will retain employees?

- Showcasing opportunity and outlining how to achieve the next career step.
- Culture can be a feeling both at and outside of work.
- Employees can see the mission and values being modeled, not just read about it on a poster.
- Job purposing, supporting employees through serving the community and offering paid volunteer time.
- Providing staff surveys that encompass questions to better understand employee wants and needs.

For your dual trainees, how are they doing their related instruction?

Show of hands:
Online learning
On site learning
On campus learning

What has been your most successful experience with on-the-job training?

Dual Training Grant overview

2016 Round 1

- \$197,120 Paid through DTG
- 10 Grantees
- 87 Dual Trainees

2022 Round 11

- \$2,188,797 Paid through DTG
- 55 Grantees
- 619 Dual Trainees

2023 Round 12

- \$3,649,880 Contracted through DTG
- 57 Grantees
- 728 Dual Trainees

2024 Round 13

- \$5,431,252 Awarded through DTG
- 84 Grantees
- 985 Dual Trainees

2025: Round 14

- \$5,000,000 Available for Awards through DTG

Round 13 Dual Training Grant Update

- **42** grantees in **Health Care Services** (52%)
- **26** grantees in **Advanced Manufacturing** (35%)
- **16** grantees in the **Agriculture, Child Care, Information Technology & Transportation** industries (13%)

- **46** grantees located in the metropolitan area (56%)
- **38** grantees located in greater Minnesota (44%)

- New dual trainees will receive 76% of funds (**782 dual trainees**)
- Continuing dual trainees will receive 24% (**203 dual trainees**)

Dual Training Grant Allowable Expenditures

- Related instruction costs, up to \$150,000 per application
 - 25% match required, if annual gross revenue exceeds \$25M
 - Tuition, fees, required and recommended books and materials
 - Maximum allowable amount per dual trainee per year: \$6,000
- Trainee support costs connected to related instruction
 - 10% of grant request amount, up to \$15,000
 - Transportation and/or mileage, lodging, meals, tutoring services, translation and/or interpreter services

Upcoming Events

- Pipeline 101 – June 25, 9:00 – 10:00 am: [Register here.](#)
- Stay tuned for upcoming speaker series event information and workforce community conversations across the state this fall.
- If any employer or organization is interested in hosting a community conversation, please let us know!

Thank You!



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