

# MINNESOTA PIPELINE PROJECT

PRIVATE INVESTMENT, PUBLIC EDUCATION  
LABOR AND INDUSTRY EXPERIENCE



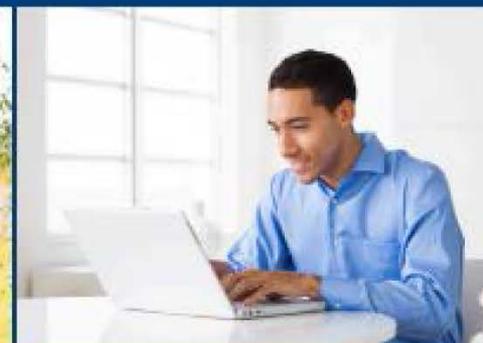
**ADVANCED  
MANUFACTURING**



**AGRICULTURE**



**HEALTH CARE  
SERVICES**



**INFORMATION  
TECHNOLOGY**

**Advanced Manufacturing Industry Council**  
**Friday, January 15, 2016**

# Introductions

- **Deputy Commissioner Jessica Looman – DLI**
- **Heather McGannon – PIPELINE Project Manager**
- **Amy Walstien – PIPELINE Project Team**
- **Janell Westveer – PIPELINE Project Team**
- **Nichole Sorenson– Research Analyst, OHE**





## Agenda

- MN PIPELINE Project Mission and Goals
- Review Dual-Training & Registered Apprenticeship
- Progress Report on MN PIPELINE Project Industry Council Recommendations
- Dual-Training Grant Update
- Discussion: Additional PIPELINE Occupation Competency Development
- Discussion: What's Needed to Advance Dual-Training
- Next Steps

## Minnesota PIPELINE Project Objectives

- **Develop and enhance Minnesota skilled workforce**
- **Participation from industry and labor**
- **Expand dual-training and registered apprenticeship in Minnesota**



# What are MN PIPELINE Strategies?

- 1. Industry Councils:** Inform and direct PIPELINE Project on industry trends and needs through discussion and strategic planning aimed to expand dual-training
- 2. Competency Councils:** Define and identify specific occupational competencies for the industry
- 3. Dual-Training Development:** Create and disseminate dual-training resources for employees and dual-trainees: toolbox, grants and other tools.



# PIPELINE Project Status Update



## Progress Report on Industry Council Recommendations:

### 1. Complete occupational competency standards for all occupations identified through the PIPELINE Project

\*Completed and validated occupational competencies in several Advanced Manufacturing occupations: CNC operator/machinist; maintenance and repair worker; mechatronics; metal fabricators (welders, cutters, solderers, brazers)

### 2. Build Industry Competency Councils for each targeted industry to develop competency standards for additional occupations in each industry

\*In progress, data has been collected and analyzed. Today's IC will begin process of identifying additional PIPELINE occupations. Selection of occupations will conclude at the beginning of February 2016 and Competency Council will begin in March 2016.



## Progress Report on Industry Council Recommendations:

### 3. Establish dual-training committees for a PIPELINE-Project identified occupation in each targeted industry

\*DLI is working with employers in each of the 4 industries to develop new dual-training programs and support the development and expansion of current dual-training and apprenticeship programs. DLI will work with each dual-training grant recipient to support and enhance their dual-training programs.

### 4. Develop templates and implementation tools for new dual-training programs for all occupations identified through the PIPELINE Project

\*DLI has created a dual training program guide to assist employers in developing these programs. Peer to peer mentorship of employers will be available in Spring 2016, as well as Industry Council regional and statewide connection and resource meetings.



## Progress Report on Industry Council Recommendations:

### 5. Create and execute a plan for dual-training outreach, exposure and awareness

\*The PIPELINE Project team will work with each Industry Council to assist them with developing a dual-training outreach, exposure, and awareness plan for their industry statewide and regionally if requested. The goal of this work includes building on current successful projects and creating new projects that will develop marketing materials to promote dual-training opportunities, identify and evaluate skills assessments and part with key stakeholders to offer hands-on awareness events.

### 6. Align dual- training delivery system to other initiatives

\*We are currently working with other statewide workforce initiatives such as the Governor's Workforce Development Board, MSPWin, United Way, Real Time Talent, Itasca Project and others, as well as connecting with regional work to align workforce needs.



## Progress Report on Industry Council Recommendations:

### 7. Develop research and analytical tools to determine dual-training system costs and benefits

\* DLI is currently working with the US DOL to create a financial calculator to help project the costs of creating a dual-training and/or registered apprenticeship program.

### 8. Explore providing financial support to make dual-training programs viable and sustainable for employers and employees

\* MN Laws Chapter 69 created dual-training grants administered through the Minnesota Office of Higher Education.



# Dual Training Grants

## 2015 Eligible Grant Applicants

Employer (or organization representing employers) can apply if:

- Employees will be trained in eligible occupation
- Employees have not yet attained competency standard(s)
- Positions located in Minnesota
- Training agreement details competencies to be met through related instruction and on-the-job training



**Occupations Eligible  
for 2015  
Dual-Training Grants**



INDUSTRY	OCCUPATIONS
Advanced Manufacturing	Machinist apprentice
	Maintenance and repair worker
	Mechatronics
	Welder
Agriculture	Agronomist
	Mechanic, industrial truck
	Swine manager
Healthcare Services	Health support specialist
	Psychiatric/mental health technician
Information Technology	Security analyst
	Service desk/ front line support
	Software developer
	Web developer

# Dual Training Grant Awards

## Funding Available for 2015

### Maximum grant

- \$150,000 per employer/organization
- \$6,000 per student

Large employers are required to pay a 25% match

More information on dual training grants:

[http://www.dli.mn.gov/pipeline\\_app.asp](http://www.dli.mn.gov/pipeline_app.asp)



# What are the MN PIPELINE Strategies?

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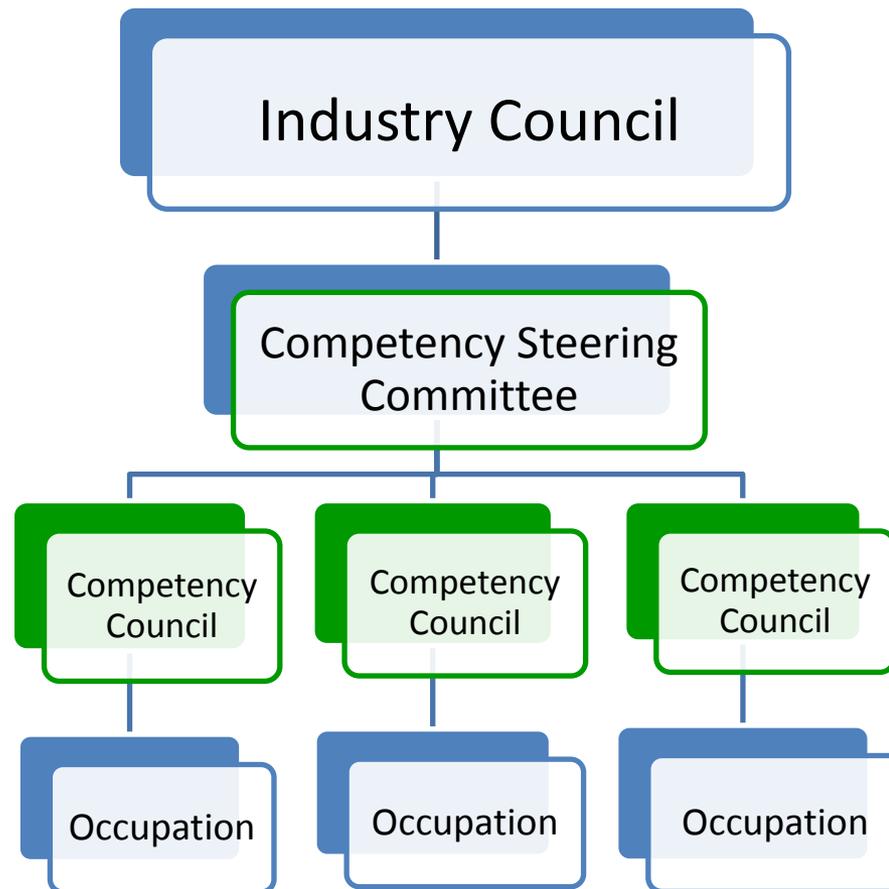
# Industry Council Engagement Proposal

**Industry Councils:** Inform and direct PIPELINE Project on industry trends and needs through discussion and strategic planning aimed to expand dual-training.

- Dual-Training Conference (June)
- Bi-annual webinars (March and October)
- Quarterly electronic communication (February, May, August, and November)
- Website updated regularly and email updates send to IC members as needed



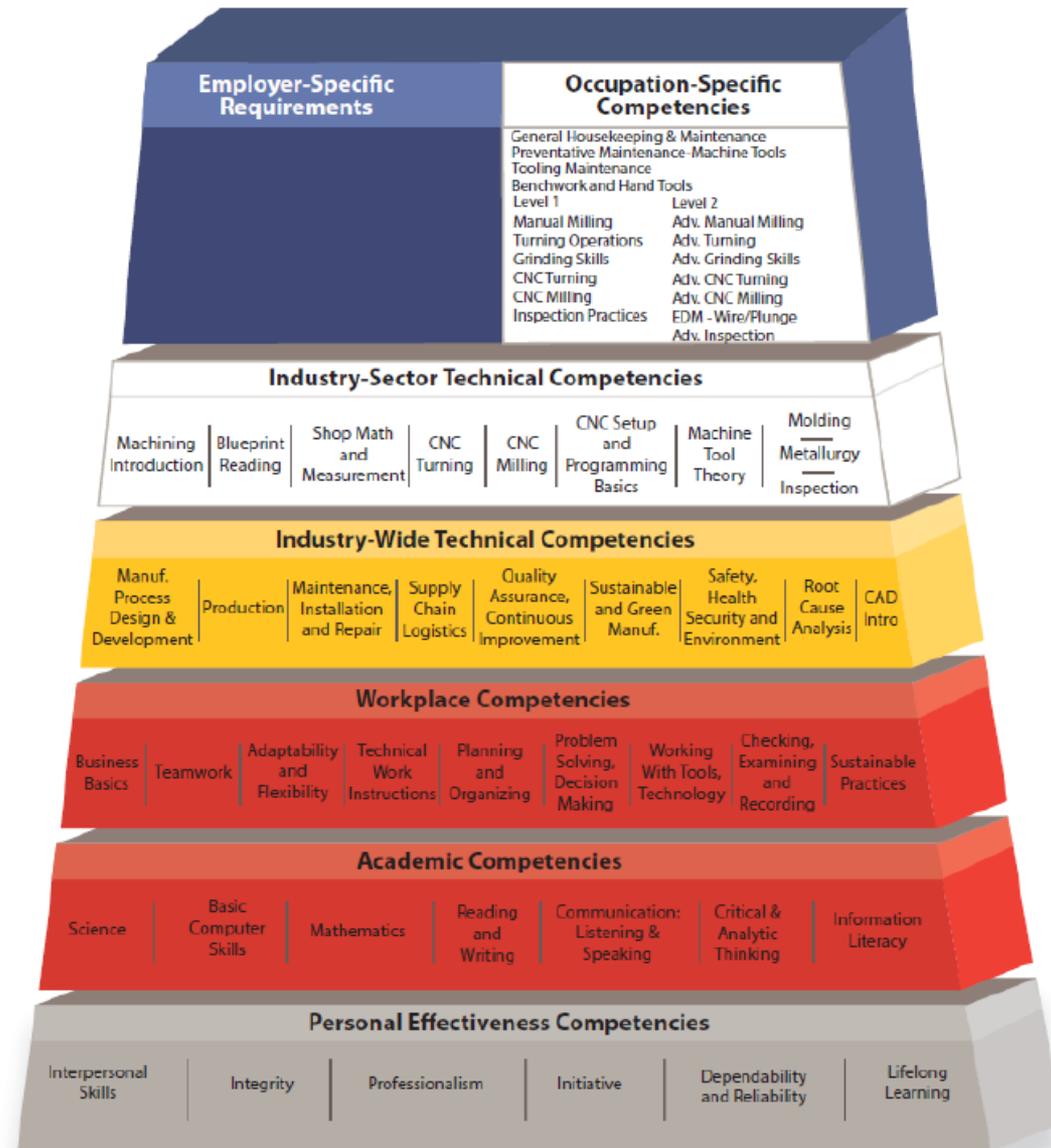
# Competency Councils Process



# PIPELINE Project Competency Model



## PIPELINE Project Competency Model for Advanced Manufacturing Occupation: Machinist Apprentice



# Competency Councils: Expansion of PIPELINE Occupations

- Occupations to be identified by Industry Councils during December and January
- Competency Councils to be convened by DLI in February/March 2016
- Competency Council work to conclude by May/June 2016



## Current PIPELINE Project Validated Competencies

- Machinist/CNC Operator
- Maintenance and repair worker
- Mechatronics
- Metal fabricators: welders, cutter, solderer and brazer





# Advanced Manufacturing Occupation Discussion

# Dual-Training and Registered Apprenticeship

<b>Dual-training:</b>		<b>Registered Apprenticeship:</b>
Dual-trainee is an employee of participating employer		Registered Apprentice is an employee of sponsoring employer
Competency Standards	Work Process	Work process: 2,000 hours or equivalent of structured OJT
	Related Instruction	Related technical instruction: 144 hours each year or equivalent
		Safety training: 50 hours
		Progressive wage schedule
		State issued completion certificate

# Dual-Training Development: Create and disseminate dual-training tools and resources for employees and dual-trainees

*Development Tools = technical assistance, dual-training models, peer connections, resources, pilot programs, recruiting dual-trainees (youth and adult), alignment with related instruction, and on-the-job training support*



## What's Needed to Advance Dual-Training?

- I. Engaging youth in dual-training
- II. Aligning with related-instruction providers
- III. Getting started with a dual-training program



## Next Steps

- **Survey**

<https://www.surveymonkey.com/r/C9P6XDR>

- **PIPELINE Occupations**

- **Youth and Adult Engagement**



# Thank You!

Please contact the MN PIPELINE Project Team:  
[PIPELINE.Project@state.mn.us](mailto:PIPELINE.Project@state.mn.us) or 651-284-5130

Please contact Minnesota Office of Higher Education about questions  
related to Dual Training Grants:

Nichole Sorenson at [nichole.sorenson@state.mn.us](mailto:nichole.sorenson@state.mn.us) or 651-259-3919