

PIPELINE Program Information Technology Industry Council

Meeting Notes

Date: 02/21/2019, 2:00 – 3:10 p.m.
Location: DLI office, Minnesota room

Meeting Notes

Welcome and introductions, roll call including remote participants

PIPELINE Program Refresher: Annie Welch and Kathleen Gordon

Community Conversations and Industry Updates: Kathleen Gordon and Annie Welch

- Eleven meetings across the state with one more to go. Top three takeaways from conversations:
 - Workforce issues – difficulty hiring necessary workers with the skills needed
 - Varying degree of business interaction with education providers
 - Businesses interested in PIPELINE, but not sure where to start
- Same themes resonated with industry council attendees
- Other challenges noted:
 - Time constraints, companies not following through and resistance to committing resources
 - Health care seems to face more specific challenges when it comes to establishing or growing these programs.
 - Perhaps adding newly validated occupations will help in health care?
 - Also noted:
 - Child care in greater Minnesota is an issue to both finding workers and training workers
 - Housing in greater Minnesota is also an issue to finding and training workers

DUAL TRAINING: Ten steps to getting a PIPELINE Dual Training Program started

- Success Stories: Thomson Reuters and Art Unlimited
 - Something new feels like a heavy undertaking regarding paperwork and financial aspects but the team at DLI has been engaged to make it easy to execute.
 - Opportunity for state funding has been lauded and after understanding the program it has proven an easy process to implement.
 - From Thomson Reuters: We worked very closely with our training provider from the beginning, and received support from both the PIPELINE team and Jacquelynn at OHE, making the grant process very straightforward.
 - From Art Unlimited: This program has had a huge impact on two of our employees, one of whom is a single working mother. We strongly believe in the spirit of giving back, and have been able to do so in part because of this program.

- Other notes about Art Unlimited: They have grown to 22 employees, and have expanded their work space. They are planning to build a new physical office as well.
- Common steps to create Employment-based Dual-Training Programs
 1. Determine occupation to address with dual training
 2. Contact PIPELINE team
 3. What competencies are necessary to be successful at your company?
 4. Use PIPELINE competency model as a guide
 5. Explore different related instruction providers – check out PIPELINE Related Instruction Inventory on website
 6. Review curriculum of education provider you prefer
 7. Consider best approaches for On-The-Job Training (OJT) – check out PIPELINE online tool
 8. Determine who in your company, will lead your On-The-Job Training – check out PIPELINE tracking tools
 9. Recruit either new employee or incumbent worker to participate in dual training.
 10. Obtain funding from the state, local community or your company’s own assets to begin
- Comments on the common steps roadmap:
 - Helpful when businesses will share with others on how they got started in PIPELINE
 - Some employers identify multiple training providers, and allow their employees to choose the training opportunities.

Discussion: Strategic Planning and Business Management Career Cluster Pathway

This career cluster pathway has caused some confusion among employers. The PIPELINE Program and Dual Training Grant Program are committed to supporting employee development in the four key industries of advanced manufacturing, agriculture, information technology, and health care services. As such, we are not currently able to support employee development in more interdisciplinary occupations such as human resources or high level supervisors or management. The competency models and related training need to be industry-specific.

The term strategic planning alludes to an executive function. The group came up with some alternate ideas to change the title of the occupational career pathway:

- Management information
- Data management
- Business data management
- Strategic data analysis

Dual-Training Grant updates

- The next Dual Training Grant for new and existing employers will open for application on April 1, 2019 and close on May 17, 2019. (Contact Jacquelynn.Mol.Sletten@state.mn.us at the Office of Higher Education for more information). OHE awarded over \$2 million in 2018 to 41 different companies.
- Related Instruction Training Provider workshop: Wednesday, March 6, 2019 at OHE from 1:00 – 4:00pm
- Employer Applicant Workshop: Thursday, March 7, 2019 at OHE from 1:00 – 4:00pm

Next Steps

- Speaker Series:
 - March 14: How to Create Effective On-the-Job-Training with Jonathan Stuart
 - May 16: Topic TBD

Next Information Technology Industry Council

- Date to be determined in June 2019.
- If anyone has any ideas for speaker topics, please let us know.
- If anyone has suggestions for agenda items for next Industry Council, please let us know.