

Agriculture Industry Council Webinar
PIPELINE Program - Department of Labor and Industry
February 21, 2018 – 2:00 p.m.

Welcome and introductions: Heather McGannon

PIPELINE Program updates: Annie Welch

Heather McGannon continues to guide the PIPELINE team. New to the team are PIPELINE program consultants, Dan Solomon and Kathleen Gordon, who are working on reaching out to new and existing partners by meeting one on one, presenting to employers, association meetings. Also, beginning stages of designing tools and formalizing processes to streamline communication to move the PIPELINE forward.

Agriculture Industry Council Updates – Annie Welch and Dan Solomon

PIPELINE team wants to be more of a resource for employers. The more information the employers provide, the better we can help. Employers noted new developments in the industry:

- Some companies are aggressively seeking out employees, lack of qualified candidates
- Many employers seeking out dual-training opportunities
- Once employee has completed training most have 2-4 employment options
- “Hand-holding” needed for some companies in the grant process. Communication continues to be key.
- Poultry industry holding conference on March 13-15. PIPELINE will try to attend.
- Agriculture industry – many private owners smaller in size – difficult to apply for individual grant – perhaps they could team up on one to eliminate duplicate process and paperwork

Workforce challenges:

- More financial constraints being felt on farms due to challenges in corn, soybean, milk prices. Not economically positive
- PIPELINE opportunity may be best in rural regions specifically
- Noticeable shortage of high school graduates staying in rural areas to work in agriculture. Need a team approach instead of individual programs – include DLI, OHE, MinnState, CBO’s with employers
- Good idea to make investment in outreach to new Americans, veterans and high school students
 - Need to identify agricultural career pathways for youth. Experiential learning for 11th/12th graders – find new ways to generate interest in agriculture science education and training. Connecting with agriculture industry is key.
 - Challenge in finding enough qualified agriculture teachers to fill High School demand.
- Possibly put together a task force for the Metro and get all players at the table – school districts, farm to school programs (similar to Construct Tomorrow but for Agriculture), PIPELINE, employers. Many urban youth lack transportation options – must keep this in mind.

Industry Council continues to receive direction from employers to achieve goals:

- Develop and enhance Minnesota’s skilled workforce
- Establish dynamic in which employers lead the conversation
- Expand dual-training opportunities in Minnesota

Competency Council determine the eligible occupations:

- Currently six eligible
- New occupational pyramids being drafted for the following:
 - Agriculture Finance

- Food Science
- Agriculture facility maintenance
- Agriculture maintenance technician
- Animal Science
- Production supervisor
- Applicator (no draft yet)

Other ideas: Power structured technical systems (facility maintenance); our team will look into labor market data.

Our goal is to work on these in the coming months. We requested support from employers. The PIPELINE team is interested in ideas that work for employers to assist in validation process (i.e. survey monkey, webinar, email). Employers welcome to contact us at any time to participate in the Competency Council.

Dual-Training consulting to increase the number of new dual-training programs in Minnesota. We can:

- Present to groups and individuals about PIPELINE program and resources
- Be a connector for companies who want to start a PIPELINE program – facilitate employer to employer meetings and partnerships
- Assist in finding the related instruction provider
- On the job training templates
- Tool kit to help in starting and continuing the PIPELINE program
- Support with grant applications

Dual-Training grant updates: Jacquelynn Mol Sletten

The dual-training grant will continue with round six for new and existing grantees. (Contact Jacquelynn.Mol.Sletten@state.mn.us at the Office of Higher Education for more information). OHE has over \$3 million available. OHE is offering an onsite training opportunity on March 6 from 1-4pm. Please register online.

Final notes: Reminder about MN Apprenticeship Summit on March 7. Free but requires registration.

End of May seems to work best for most participants for the next Industry Council meeting.

Next meeting – plan when industry is already together (perhaps at the MN Agriculture Council or AgriGrowth meeting). Likely more attendance if PIPELINE piggy backs on another already scheduled meeting. We will be in touch!