

PIPELINE Program Agriculture Industry Council

Date: 02/20/2019, 2:00 PM – 3:15 PM

Location: Department of Labor and Industry, 443 Lafayette Rd, St. Paul, MN

Welcome and introductions, roll call including remote participants

PIPELINE Program Refresher: Annie Welch

- Quick review of PIPELINE dual-training model, industries and strategies

Community Conversations and Industry Updates: Dan Solomon 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;
- Individual farmers have key challenges that go beyond PIPELINE such as current commodity prices.

New Occupations

- Discussed criteria for adding new occupations
 - Two or more employers within state must need;
 - Must offer livable wage: at least \$15.40/hour (statewide);
 - Must be in-demand (Labor Market Information);
 - Must offer a career pathway;
 - Must lend itself to the dual-training model.
- Grain Merchandiser Competency Model introduced.
 - PIPELINE needs employer input to validate.
- What other occupations in Agriculture are employers having a difficult time hiring?
 - PIPELINE needs employer input to move forward with more new occupations. No specific occupation suggested but there were comments that aiming for higher skilled agricultural jobs could be a good direction for the program to go in moving forward.

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

- Success Story – Seneca Foods in Montgomery
- Challenges and Opportunities in expanding this model to Agriculture – Responses:
 - C-Level buy in is necessary and not easily attainable
 - Seasonal nature of many agriculture jobs
 - Small staffs or lack of human resources for many farmers
 - Perception that starting dual training takes too much time or staff to set up
- Common steps to create Employment Based Dual-Training Programs

- Determine occupation to address with dual training
- Contact PIPELINE team
- What competencies are necessary to be successful at your company?
- Use PIPELINE competency model as a guide
- Explore different related instruction providers – check out PIPELINE Related Instruction Inventory on website
- Review curriculum of education provider you prefer
- Consider best approaches for On-The-Job Training (OJT) – check out PIPELINE online tool
- Determine who in your company, will lead your On-The-Job Training – check out PIPELINE tracking tools
- Recruit either new employee or incumbent worker to participate in dual training.
- Obtain funding from the state, local community or your company’s own assets to begin

Dual-Training Grant updates: Annie Welch

- 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
 - May 16: Topic TBD

Next Agriculture Industry Council

- Date to be determined in June 2019
- If anyone has ideas for speaker topics, please let us know.
- If anyone has suggestions for agenda items for the next industry council meeting, please let us know.