



PIPELINE Program Agriculture Industry Council October 22, 2018

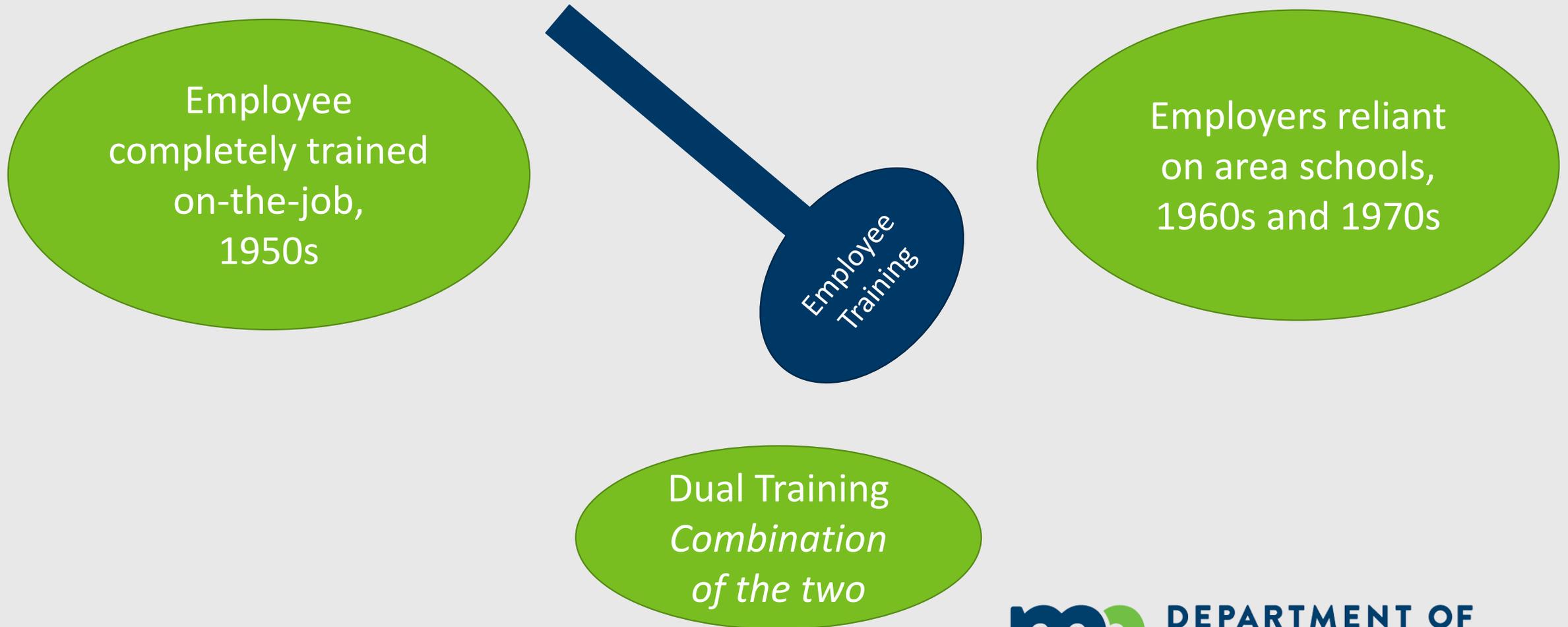
PIPELINE PROGRAM

INDUSTRY-BASED. EMPLOYER-DRIVEN. DUAL-TRAINING EXPERIENCE.

Agenda

- Welcome and Introductions
 - Name, organization, and favorite Halloween costume from your past
- PIPELINE Program Updates
- Recent Industry Trends
- Industry-wide conversation
- Dual-Training Program Development: Tools Reveal
- Competency Council Updates
- Dual-Training Grant Updates
- Next Steps

Company Leadership: Training Employees



PIPELINE PROGRAM

INDUSTRY-BASED. EMPLOYER-DRIVEN. DUAL-TRAINING EXPERIENCE.

- Private Investment, Public Education, Labor and Industry Experience
- An innovative approach to address current and future workforce needs in key industries of Agriculture, Advanced Manufacturing, Health Care Services and Information Technology
- A mechanism to develop dual-training programs that are industry-based and employer-driven

PIPELINE Program Strategies

- **Industry Councils:** *Inform and direct* PIPELINE Program 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 four 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.

PIPELINE Program Updates

- Complete team: Four staff: Program manager, two outreach and dual training consultants, and a team specialist
- Streamlining communications
- Strategic planning and visioning
- Developing internal tracking tools for easy reporting, Salesforce
- Marketing and branding
- EXTENSIVE OUTREACH

Program Sustainability



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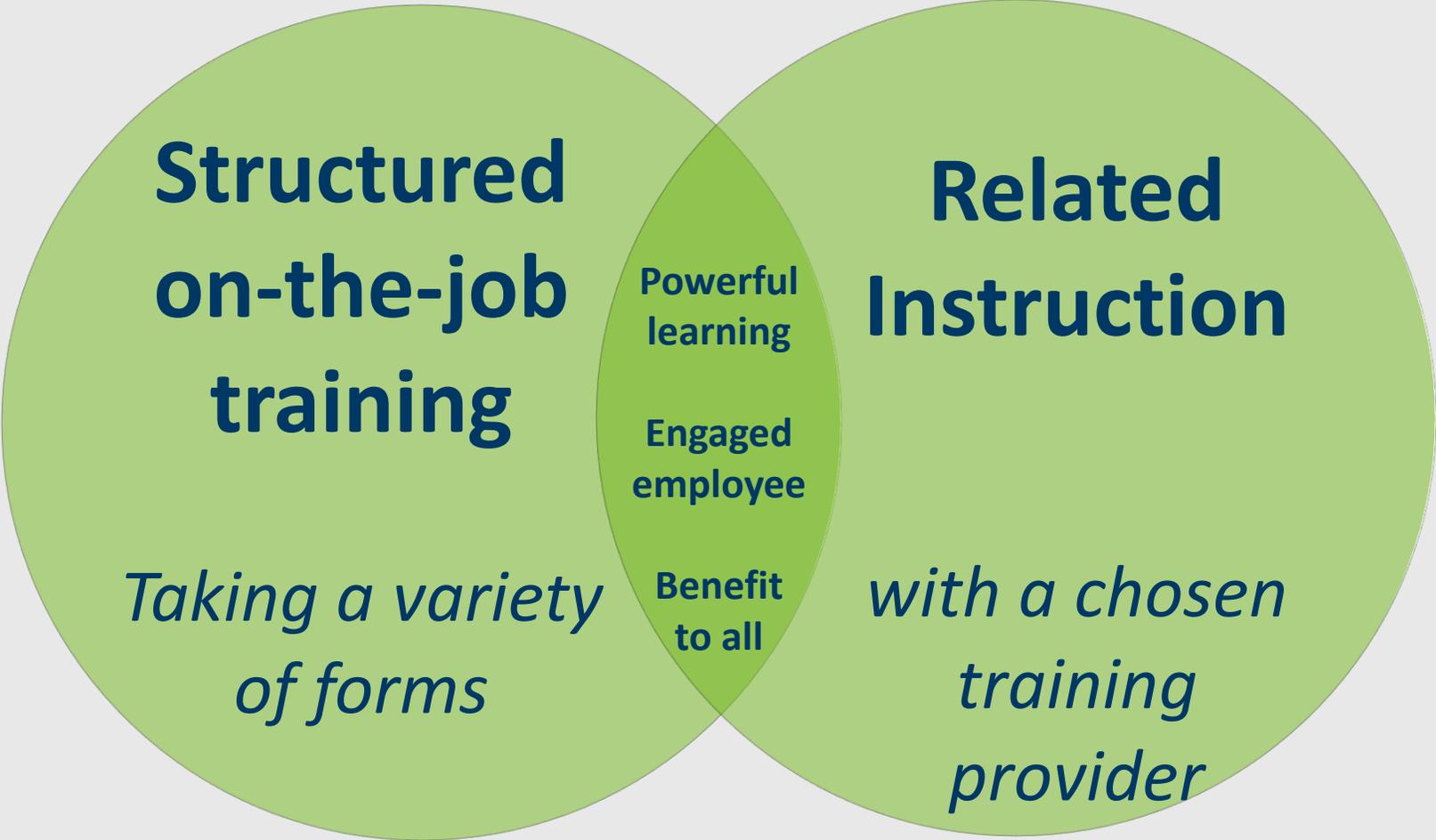
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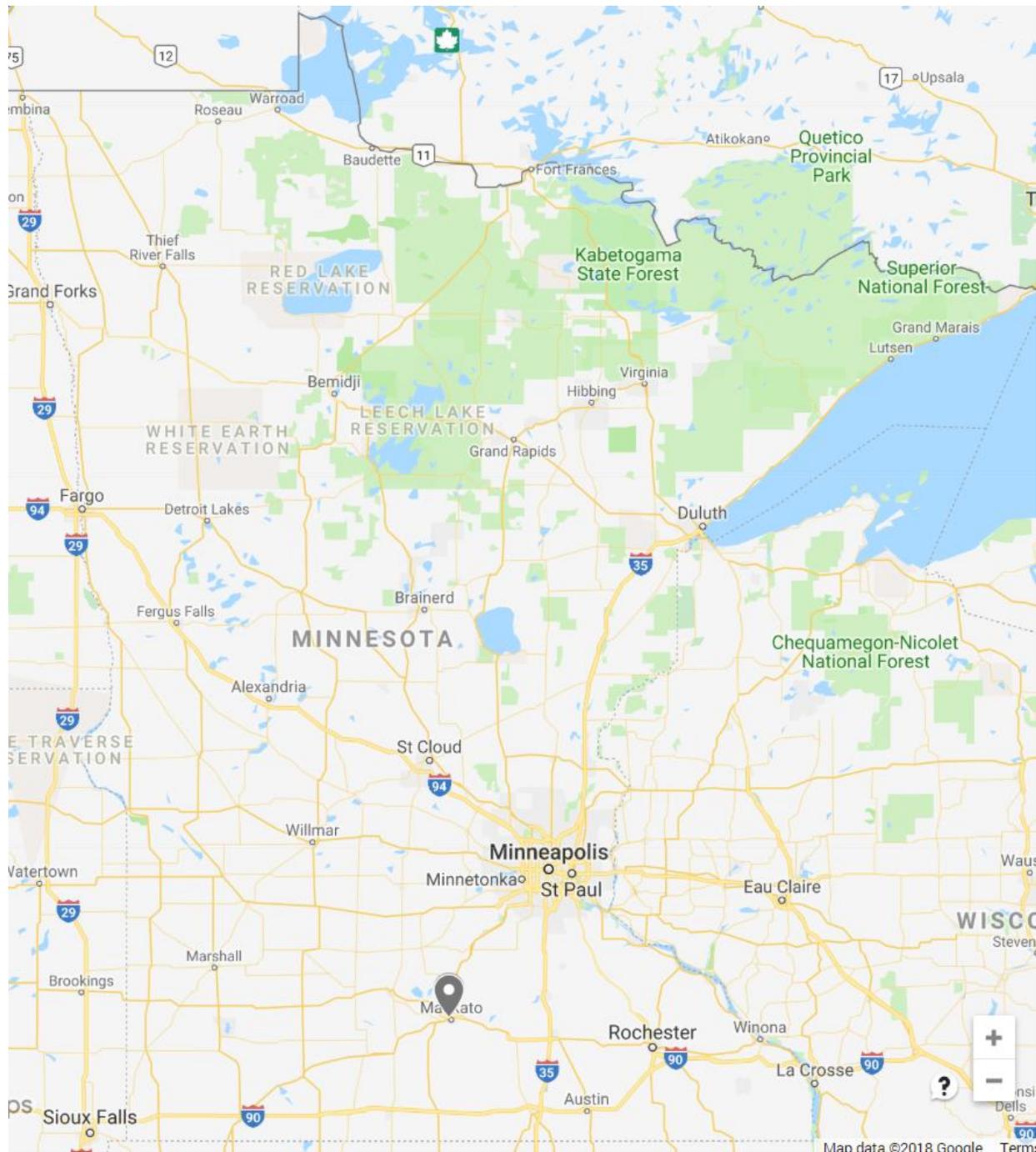
PIPELINE Program Updates

- Speaker Series
 - May 24: Recruiting and Retaining across Generations
 - September 13: Leadership for Geeks, Techies, and Crackerjacks
 - December 6: Inclusion
 - March 7: TBD.
 - May 17: TBD.
- *We welcome your ideas.*
- Community Conversations offered regionally:
 - October 16: Mankato
 - October 30: St. Cloud
 - November 14: Marshall
 - November 27: Rochester
 - December 3: Alexandria
 - December 11: Bemidji
 - December 18: Duluth

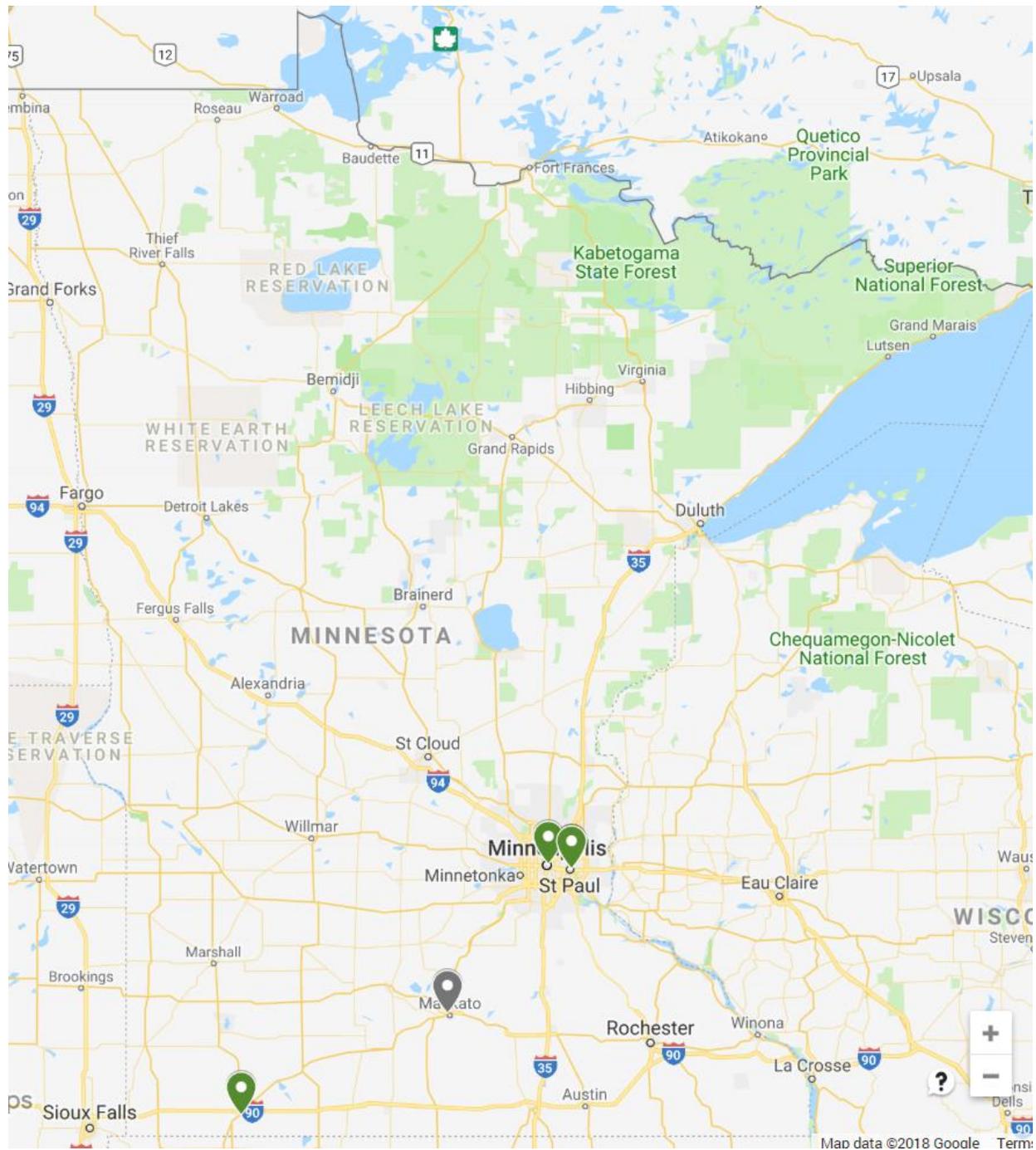
Employment-Based Training



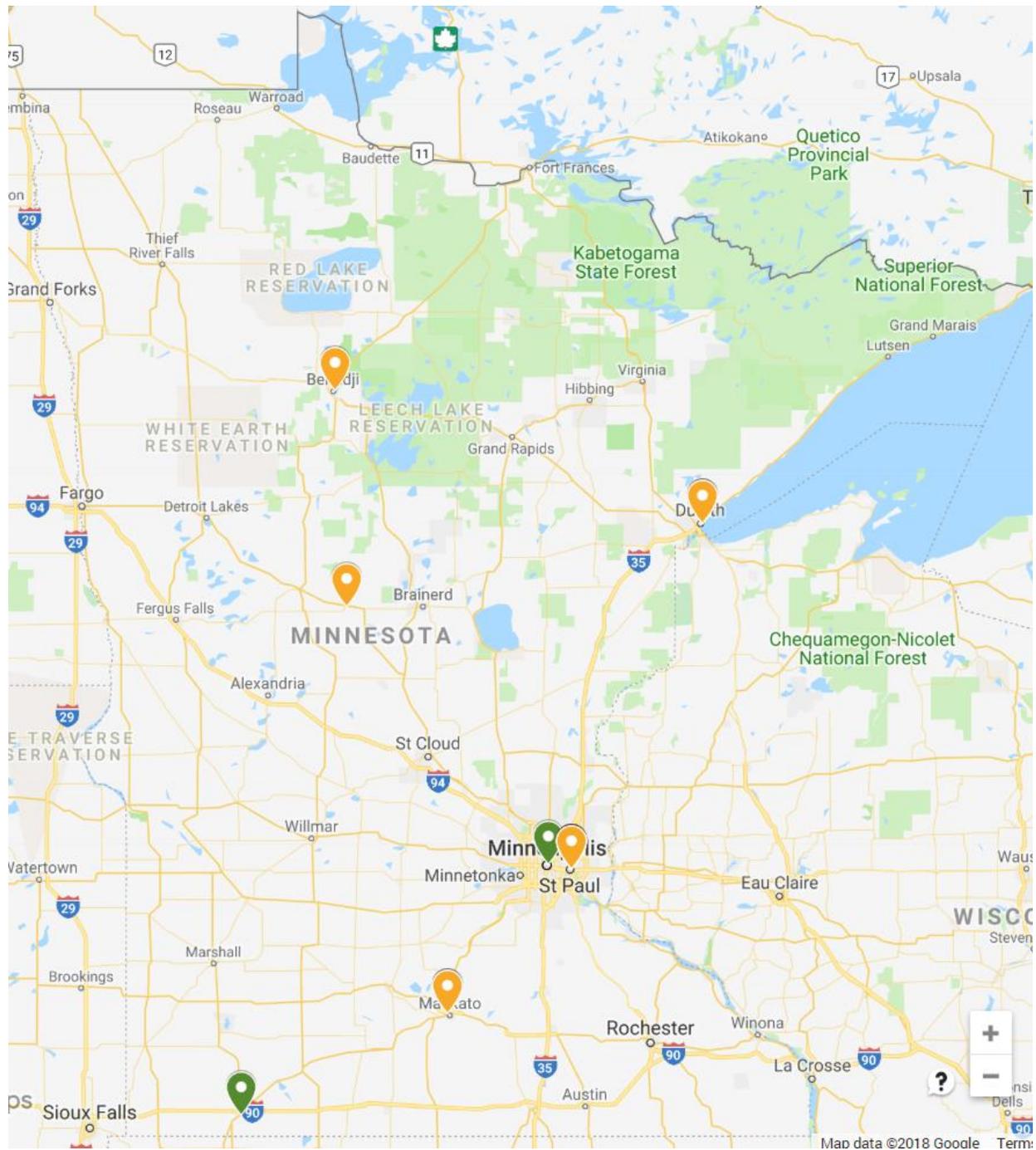
● January: 1



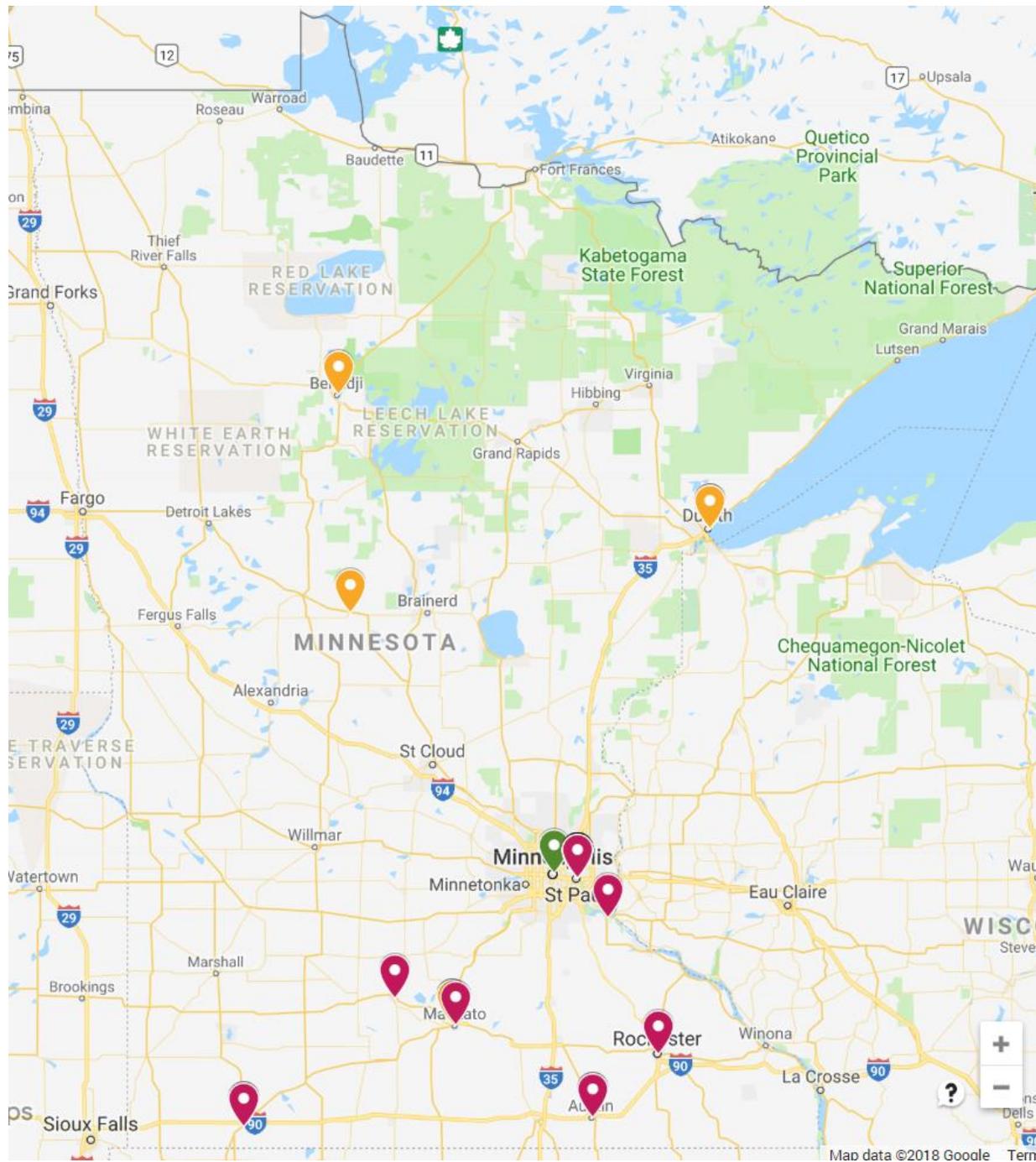
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- February: 4



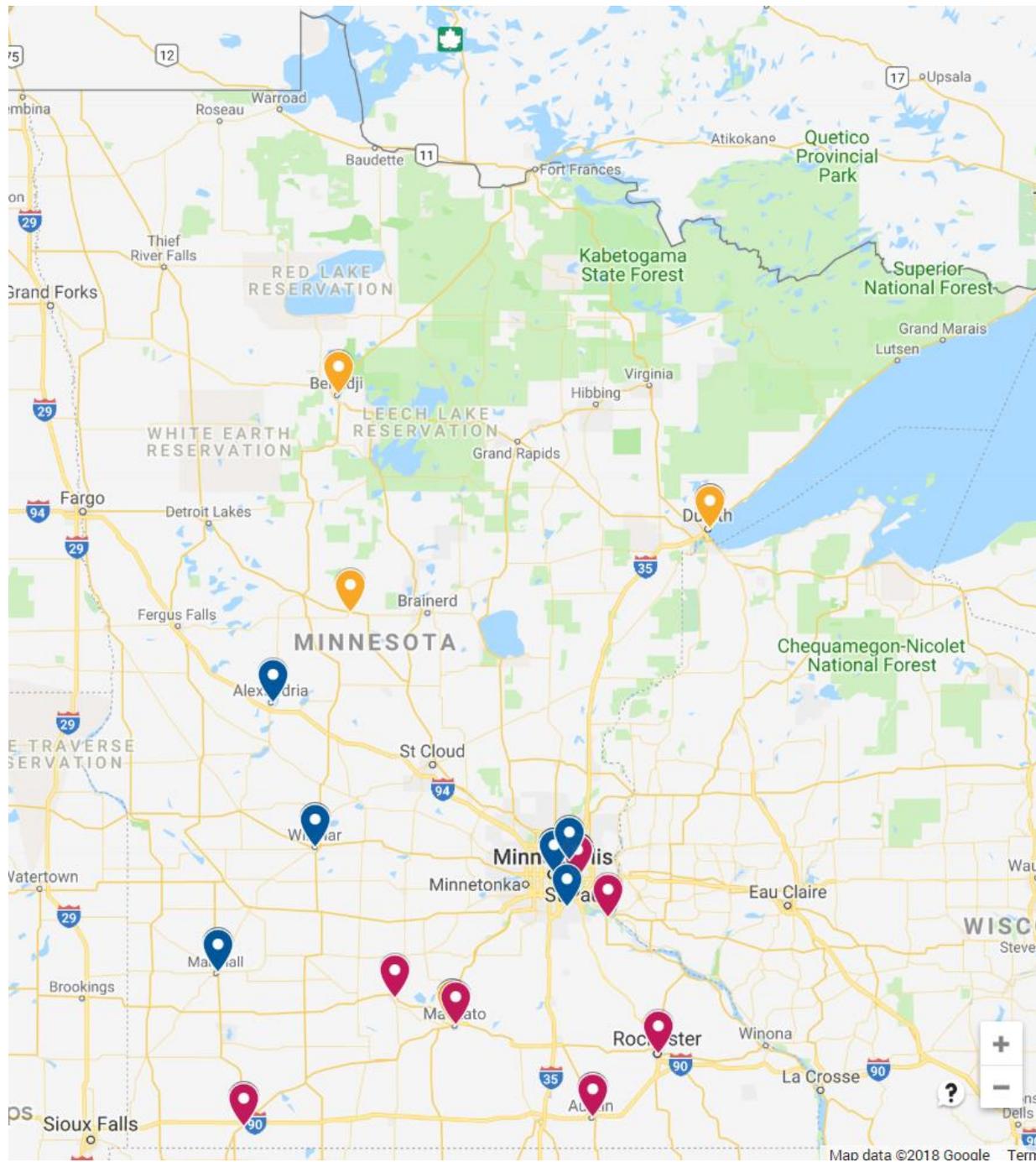
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- February: 4
- March: 7



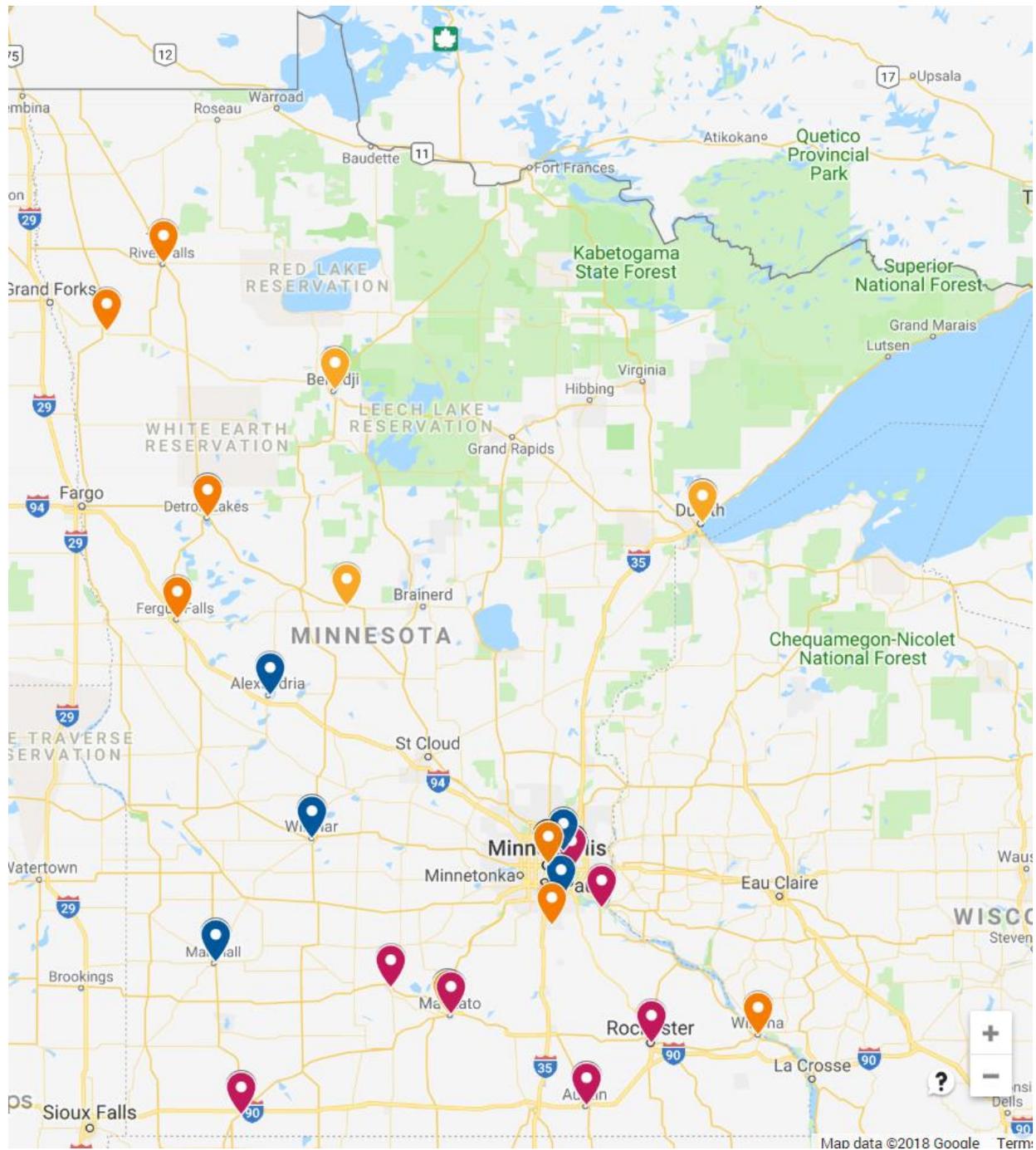
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- February: 4
- March: 7
- April: 12



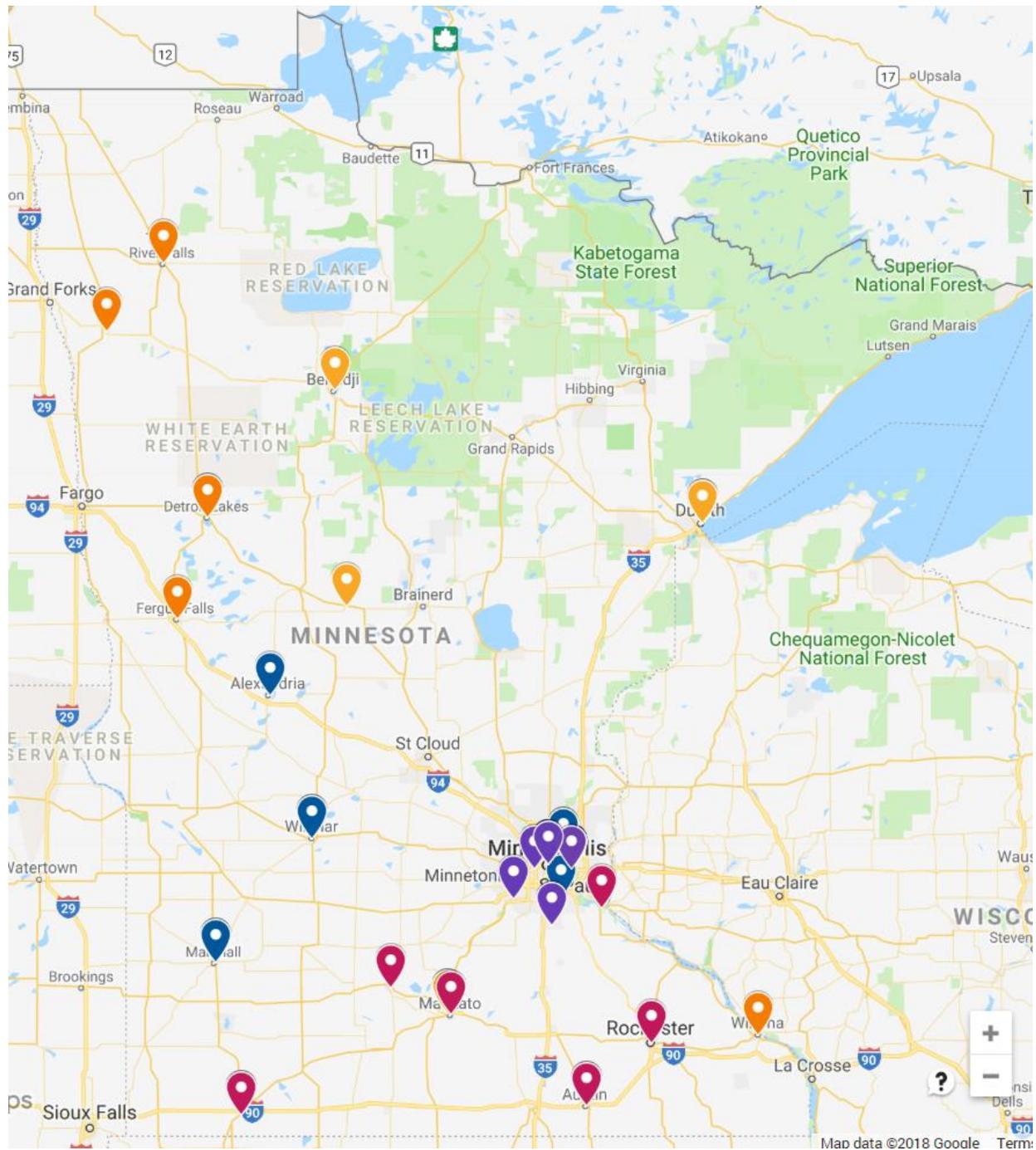
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- March: 7
- April: 12
- May: 11



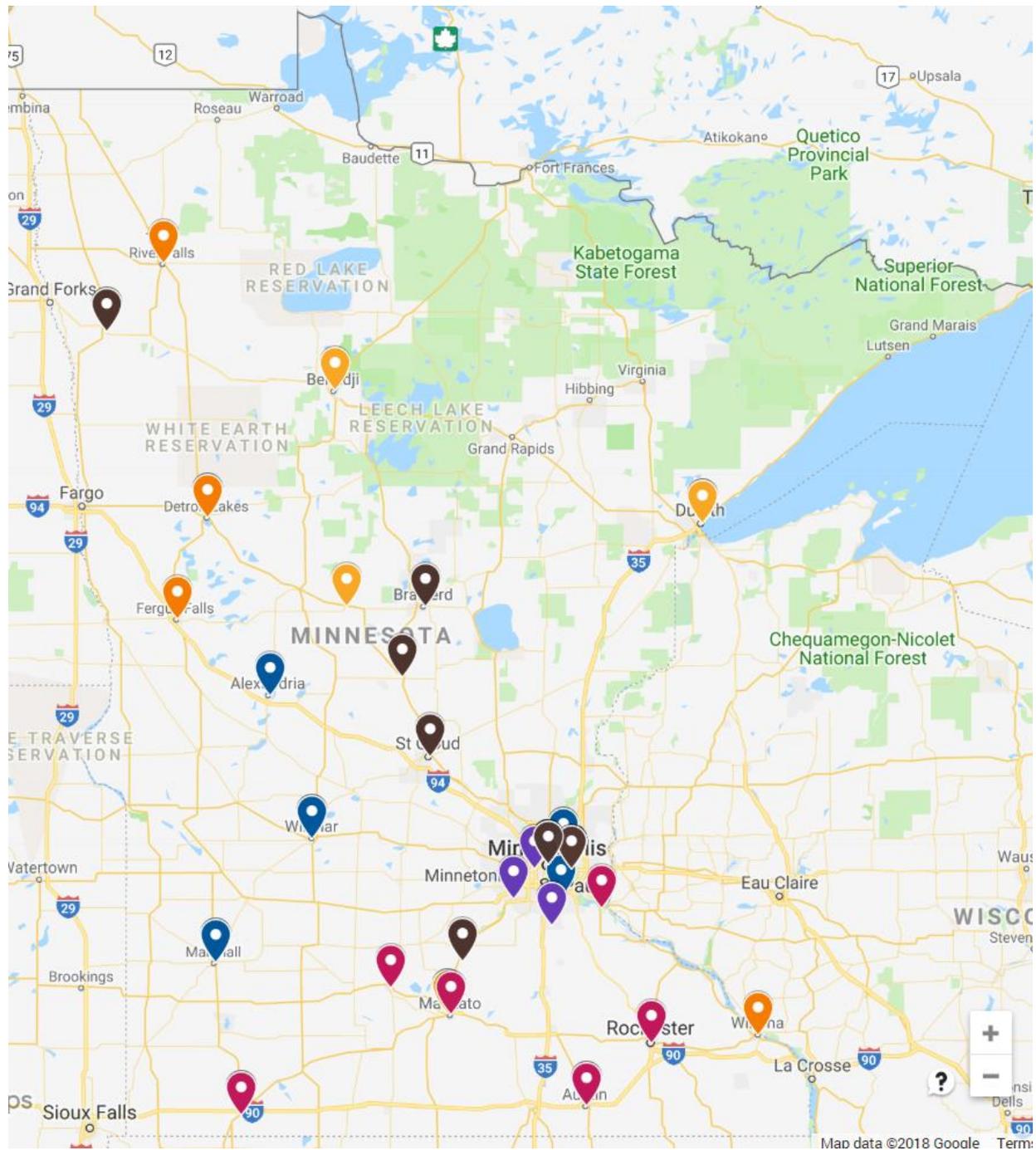
- January: 1
- February: 4
- March: 7
- April: 12
- May: 11
- June: 9



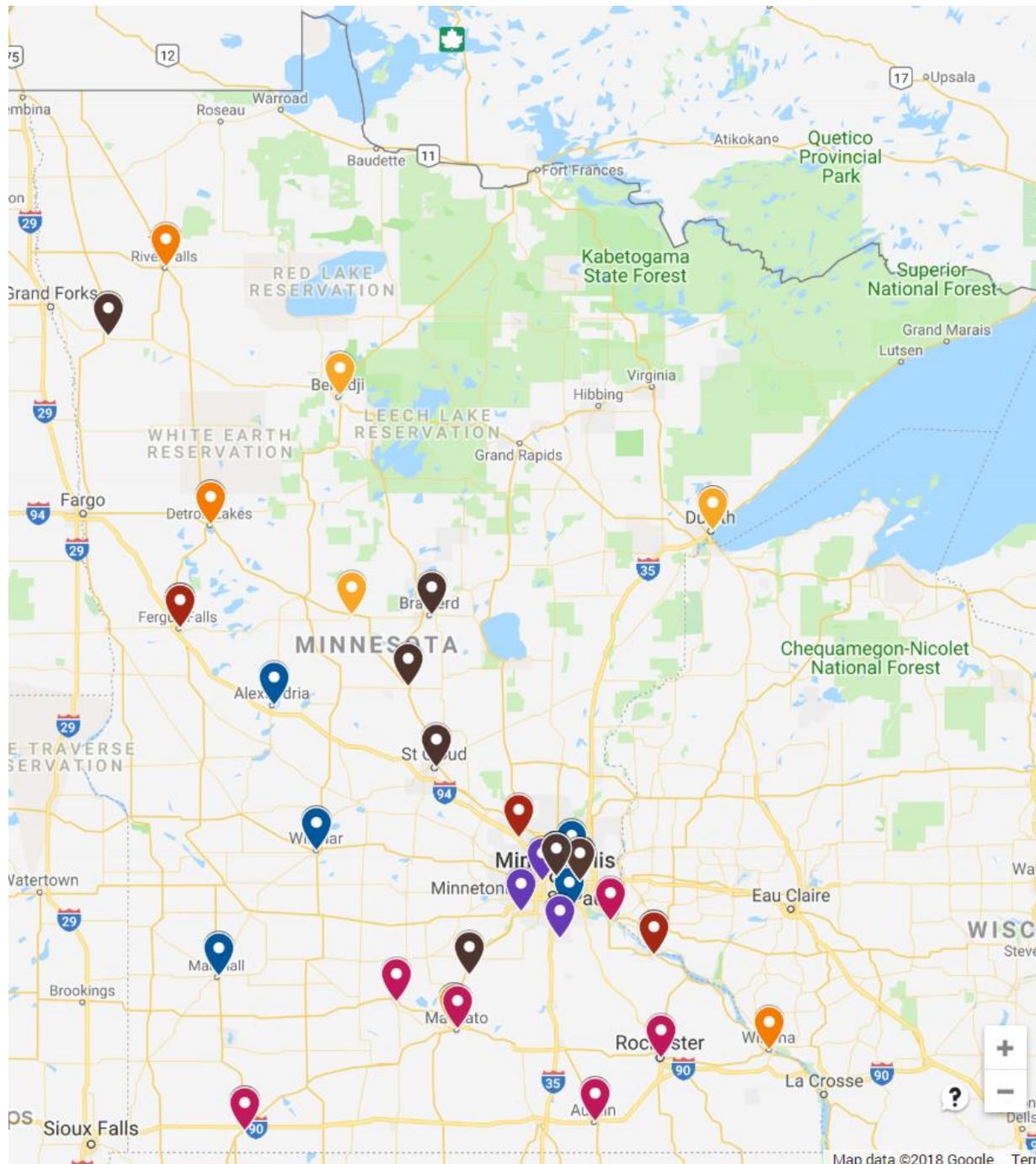
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- April: 12
- May: 11
- June: 9
- July: 5



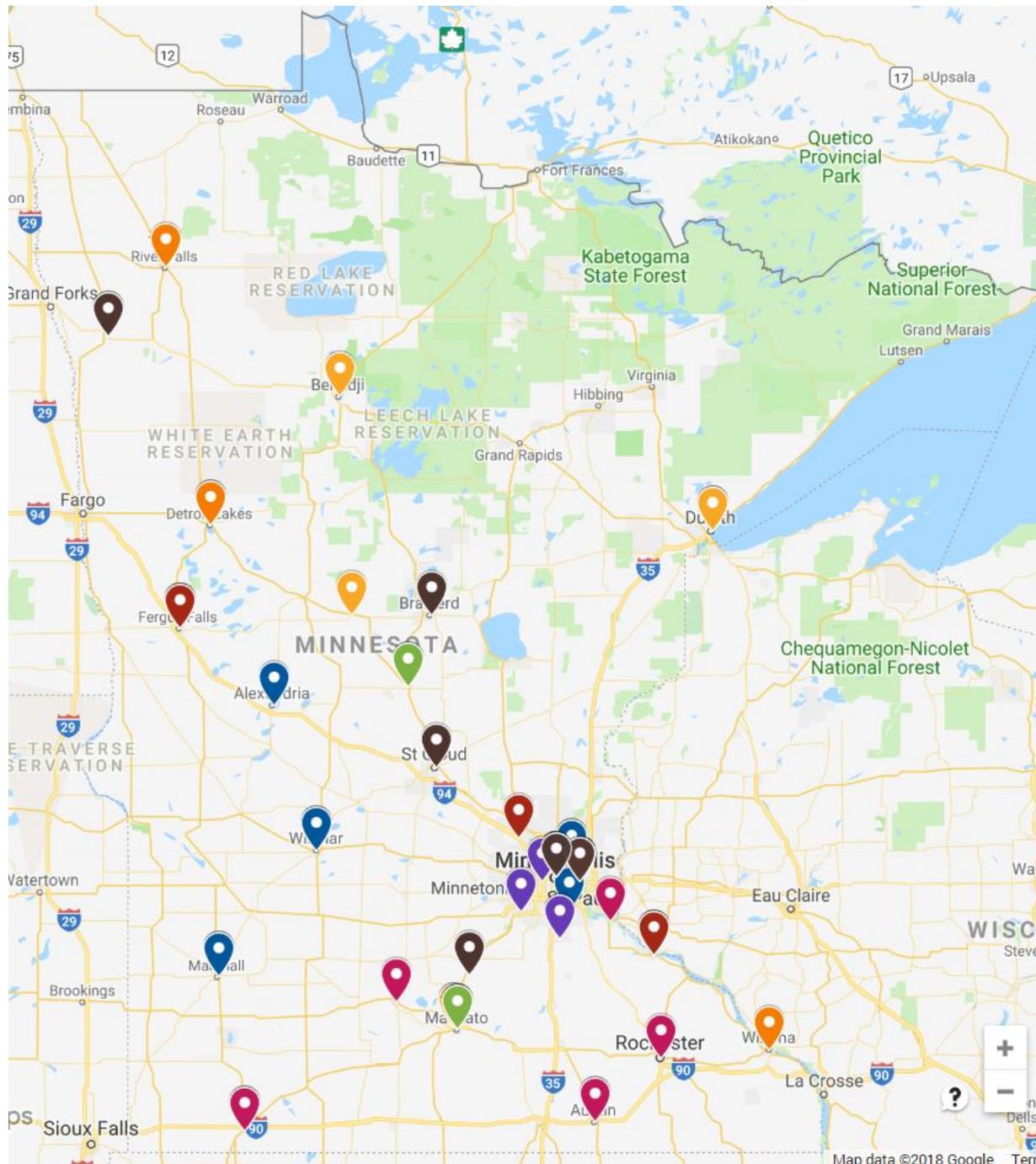
- January: 1
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- August: 7



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- September: 6



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- July: 5
- August: 7
- September: 6
- October: 3



- What has been happening in agriculture since we last connected?
 - Workforce shortage reaching critical levels.
 - Tariffs are having some significant impacts.
 - *Please share your thoughts.*

Industry-wide conversation

- What is it that draws people to agriculture?
- How can the dual training model draw people to agriculture?

PIPELINE Dual Training Tools Reveal

APPRENTICESHIP AND DUAL TRAINING

Apprenticeship

PIPELINE Program

Advanced manufacturing

Agriculture

Health care services

Information technology

PIPELINE dual-training tools

PIPELINE events

PIPELINE partner employers

PIPELINE Program grants

PIPELINE success

Youth Skills Training Program

CODES AND LAWS

ELECTRICAL CONTRACTORS

ELEVATOR CONTRACTORS

EMPLOYMENT PRACTICES

HIGH PRESSURE PIPING CONTRACTORS

INDEPENDENT

For business > Apprenticeship and dual training > PIPELINE Program

PIPELINE DUAL-TRAINING TOOLS



Below are templates and tools to help employers develop and track dual-training programs for their employees. The tools can be an effective way to ensure all of the employees participating in dual training are meeting their required trainings and mastering each required competency. If you have questions about the tools or would like us to prioritize new occupations for tool development, contact us at PIPELINE.Program@state.mn.us

Guidance for [developing effective on-the-job training](#).

Dual training program templates

Advanced manufacturing:

- Flexo technician
- Machinist CNC
- Maintenance and repair worker
- Mechatronics technician
- Welder

Agriculture

- Industrial truck mechanic

PIPELINE PROGRAM		m DEPARTMENT OF LABOR AND INDUSTRY					
[Company Name]							
Mechanic, Industrial Truck							
<small>The On-the-Job Training is hands-on instruction completed at work to learn the core competencies necessary to succeed in the occupation. The OJT plan does not need to include all of the competencies listed below, may add additional competencies, and does not need to follow any specific order. The employer may lay out how best to approach OJT for their specific place of work.</small>							
<small>Possible modes of OJT may include job shadowing, meeting attendance, side-by-side work with a mentor, other mentorship, specific project evaluation by colleague or supervisor, etc.</small>							
Employee Name: [Employee Name]		Date: 10/15/2018					
Anticipated Completion Date: 7/1/2018							
On-the-job Training							
Specific Competencies	Trainer	Mode of OJT	Start Date	Completion Date	Hours Completed	Hours Required	% Complete
Industrial Truck Repair and Maintenance: Demonstrate understanding of how to maintain and repair industrial truck engines and drivelines	None		[Date Here]	[Date Here]	0	1	0
Industrial Truck Engine Overhaul: Demonstrate process of overhauling an industrial engine	None		[Date Here]	[Date Here]	0	1	0
Engine Part Replacement: Ability to properly install replacement parts on machinery	None		[Date Here]	[Date Here]	0	1	0
Special Part Fabrication: Demonstrate fabricating special parts when required	None		[Date Here]	[Date Here]	0	1	0
Overall Progress:					0	4	0

Dual training tracking example

PIPELINE Dual Training Tools Reveal

Department of Labor and Industry

Mechanic, Industrial Truck

On-The-Job Training is hands-on instruction completed at work to learn the core competencies necessary to succeed in the occupation. The OJT plan does not need to include all of the competencies listed below, may add additional competencies, and does not need to follow any specific order. The employer may lay out how best to approach OJT for their specific place of work.

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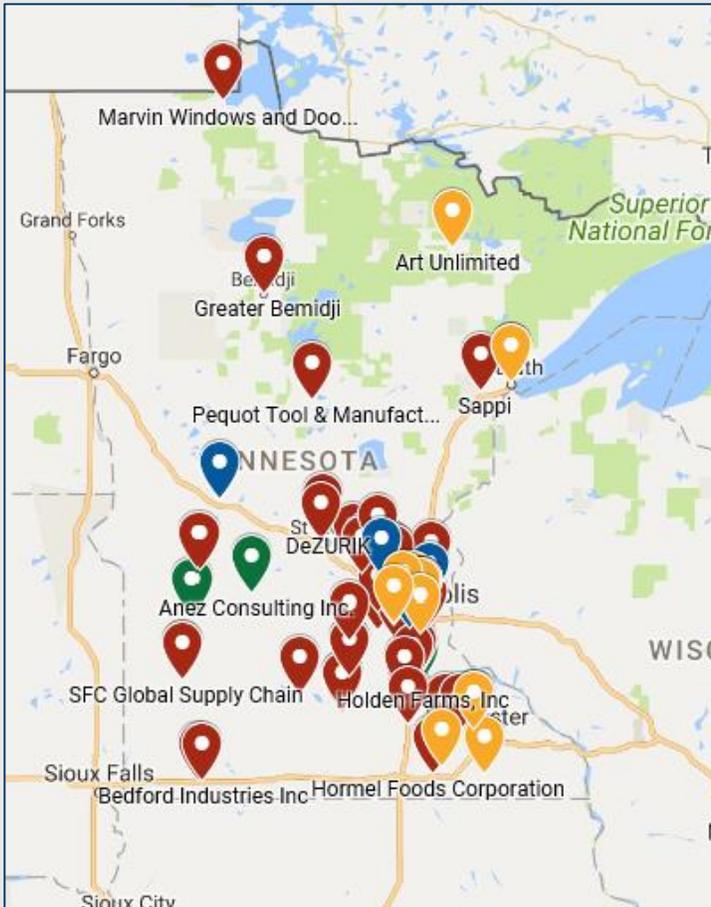
Employee Name:	Dan Solomon	Date:	10/19/2018
Anticipated Completion Date:	7/1/2018		

On-the-job Training

Specific Competencies	Trainer	Mode of OJT	Start Date	Completion Date	Hours Completed	Hours Required	% Complete
Industrial Truck Repair and Maintenance: Demonstrate understanding of how to maintain and repair industrial truck engines and machinery.	Annie Welch	Job Shadowing	10/19/2018	12/10/2018	15	60	25
Industrial Truck Engine Overhaul: Demonstrate process of overhauling an industrial engine.	Kathleen Gordon	Cohort based approach	10/19/2018	12/31/2018	60	150	40

Competency Council Updates

- Current occupations in agriculture:
 - Agronomist
 - Mechanic/Industrial Truck
 - Application technician
 - Swine Manager
 - Swine Technician (Grow Finish)
 - Swine Technician (Sow Farmer)
 - Quality Assurance/Food Safety Supervisor
- Possible:
 - Agriculture Finance
 - Veterinary Technician



- Since its inception in 2015, OHE has administered 124 grants to 67 unique employers;
- 1,033 employees have benefited from the PIPELINE Dual Training Grant Program;
- PIPELINE Program Consultants and the OHE Grant Administrator continue outreach to new employer partners, averaging about one new employer each day.

PIPELINE PROGRAM

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KEY DATES:

- Grant Round #8: Opens April 1, 2019 and closes on May 17, 2019
- Workshop for related instruction providers: Wednesday, March 6, 1:00 – 4:00
- Workshop for employer grantees: Thursday, March 7, 1:00 – 4:00

Next Steps

- Competency council work: On-going
- Speaker Series: December 6
- Community Conversations: Stay tuned
- Next Industry Council Meetings:
 - Wednesday, February 20, 2019, 2:00 – 4:00
 - Tuesday, June 11, 2019, 2:00 – 4:00

Thank you.



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