

## PIPELINE Program Advanced Manufacturing Industry Council

### Meeting Notes

Date: 02/20/2019, 10:00 AM – 11:30 AM

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
- Other challenges noted:
  - Time constraints, companies not following through and resistance to committing resources
  - English as a Second Language can be a challenge throughout the state
  - Adult Basic Education class inclusion would be helpful

#### 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
- New Occupations and pyramids introduced:
  - Computer Numerical Control (CNC) Programmer
  - Coordinate Measuring Machine (CMM) Programmer
  - Print Press Operator
    - PIPELINE needs employer input to validate – PIPELINE will be sending out a survey so employers can review and offer feedback on competencies
- What other occupations in Advanced Manufacturing are employers having a difficult time hiring?  
Response:

- PIPELINE is working to likely add solderer as a new occupation, too, and will have a competency pyramid to share and review soon
- Possibly a credential related to CNC Software
- PIPELINE needs employer input to move forward with more new occupations

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

- 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:
  - On-the-Job Training vs. On-the-Job Learning – need to note skills and competencies that people will learn just by being on the job at a specific company
  - Helpful when businesses will share with others on how they got started in PIPELINE

## 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](mailto: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 Advanced Manufacturing 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.