

Minnesota Dual-Training Pipeline

Child Care Industry Forum

January 26, 2026

Agenda

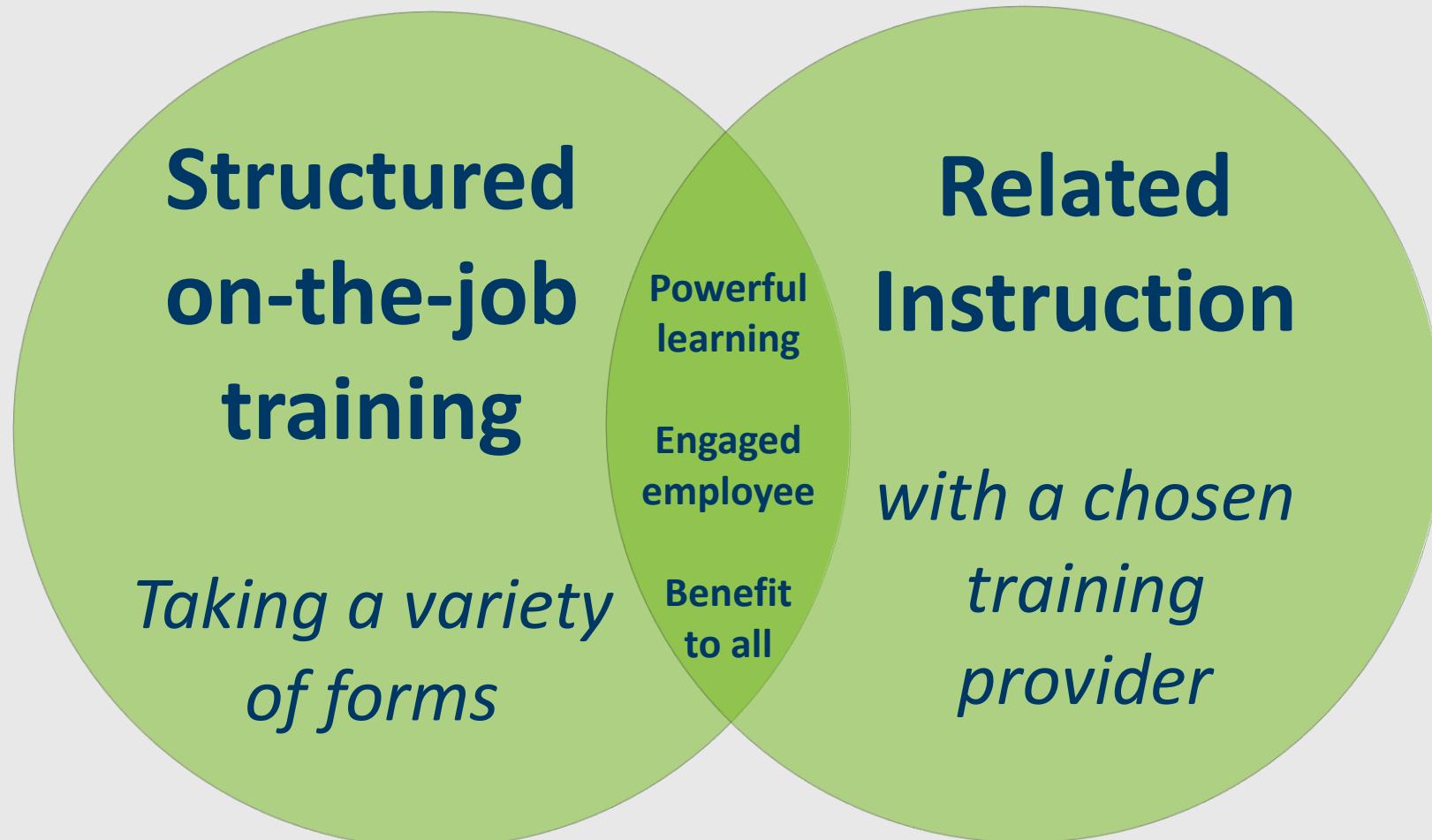
- Welcome/Introductions
- Minnesota Dual-Training Pipeline overview and updates
- New Child Care Occupation
- Employer Success Example – *Montessori American Indian Childcare Center*
- OHE Dual Training grant update
- Wrap up/ upcoming events

What is Minnesota Dual-Training Pipeline?



- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, child care, health care services, information technology, legal cannabis industry, and transportation**

Employment-Based Training



DEPARTMENT OF
LABOR AND INDUSTRY

Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline 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 seven 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.



Diverse Minds Unified Goals

A Journey Into Neurodiversity At Work

Download the [presentation](#).

Ideas for future topics?

Let us know what else you might like to learn about.

2025 Recap

Dual-Training Pipeline continues to help employers across Minnesota

In 2025, Minnesota Dual-Training Pipeline continued the program's progress with advanced manufacturing, agriculture, child care, health care services, information technology, transportation and the legal cannabis industry. The team added 10 new occupations and continued to help employers address their critical workforce challenges through consulting, industry forums, tools and educational events.

Pipeline staff worked with employers to develop and enhance training efforts that pair competency-based on-the-job training with related formal education. Dual training allows employers to realize immediate benefits to employee retention and workplace culture while motivating existing employees and new hires. Employees earn credentials, grow their careers and support business workforce needs.

The Pipeline team also hosted eight Workforce Community Conversations throughout Minnesota and connected directly with employers. Pipeline met with new industry partners, hosted two Speaker Series enrichment events and offered consulting to create dual-training programs for employers across the state. Lastly, the team updated all competency models to ensure they are more in line with current practices and standards.

Check out the full recap here: <https://www.dli.mn.gov/sites/default/files/pdf/Pipeline-2025-recap.pdf>

Current Pipeline Child Care Occupations

- Early Childhood Director
- Early Childhood Educator
- School-age Care Supervisor

Minnesota Dual-Training Pipeline Occupations – Factors for Adding New Occupations

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

2026 Pipeline Potential New Occupation(s)

Health Care Services

- Sterile Processing Technician
- Nurse Practitioner

Legal Cannabis

- Cannabis Logistics and Inventory Specialist

Child Care

- Early Childhood Culinary Supervisor

Transportation

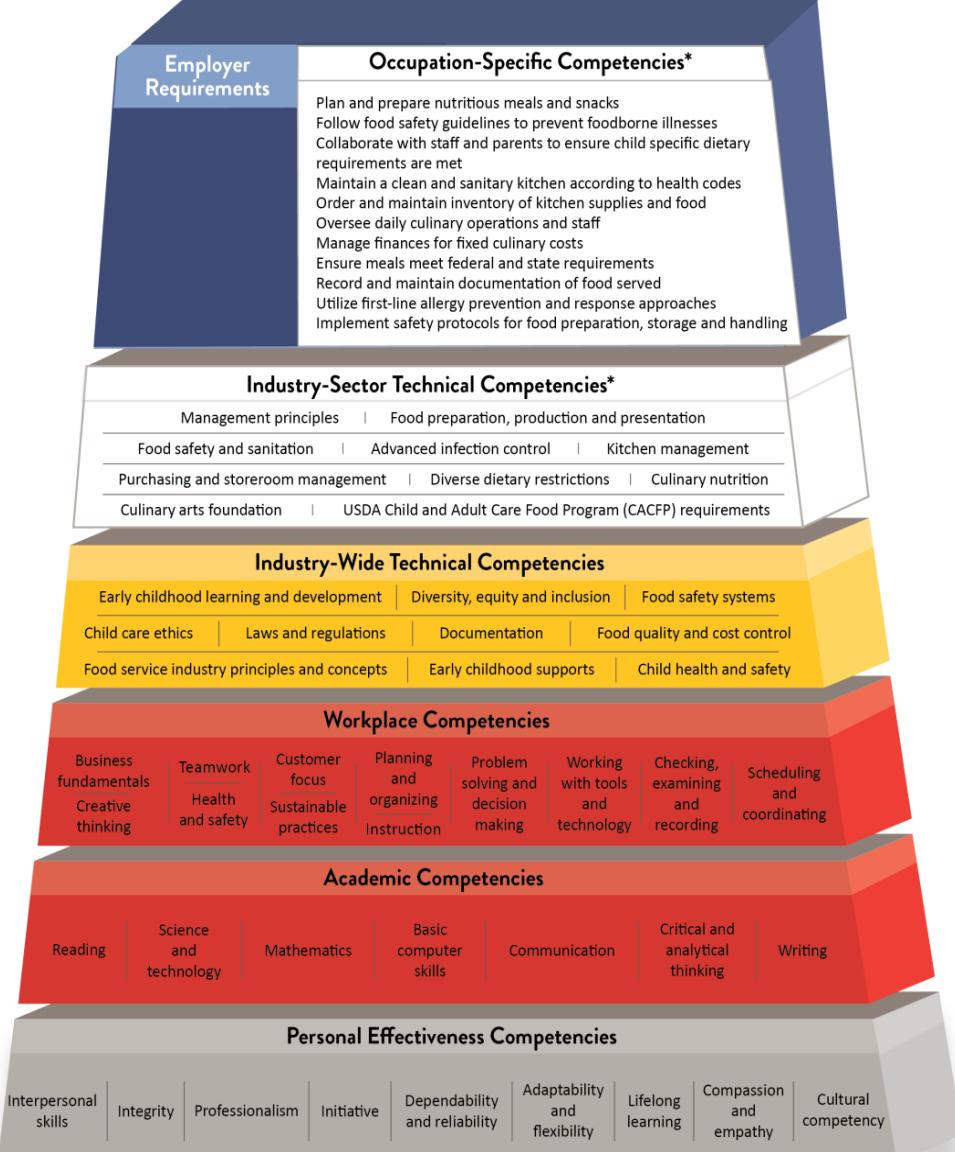
- Aircraft Dispatcher

Please provide any feedback about final drafts to pipeline.program@state.mn.us by Feb. 10, 2026.



DEPARTMENT OF
LABOR AND INDUSTRY

Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: Early Childhood Culinary Supervisor



Early Childhood Culinary Supervisor

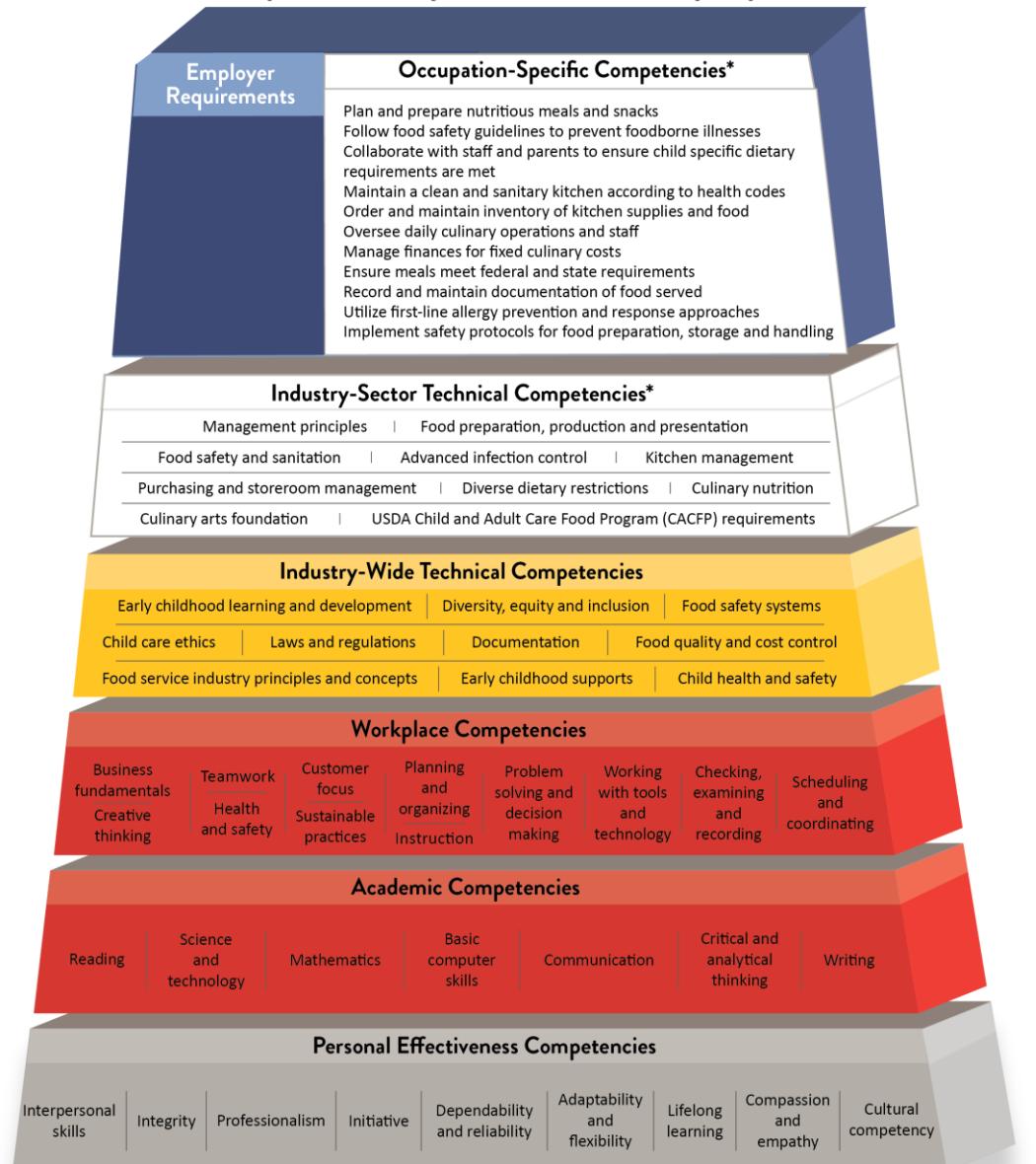
Occupation-Specific Competencies

- Plan and prepare nutritious meals and snacks
- Follow food safety guidelines to prevent foodborne illnesses
- Collaborate with staff and parents to ensure child specific dietary requirements are met
- Maintain a clean and sanitary kitchen according to health codes
- Order and maintain inventory of kitchen supplies and food
- Oversee daily culinary operations and staff
- Manage finances for fixed culinary costs
- Ensure meals meet federal and state requirements
- Record and maintain documentation of food served
- Utilize first-line allergy prevention and response approaches
- Implement safety protocols for food preparation, storage and handling



**DEPARTMENT OF
LABOR AND INDUSTRY**

Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: Early Childhood Culinary Supervisor



Early Childhood Culinary Supervisor

Industry-Sector Technical Competencies

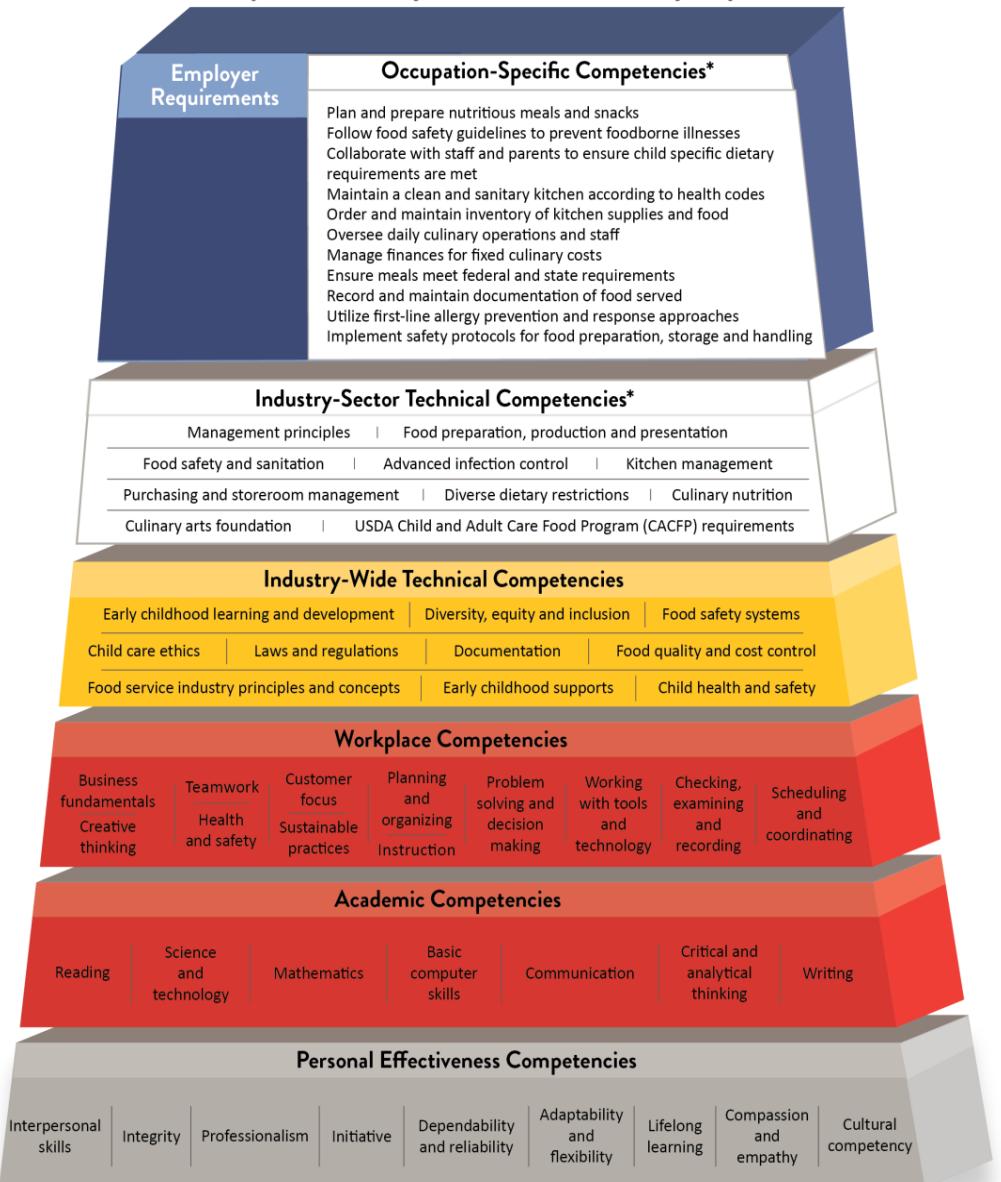
- Management principles
- Food preparation, production and presentation
- Food safety and sanitation
- Advanced infection control
- Kitchen management
- Purchasing and storeroom management
- Diverse dietary restrictions
- Culinary nutrition
- Culinary arts foundation
- USDA Child and Adult Care Food Program (CACFP) requirements



DEPARTMENT OF
LABOR AND INDUSTRY

Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/child-care.

Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: Early Childhood Culinary Supervisor



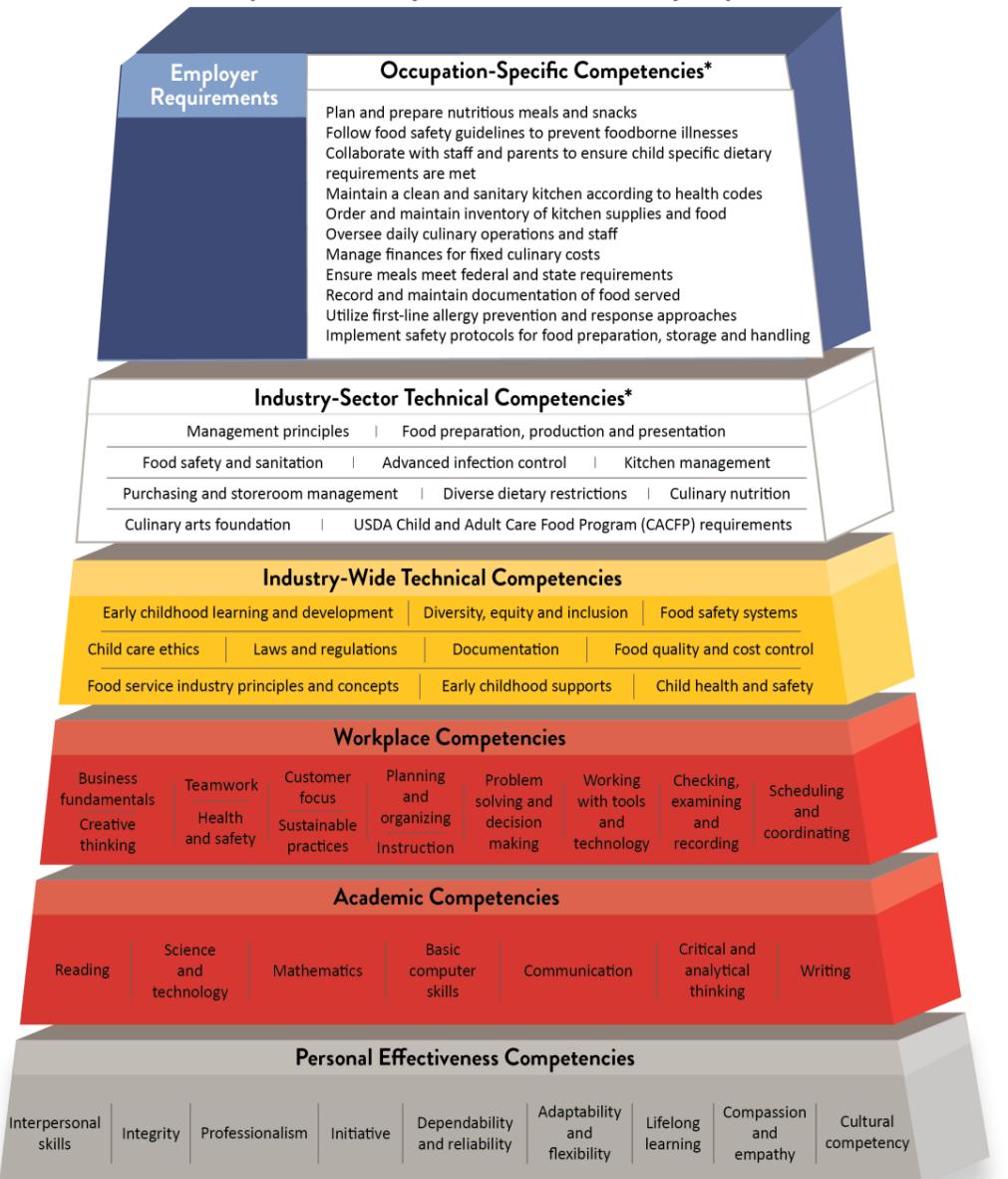
Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/child-care.

Early Childhood Culinary Supervisor

Industry - Wide Technical Competencies

- Early childhood learning and development
- Diversity, equity and inclusion
- Food safety systems
- Child care ethics
- Laws and regulations
- Documentation
- Food quality and cost control
- Food industry principles and concepts
- Early childhood supports
- Child health and safety

Minnesota Dual-Training Pipeline
Competency Model for Child Care
Occupation: Early Childhood Culinary Supervisor



Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/child-care.

Early Childhood Culinary Supervisor Notes from Discussion

Notes from discussion about new occupation

Attendees did not have many suggested edits to the competency model. One suggestion in either the model or definitions is to note how often the kitchens in child care facilities are shared with non-child care spaces and so certain considerations should be considered.

Another comment was that some child care primarily brings in catered food while others do all the meal preparation and so there are some differences in how to address each approach to serving food.

Child Care Employer doing Pipeline – Montessori American Indian Childcare Center



Montessori American Indian Childcare Center



Janice LaFoe – Founder and Primary Guide

Notes from Janice's update

Janice shared how Montessori American Indian Childcare Center is benefitting from the dual training grant to train both new and existing staff. She shared how it has enabled them to send people for Montessori specific education that has allowed the facility to add space and now serve over 25 students. Finally, Janice also shared how implementation takes effort but once getting used to the online forms, etc. she feels able to succeed with the dual training programming.

Dual Training Grant Basics

An eligible DTG applicant must meet all the following:

- Be an employer or organization of employers
- Have a dual-training program
- Employ an eligible dual trainee
- Have an agreement with an eligible related instruction training provider
- If annual gross revenue exceeded \$25,000,000 in the previous calendar year, pay for at least 25% of related instruction costs
- If a current or prior DTG recipient, be in good standing on all grant requirements
- If a current or prior recipient of other Minnesota State grant programs, be in good standing on all grant requirements.



Jacquelynn Mol Sletten: Assistant Manager of Grants & Workforce Initiatives

Grace Ferdinandt: State Program Administrator

Dual Training Grant

The maximum grant request amount is **\$165,000** and limited among the following budget categories:

Budget Category	Grantee Maximum Amount	Grantee Match Required	Expenditures	Dual Trainee Maximum Amount
Related Instruction Costs	\$150,000	25% match required, if annual gross revenue exceeded \$25,000,000 Maximum: \$50,000 (\$2,000 per dual trainee)	<ul style="list-style-type: none">• Tuition• Fees• Required & recommended books• Required & recommended materials	\$6,000
Trainee Support Costs	10% of grant request amount, up to \$15,000	None	Associated with Related Instruction: <ul style="list-style-type: none">• Transportation• Mileage• Lodging• Meals• Tutoring services• Translation and/or interpreter services	None

Round 15 Dual Training Grant Application Timeline

February 23, 2026: Request for Proposal (RFP) posted on OHE website at <https://ohe.mn.gov/dual-training-grant> and available in grants management system at <https://gwi-ohe.intelligrants.com/>.

March 3, 2026: RFP Workshop virtual (recorded) via Microsoft Teams from 9:00 a.m. to 11:00 a.m. central time. Workshop link available at <https://ohe.mn.gov/outreach-professional-resources/competitive-grants/dual-training-grant/dual-training-grant>.

March 4, 2026: RFP Refresh Workshop virtual (recorded) via Microsoft Teams from 9:00 a.m. to 10:00 a.m. central time. Workshop link available at <https://ohe.mn.gov/outreach-professional-resources/competitive-grants/dual-training-grant/dual-training-grant>.

March 10, 2026: RFP Workshop in-person at Minnesota Office of Higher Education, St. Paul from 9:00 a.m. to 11:00 a.m. central time. Workshop registration available at <https://forms.office.com/Pages/ResponsePage.aspx?id=RrAU68QkGUWPJricIVmCjDgr8oApls1Jqbtl6OEqW49UNEFLSjkzM1RIMIEwMIRTMDBUTVICMkdLOC4u>.

March 25, 2026: Technical questions due no later than 12:00 p.m. central time.

April 2, 2026: Grants management system user registration due.

April 8, 2026: Proposals due no later than **4:00 p.m. central time**.

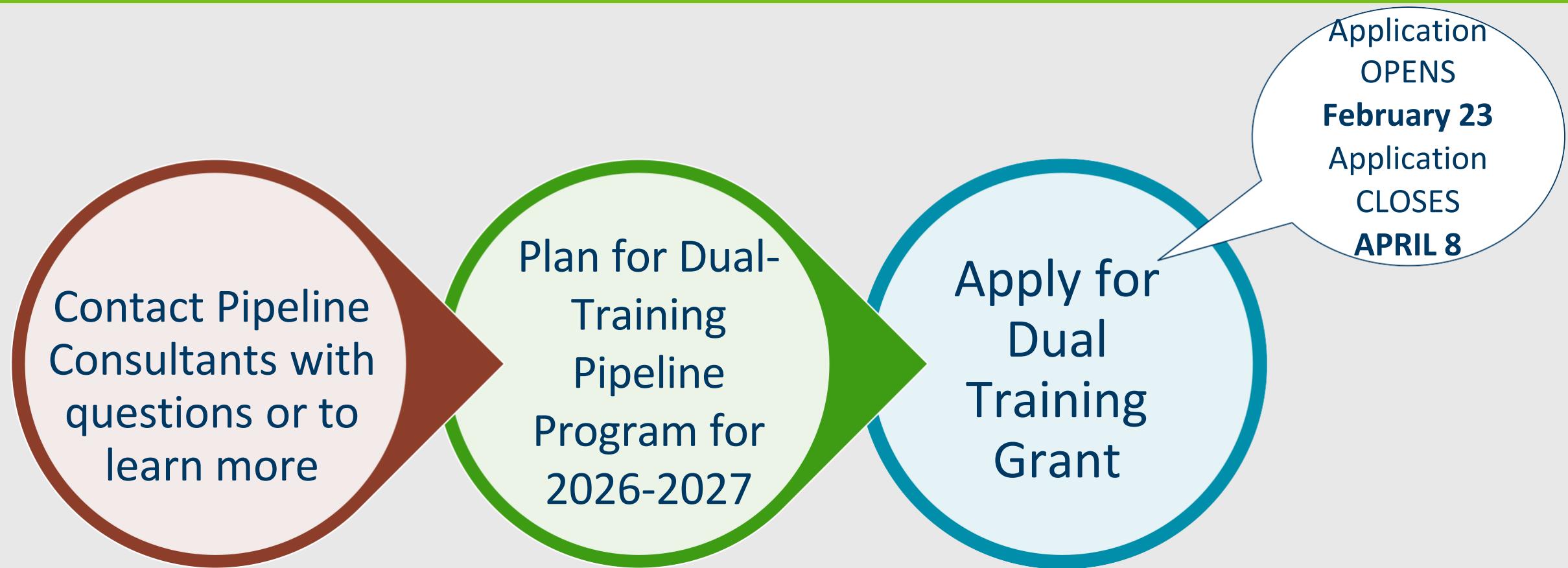
May 29, 2026: Applicants notified.

June 4, 2026: Grantees publicly announced.

June 8, 2026: Mandatory Grantee Orientation from **10:00 a.m. to 12:00 p.m. central time**.

All details on: <https://ohe.mn.gov/dual-training-grant>

Timeline



Timeline continued



Upcoming Events and Important Dates

- **Pipeline 101 – Minnesota Dual-Training Pipeline Introductory Webinar**

Feb. 12, 2026, 9 a.m. to 10 a.m. [Register here](#)

- **Pipeline Speaker Series – Stay tuned for updates**
- **Dual Training Grant Opens – Feb 23, 2026**
- **Dual Training Grant Closes – April 8, 2026**

Thank You!



Dan Solomon
Program Manager
651-284-5355

dan.solomon@state.mn.us



Kathleen Gordon
Program Consultant
651-284-5388

kathleen.gordon@state.mn.us



Erik Holtan
Program Consultant
651-284-5082

erik.holtan@state.mn.us



Madolyn Martini
Program Consultant
651-284-5088

madolyn.martini@state.mn.us