

Welcome and introductions: Heather McGannon

PIPELINE Program updates: Annie Welch

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, we are in the beginning stages of designing tools and formalizing processes to streamline communication to move the PIPELINE forward. Heather McGannon continues to advise and guide the PIPELINE program team.

Health Care Services Industry Council Updates – Annie Welch and Kathleen Gordon

Review of November 1 Industry Council Meeting:

We discussed the desire to connect with networks that are already established as well as expand outreach with in person meetings with employers and be present at events. Also, we discussed how health care hiring often follows the academic year as new graduates complete programs and become available to enter workforce.

The 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 Health Care industry:

- Need to consider impact of physician pay change structure on ability to do new workforce programming.
- Desire to expand opportunities for high school youth to get involved with health care and the need to create more partnerships with the industry and youth. Noted that Health Force offers curriculum for high school and now has over 60 high schools participating statewide.
- Challenge of patient care becoming increasingly more complex as patients now come with a wider range of health issues.
- Discussion about in long term care getting employees to take advantage of dual training before leaving the industry.
- Noted that dual training has seemingly been more receptive in rural communities as employees want to stay in their communities.
- Discussion about program in Bloomington to get workers 55 and older to see the opportunities that exist for careers in health care, especially in positions such as medical billing and coding.
- Finally, a health care provider noted the continuous need to focus on still engaging academic providers to consider dual training for more careers as an option.

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 five eligible
- New occupational pyramids have been drafted for the following:
 - Electronic health records
 - Community health workers
 - Radiology technician

There was also a discussion about potentially considering new occupations to the list for facilities maintenance and medical billing.

Our team's goal is to have these validated by Mid-March. We asked for support from employers and will reach out as the draft competency pyramids are ready for review and hopeful validation. The PIPELINE team is interested in ideas that work for employers to assist in validation process (i.e. survey monkey, webinar, email). Employers are 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.

Next Meeting

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

Please save the date for our next Health Care Services Industry Council Meeting on Thursday, May 24, 10:00 a.m. We plan to host the meeting in-person and with a call-in/webex option.