



PIPELINE Program Health Care Services Industry Council February 21, 2019

PIPELINE PROGRAM

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

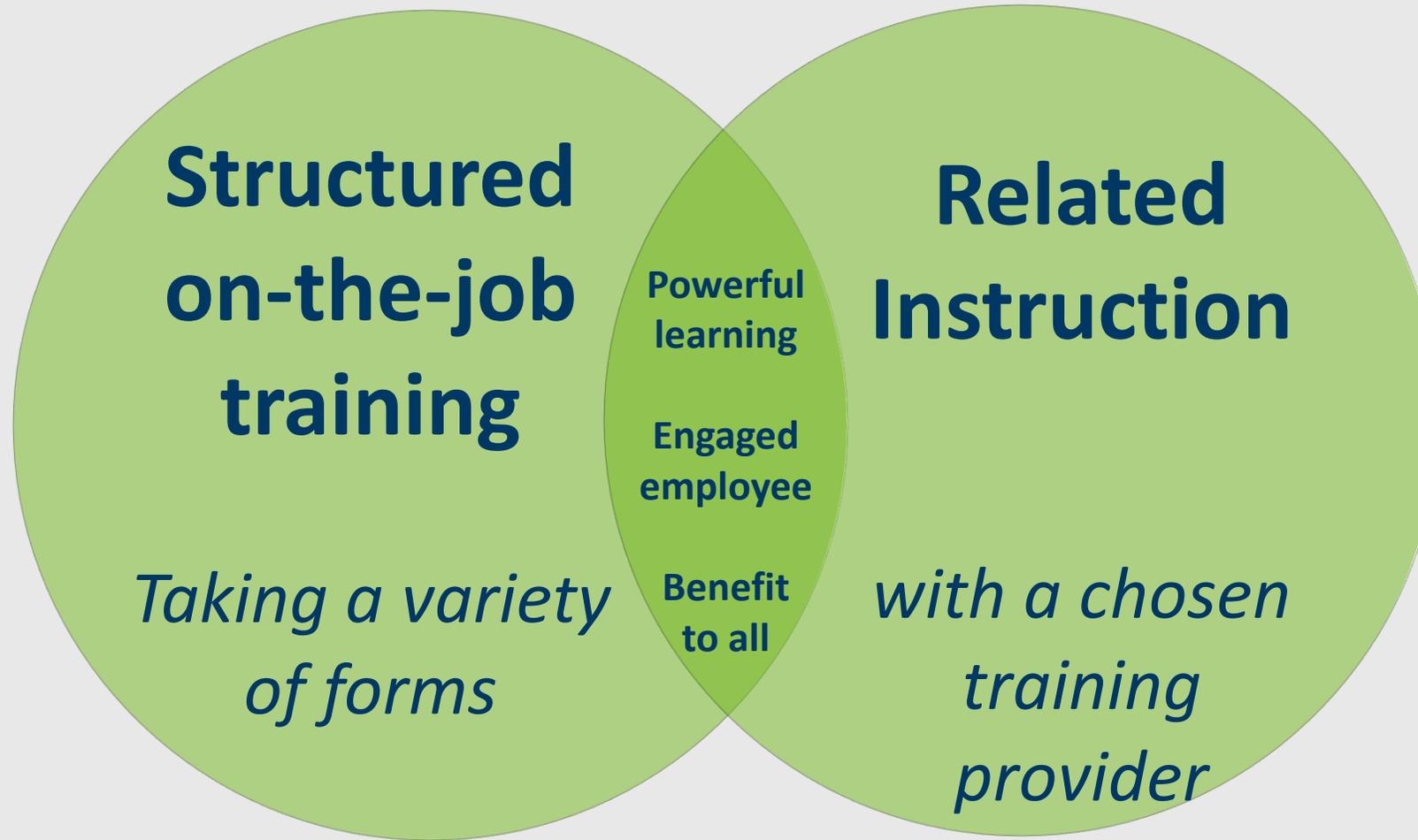
Agenda

- Welcome and Introductions
 - Name, role and organization
 - What characteristic do you value the most in your coworkers?
- PIPELINE Program Refresher
- Community Conversations and Industry Updates
- Dual-Training Discussion: Where do I start?
- New Occupation Competency Model Validation
- Dual-Training Grant Updates
- Next Steps

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

Employment-Based Training



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.

Community Conversations

October 2018 - January 2019: Meeting with employers and educators wherever they are...



Mankato

St Cloud

Marshall

Rochester

Alexandria

Bemidji

Duluth

Burnsville

Brainerd

Brooklyn Park

White Bear Lake

Moorhead (Rescheduling TBD)

Community Conversations: What did we hear?

Top Three Takeaways from the 11 Community Conversations:

1. Workforce continues to be a huge challenge for employers statewide.
2. Employers have a wide range of interaction with area education providers
3. Many employers are interested in dual training, but are often intimidated and do not necessarily know where to start.

- Did what we hear at our Community Conversations fit with what you're experiencing when it comes to dual training?
- Are there other key challenges for your business we should know about?



WHERE DO I EVEN BEGIN?

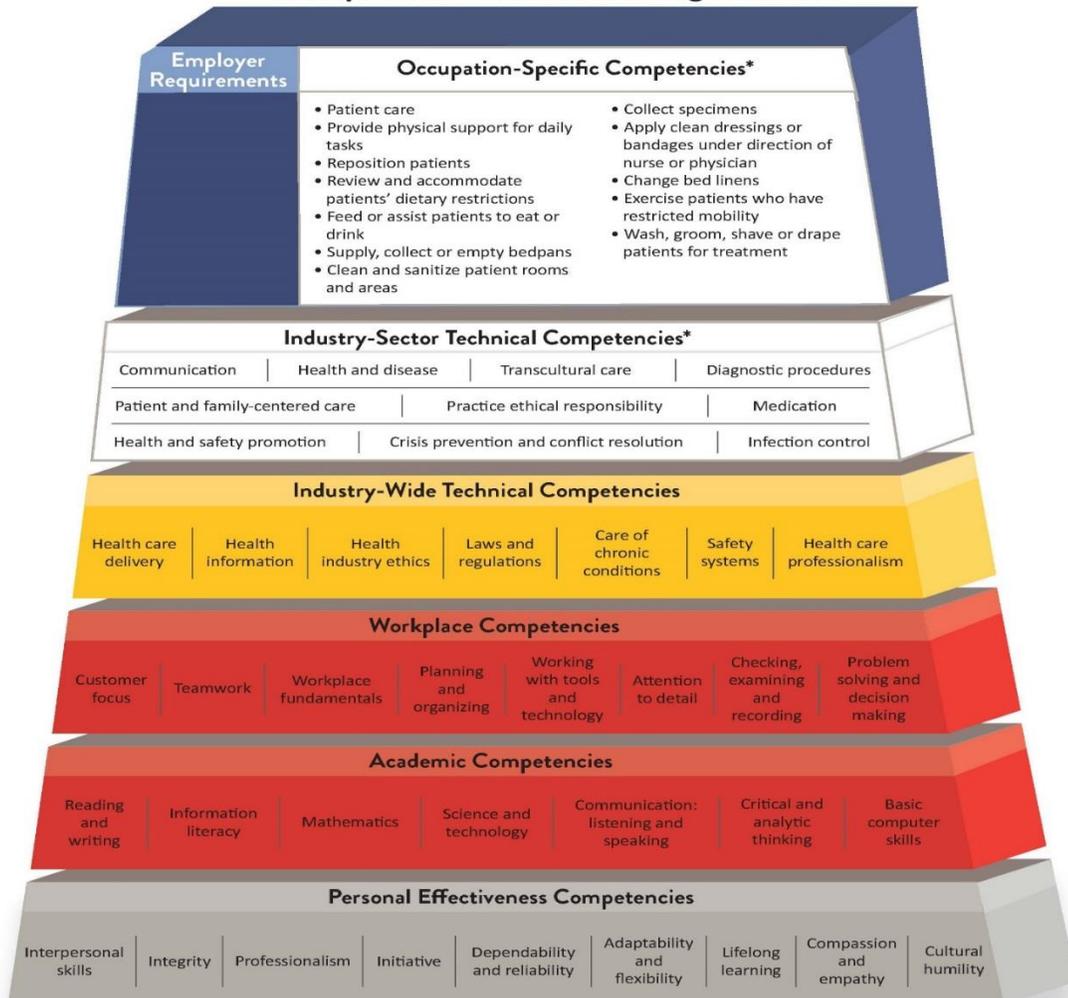
PIPELINE DUAL TRAINING: Where do I start?

Common Steps to Create Employment-Based Dual-Training Programs

1. Determine the main occupation/ job your company would like to address with dual training.
2. Contact PIPELINE Team to help you work through Steps 3-10.
3. Determine what a person in the given occupation needs to know to be successful at your job in the company.

PIPELINE DUAL TRAINING: Where do I start?

PIPELINE Program Competency Model for Health Care Services Occupation: Certified Nursing Assistant



4. Use PIPELINE Program's Competency Pyramid as a guide to help determine what makes the most sense to be learned in On-the-Job-Training and Related Instruction

Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

* The PIPELINE Program recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

PIPELINE DUAL TRAINING: Where do I start?

5. Explore different related instruction providers options.

Check out PIPELINE Program's related instruction inventory:

<https://secure.doli.state.mn.us/pipeline/pipelinelookup.aspx>

6. Review the curriculum of the education provider you prefer and then select them as the related instruction training provider for your company/organization.

PIPELINE DUAL TRAINING: Where do I start?

7. Consider best approaches for your organization for On-the-Job-Training (OJT)

Check out our Guidance for Effective On-the-Job-Training for useful tips:
<https://www.dli.mn.gov/business/workforce/guidance-effective-job-training>

8. Determine who in your company will lead your On-the-Job-Training. This could be a lead co-worker, a supervisor or training coordinator for example.

Check out OJT tracking tools at:
<https://www.dli.mn.gov/business/workforce/pipeline-dual-training-tools>

PIPELINE DUAL TRAINING: Where do I start?

9. Recruit either a new employee OR incumbent worker at your company to participate in dual training.
10. Obtain funding from the state, local community or your company's own assets to begin dual training and then you are ready to actually begin dual training.

Congratulations!

Competency Council Updates

■ Current occupations in Health Care Services PIPELINE:

- Community Health Worker
- Electronic Health Records Specialist
- Health Support Specialist
- Medical Assistant
- Psychiatric/Mental health tech in-patient
- Psychiatric/Mental health tech out-patient
- Senior living culinary manager

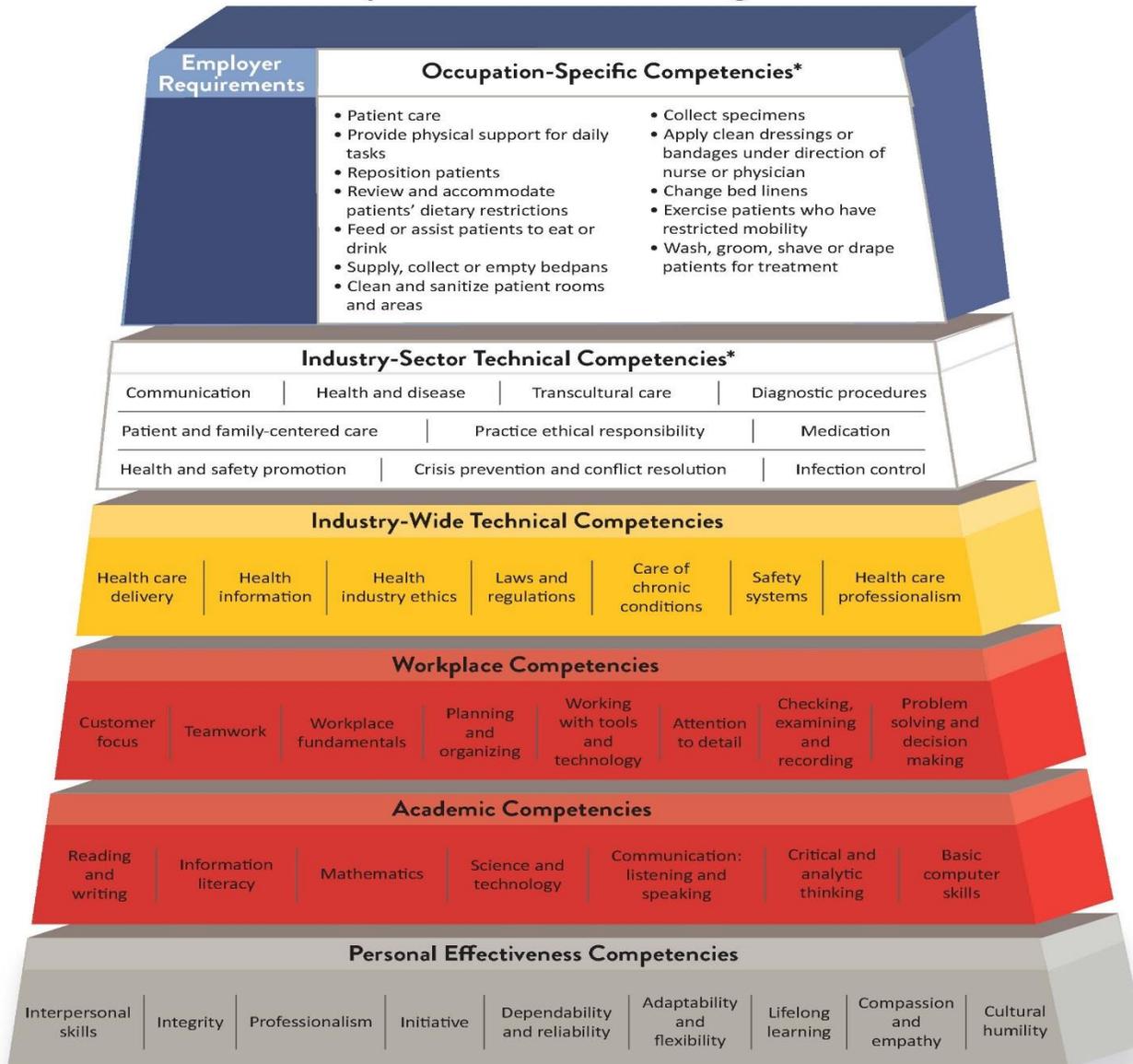
Hopefully soon to be added:

- Certified Nursing Assistant
- Dental Assistant
- Lab Technician Assistant
- Licensed Practical Nurse
- Ophthalmic Technician
- Radiological Technician
- Surgical Technician

How does PIPELINE add new occupations?

- Two or more employers in state need;
- Must offer a livable wage: \$15.40/hour (statewide);
- Must be in-demand (DEED LMI data: Three stars is minimum);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

PIPELINE Program
Competency Model for Health Care Services
Occupation: Certified Nursing Assistant



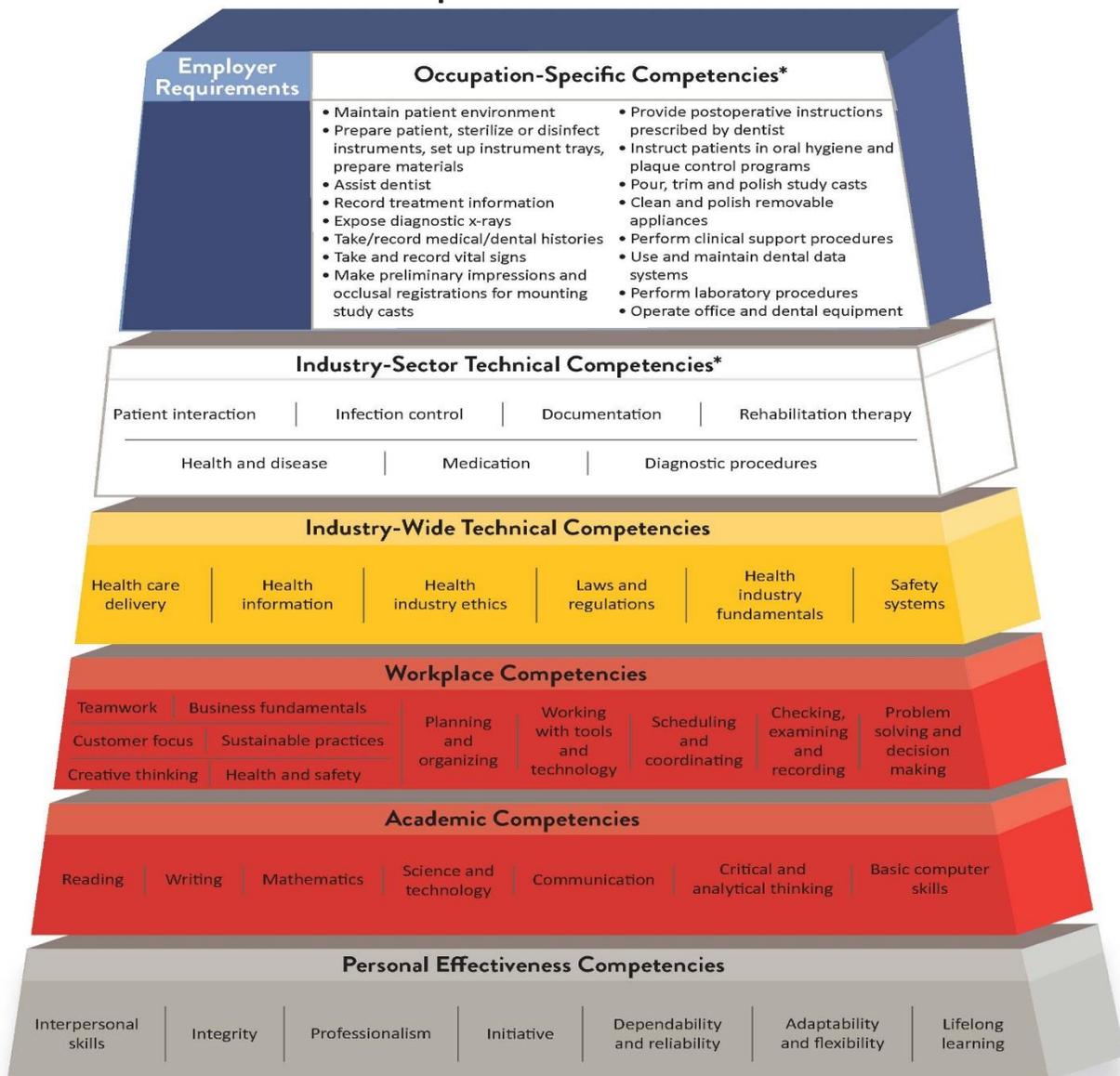
New Occupations

Certified Nursing Assistant

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PIPELINE Program
Competency Model for Health Care Services
Occupation: Dental Assistant



New Occupations

Dental Assistant

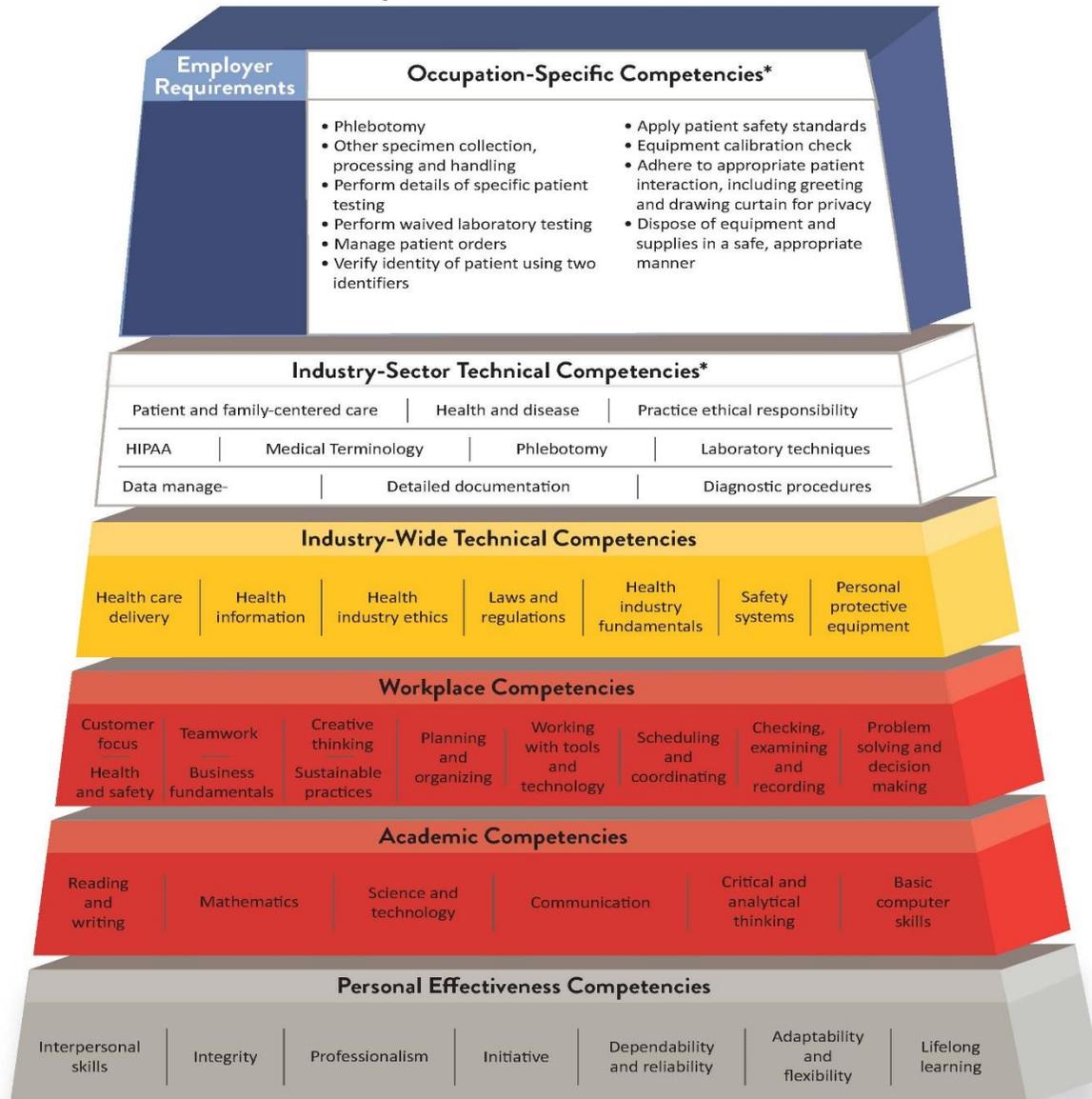
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PIPELINE Program
Competency Model for Health Care Services
Occupation: Lab Technical Assistant

New Occupations

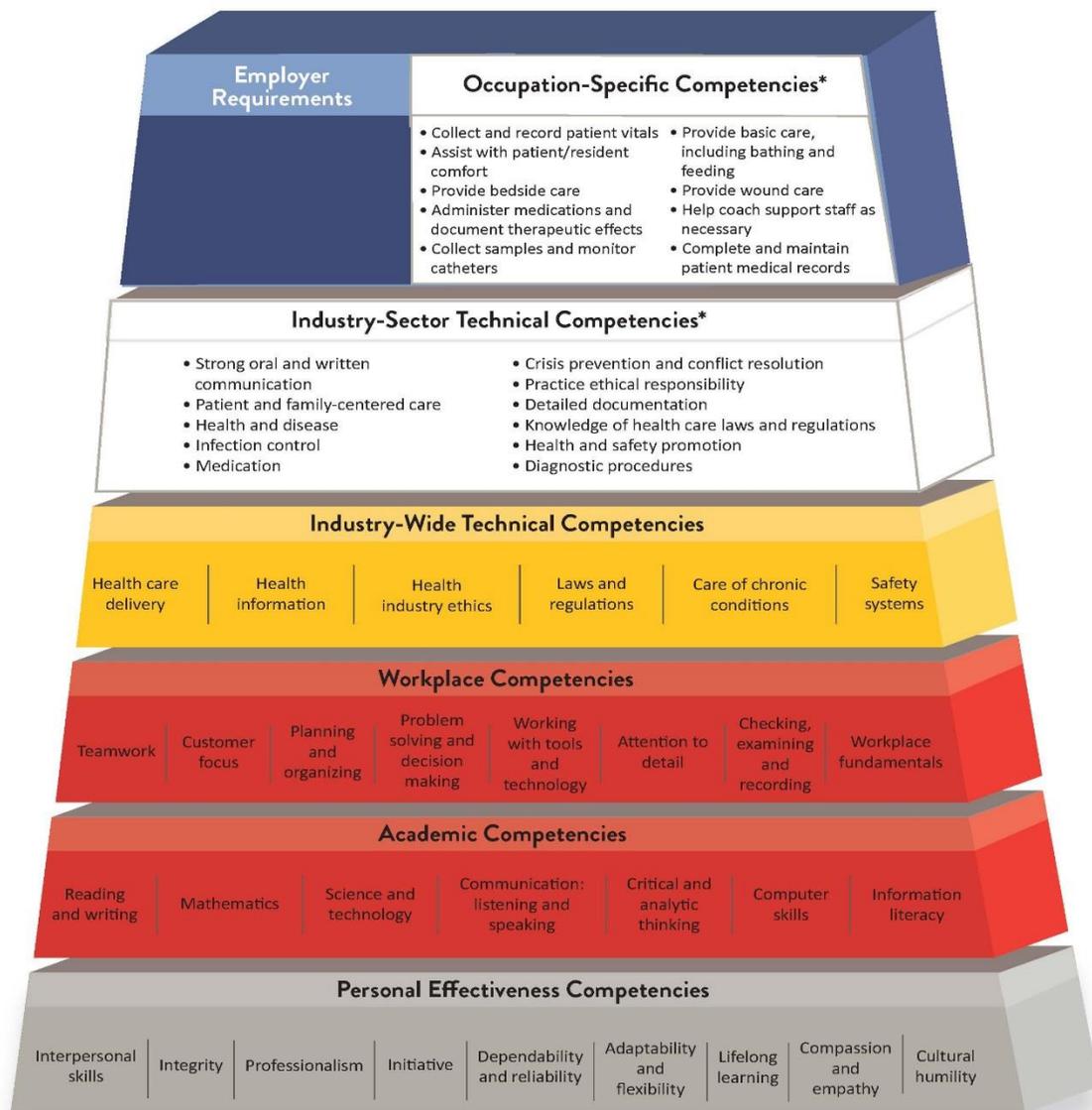
Lab Technical Assistant



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PIPELINE Program
Competency Model for Health Care Services
Occupation: Licensed Practical Nurse



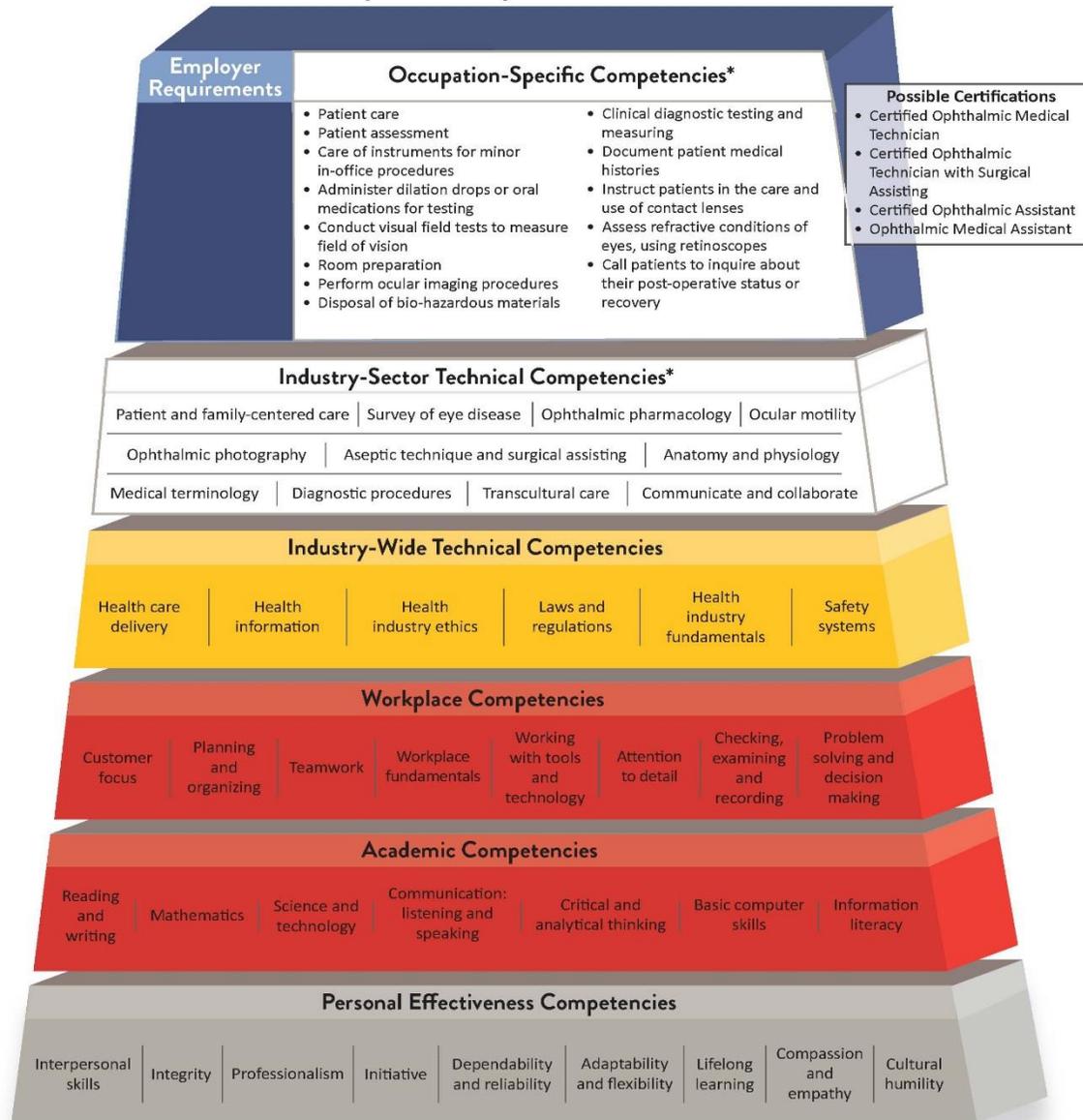
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New Occupations

Licensed Practical Nurse (LPN)

PIPELINE Program
Competency Model for Health Care Services
Occupation: Ophthalmic Technician



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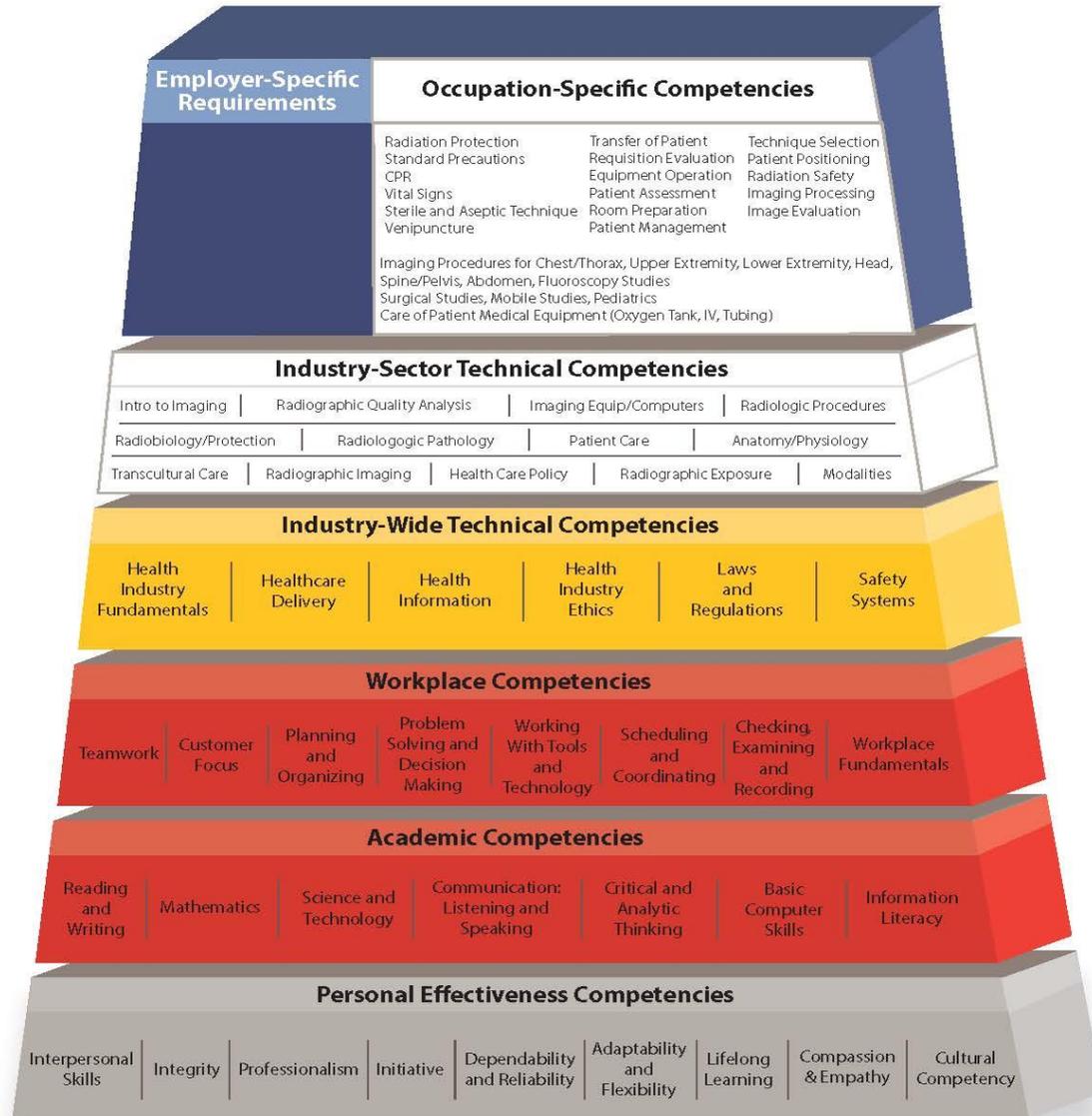
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New Occupations

Ophthalmic Technician

PIPELINE Project

Competency Model for Health Care Services Occupation: Radiological Technician

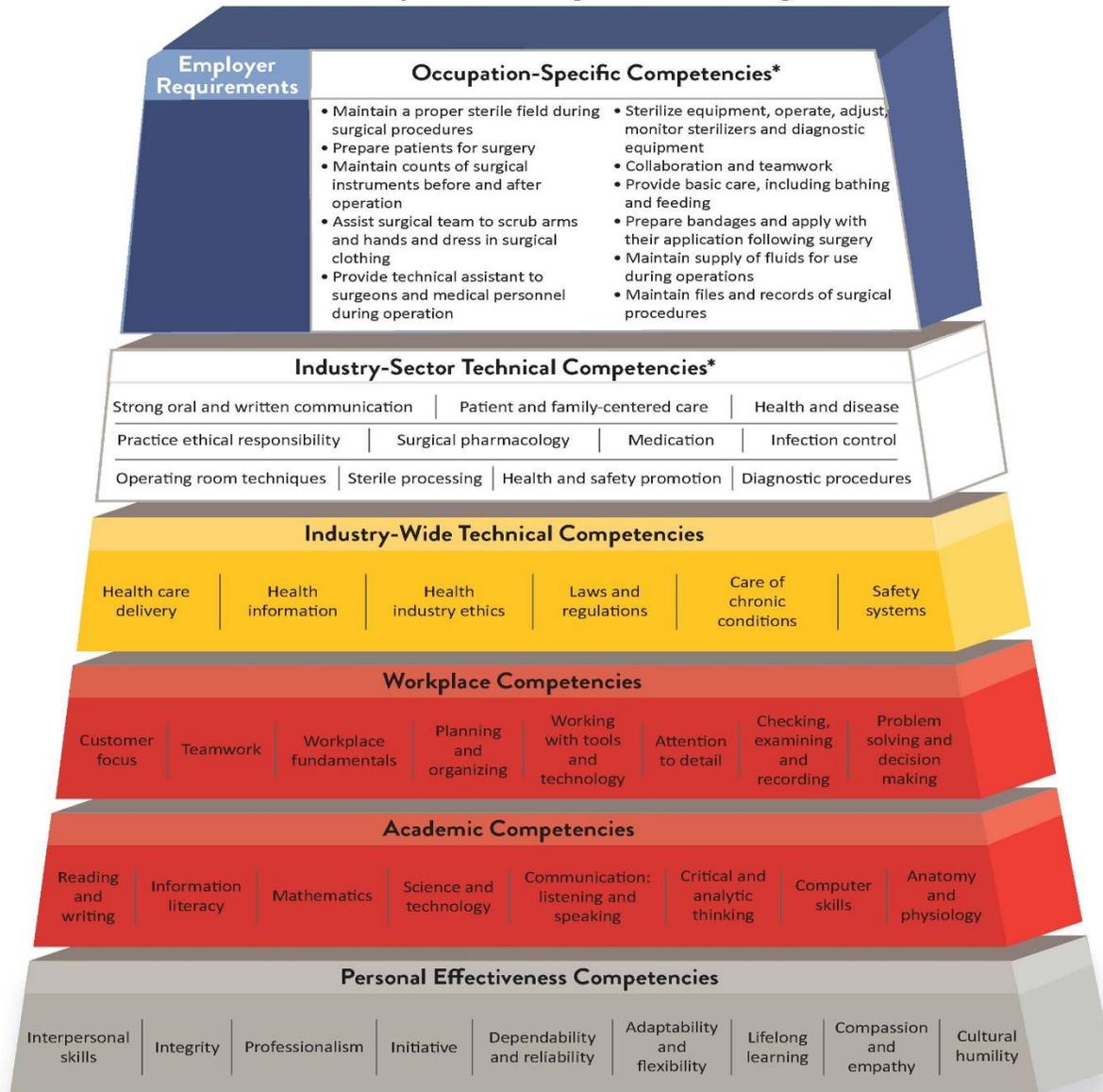


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New Occupations

Radiological Technician

PIPELINE Program
Competency Model for Health Care Services
Occupation: Surgical Technologist

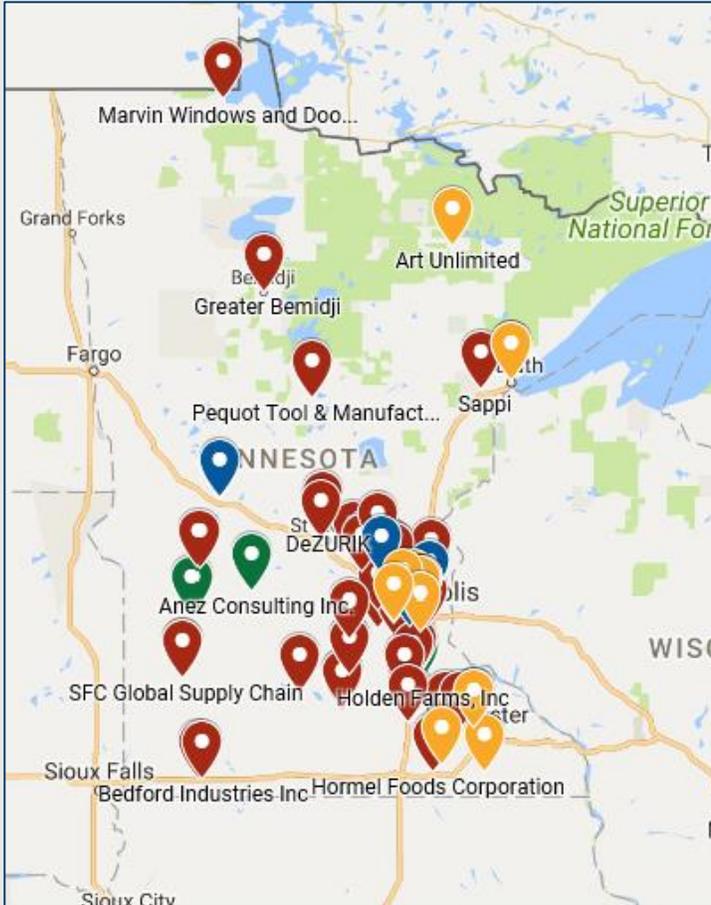


New Occupations

Surgical Technologist

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- Since its inception in 2015, OHE has administered 124 grants to 75 unique employers;
- 913 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.

KEY DATES:

- Grant Round #8: Opens Monday, April 1, 2019 and closes on Friday, 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
- Location of workshops: Office of Higher Education Office, 1450 Energy Park Drive, Suite 350, St. Paul

Next Steps

- Speaker Series: Thursday, March 14, 9:00 - 10:30am
 - Topic: Creating Effective On-the-Job-Training (OJT) with Jonathan Stuart
 - Location: DLI office, 443 Lafayette Road, St. Paul
- Community Conversations: Moorhead and possibly more in the future.
- Next Industry Council Meeting in Health Care:
 - June date to be determined

Thank you.



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