



PIPELINE Program Health Care Services Industry Council October 23, 2018

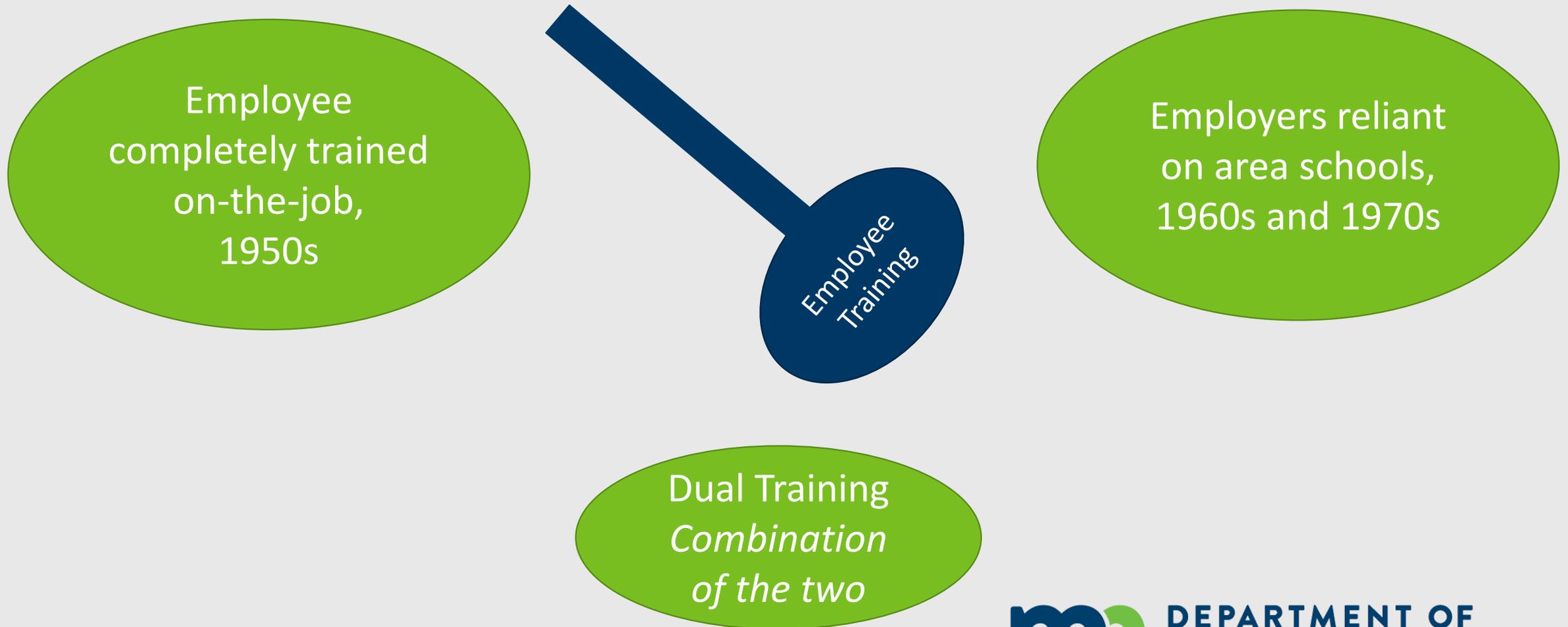
PIPELINE PROGRAM

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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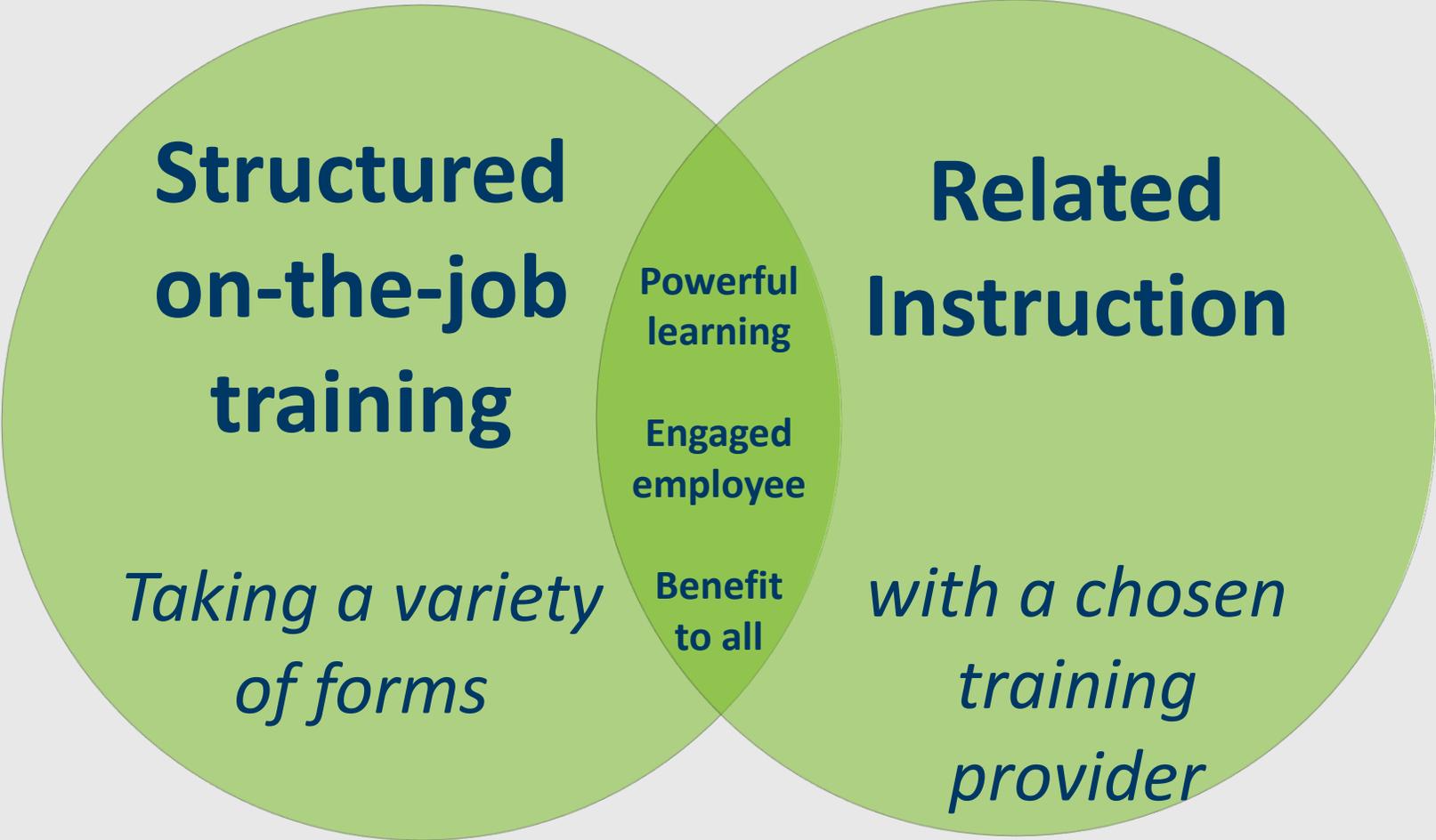
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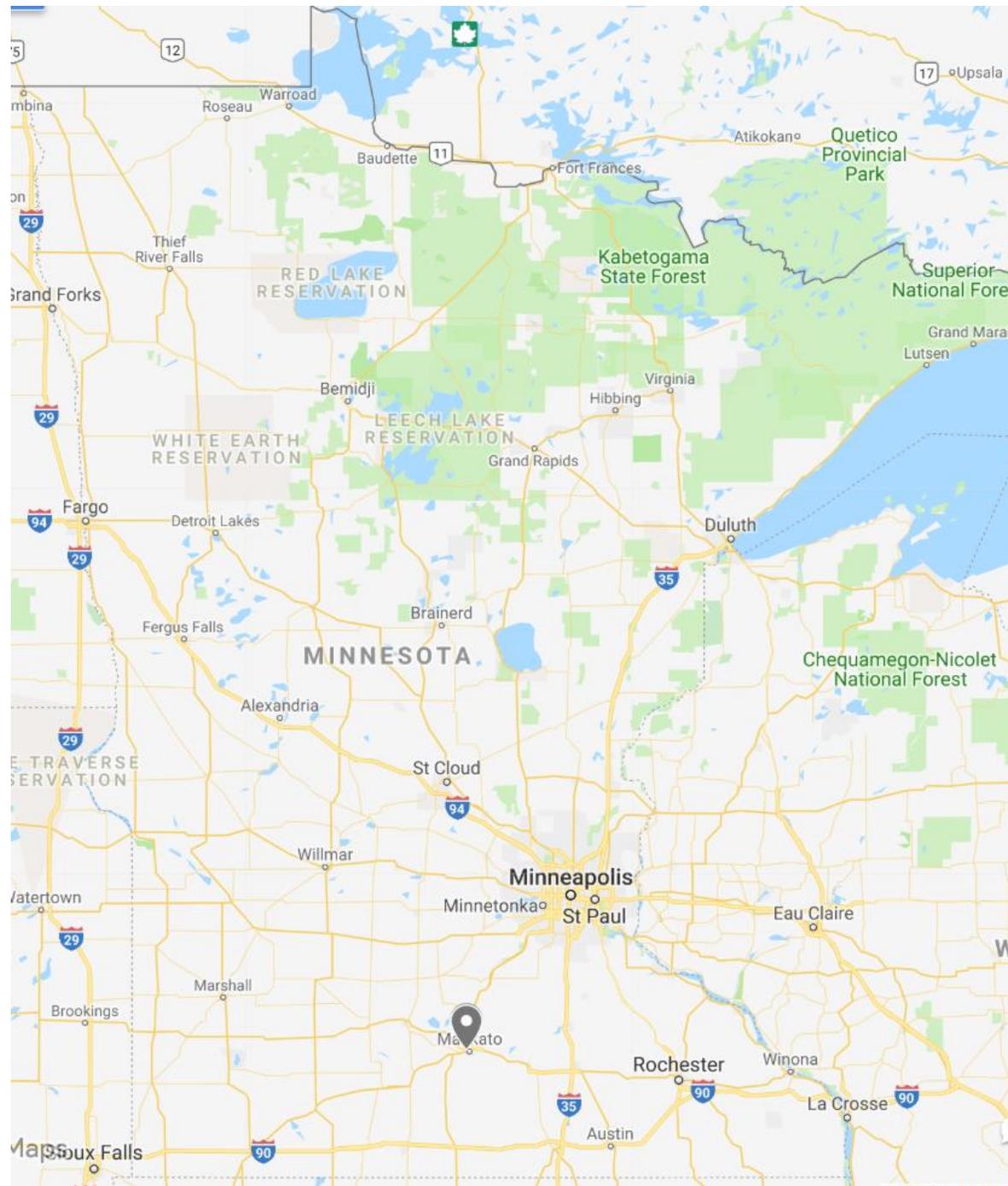
PIPELINE Program Updates

- 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 or 15: Marshall*
 - November 27: Rochester
 - December 3: Alexandria
 - December 11: Bemidji
 - December 18: Duluth

Employment-Based Training

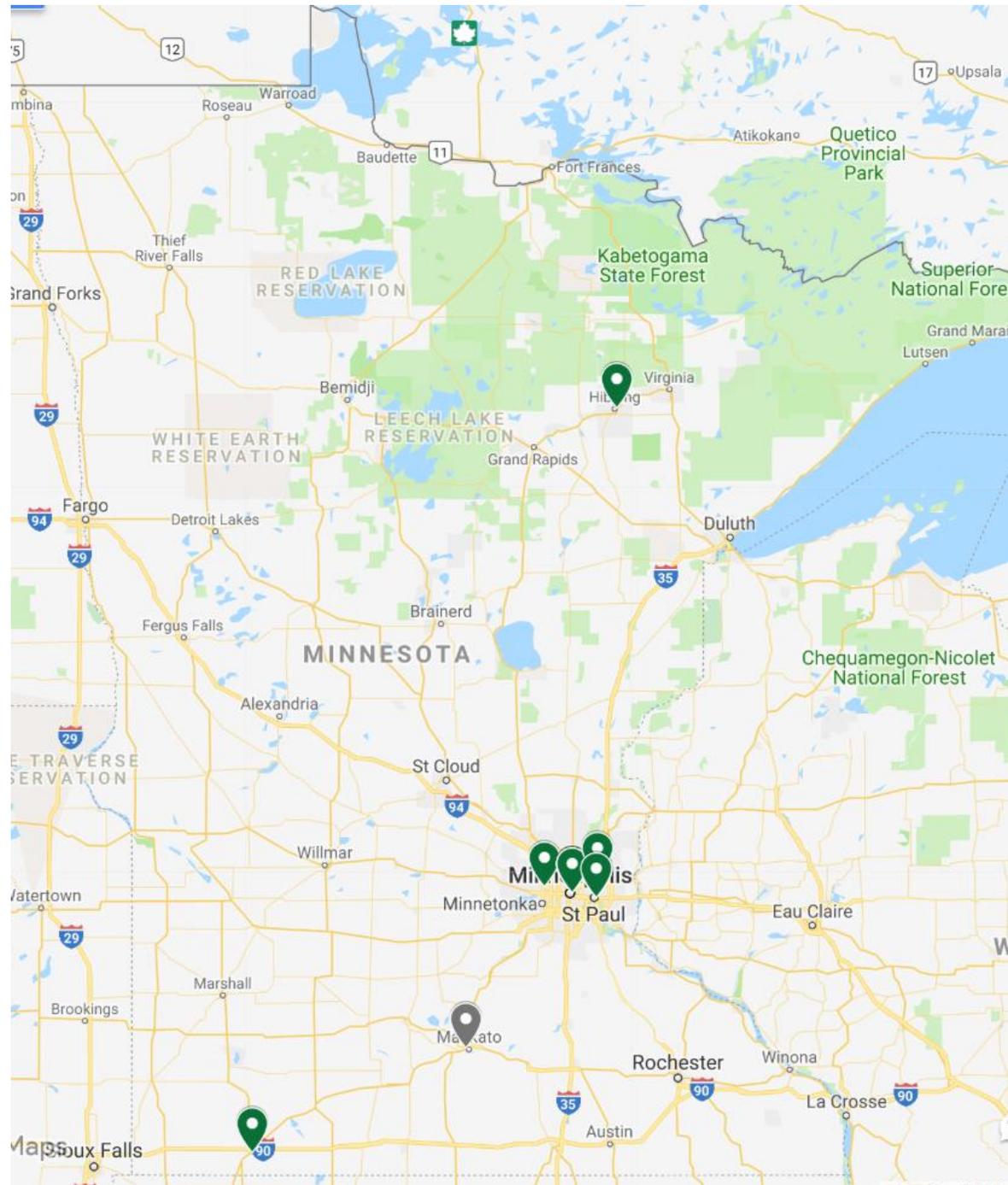


● January: 1

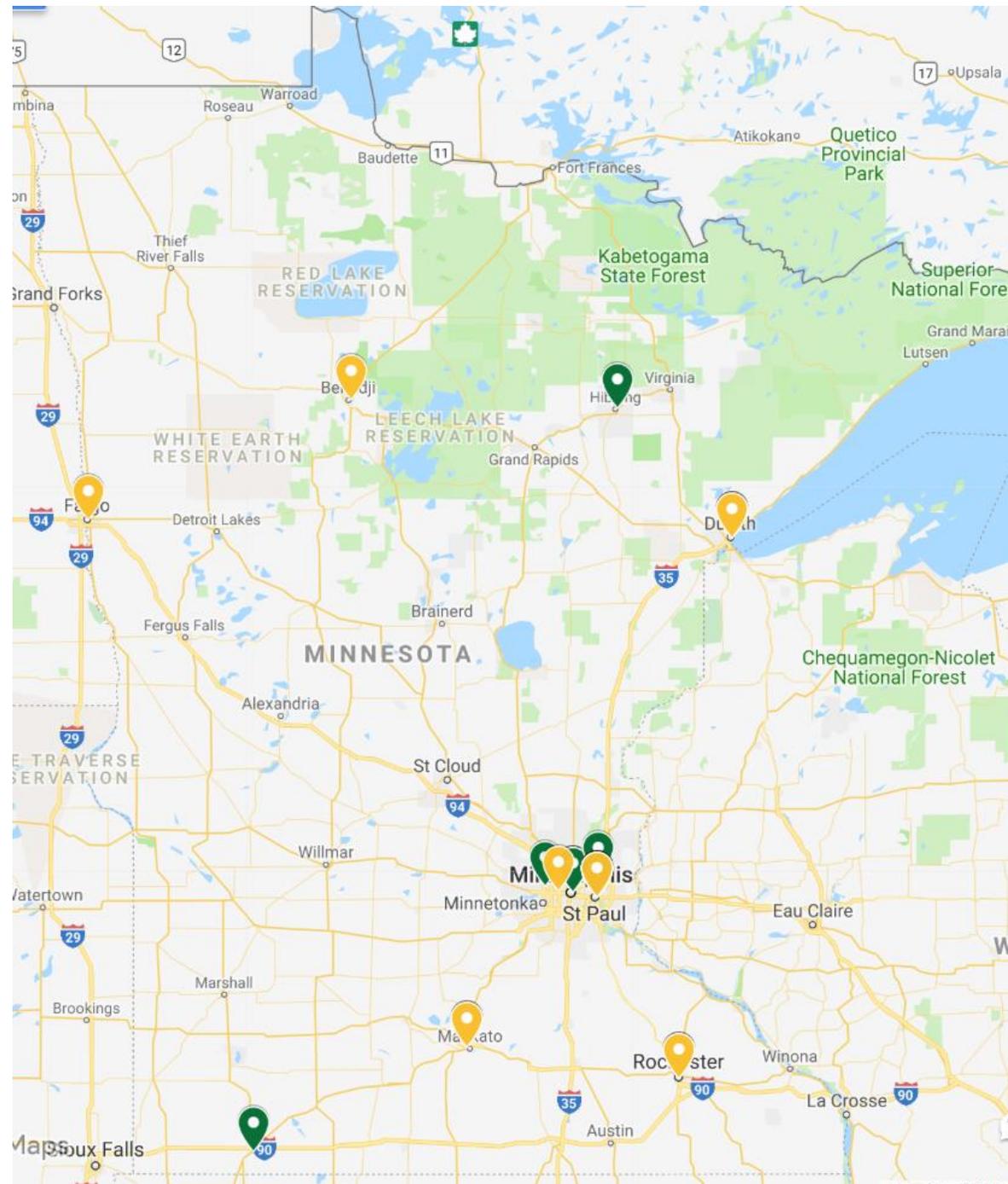


● January: 1

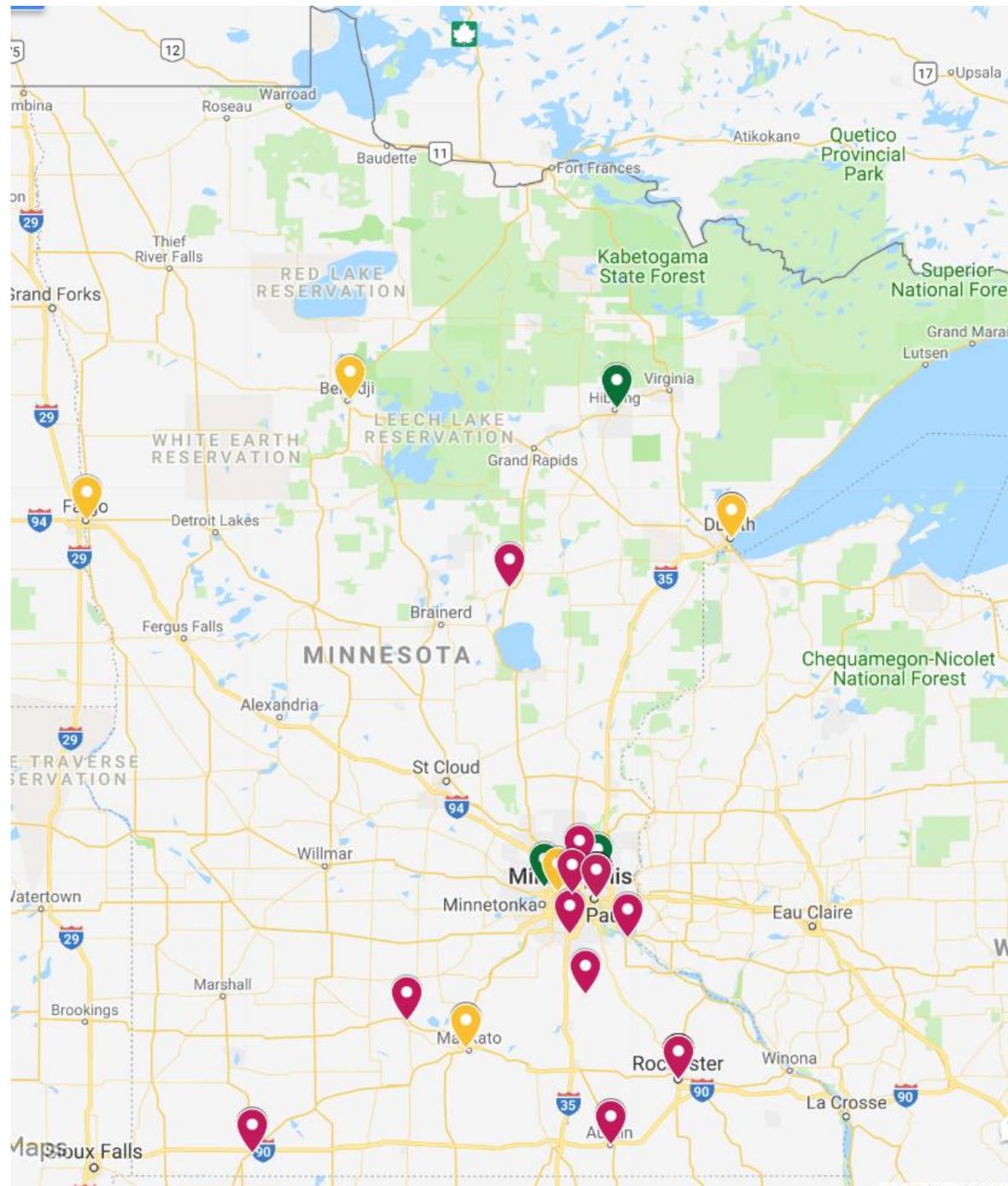
● February: 10



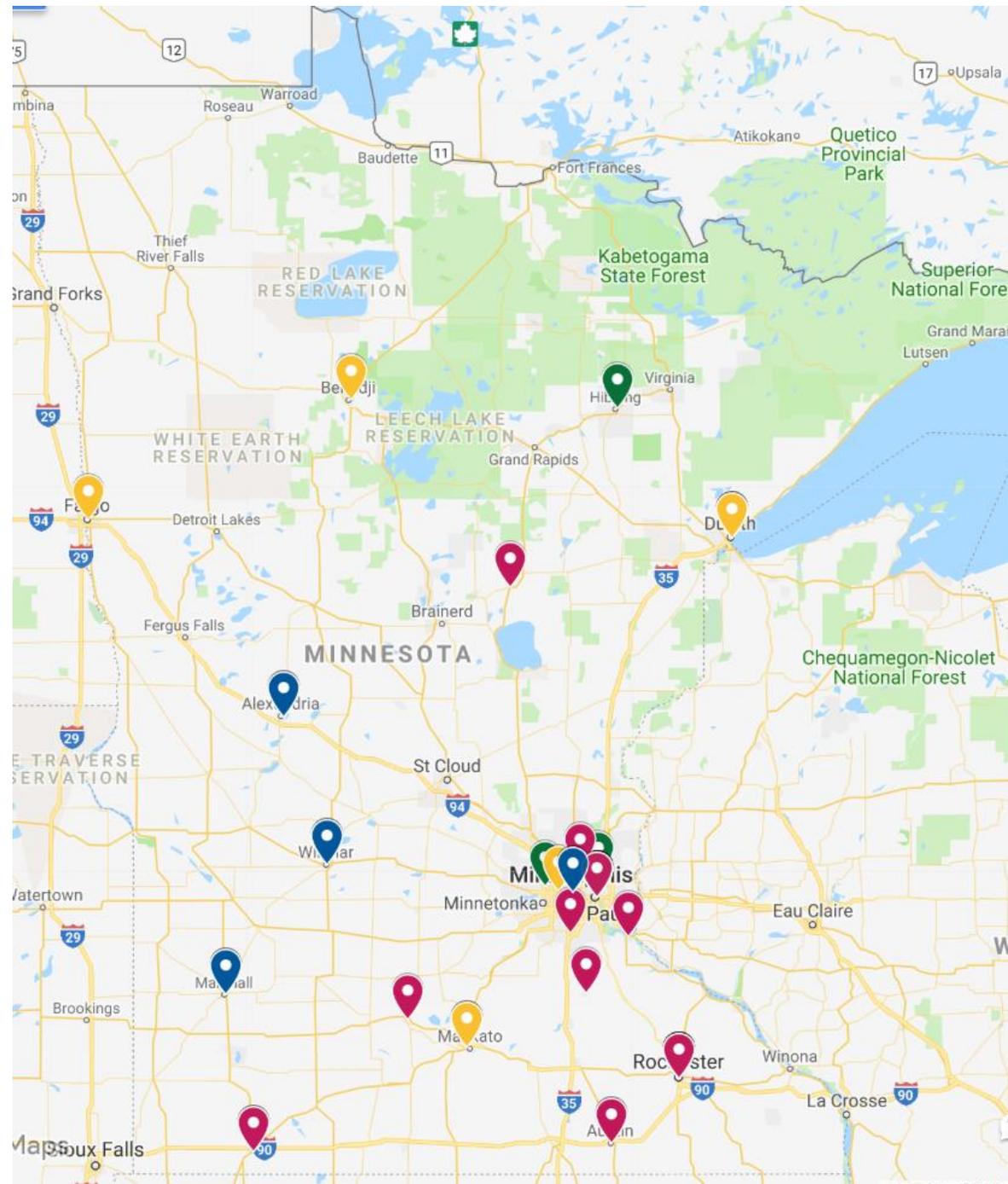
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- February: 10
- March: 14



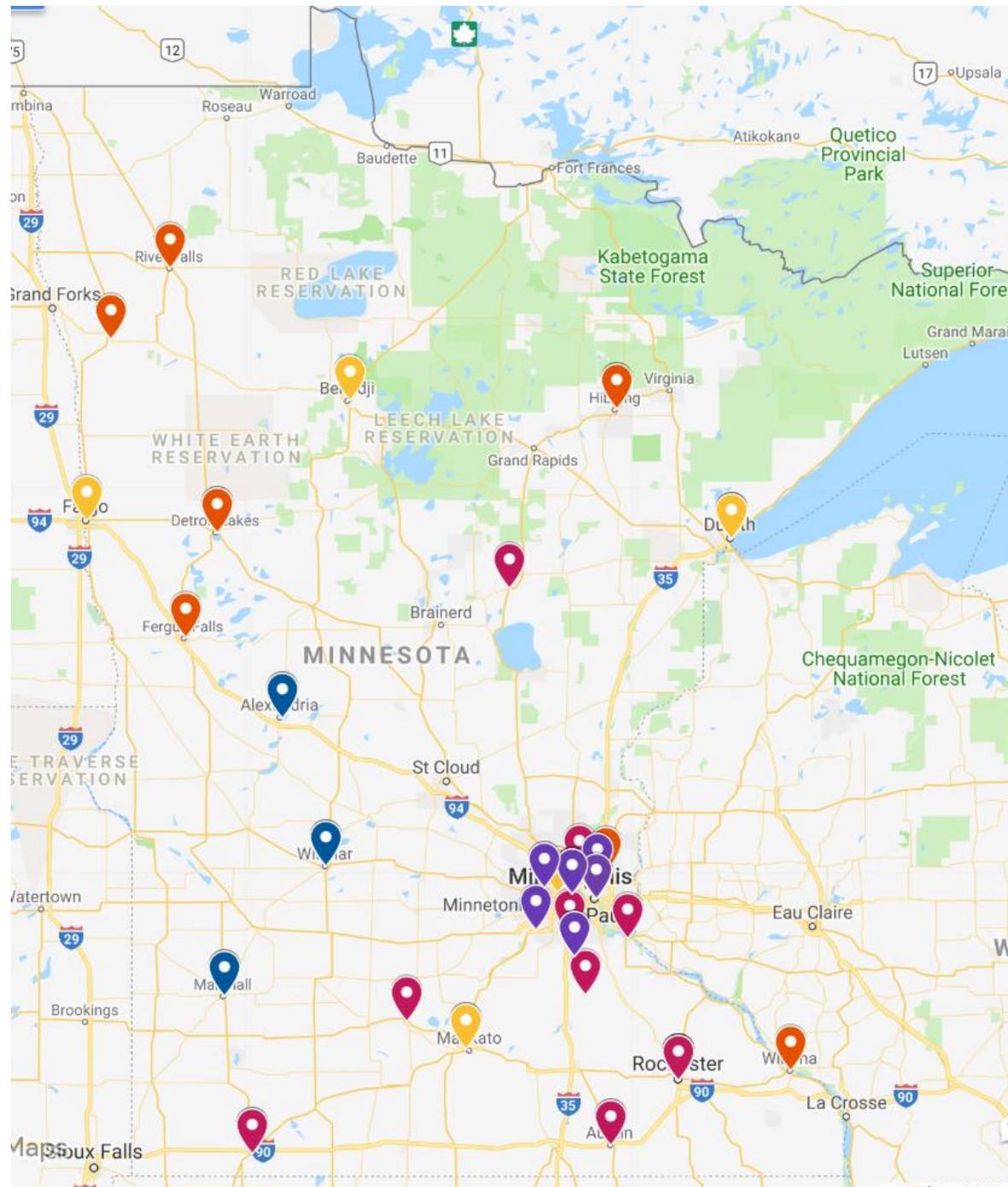
- January: 1
- February: 10
- March: 14
- April: 18



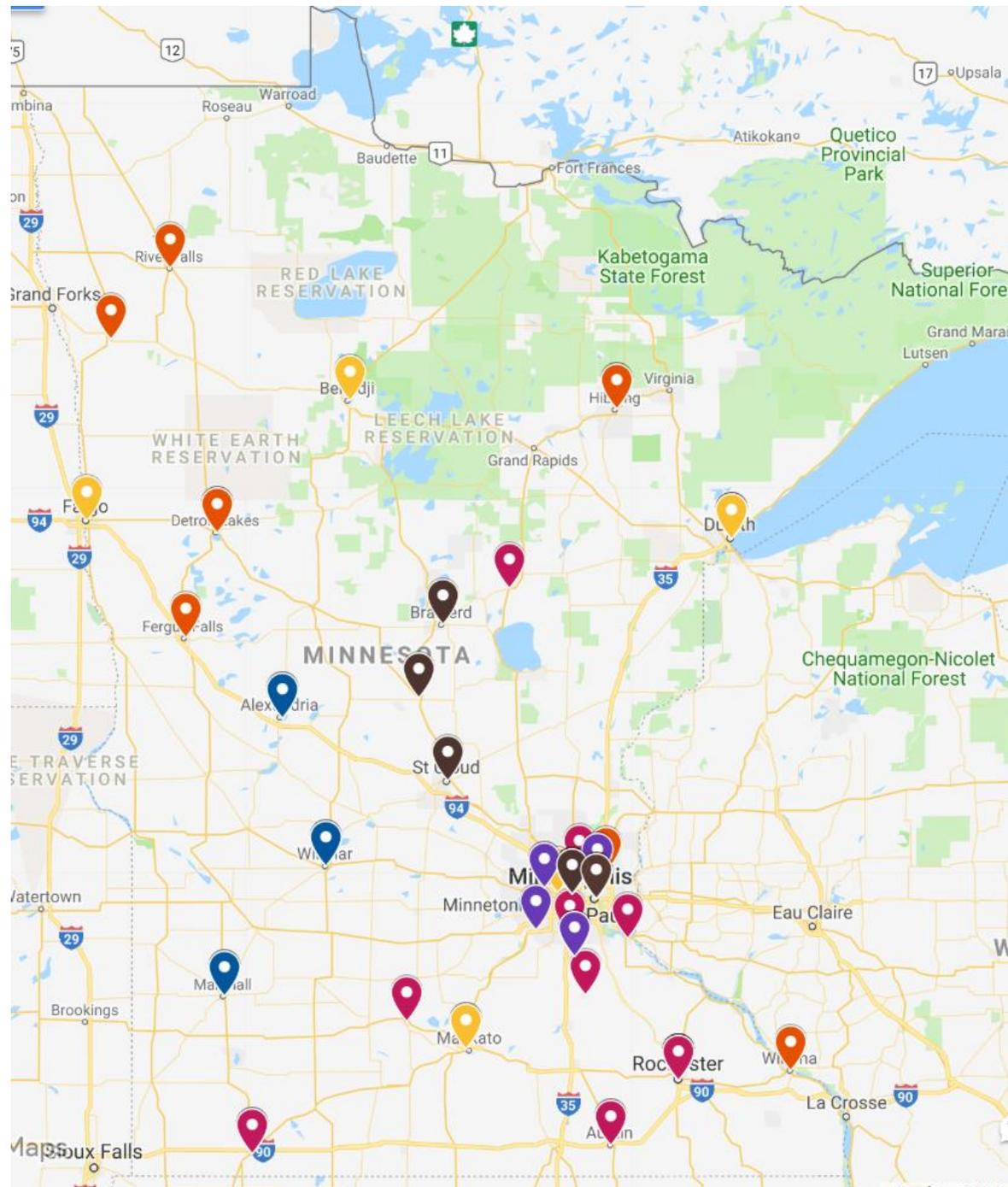
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- March: 14
- April: 18
- May: 7



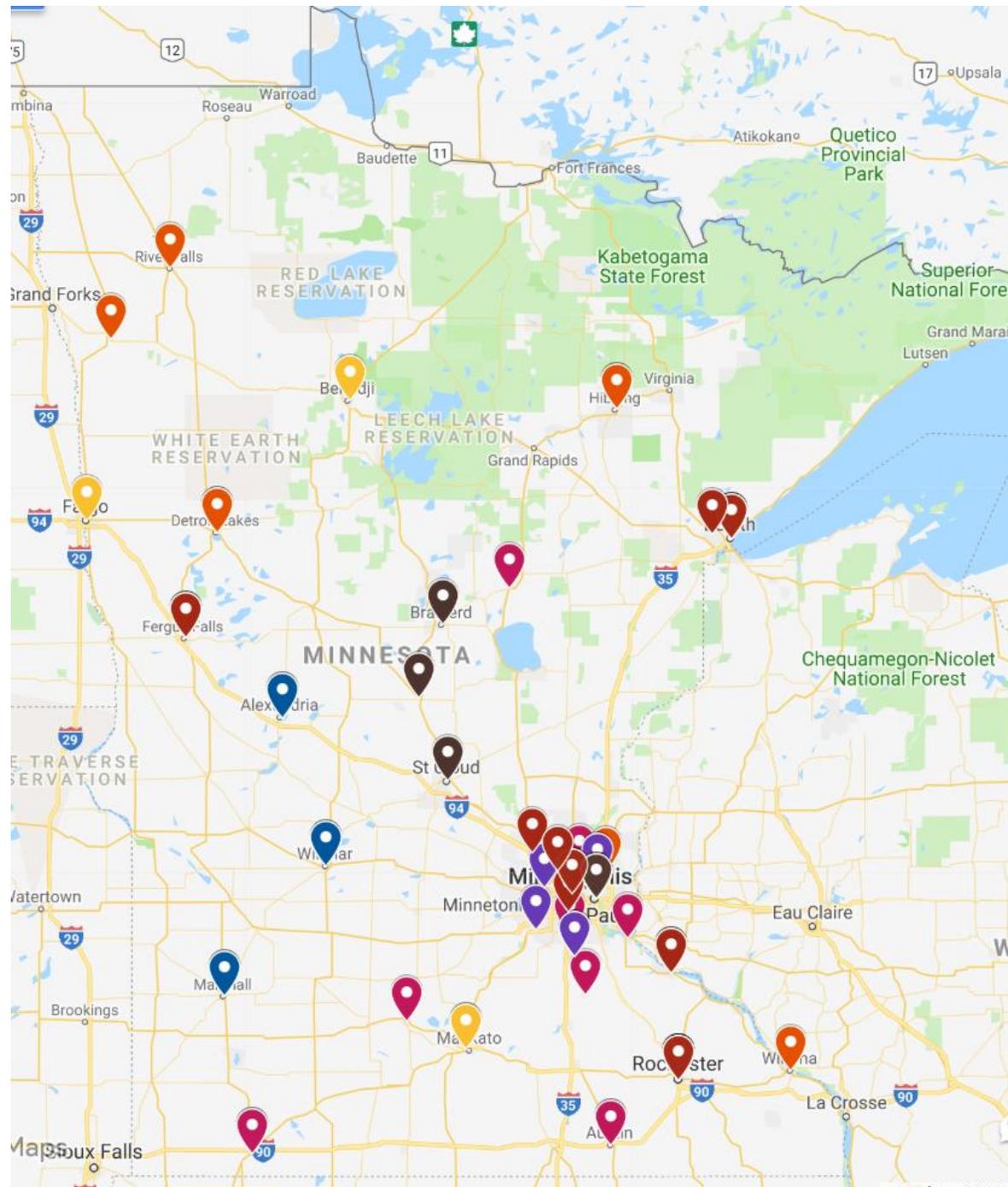
- January: 1
- February: 10
- March: 14
- April: 18
- May: 7
- June: 10
- July: 7



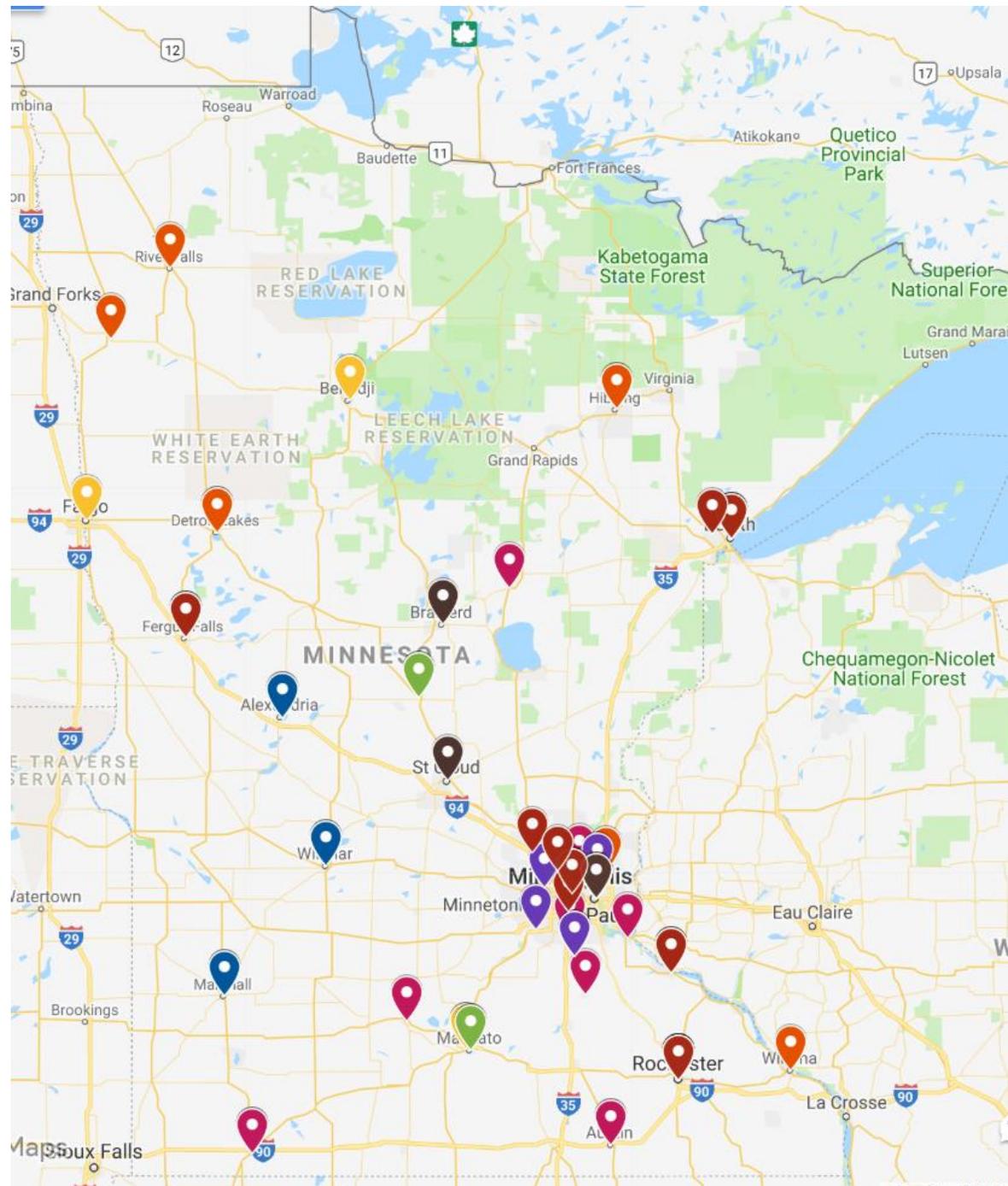
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- July: 7
- August: 6



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- June: 10
- July: 7
- August: 6
- September: 12



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- June: 10
- July: 7
- August: 6
- September: 12
- October: 3



- What has been happening in health care since we last connected?
 - Workforce shortage reaching critical levels.
 - *Please share your thoughts.*

Industry-wide conversation

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

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 CONTRACTOR REGISTRATION

LICENSE FORMS, PERMITS, PLAN REVIEW AND LOCAL

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

Health care services

- Medical assistant
- Senior living culinary manager

PIPELINE PROGRAM		m DEPARTMENT OF LABOR AND INDUSTRY					
[Company Name]							
Mechanic, Industrial Truck							
<small>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, site by site work with a mentor, other mentoring, specific project evaluation by instructor 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 transmissions.	Name		[Date]	[Date]	0	1	0
Industrial Truck Engine Overhaul: Demonstrate process of overhauling an industrial engine.	Name		[Date]	[Date]	0	1	0
Engine Part Replacement: Demonstrate proper install/replacement parts on machinery.	Name		[Date]	[Date]	0	1	0
Special Part Fabrication: Demonstrate fabricating special parts when required.	Name		[Date]	[Date]	0	1	0
Overall Progress:					0	4	0

Dual training tracking example

PIPELINE Dual Training Tools Reveal

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mi DEPARTMENT OF
LABOR AND INDUSTRY

Minnesota Department of Labor and Industry Medical Assistant

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.

Possible modes of OJT may include job shadowing, meeting attendance, side-by-side work with a mentor, other mentorship, specific project evaluated by colleague or supervisor, etc.

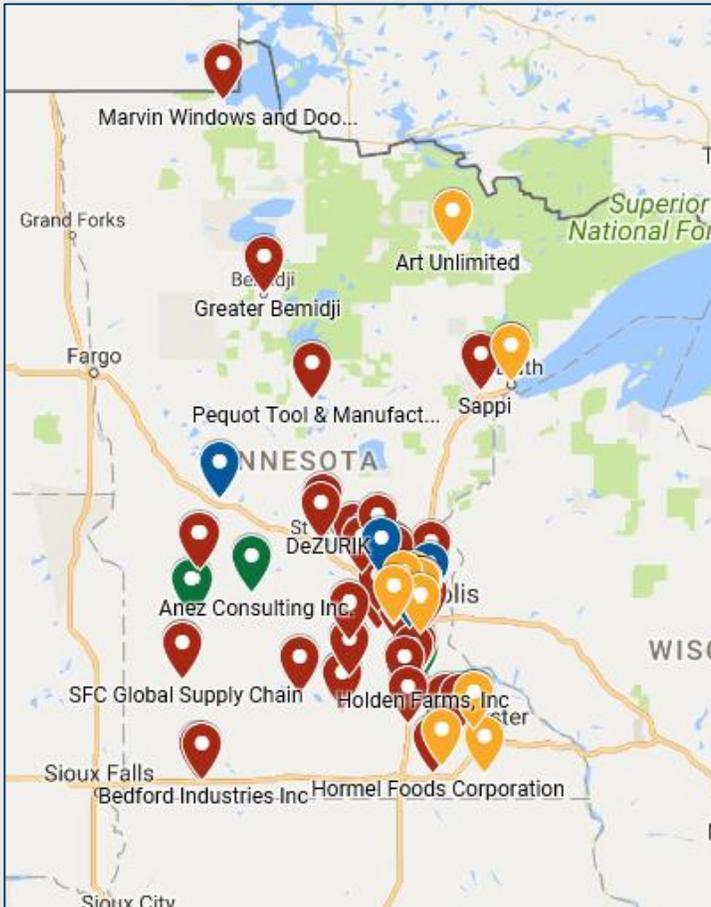
Employee Name:	Kathleen Gordon	Date:	10/23/2018
Anticipated Completion Date:	7/1/2018		

On-the-job Training

Specific Competencies	Trainer	Mode of OJT	Start Date	Completion Date	Hours Completed	Hours Required	% Complete
Safety - Operating: with attention to safety within a medical setting, as well as Evacuation/Safety plans.	Annie Welch		10/18/2018	12/31/2018	25	50	50
Maintain Good Patient Environment: - Practice infection control and hazard management. Clean and sterilize instruments and keep in orderly manner. Prep	Amanda Follmer		10/22/2018	2/6/2019	80	100	80

Competency Council Updates

- Current occupations in health care:
 - Health Support Specialist
 - Medical Assistant
 - Psychiatric/Mental Health Technician In-Patient
 - Psychiatric/Mental Health Technician Out-Patient
 - Senior Living Culinary Manager
 - Community Health Worker
 - Electronic Health Records Manager
- Possible:
 - CNA
 - LPN
 - Dental Assistant
 - Paramedic
 - Surgical Technician
 - Lab Technician
 - Radiological Technician
 - Pharmacy Technician
 - Sterile Processor



- 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.

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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:
 - Thursday, February 20, 2019, 10:00 – 12:00
 - Thursday, June 13, 2019, 10:00 – 12:00

Thank you.



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