



Minnesota Dual-Training Pipeline Speaker Series IX

Recovery through Employment-Based Training

Welcome!

Brief Introduction to Department of Labor and Industry and Minnesota Dual-Training Pipeline

Description of Dual-Training Model

Eric Seleznow – Featured Speaker and National Workforce Expert

How businesses can move forward using employment-based training

A series of questions, including the opportunity for questions from audience

Next steps and thank you

About the Department of Labor and Industry

*DLI's **VISION** is to be a trusted resource, service provider and impartial regulator.*

*DLI's **MISSION** is to ensure Minnesota's work and living environments are equitable, healthy and safe.*

DLI Programs:

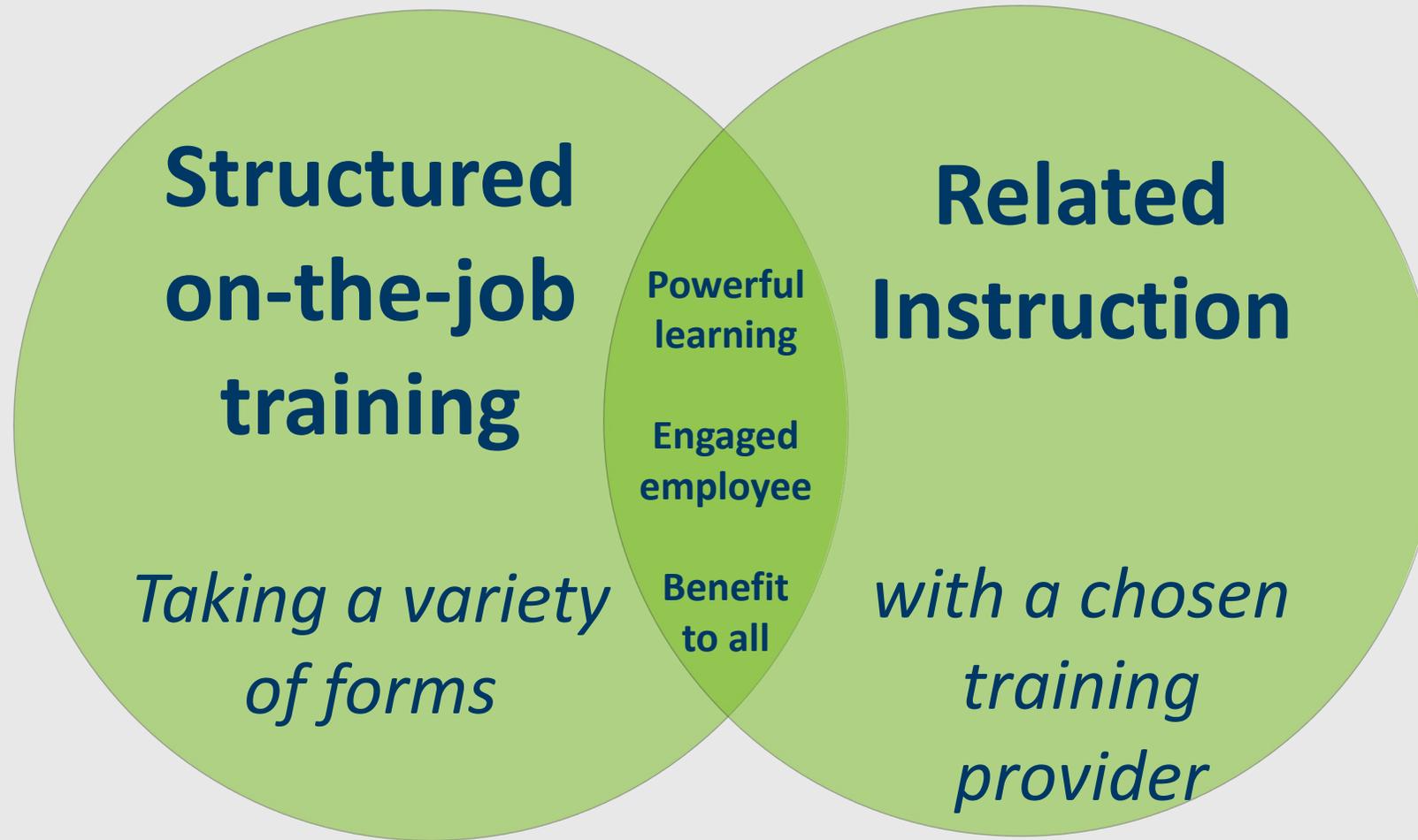
- Registered Apprenticeship
- Minnesota PIPELINE Program
- Youth Skills Training Program
- Child Labor Outreach and Compliance
- Workplace Safety Consultation
- Workers Compensation Administration
- OSHA Compliance
- Wage and Hour Compliance

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, health care services and information technology**
- Private Investment, Public Education, Labor and Industry Experience

Employment-Based Training



Benefits of Employment-Based Training

■ Employers:

- Build and shape their own workforce
- Creates new skilled worker pipeline
- Workers produce as they train
- Improve productivity overall
- Reduce employee turnover

■ Workers:

- Employment
- Job Training
- Wages increase with progress
- Master in-demand skills
- Credentials





Recovery through Employment-Based Training

Eric Seleznow | Director of JFF Center for Apprenticeship and Work-Based Learning

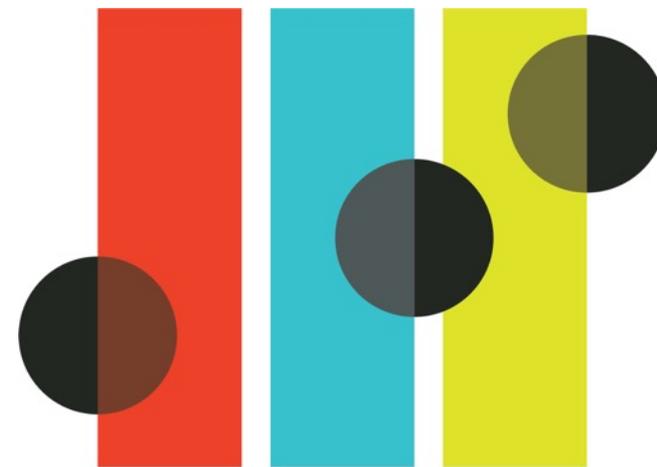


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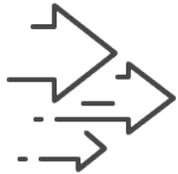
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JFF

JFF's Work Is More Important Than Ever



Preparing People for the Future of Work

Automation, outsourcing, and new contract arrangements require everyone to begin thinking and acting differently.



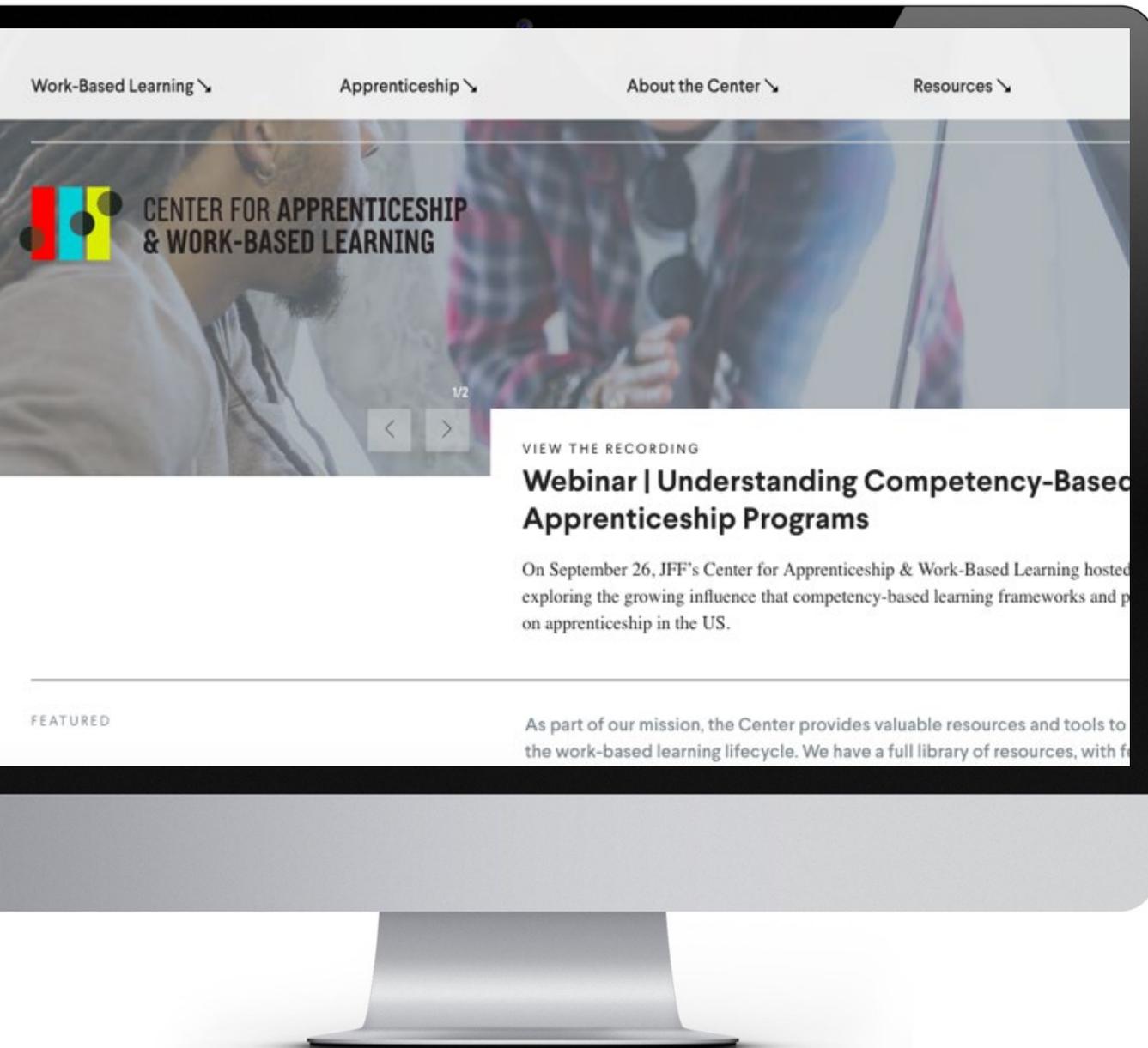
Ensuring Equity in Economic Advancement

Despite overall growth, economic opportunity through education and dignified work is limited for millions of Americans.



Meeting Employer Needs

Employers continue to struggle to find employees with the right skills. For America to thrive in the global economy, businesses need a steady supply of highly qualified workers.



CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

Center4Apprenticeship.jff.org



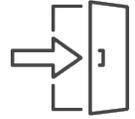


THE LABOR MARKET ~~IS~~ WAS TIGHTENING, YET...

- Employers ~~still~~ were struggling to find workers with the skills they need.
- **Impact of Covid 19 and recovery planning.**
- Young people & adult workers cannot always afford the costs of post-secondary education.
- Rapid changes in technology in the workplace will continue to impact both employers and workers.
- Our nation struggles with a deep misalignment between what the workforce needs and how young people are prepared for careers.
- Apprenticeship and WBL are effective ways to prepare and move people into high-paying jobs and careers paths while helping employers meet their needs for skilled workers.

WORK-BASED LEARNING

7 Principles for Effective WBL



Support entry and advancement in a career track



Provide meaningful job tasks that build career skills and knowledge



Offer compensation



Identify target skills and how gains will be validated



Reward skill development



Support college entry, persistence, and completion



Provide comprehensive student supports

Benefits of Work-Based Learning

Benefits for Businesses



- Reduced turnover
- Greater productivity
- Lower costs
- Employees have the information and skills needed to make informed job and long-term career choices

Benefits to Participants

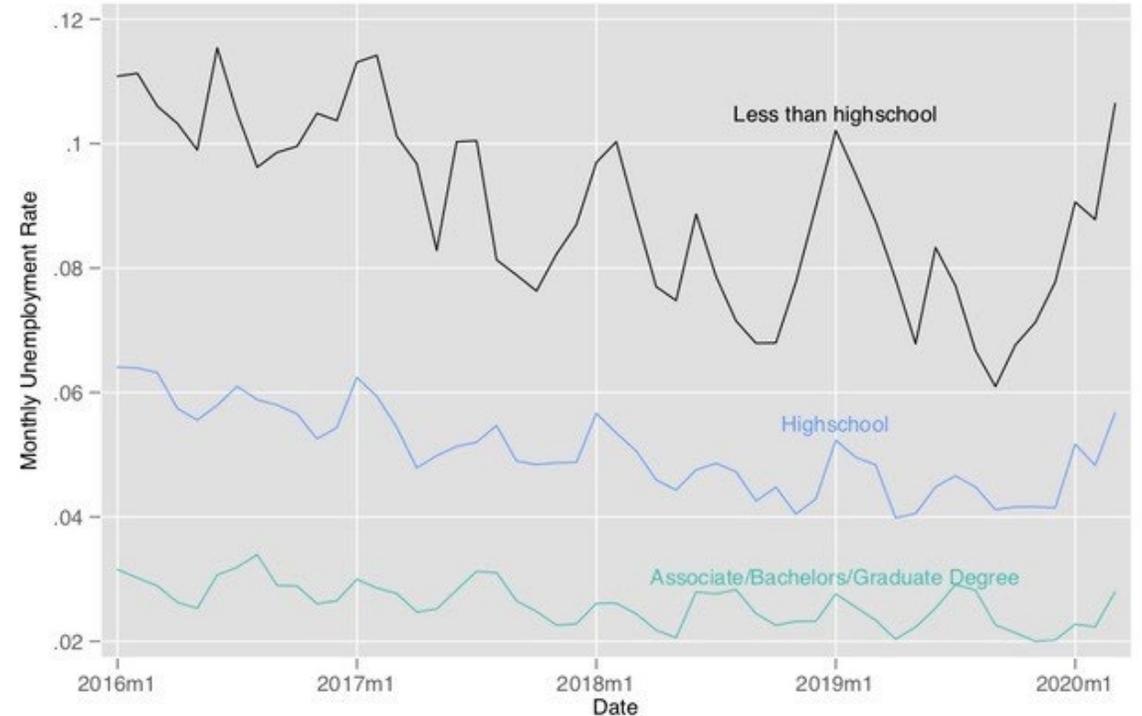


- Develop professional and career-track skills
- Gain real-world work experience
- Earn postsecondary credentials that match employer expectations and needs

COVID-19

COVID-19 ECONOMIC REALITY

Covid-19 has had negative impacts on short-term labor market outcomes (unemployment, wages, hours worked, and participation) in the US, but especially for men, younger workers, immigrants, Hispanics and less-educated workers



MOMENTUM IS AT RISK: APPRENTICESHIP DECLINES DURING PERIODS OF ECONOMIC UNCERTAINTY

- As we enter what could be a prolonged economic downturn, we are deeply concerned that many of these hard-fought workforce gains could be lost.
- New apprentices and training are often the first to go when business slows.
- We have seen again and again in the past 20 years that apprenticeship declines during periods of economic uncertainty.
- From 2008 to 2011, the US lost 86,000 apprentices—a drop of more than 20 percent.
- The decline was tied to low demand for labor in manufacturing, construction, and the building trades during the Great Recession of 2007 to 2009.
- We need to prepare for recovery.

COVID-19

APPRENTICESHIPS IN THIS NEW REALITY

"I think things will change forever after this, but it will probably be some mixture of physical and virtual [format]. We want this experience ... to mimic the real-life workforce environment. I think the real-life workforce environment is going to change."

[SHRM](#)

Poll Results: How Is the Coronavirus Pandemic Impacting Apprenticeships?

Number of respondents: 9.

■ Yes ■ No

Are you canceling your apprenticeship program during the COVID-19 pandemic?



Are you delaying the start of your program because of COVID-19?



Are you creating micro-apprenticeships that are shorter than the typical 10-week or 12-week internship due to COVID-19?



Are you changing the format of your apprenticeship to online or virtual because of COVID-19?



APPRENTICESHIP AND WBL: ROLE IN ECONOMIC RECOVERY

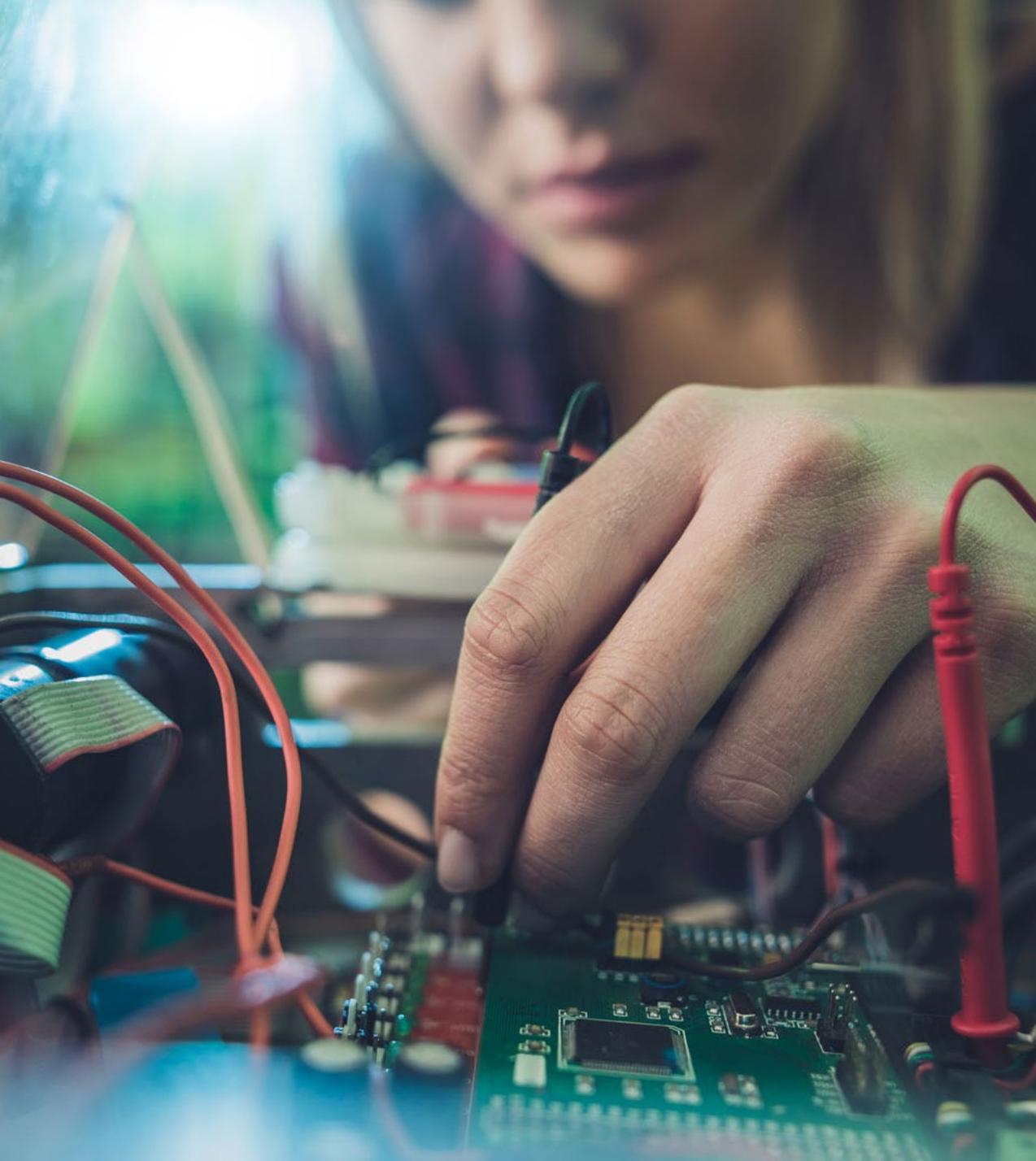
The IT industry will be impacted by the economic downturn. But many IT occupations, in particular IT Support, may show more resiliency

- roles related to remote work, data storage, telecommuting/Telecom
- Software, cyber-security, remote working platform companies may see dramatic increases in growth

There will likely be an even greater convergence between IT and manufacturing than we've seen in the past.

Digital transformation is creating a shift in manufacturing, creating an additional skills gap.

Building IT skill set can help to address this gap.



KEY ELEMENTS OF

JFF'S APPRENTICESHIP STRATEGY

Engage intermediaries to **market apprenticeship**

Empower intermediaries to provide ongoing management support

Leverage federal, state, and local **resources** to underwrite training costs

Educate stakeholders **on the apprenticeship model and its comparative advantages**

Access industry credentials and academic **credit to embed apprenticeship in career advancement strategies**

Foster pathways for underrepresented populations to access apprenticeship



PARTNERSHIP AND RECRUITMENT

WHO IS THERE TO SUPPORT?

Connect to Labor Partners

- Local Unions
- AFL-CIO
- Employer Associations

Connect to State and Community Partners

- Veteran Support Systems
- ILWorkNet Centers
- United Way
- Other local CBOs

Recruiting from community partners

Media – Social media, Television, Radio, Podcasts & other Digital Platform

Chambers of Commerce

Council Meetings

National Council of La Raza

100 Black Women / 100 Black Men

Local My Brothers Keeper Initiatives

Places of Faith

Recreation Centers

Community Based Organizations



PARTNERSHIP AND RECRUITMENT

TARGET UNDERREPRESENTED POPULATIONS

- Newly laid off workers
- Women in Skilled Trades
- Veterans
- Military Spouses
- Opportunity Youth



SPECIFIC VETERAN RECRUITMENT PARTNERS

In 2016, the unemployment rate of veterans varied across the country, ranging from 1.8 percent in Indiana to 7.6 percent in the District of Columbia. (BLS)

JFF is committed to identifying strategies to support the recruitment and training of veterans:

TechHire (DOL ETA)

Working with PerScholas and General Assembly to recruit and support veterans entering the coding industry.

National Labor Exchange (NLX)

Partnering with NLX and DirectEmployers (US.jobs)

Possible partnerships in the future

American Legion Veterans Career Center

Corporate America Supports You

FOR VETERANS AND EMPLOYERS

RESOURCES

- Available resources: American Job Centers, Transitional Assistance programs and local Veterans' programs.
- The Federal Government has made available many resources to assist service members and Veterans into high-skill, good-paying jobs in apprenticeships.
- Veterans eligible for GI Bill benefits may use them during an approved apprenticeship program. The bill also provides a monthly housing allowance (MHA) in addition to apprenticeship wages.
- To receive GI Bill benefits, a Veteran must first be hired by an employer into an apprenticeship program that has been approved by the State Approval Agency.



Questions or Comments?

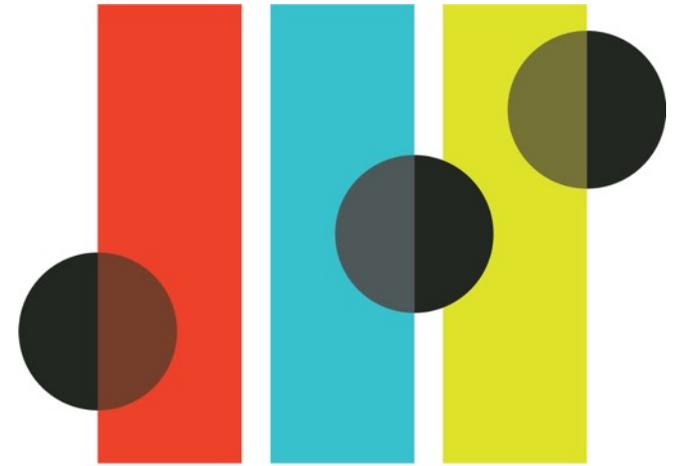


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JFF

Have you heard good examples of employers and training providers making adjustments to still offer relevant learning opportunities during COVID 19?

Questions and Answers

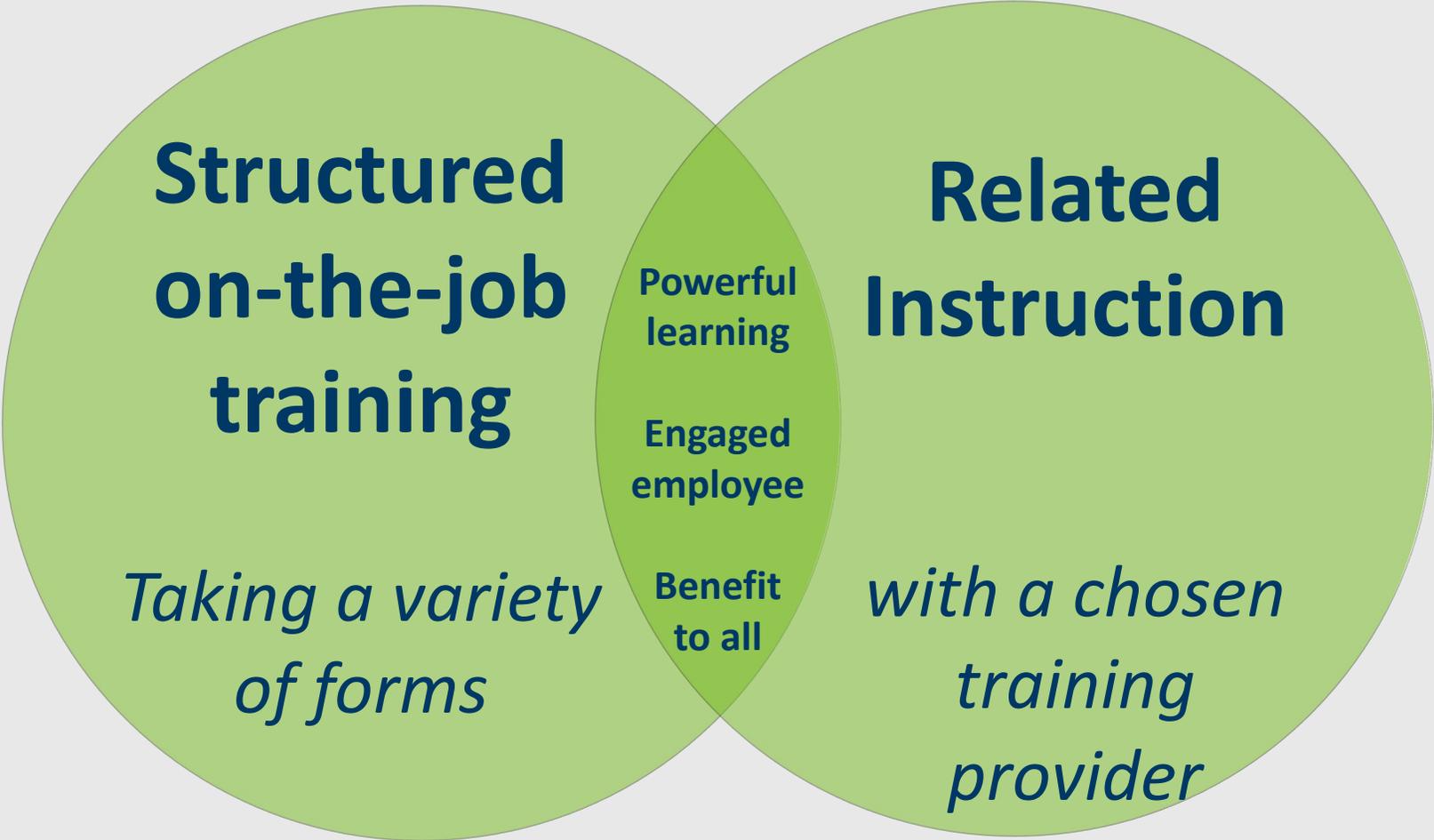
Answer: Eric Seleznow discussed how higher education, especially community colleges, have quickly transitioned to online learning and virtual learning. He also mentioned how workforce boards and centers are expecting a large amount of people seeking services and rapidly working to make themselves available online. Eric shared how states are providing guidance and creating flexibility for extending some terms of apprenticeship completions and also posting training FAQ's. He also noted how in-person on-the-job-training has been challenging but when companies are able to do remote training, many are being creative and doing so.

In your estimate, which industries will be the quickest to recover as we discover our new normal with COVID-19?

Questions and Answers

Answer: Eric Seleznow discussed how no one knows for sure which industries will come back the fastest. He also noted how some industries may have long term downturn. However, industries that are able to do mostly telework, like information technology, will likely transition back quicker. In addition, food distribution and some transportation and logistics industry occupations with increased online shopping is likely to experience growth. In addition, demand for healthcare occupations was projected to increase prior to the pandemic and will likely continue to expand and increase going forward.

Bringing it all back to Dual Training



Ways to strengthen your organization through COVID-19

1. Respond to the crisis and protect the organization with transparent communication.
2. HEALTH AND SAFETY FIRST.
3. Support employees to further stabilize the organization.
4. Embrace recovery by defining flexible plans to serve customers.
5. Retool for the new world: safe employees, protected business, and strong communication.

Recovery through Employment-Based Training

- Dual training can help to retain and upskill your workers.
- Creating a positive culture where your company is investing in your employees speaks volumes to them.
- Actively working to improve employees restores a sense of normalcy for them and your entire organization.

Creating a Better Company Culture through Dual Training

Three ways that dual training supports all employees:

1. Employers who value dual training are helping employees to grow in their careers. They show they care.
2. Dual training builds relationships through mentoring and cohort-based training. The more positive relationships you have in the workplace, the happier your employees will be.
3. Dual training promotes collaboration and listening to one another at work. The more open and supported the work environment, the better it can be for all employees.

Positive culture can help to carry groups through crises.

Congratulations!

At this time, the PIPELINE Dual Training Grant Program has received complete proposals from 65 employers across the state, totaling \$3.7 million in requested funding.

We are proud of this clear representation of the commitment to dual training in Minnesota.

Even those companies who did not submit complete applications or who may not receive funding need to be celebrated for this commitment to their employees.

Congratulations.

Thank You!



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