

MINNESOTA PIPELINE PROJECT

**PRIVATE INVESTMENT, PUBLIC EDUCATION
LABOR AND INDUSTRY EXPERIENCE**



**ADVANCED
MANUFACTURING**



AGRICULTURE



**HEALTH CARE
SERVICES**



**INFORMATION
TECHNOLOGY**

Agenda

1. **Welcome and Introductions**
2. **MN PIPELINE Updates**
3. **Introduction of New Legislation**
4. **MN PIPELINE Project Discussion and Feedback**
5. **Next Steps and Closing**



Minnesota PIPELINE Project

Private Investment, Public Education, Labor and Industry Experience

State agencies to work with recognized industry experts, representative employers, higher education institutions, and labor representatives to define competency standards for occupations in:

- advanced manufacturing
- agriculture
- health care services
- information technology



PIPELINE Project Objectives

- **Develop and enhance Minnesota skilled workforce**
- **Participation from industry leaders**
- **Expand dual – training and registered apprenticeship in Minnesota**



Dual-training and Registered Apprenticeship

Dual-training:		Registered Apprenticeship:
Dual-trainee is an employee of participating employer		Registered Apprentice is an employee of sponsoring employer
Competency Standards	Work Process	Work process: 2,000 hours or equivalent of structured OJT
	Related Instruction	Related technical instruction: 144 hours each year or equivalent
		Safety training: 50 hours
		Progressive wage schedule
		State issued completion certificate

PIPELINE Project Plan

Component #1

Convene *Industry Councils* for four industries:

- Advanced Manufacturing
- Agriculture
- Healthcare Services
- Information Technology

Component #2

Develop *competency standards* for up to four occupations in each industry.

Component #3

Progress report and implementation of industry council *recommendations*.



Minnesota PIPELINE Project

Component #1

Convene *Industry Councils* for four industries



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Industry Councils

249 participants in Industry Councils

- **95 employers and industry association representatives**
- **46 education representatives**
- **21 labor and labor/education representatives**
- **87 government, legislative and other**



Industry Councils Overview



Understanding requirements of the industry	Gathering information	Feedback and next steps	Reporting outcomes
<p>Identify current and future industry workforce needs.</p> <p>Discuss current state of each industry.</p>	<p>Select at least three occupations for each industry.</p> <p>Identify experts to assist with occupational competency validation.</p>	<p>Explore dual-training/ apprenticeship delivery models.</p> <p>Receive feedback to implement dual-training/ apprenticeship in each industry.</p>	<p>2015 Progress Report to the Minnesota State Legislature submitted January 2015.</p>

Health Care Services in Minnesota

With more than 445,000 jobs at more than 14,000 organizations, Health Care and Social Assistance is the largest employing industry in Minnesota. Currently Health Support Specialist Registered Apprenticeship program has 87 registered apprentices through eight employer sponsors.

57 people participated in the Health Care Services Industry Council meetings.

- 19 Members of industry or industry associations**
- 11 education representatives**
- Six labor and labor/education representatives**
- 21 government, legislative and other.**



Industry Council identified occupations

Health Care Services

- Health Information Technician
- Health Support Specialist (current registered apprenticeship program)
- Psychiatric Technician/Mental Health Technician
- Medical Scribe – special project



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Component #2

Develop *competency standards*



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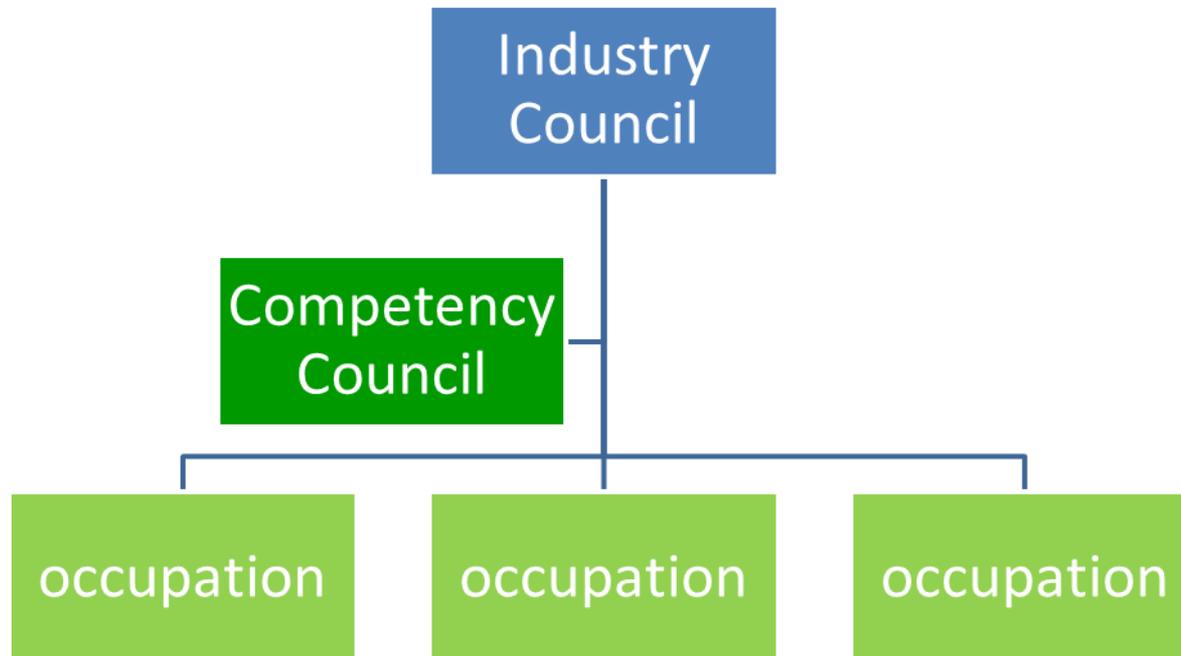


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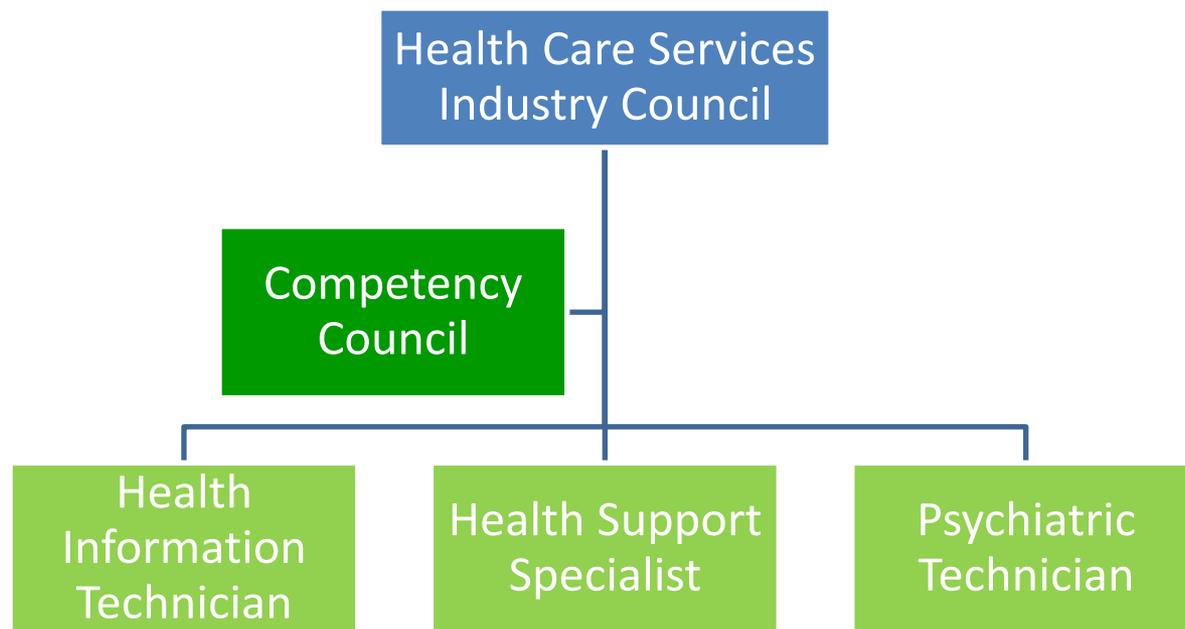
Competency Development Approach



Competency Council Overview

Understanding requirements of the industry	Gathering information	Feedback and next steps	Reporting outcomes
<p>Convene Industry Planning Teams to provide guidance with validation processes in their industry.</p> <p>Identify occupational SMEs.</p> <p>Help prioritize occupational competency work.</p>	<p>Research occupations identified in Industry Councils by using educational programs, current apprenticeship programs in US and international, and US DOL competency model.</p>	<p>Utilize occupational experts in competency councils: employers, related instruction providers and labor representative.</p> <p>Identify and validate competencies through facilitated discussions, and electronic forms.</p>	<p>PIPELINE Competencies and findings will be posted on DLI MN PIPELINE Project website June 30, 2015.</p>

Health Care Services Competency Development Approach

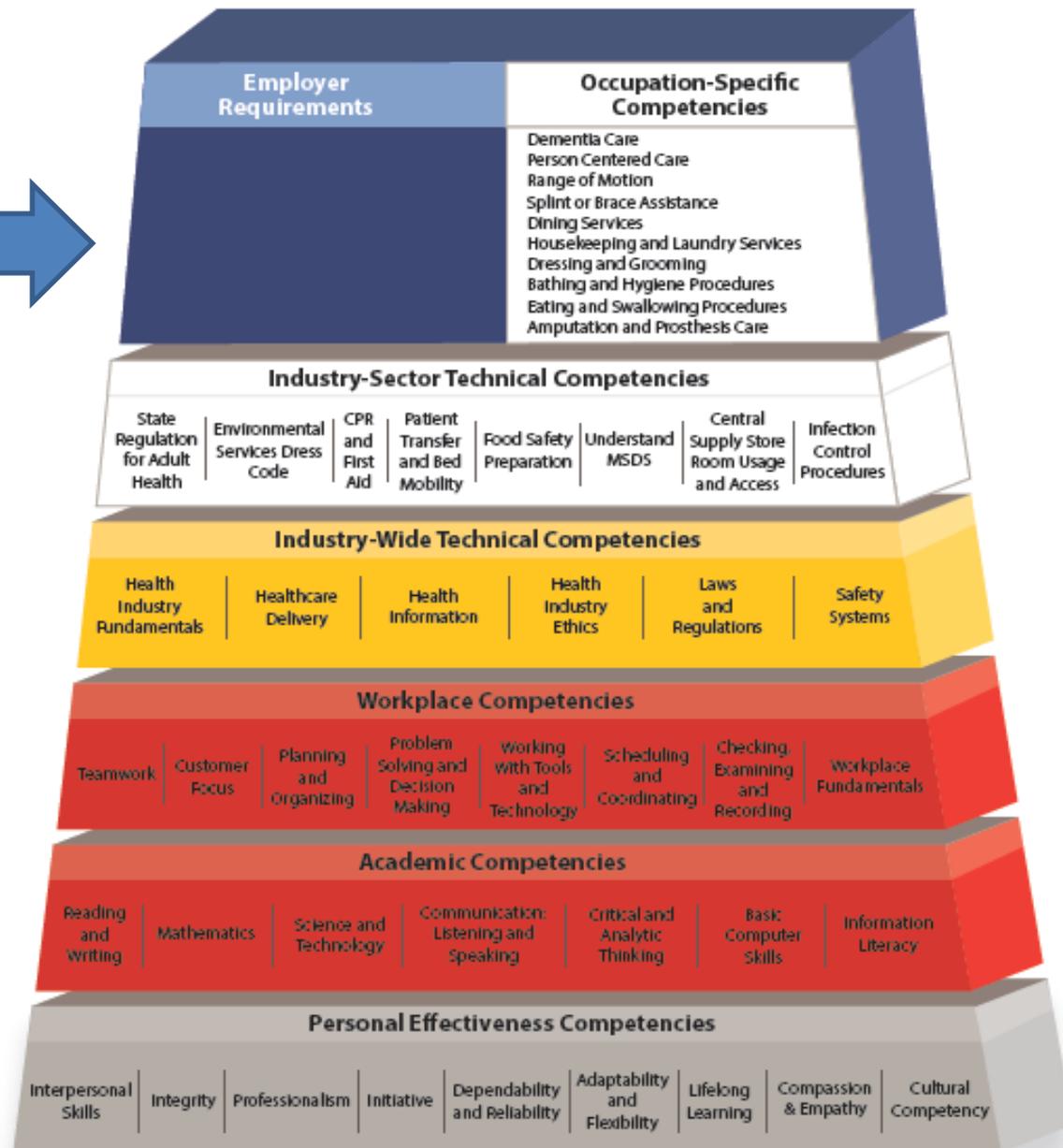


*Medical Scribe – special project





Occupation: Health Support Specialist



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

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Component #3

Industry recommendations



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2015 Progress Report to the Minnesota Legislature



<http://www.dli.mn.gov/pipeline.asp>

PIPELINE Project Recommendations

1. Complete occupational competency standards for all occupations identified through the PIPELINE Project.
2. Build industry Competency Councils for each targeted industry to develop competency standards for additional occupations in each industry.
3. Establish dual-training committees for a PIPELINE project identified occupation in each targeted industry.
4. Develop templates and implementation tools for new dual-training programs for all occupations identified through the PIPELINE project



PIPELINE Project Recommendations

5. Create and execute a plan for dual-training outreach, exposure, and awareness.
6. Align dual- training delivery system to other workforce initiatives.
7. Develop research and analysis tools to determine dual-training system costs and benefits.
8. Explore providing financial support to make dual-training programs viable and sustainable for employers and employees.



Introduction of PIPELINE Project 2015 – 2017 by Senator Bonoff



PIPELINE Project

Discussion and Feedback

- Identify three ideas on how to implement dual-training in health care services industry.



Organizational Models	Single- employer	Multiple-employers	Employer Associations
Delivery Models	Certification or Competency Based	Time based	Hybrid

**Thank you for your dedication and participation in
the PIPELINE Project 2014 - 2015!**

