



Minnesota Dual-Training Pipeline  
“Pipeline 101”  
August 11, 2020

# 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:**

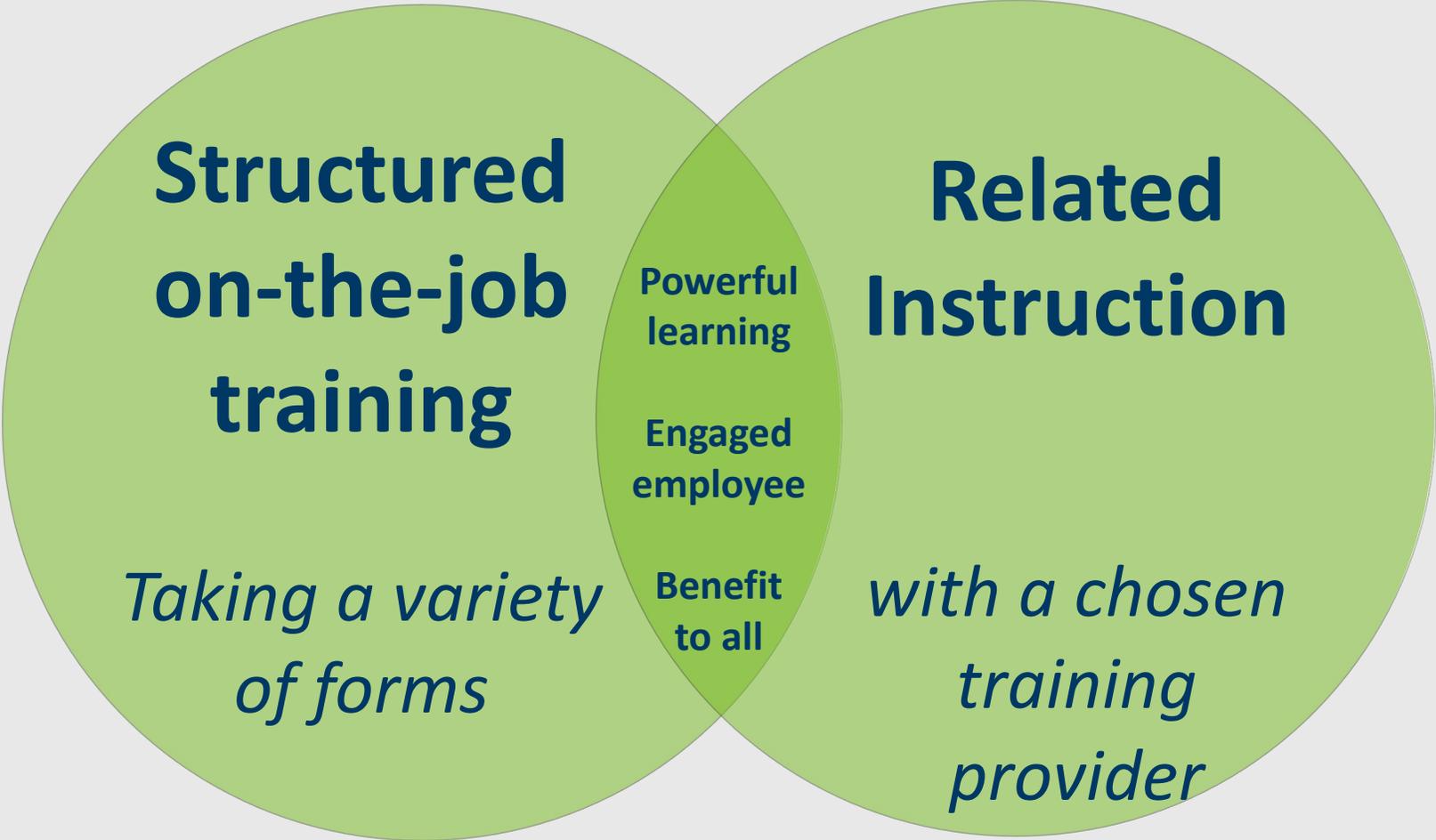
- Registered Apprenticeship
- Minnesota Dual-Training Pipeline
- Youth Skills Training Program
- Child Labor Outreach and Compliance
- Workplace Safety Consultation
- Workers Compensation Administration
- OSHA Compliance
- Wage and Hour Compliance

# 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



# Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline 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.

# Advanced Manufacturing Occupations

- Computer Numerical Control (CNC) Programmer
- Coordinate Measuring Machine (CMM) Programmer
- Extrusion Molding Technician
- Flexo Technician
- Injection Molding Technician
- Logistics and Supply Chain Manager
- Machinist/ Tool and Die Maker
- Machinist /CNC Operator
- Maintenance and Repair Worker
- Mechatronics Technician
- Print Press Operator
- Quality Assurance/ Food Safety Supervisor
- Quality Assurance Technician
- Safety Technician
- Solderer
- Welder

# Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Application Technician
- Crop Farm Manager
- Farm Animal Manager
- Grain Merchandiser
- Horticulture Farm Manager
- Quality Assurance/Food Safety Supervisor
- Swine Technician (grow finish)
- Swine Technician (sow farm)

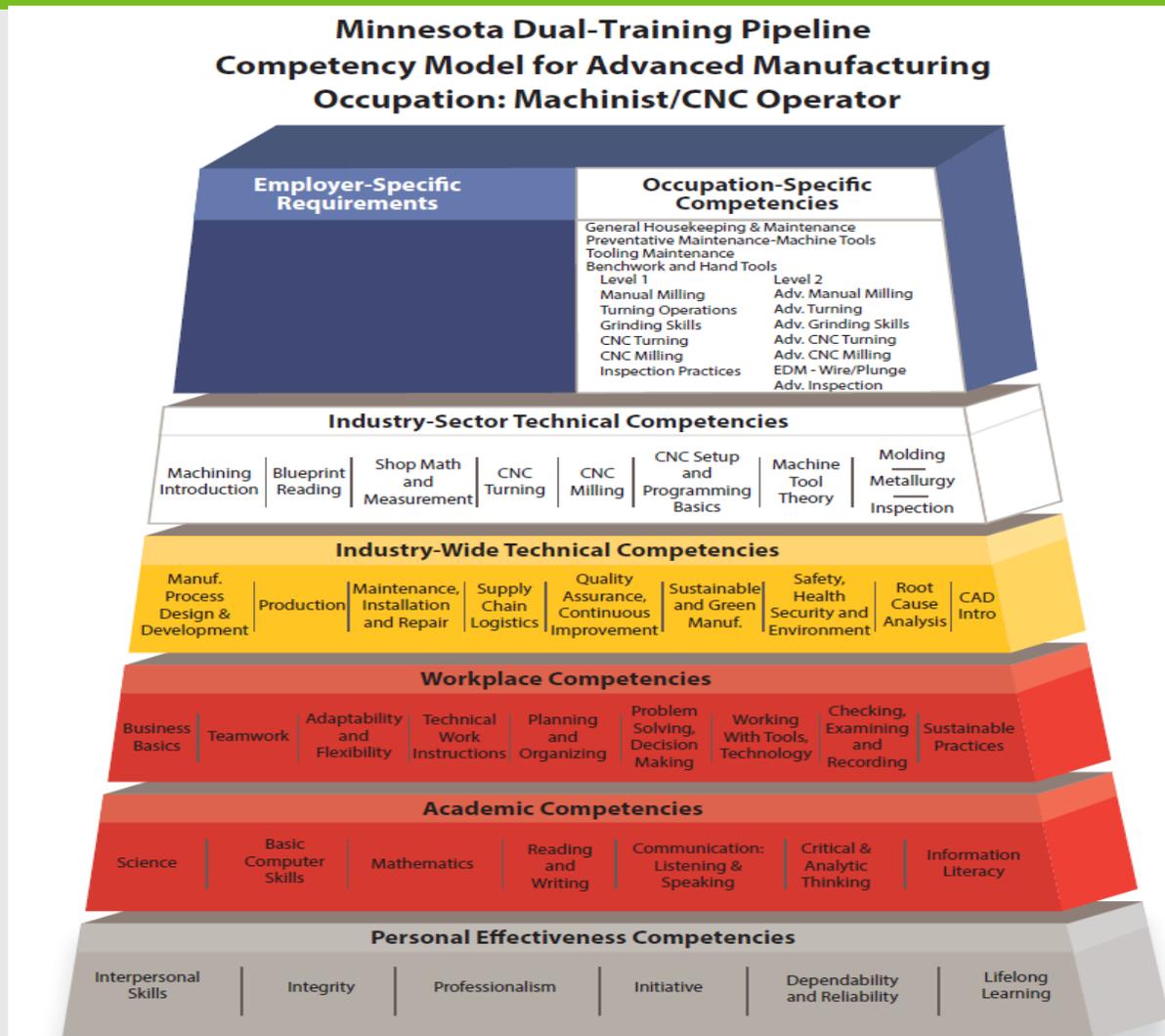
# Health Care Services Occupations

- Addiction Specialist
- Certified Nursing Assistant
- Community Health Worker
- Dental Assistant
- Dental Hygienist
- Electronic Health Records Specialist
- Health Support Specialist
- Licensed Practical Nurse
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Technician
- Ophthalmic Technician
- Psychiatric/Mental Health Technician in-patient
- Psychiatric/Mental Health Technician out-patient
- Radiologic Technician
- Registered Nurse
- Senior Living Culinary Manager
- Surgical Technologist

# Information Technology Occupations and Pathways

- Information Management and Analytics Pathway
- Information Security Pathway
- Infrastructure Administration Pathway
- Programming, Development and Engineering Pathway
- Security Analyst
- Service Desk/Front Line Support or User Support
- Software Developer
- Software Testing and Quality Assurance Pathway
- Support Pathway
- Technical Planning Pathway
- Web Developer – back end
- Web Developer – front end

# Minnesota Dual-Training Pipeline Competency Pyramid



Based on: Advanced Manufacturing Competency Model Employment and Training Administration, United States Department of Labor, April 2010.

\* Pipeline 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.

# Minnesota Dual-Training Pipeline Occupations

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$18.20/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information: Three stars is ideal);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

# Related Instruction Inventory

- Starting point for employers to develop a dual-training program;
- Includes education and training programs for approved occupations;
- Employers are not required to partner with the training providers on the list, but these are options to be considered.

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

*An education or training provider that would like to be included on the inventory should reach out to our team to be added to the list.*

# Related Instruction Inventory



[ABOUT THE DEPARTMENT](#)   [FOR BUSINESS](#)   [FOR WORKERS](#)

## PIPELINE RELATED INSTRUCTION INVENTORY

This tool contains an inventory of the training programs that lead to credentials recognized by the Minnesota Dual-Training Pipeline. This list is not comprehensive but is a good snapshot of the training available to dual trainees in your organization. After selecting your industry and occupation, click "Search" to get a list of training programs, links and details about the programs.

This tool can list programs by industry and occupation as well as by location. If you are interested in training programs in a specific city, try adding the city name to the search box.

For help with questions about training programs, providers or additions you'd like to see, contact us at [PIPELINE.Program@state.mn.us](mailto:PIPELINE.Program@state.mn.us) or 651-284-5353.

Industry  ▼

Select occupation  ▼

# Related Instruction Inventory

Occupation	Program	Training Institution	Location	Online	Credit	Duration	Credential	Has Participated in DTG Program	Competencies Mapped
Machinist CNC Operator	<a href="#">Advanced CNC Machine Technology</a>	Anoka Technical College	Anoka	No	64 credits	1 year	Diploma	No	No
Machinist CNC Operator	<a href="#">Advanced Machine Production Technologist</a>	Lake Superior College	Duluth	No	60 credits	2 years	Associates Degree	No	No
Machinist CNC Operator	<a href="#">Advanced Manufacturing Technology</a>	Pine Technical and Community College	Pine City	No	60 credits	1-2 years	Associates Degree	No	No
Machinist CNC Operator	<a href="#">Advanced Manufacturing Technology</a>	Pine Technical and Community College	Pine City	No	45 credits	1-2 years	Diploma	No	No
Machinist CNC Operator	<a href="#">Automated Machining</a>	Lake Superior College	Duluth	No	16 credits	1 semester	Certificate	No	No
Machinist CNC Operator	<a href="#">CNC and Advanced Machining</a>	St. Cloud Technical & Community College	St.Cloud	No	60 credits	2 years	Associates Degree	Yes	No

- Tools to help employers develop dual-training programs;
- Templates are available to track dual-trainees to ensure they are mastering necessary competencies;
- Guidance for developing effective on-the-job training.

<https://www.dli.mn.gov/business/workforce/minnesota-dual-training-pipeline-tools>

- Present to groups and individuals about dual-training programs and resources.
- Facilitate employer to employer meetings and partnerships.
- Lay out how to establish dual-training programs.
- Investigate barriers and opportunities for dual-training programs.
- Convene employer-led meetings with related instruction providers.
- Support employers with applications for the Dual Training Grant.

# Minnesota Dual-Training Pipeline: Getting Started

Learn the steps to starting your own Dual-Training Pipeline program within your company or organization.

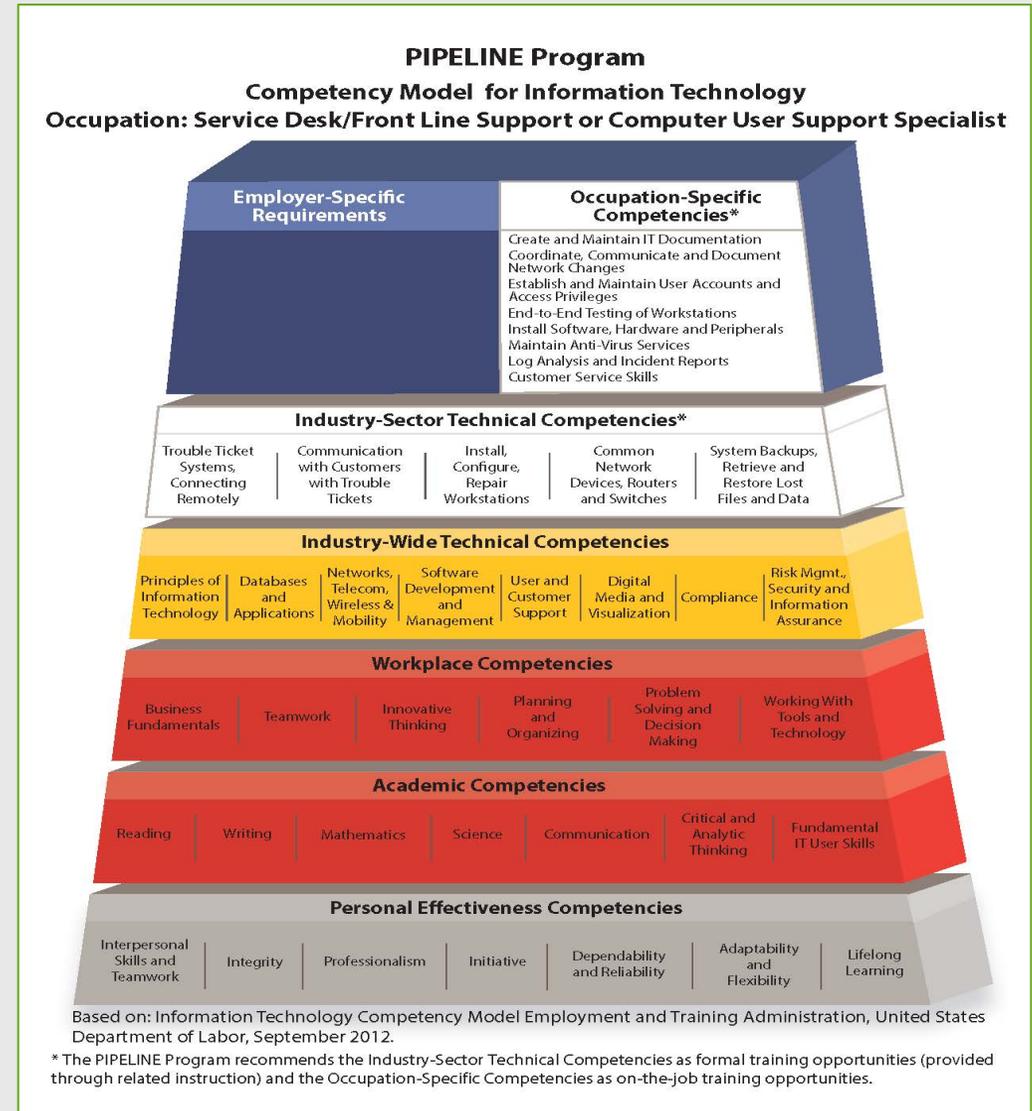


# Dual-Training Step by Step Guide

1. Determine the main occupation (job) your company would like to address with a dual-training program.
2. Contact the Minnesota Dual-Training 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 company.

# Dual-Training Step by Step Guide

4. Use the Minnesota Dual-Training Pipeline Competency Model as a guide to help determine what makes the most sense to be learned in on-the-job training and related instruction.



# Dual-Training Step by Step Guide

5. Explore different related instruction providers options.
6. Review the curriculum for the training provider you prefer and then select them as the related instruction provider for your company/organization.
7. Consider best approaches for your organization for On-the-Job Training.
8. Determine who will lead your On-the-Job Training (OJT).

# Dual Training Step by Step Guide

9. Recruit either new or incumbent worker(s) 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 get started.



- Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) – Grant application will open again in spring of 2021; apply for the grant at this link here: <http://www.ohe.state.mn.us/mPg.cfm?pageID=2196>
- \$6,000/student employee per year; Maximum grant is \$150,000 per employer per year; It is a reimbursement model for payments to the company.
- If employer exceeds \$25 million in revenue from 2020, 25% match is required;
- Employers (or representative of) may apply if:
  - Employees will be trained in an eligible occupation;
  - Employees have not yet attained competency standards;
  - Positions are located in Minnesota.

- **217** Grant awards
- **1,939** Dual trainees
- Round **9** Awards: **\$2,719,570**;
- **Over half of the 49 awarded in Round 9 were in manufacturing, and over \$2 million in funds were in Greater Minnesota**
- For more information on the grant, please contact grant administrator Jacquelynn Mol Sletten at [Jacquelynn.Mol.Sletten@state.mn.us](mailto:Jacquelynn.Mol.Sletten@state.mn.us).

# YST @ DLI

Youth Skills Training

## HOW:

Create programs for 16 and 17 year old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites



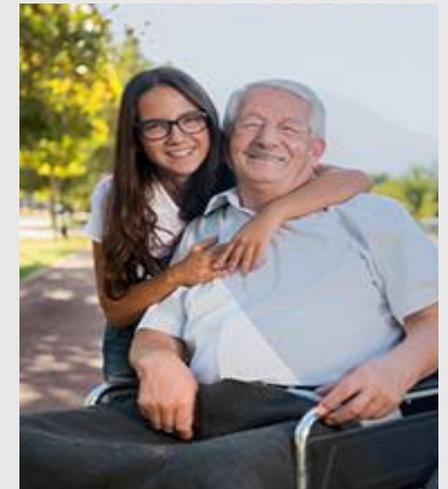
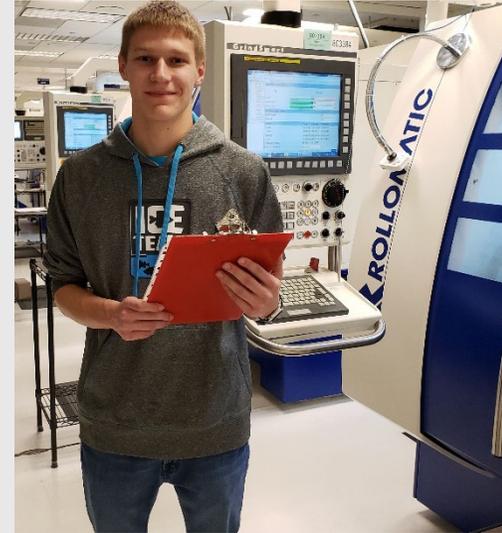
## YST program requirements:

1. Local partnership (education and employer)
2. Related classroom instruction for HS credit
3. Paid work experience for students over 16 years of age
4. Qualified supervision and safety training
5. At least 80% of eligible students graduate
6. At least 60% of students receive an industry credential



## Current YST eligible industries:

- ✓ **Advanced Manufacturing**
- ✓ **Agriculture**
- ✓ **Automotive**
- ✓ **Health Care**
- ✓ **Information Technology**



# COVID-19 Resources for Business

**Minnesota Department of Labor and Industry is here help businesses during COVID-19.**

- Go to <http://www.dli.mn.gov/updates> for a list of resources to help your business

*Topics include:*

- Preparedness Plans
- OSHA Handouts and Resources for COVID-19
- Worker Protections Handouts
- Resource guide for workers and employers in processing and manufacturing production plants
- FAQ documents for employers and employee rights and responsibilities

# Thank You!



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