



Minnesota Dual-Training Pipeline

Agriculture Industry Forum

January 28, 2026

- **Introductions**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Industry discussion – Potential new agriculture occupations**
- **Mental health in Agriculture**
- **OHE Dual Training grant update**
- **Wrap-up and next steps**

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, child care, health care services, information technology, legal cannabis industry and transportation.**
- Private Investment, Public Education, Labor and Industry Experience

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 seven 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.

December Speaker Series Recap



Diverse Minds Unified Goals

A Journey Into Neurodiversity At Work

Download the [presentation](#).

Ideas for future topics?

Let us know what else you might like to learn about.

Dual-Training Pipeline continues to help employers across Minnesota

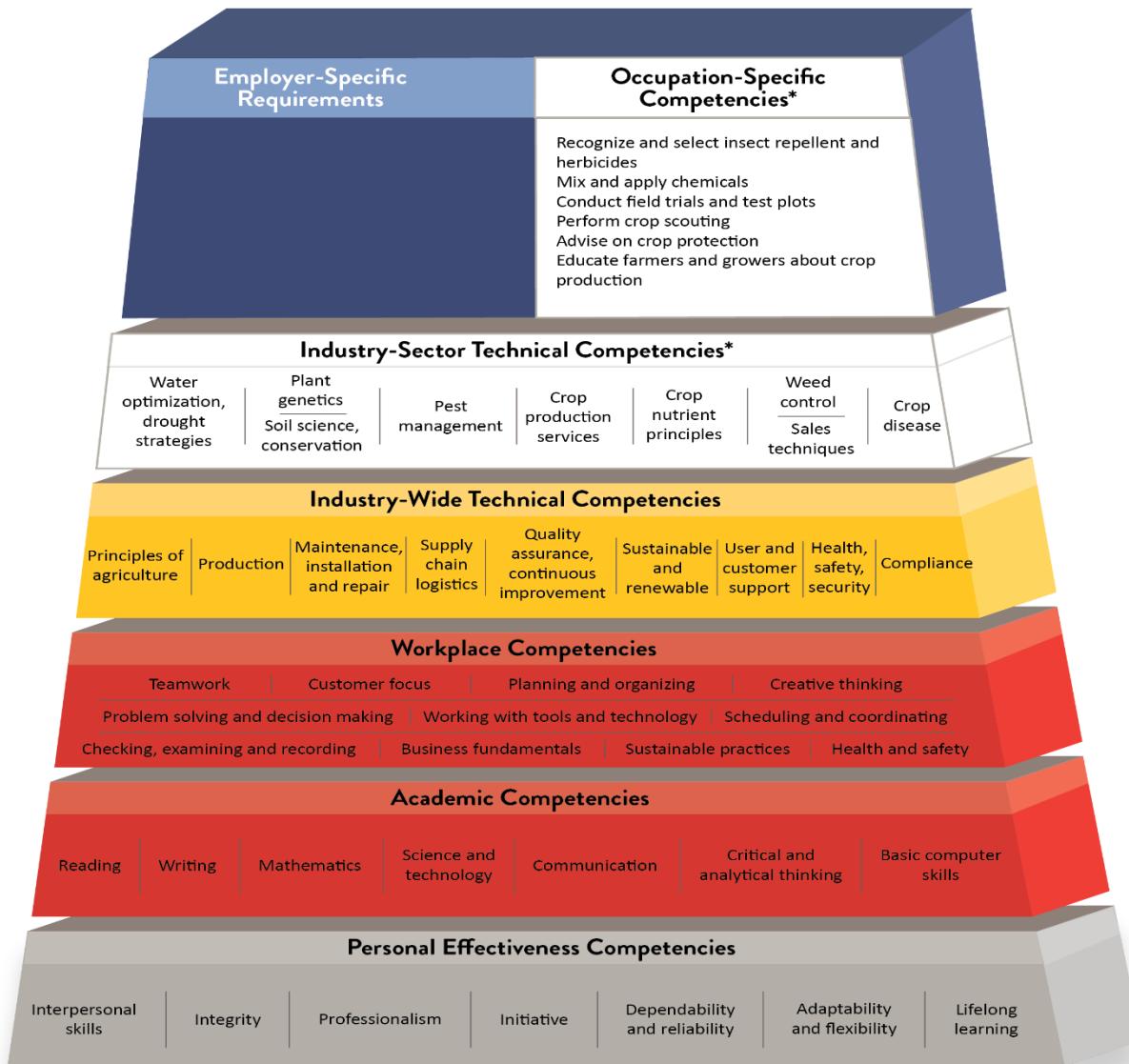
In 2025, Minnesota Dual-Training Pipeline continued the program's progress with advanced manufacturing, agriculture, child care, health care services, information technology, transportation and the legal cannabis industry. The team added 10 new occupations and continued to help employers address their critical workforce challenges through consulting, industry forums, tools and educational events.

Pipeline staff worked with employers to develop and enhance training efforts that pair competency-based on-the-job training with related formal education. Dual training allows employers to realize immediate benefits to employee retention and workplace culture while motivating existing employees and new hires. Employees earn credentials, grow their careers and support business workforce needs.

The Pipeline team also hosted eight Workforce Community Conversations throughout Minnesota and connected directly with employers. Pipeline met with new industry partners, hosted two Speaker Series enrichment events and offered consulting to create dual-training programs for employers across the state. Lastly, the team updated all competency models to ensure they are more in line with current practices and standards.

Check out the full recap here: [Minnesota Dual-Training Pipeline 2025 Recap](#)

**Minnesota Dual-Training Pipeline
Competency Model for Agriculture
Occupation: Agronomist**



Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/agriculture.

Minnesota Dual-Training Pipeline Competency Pyramid

Agronomist Competency Model

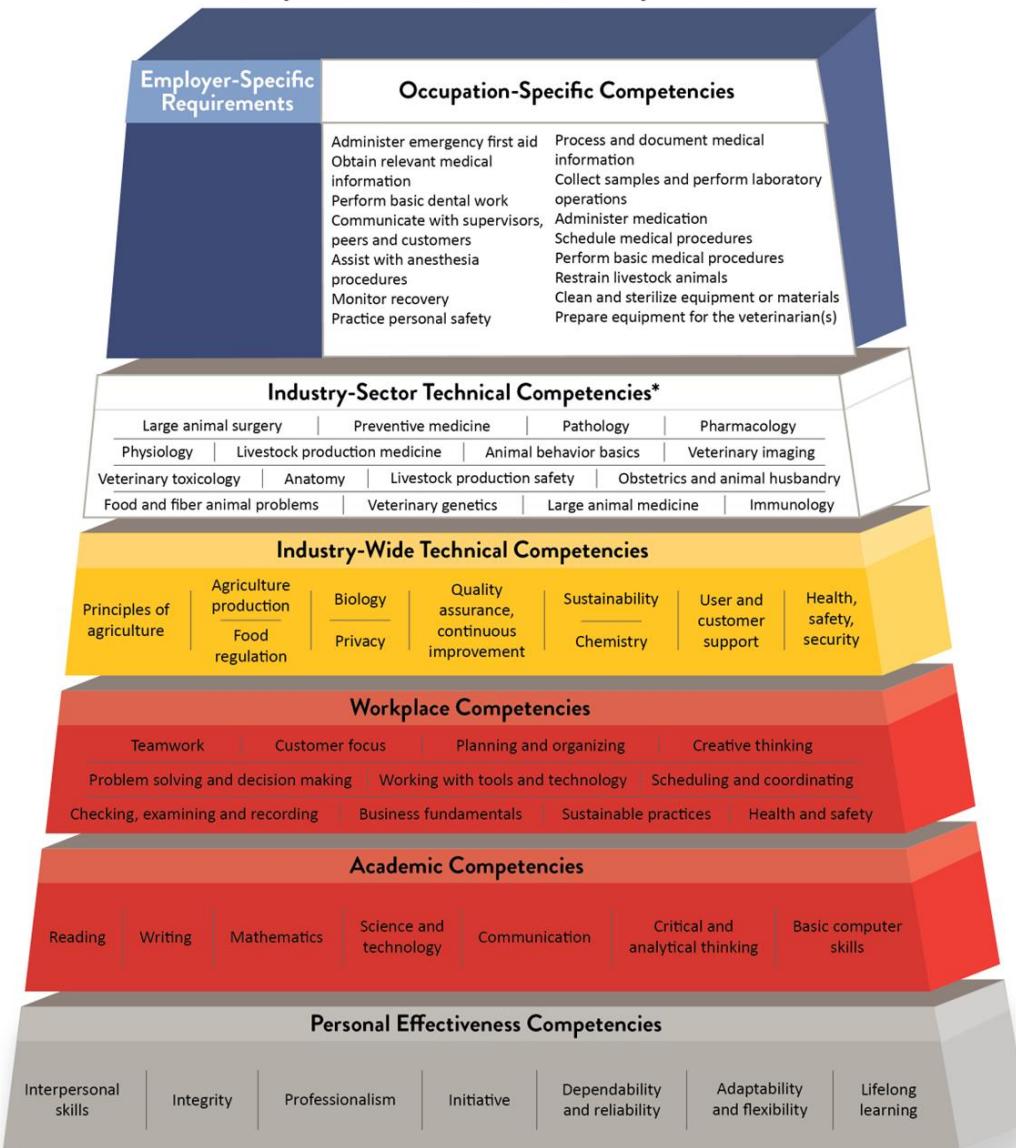
Minnesota Dual-Training Pipeline Occupations

- Two or more employers state need;
- Must offer a *pathway* to a livable wage: \$22.53/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Agriculture Finance/ Lender
- Application Technician
- Crop Farm Manager
- Farm Animal Manager
- Grain Merchandiser
- Horticulture Farm Manager
- Livestock Veterinarian
- Meat Cutter/Meat Processor
- Quality Assurance/Food Safety Supervisor
- Swine Technician

Minnesota Dual-Training Pipeline
Competency Model for Agriculture
Occupation: Livestock Veterinary Technician



Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/agriculture.

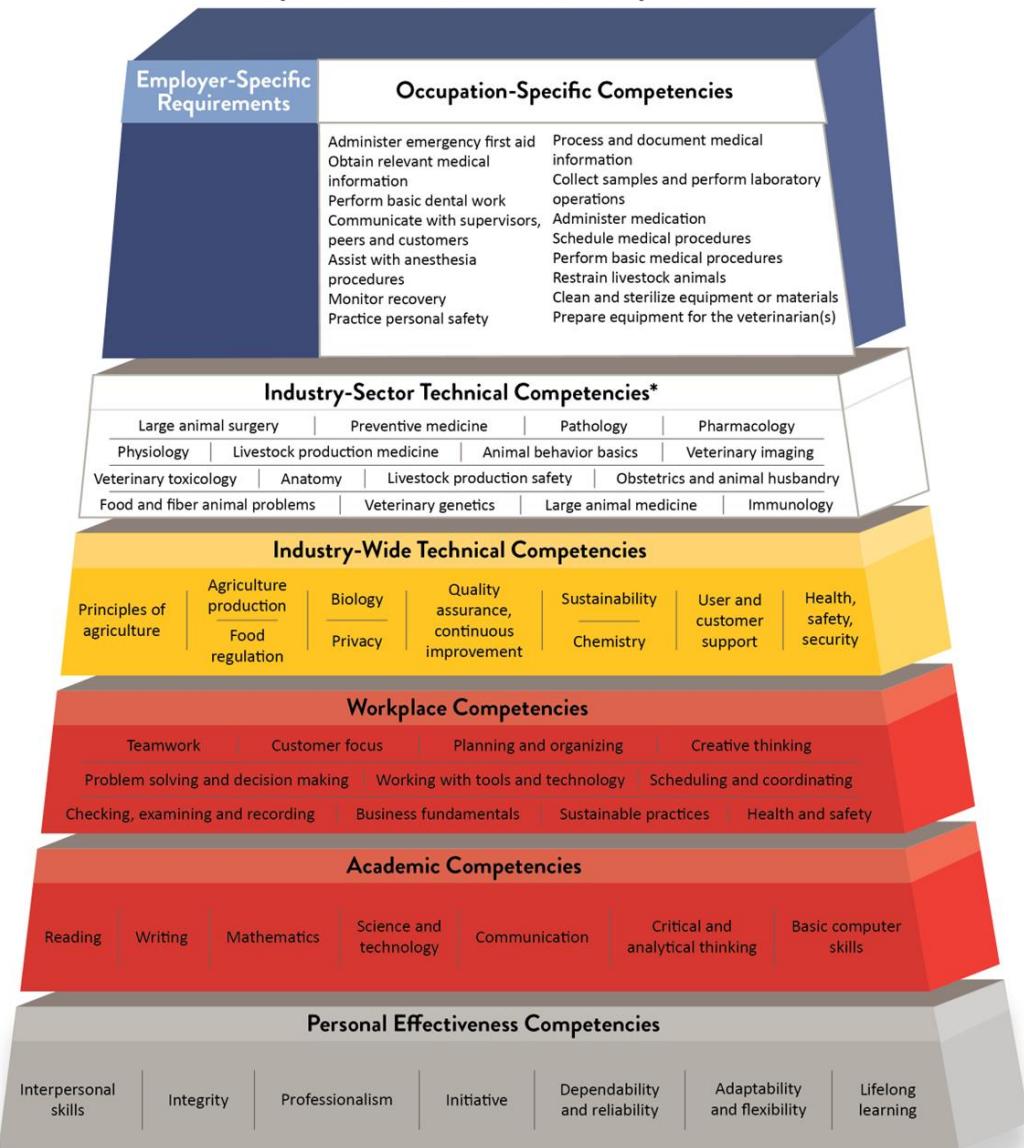
Livestock Veterinary Technician

Occupation Specific Competencies

Occupation-Specific Competencies

Administer emergency first aid
Obtain relevant medical information
Perform basic dental work
Communicate with supervisors, peers, and customers
Assist with anesthesia procedures
Monitor recovery
Practice personal safety
Process and document medical information
Collect samples and perform laboratory operations
Administer medication
Schedule medical procedures
Perform basic medical procedures
Restrain livestock animals
Clean and sterilize equipment or materials
Prepare equipment for the veterinarian(s)

Minnesota Dual-Training Pipeline
Competency Model for Agriculture
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Livestock Veterinary Technician

Industry Sector Competencies

Industry-Sector Competencies

Large animal surgery

Preventive medicine

Livestock production safety

Large animal medicine

Pharmacology

Immunology

Physiology

Livestock production medicine

Animal behavior basics

Veterinary imaging

Veterinary toxicology

Anatomy

Pathology

Obstetrics and animal husbandry

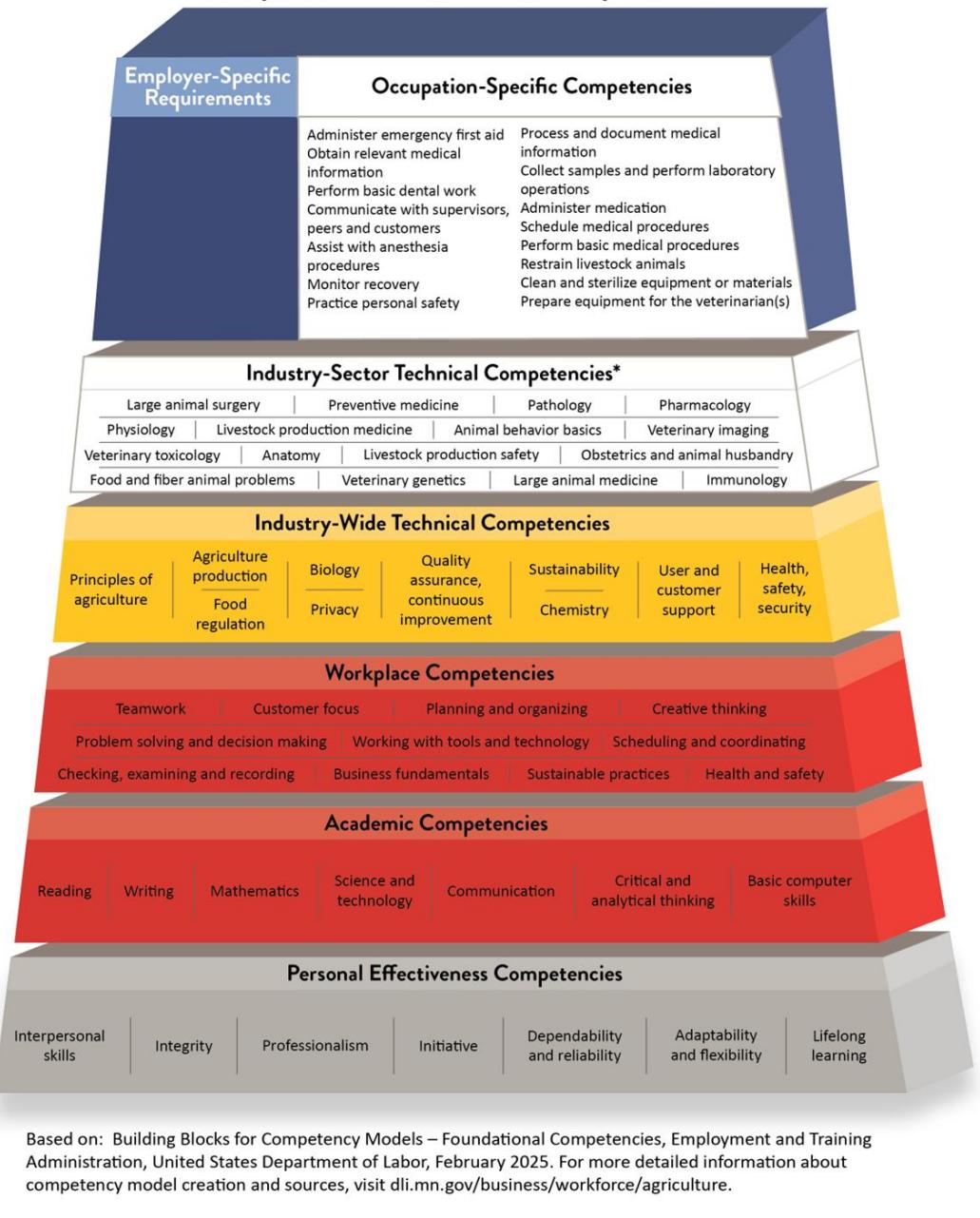
Food and fiber animal problems

Veterinary genetics



**DEPARTMENT OF
LABOR AND INDUSTRY**

Minnesota Dual-Training Pipeline
Competency Model for Agriculture
Occupation: Livestock Veterinary Technician



Livestock Veterinary Technician

Industry Wide Competencies

Industry-Wide Competencies

- Principles of agriculture
- Agriculture production
- Biology
- Privacy
- Quality assurance, continuous improvement
- Sustainability
- Chemistry
- User and customer support
- Health, safety, security
- Food regulations

If you have further comments or suggestions about this competency model, please email erik.holtan@state.mn.us by February 10, 2026

Mental Health in Agriculture



Farming can be a stressful occupation. Often, you live where you work. Your co-workers may be your spouse or other family members. While you get to be your own boss, you feel responsible for a lot, and many factors are out of your control.

Financial problems, price and marketing uncertainties, farm transfer/succession, production challenges, marital difficulties, and social pressures can be real sources of stress for farmers and farm family members. Inside this brochure you'll find some of the people and organizations who are ready to help.

mn
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AGRICULTURE

To order copies of this brochure and other farm stress materials, call 651-201-6012 or go to www.mnfarmstress.com

In accordance with the Americans with Disabilities Act, this information is available in alternative forms of communication upon request by calling 651-201-6000. TTY users can call the Minnesota Relay Service at 711. The MDA is an equal opportunity employer and provider. 9.5.25

COPING WITH FARM & RURAL STRESS IN MINNESOTA



[Link to handout from Minnesota Department of Agriculture](#)



Mental Health in Agriculture continued

Help for Stress, Anxiety, Depression, Anger, or Feeling "Stuck"

Minnesota Farm & Rural Helpline

mnfarmstress.com

CALL: 833-600-2670

TEXT: farmstress to 898-211

Free, confidential, 24/7. Call or text for help with anxiety, depression, relationships, substance use, feeling overwhelmed, or if you just need a listening ear. We are here for you; no concern is too small. Translators available.

Agricultural Mental Health Counselors

218-280-7785 (Monica)
(218) 820-6626 (Jennifer)
507-514-7057 (Tracie)

Monica, Jennifer, and Tracie help farmers, their families, and other ag-connected people throughout Minnesota. No cost; no paperwork. This service is funded by the Minnesota Legislature.

Mobile Crisis Teams

Call or text 9-8-8 and ask for your local mobile crisis team.

Available in every Minnesota county. Trained counselors can arrive quickly and provide immediate in-person mental health services during or after a crisis or emergency.

University of Minnesota Extension

800-232-9077

extension.umn.edu/rural-stress

Offers farm safety and farmer mental wellness programs, news, and resources, including online workshops.

988 Suicide & Crisis Lifeline

Available nationwide. Trained counselors listen, understand how problems are affecting you, provide support, and connect you to local resources if you need them. Call or text 9-8-8.



Business, Financial, and Legal Help

Minnesota Farm Advocates

833-600-2670

www.mda.state.mn.us/farmadvocates

Free, personal help for farmers having financial problems or who have been through a natural disaster. Farm Advocates have experience with agricultural lending and lender negotiation, mediation, farm programs, crisis counseling, and disaster relief. They can also help you find financial, legal, or social services.

Farmer-Lender Mediation

218-935-5785

z.umn.edu/mediation

For farmers in debt who need help negotiating with a lender or creditor. In MN, farmers have a legal right to mediation for secured debt over \$15K. Staff can also help mediate other agriculture-connected disputes. There is no charge for mediation services.

Farmers Legal Action Group (FLAG)

877-860-4349

flaginc.org

Legal services, referrals, and support for family farmers.

Minnesota Rural Finance Authority

651-201-6004

www.mda.state.mn.us/agfinance

Partners with local lenders to offer a wide variety of low-interest loans for farmers.

Minnesota State Farm Business Management Education

218-894-5163

agcentric.org/farm-business-management

507-389-7497

centerofagriculture.org/farm-business-management/farm-business-management-faq

Teaches farmers how to use their own farm records to implement data-driven business decisions on farm, while developing management strategies and skills for financial profitability.



Help with Daily Living

For help getting food, heat, electricity, health care, childcare, senior programs, or other resources important to health and well-being, call 2-1-1 or go to www.211.org.

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.

[Pipeline Related Instruction Inventory | Minnesota Department of Labor and Industry](#)

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 site

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 in the drop down. If you are interested in searching the location of training programs, try adding the city name to the keyword search box. If you have a program name in mind that might be across multiple occupations, try adding that to the keyword search box.

The related instruction inventory is updated periodically, and programs make changes to how they are offered, which means that it is possible that a program on the inventory may not be eligible for dual training grant funding. As a result, applicants for the dual training grant are responsible for collaborating with related instruction training providers and ensuring they and their programs meet grant eligibility requirements.

For help with questions about training programs, providers or additions you'd like to see, contact us at PIPELINE.Program@state.mn.us or 651-284-5355.

Industry

Transportation

Select occupation

ALL

Keyword search by program or location

keyword

Search

Reset

Occupation	Program	Training Institution	Location	Credit	Duration	Credential
Aircraft Maintenance Technician	Aircraft Maintenance Technician	Minneapolis College	Minneapolis	104 credits	2 years	Associate's degree
Aircraft Maintenance Technician	Aircraft Maintenance Technician	Minneapolis College	Minneapolis	98 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body and Collision Technology	South Central College	North Mankato	72 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body and Collision Technology	South Central College	North Mankato	64 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Collision Technology	Dakota County Technical College	Rosemount	72 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body Collision Technology	Dakota County Technical College	Rosemount	64 credits	2 years	Diploma

Related Instruction Inventory sample

Occupation	Program	Training Institution	Location	Credit	Duration	Credential
Aircraft Maintenance Technician	Aircraft Maintenance Technician	Minneapolis College	Minneapolis	104 credits	2 years	Associate's degree
Aircraft Maintenance Technician	Aircraft Maintenance Technician	Minneapolis College	Minneapolis	98 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body and Collision Technology	South Central College	North Mankato	72 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body and Collision Technology	South Central College	North Mankato	64 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Collision Technology	Dakota County Technical College	Rosemount	72 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body Collision Technology	Dakota County Technical College	Rosemount	64 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Collision Technology	Minnesota State College Southeast	Winona	67 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body Collision Technology	Minnesota State College Southeast	Winona	60 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Collision Technology	Northland Community & Technical College	Thief River Falls	73 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body Collision Technology	Northland Community & Technical College	Thief River Falls	63 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Collision Technology	Ridgewater College	Wilmar	72 credits	2 years	Associate's Degree
Automotive Body Repair Technician	Auto Body Collision Technology	Ridgewater College	Wilmar	66 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Collision Technology	St. Cloud Technical & Community College	St. Cloud	34 credits	2 years	Diploma
Automotive Body Repair Technician	Auto Body Refinishing	Minnesota State College Southeast	Winona	26 credits	1 year	Certificate
Automotive Body Repair Technician	Auto Body Sheet Metal Repair & Replacement	Minnesota State College Southeast	Winona	29 credits	1 year	Certificate
Automotive Mechanic	Auto Body Technician	Hennepin Technical College	Brooklyn Park	72 credits	2 years	Associate's degree
Automotive Body Repair Technician	Auto Body Technician	Century College	White Bear Lake	41 credits	1-2 years	Diploma
Automotive Body Repair Technician	Auto Body Technician	Hennepin Technical College	Brooklyn Park	64 credits	2 years	Diploma
Automotive Mechanic	Auto Body Technology	Century College	White Bear Lake	60 credits	2 years	Associate's degree
Automotive Mechanic	Auto Service Technology	Lake Superior College	Duluth	72 credits	2 years	Diploma
Automotive Mechanic	Automotive Electronic Diagnostic Specialist	Anoka Technical College	Anoka	32 credits	1-2 years	Diploma
Automotive Mechanic	Automotive Electronics & Drivability	Northland Community & Technical College	Thief River Falls	18 credits	1 year	Certificate
Automotive Mechanic	Automotive Engine Repair, Suspension & Brakes	Northland Community & Technical College	Thief River Falls	21 credits	1-2 years	Certificate
Automotive Mechanic	Automotive General Service Technician	Riverland Community College	Albert Lea	35 credits	1 year	Diploma
Automotive Mechanic	Automotive Maintenance and General Repair	Minnesota State College Southeast	Winona	17 credits	1 year	Certificate

On-The-Job Training

mn DUAL-TRAINING PIPELINE

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[Company Name]

**Competency Model for Transportation Occupation:
Aircraft Maintenance Technician**

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

Employee Name:	[Employee Name]	Date:	1/15/2026					
Anticipated Completion Date:								
Related Instruction								
Related Instruction Competencies	Course Name	Course Description	# of Credits	Start Date	Anticipated End Date	Weeks Completed	Weeks Required	% Complete
Aircraft electrical systems – Understand electrical components, such as, alternators, generators, starters, and voltage regulators to support inspection, troubleshooting, and repair of aircraft wiring.	Course 1 Name	Course 1 description		[type date]	[type date]	0	1	0
Aircraft manuals, blueprints, schematics – Understand how to read technical information found in manuals, blueprints, drawings, and schematics relating to the machinery. Must be able to make weight estimations for repairs and modifications.	Course 2 Name	Course 2 description		[type date]	[type date]	0	1	0

> ≡ ↳ Description ↳ Related Instruction ↳ OJT ↳ Troubleshooting +

- **5 Common Types**
 - Job Shadowing
 - Mentorship
 - Cohort-Based Training
 - Assignment-Based Project Evaluation
 - Discussion-Based Training
- Tools For Tracking On-The-Job-Training

Dual Training Grant Basics

An eligible DTG applicant must meet all the following:

- Be an employer or organization of employers
- Have a dual-training program
- Employ an eligible dual trainee
- Have an agreement with an eligible related instruction training provider
- If annual gross revenue exceeded \$25,000,000 in the previous calendar year, pay for at least 25% of related instruction costs
- If a current or prior DTG recipient, be in good standing on all grant requirements
- If a current or prior recipient of other Minnesota State grant programs, be in good standing on all grant requirements.



Jacquelynn Mol Sletten: Assistant Manager of Grants & Workforce Initiatives

Grace Ferdinandt: State Program Administrator

Dual Training Grant

The maximum grant request amount is **\$165,000** and limited among the following budget categories:

Budget Category	Grantee Maximum Amount	Grantee Match Required	Expenditures	Dual Trainee Maximum Amount
Related Instruction Costs	\$150,000	25% match required, if annual gross revenue exceeded \$25,000,000 Maximum: \$50,000 (\$2,000 per dual trainee)	<ul style="list-style-type: none">• Tuition• Fees• Required & recommended books• Required & recommended materials	\$6,000
Trainee Support Costs	10% of grant request amount, up to \$15,000	None	Associated with Related Instruction: <ul style="list-style-type: none">• Transportation• Mileage• Lodging• Meals• Tutoring services• Translation and/or interpreter services	None

Round 15 Dual Training Grant Application Timeline

February 23, 2026: Request for Proposal (RFP) posted on OHE website at <https://ohe.mn.gov/dual-training-grant> and available in grants management system at <https://gwi-ohe.intelligrants.com/>.

March 3, 2026: RFP Workshop virtual (recorded) via Microsoft Teams from 9:00 a.m. to 11:00 a.m. central time. Workshop link available at <https://ohe.mn.gov/outreach-professional-resources/competitive-grants/dual-training-grant/dual-training-grant>.

March 4, 2026: RFP Refresh Workshop virtual (recorded) via Microsoft Teams from 9:00 a.m. to 10:00 a.m. central time. Workshop link available at <https://ohe.mn.gov/outreach-professional-resources/competitive-grants/dual-training-grant/dual-training-grant>.

March 10, 2026: RFP Workshop in-person at Minnesota Office of Higher Education, St. Paul from 9:00 a.m. to 11:00 a.m. central time. Workshop registration available at <https://forms.office.com/Pages/ResponsePage.aspx?id=RrAU68QkGUWPJricIVmCjDgr8oApls1Jqbtl6OEqW49UNEFLSjkzM1RIMIEwMIRTMDBUTVICMkdLOC4u>.

March 25, 2026: Technical questions due no later than 12:00 p.m. central time.

April 2, 2026: Grants management system user registration due.

April 8, 2026: Proposals due no later than **4:00 p.m. central time**.

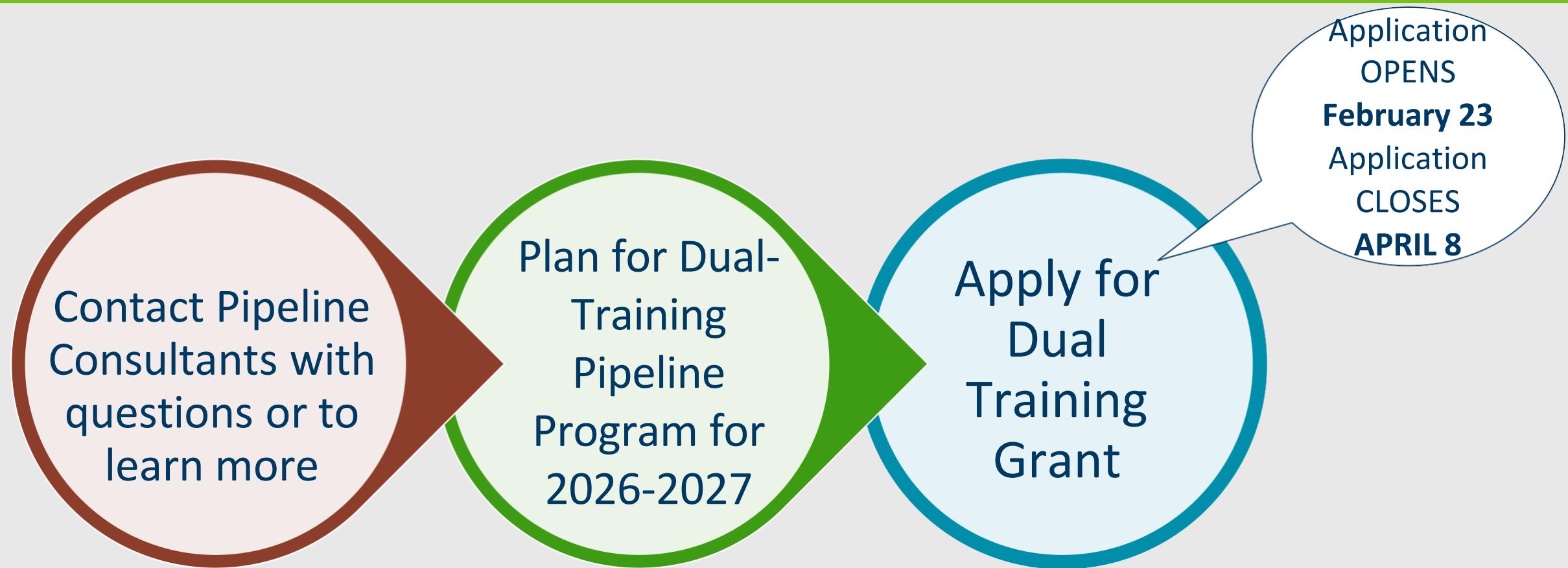
May 29, 2026: Applicants notified.

June 4, 2026: Grantees publicly announced.

June 8, 2026: Mandatory Grantee Orientation from **10:00 a.m. to 12:00 p.m. central time**.

All details on: <https://ohe.mn.gov/dual->

Timeline



Timeline continued



Upcoming Events and Important Dates

- **Pipeline 101 – Minnesota Dual-Training Pipeline Introductory Webinar**

Feb. 12, 2026, 9 a.m. to 10 a.m. [Register here](#)

- **Pipeline Speaker Series – Stay tuned for updates**
- **Dual Training Grant Opens – Feb 23, 2026**
- **Dual Training Grant Closes – April 8, 2026**

Thank You !



Dan Solomon
Program Manager
651-284-5355

dan.solomon@state.mn.us



Kathleen Gordon
Program Consultant
651-284-5388

kathleen.gordon@state.mn.us



Erik Holtan
Program Consultant
651-284-5082

erik.holtan@state.mn.us



Madolyn Martini
Program Consultant
651-284-5088

madolyn.martini@state.mn.us