Minnesota Dual-Training Pipeline
Agriculture Industry Forum
February 9, 2021
Welcome and Introductions
Minnesota Dual-Training Pipeline refresher
Agriculture Proposed New Occupation
Pipeline Updates
Breakout Discussions
Improving your Diversity, Equity and Inclusion Efforts through Dual Training
Dual Training Grant update
Next Steps and Wrap-Up
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

Structured on-the-job training
Taking a variety of forms

Related Instruction
with a chosen training provider

- Powerful learning
- Engaged employee
- Benefit to all

Benefit to all
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.
Current 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)
Agriculture Finance/ Lender

Minnesota Dual-Training Pipeline – Virtual Community Conversations

- Brainerd
- Duluth
- Mankato
- Owatonna
- Rochester
- St. Cloud
- Shakopee (Feb. 17)
- Twin Cities
- Willmar
• Hiring slowed as a result of COVID, but is leveling

• Shift to on-line services and retail due to COVID, which will remain.

• Many industries experiencing challenges recruiting new workers
Breakout Discussion – Question 1

What is your top workforce goal for 2021?

***Notes from Forum***

COVID-19 has posed some unique challenges, especially with recruiting and interviewing in a time where we rely heavily on doing interviews online and so overcoming technology obstacles to interviewing and recruiting are a priority. In addition, turnover of retiring workers, and retention of new workers remains a priority. Lastly, recruiting more diversity in agriculture and making the industry more appealing to diverse pools of talent is a priority.
Breakout Discussions – Question 2

- As it relates to dual training, what is holding you back from getting a program started at your organization?

***Notes from Forum***

Being able to recruit enough new workers is a challenge to starting a program, especially during COVID-19. Time is also a factor as it does take time to start a new training program, and time also is sometimes perceived as taking more to do than what is really, necessary. Navigating the balance of on-the-job-training during peak times and slower growing times is also a factor that can be achieved but does take some planning and creativity.
Improving Your Diversity, Equity and Inclusion Efforts through Dual Training

- **Speaker Series Events:** Malissa Stanton Adams, Jonathan Stuart and Ramon Pastrano

- **What Resources would your business benefit from?**
  - Tools for individuals
  - Business-wide Assessment
  - Coaching/Mentoring
  - Unconscious bias assessment
    - Project Implicit [https://implicit.harvard.edu/implicit/education.html](https://implicit.harvard.edu/implicit/education.html)
    - Intercultural Development Inventory [https://idiinventory.com/](https://idiinventory.com/)

- **How can we help?**
Dual Training Grant Overview

- Up to $150,000/year per grantee
  - Up to $6,000/year per dual trainee
- Pays for related instruction tuition, fees, required books/materials
- Reimbursement model for payment
- 25% match required for employers with annual revenue exceeding $25 million
Dual Training Grant Update

- MN Office of Higher Education Update/Legislative Update
- Next Grant Round opens March 2 and closes April 16
- Grant Writing Webinars:
  - March 8, 2021: 1:00p.m. – 3:00p.m.
  - March 18, 2021: 10:00a.m. – 12:00noon
- Approximately $2.8 million in Dual Training Grant funds are available
- Questions?
Related Instruction Inventory will be updated

- Each year, Dual-Training Pipeline team updates the inventory of related instruction, which is searchable by industry and occupation.
- Updates will be available March 1.
Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**
  
  Tuesday, February 16 from 9 to 10 a.m.

- **Pipeline Workforce Community Conversation**
  
  Shakopee and surrounding communities: Wednesday, February 17 from 9 to 10 a.m.

- **Pipeline Speaker Series**
  
  Wednesday, March 17 from 9:00 – 10:00 a.m.

- **Pipeline All Industry Forum**
  
  Tuesday, June 15 at 9:00 a.m.
Vote for next Pipeline Speaker Series Topic in the Chat

1. Mental Health First Aid Training for Employers
2. Health and Wellness in the Workplace
3. Employment for workers with Disabilities
4. The Benefits of Mentorship in the Workplace
5. Second Chance Hiring

***Note from Forum***

#4 got the most interest, followed by #5 and #1. Pipeline will use this input as best as possible as we work to set up our next Speaker Series event.
Thank You!

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