

# Minnesota Dual-Training Pipeline

## Legal Cannabis Industry Forum

January 28, 2026

# Agenda

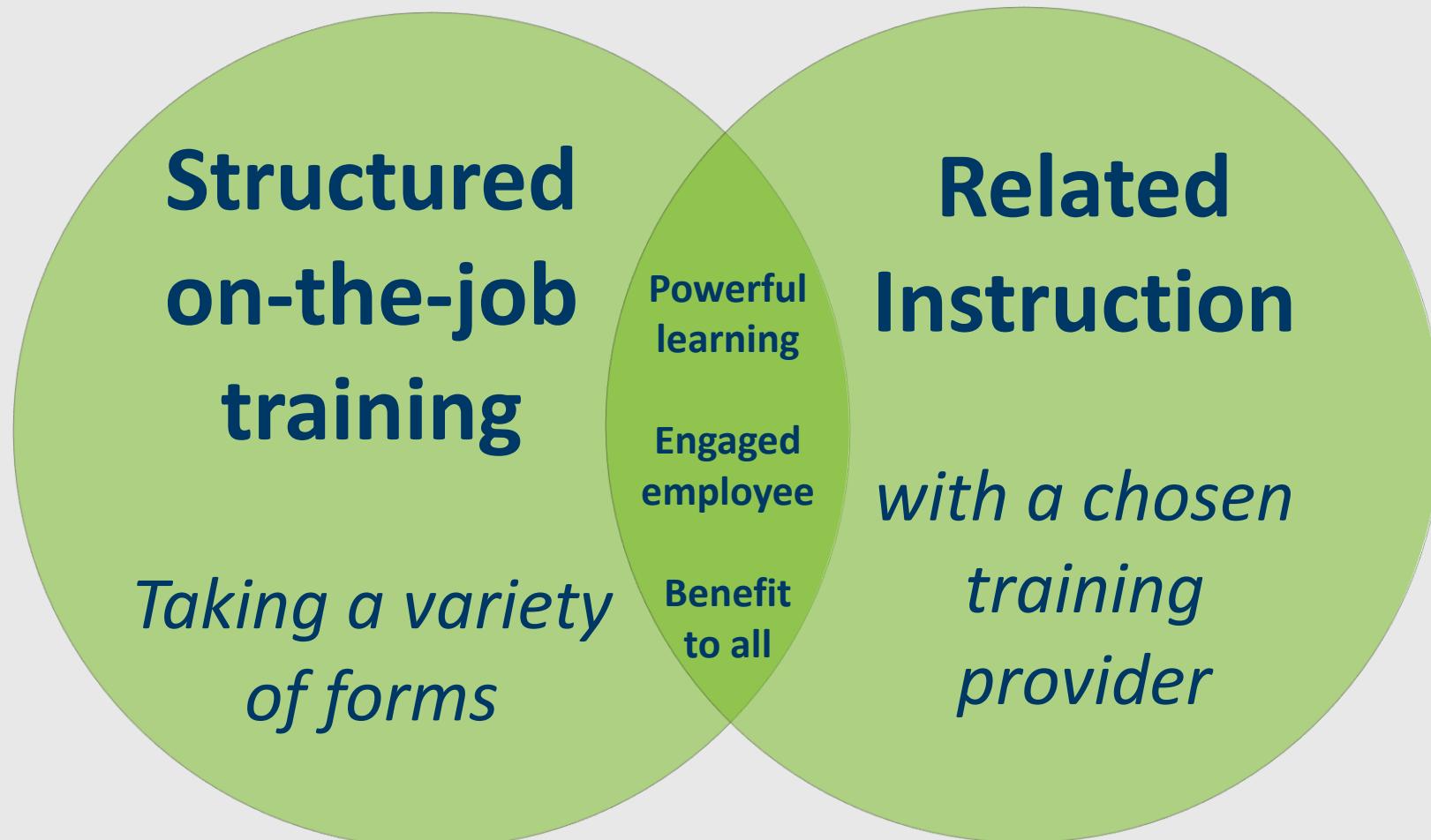
- Welcome/Introductions
- Minnesota Dual-Training Pipeline overview and updates
- New Legal Cannabis Industry Occupation
- Minnesota Office of Cannabis Management update
- OHE Dual Training grant update
- Wrap up/ upcoming events

# 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**

# Employment-Based Training



DEPARTMENT OF  
LABOR AND INDUSTRY

# 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.



# 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](#)

# Current Pipeline Legal Cannabis Industry Occupations

- Cannabis compliance specialist
- Cannabis cultivation supervisor
- Cannabis dispensary supervisor
- Cannabis laboratory technician

# Minnesota Dual-Training Pipeline Occupations – Factors for Adding New 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.

# 2026 Pipeline Potential New Occupation(s)

## Health Care Services

- Sterile Processing Technician
- Nurse Practitioner

## Legal Cannabis

- Cannabis Logistics and Inventory Specialist

## Child Care

- Early Childhood Culinary Supervisor

## Transportation

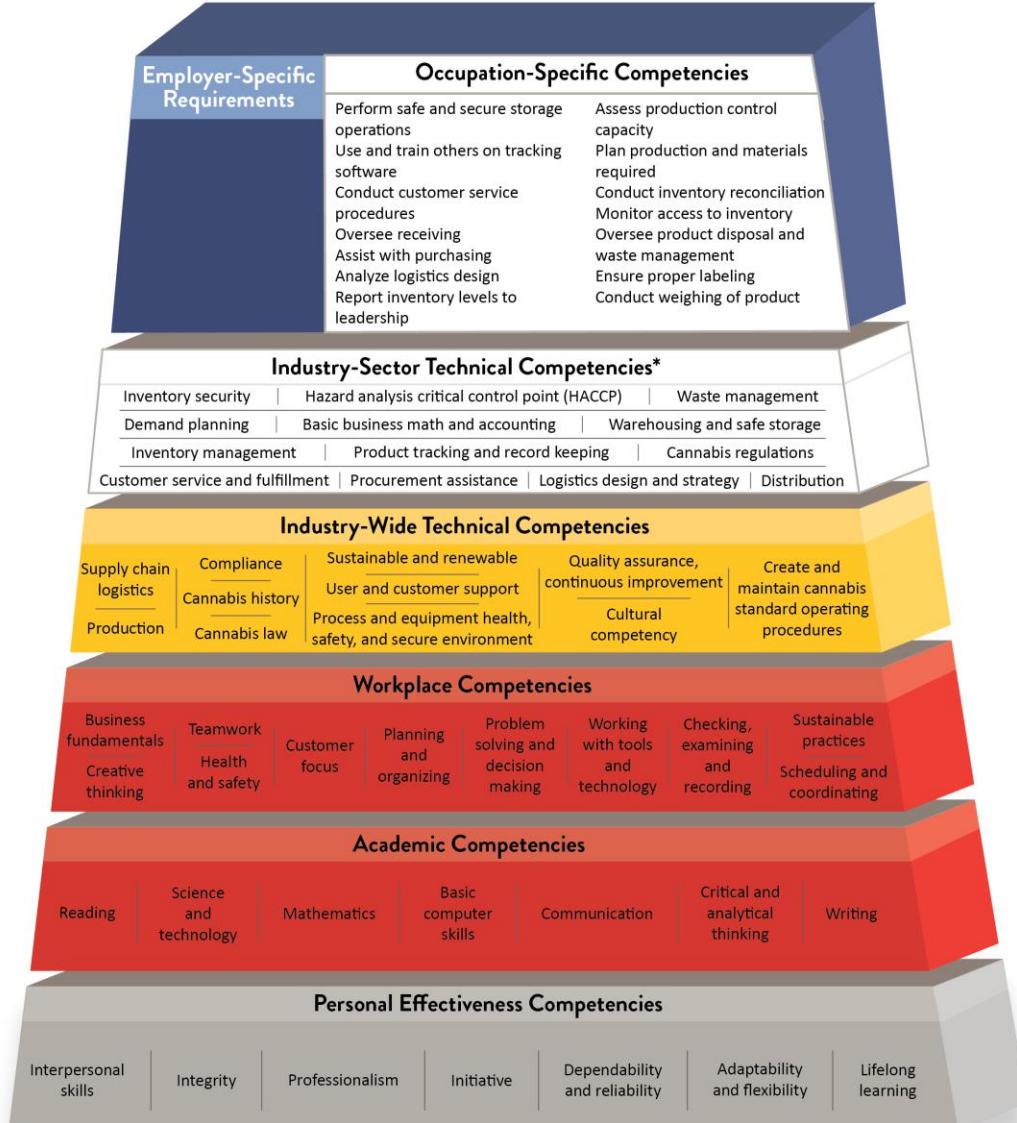
- Aircraft Dispatcher

Please provide any feedback about final drafts to [pipeline.program@state.mn.us](mailto:pipeline.program@state.mn.us) by Feb. 10, 2026.

## Minnesota Dual-Training Pipeline

### Competency Model for Legal Cannabis Industry

#### Occupation: Cannabis Logistics and Inventory Specialist



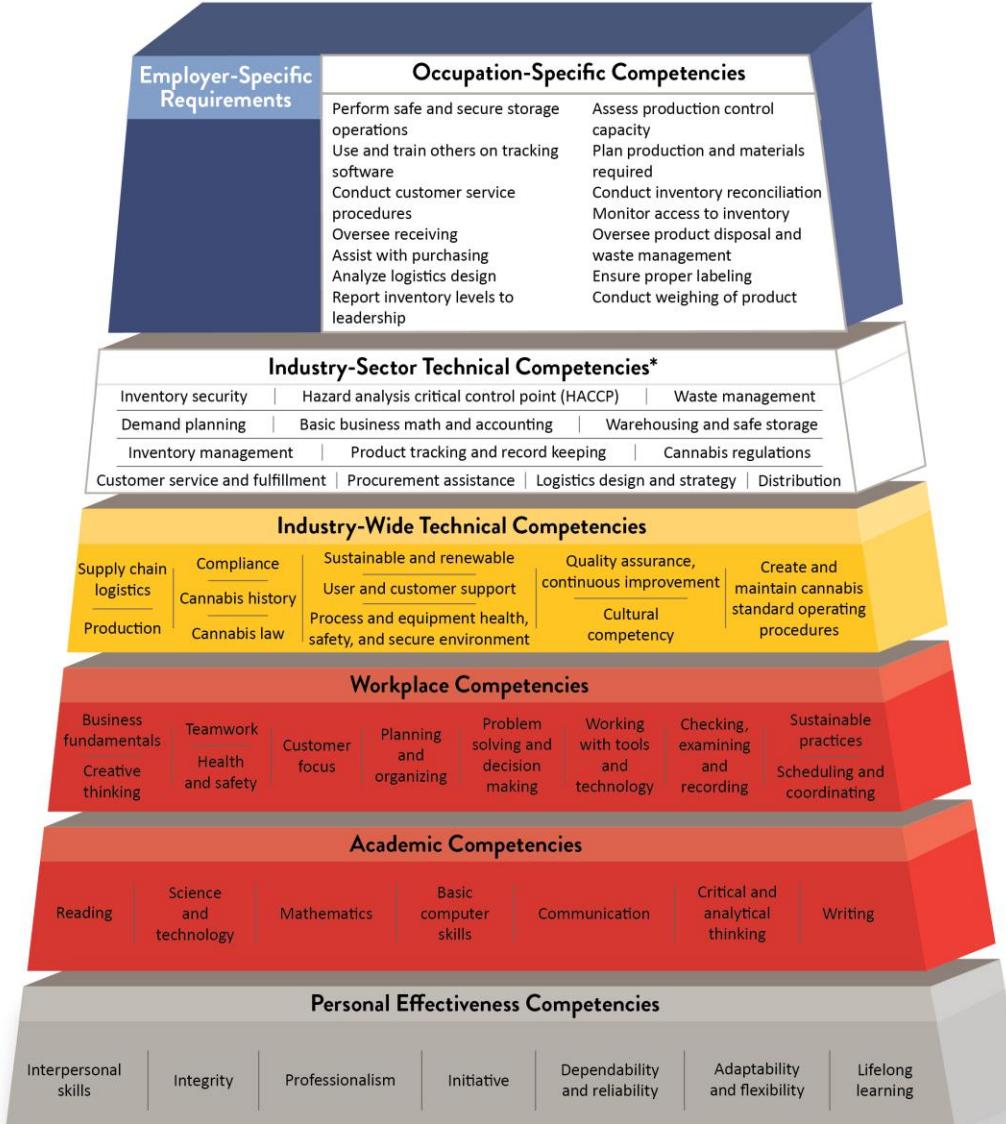
Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit [dli.mn.gov/business/workforce/legal-cannabis-industry](http://dli.mn.gov/business/workforce/legal-cannabis-industry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

# Cannabis Logistics and Inventory Specialist Final Draft

## Occupation-Specific Competencies

- Perform safe and secure storage operations
- Use and train others on tracking software
- Conduct customer service procedures
- Oversee receiving
- Assist with purchasing
- Analyze logistics design
- Report inventory levels to leadership
- Assess production control capacity
- Plan production and materials required
- Conduct inventory reconciliation
- Monitor access to inventory
- Oversee product disposal and waste management
- Ensure proper labelling
- Conduct weighing of product

**Minnesota Dual-Training Pipeline**  
**Competency Model for Legal Cannabis Industry**  
**Occupation: Cannabis Logistics and Inventory Specialist**



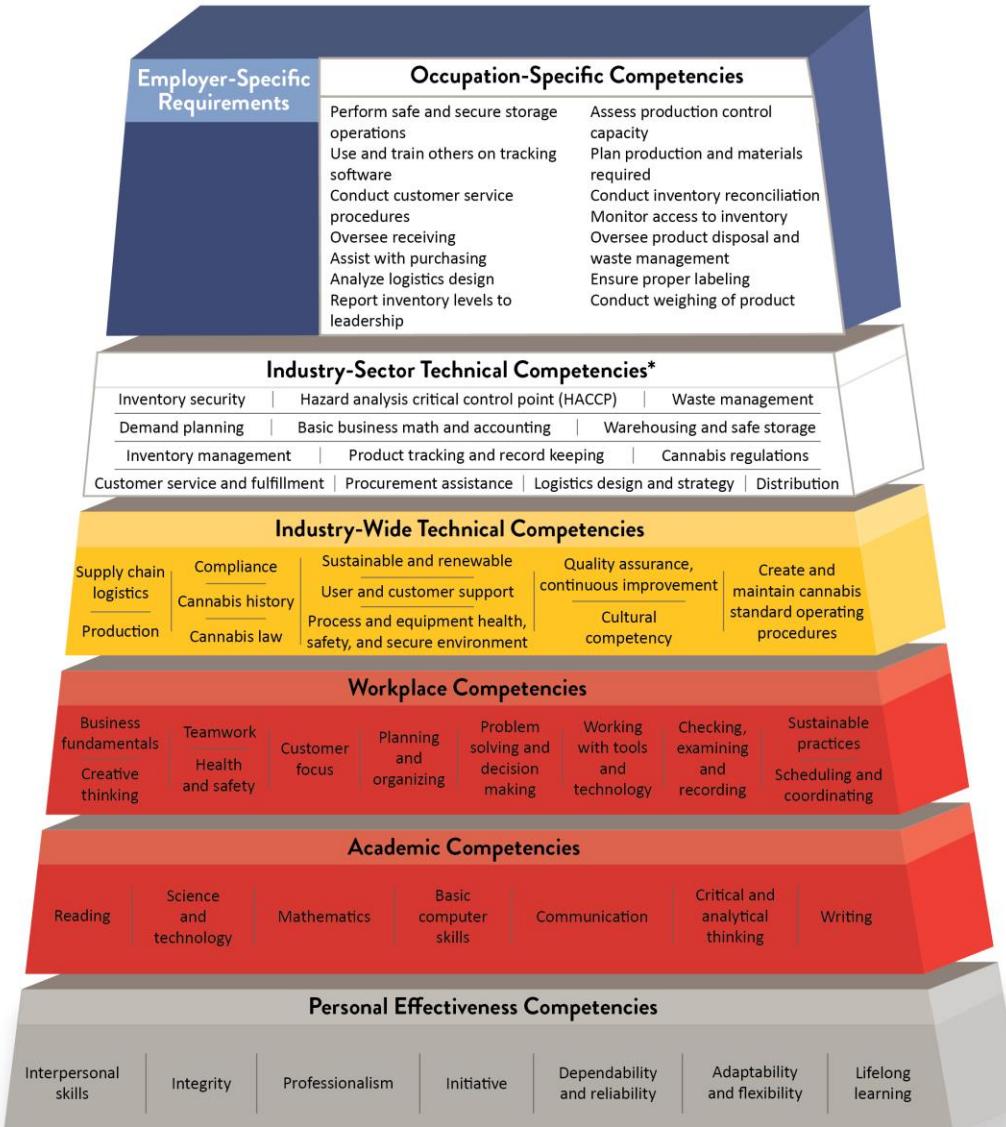
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# Cannabis Logistics and Inventory Specialist Final Draft continued...

## Industry-Sector Technical Competencies

- Inventory security
- Hazard analysis critical control point (HACCP)
- Waste management
- Demand planning
- Basic business math and accounting
- Warehousing and safe storage
- Inventory management
- Product tracking and record keeping
- Cannabis regulations
- Customer service and fulfillment
- Procurement assistance
- Logistics design and strategy
- Distribution

**Minnesota Dual-Training Pipeline**  
**Competency Model for Legal Cannabis Industry**  
**Occupation: Cannabis Logistics and Inventory Specialist**



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/legal-cannabis-industry](http://dli.mn.gov/business/workforce/legal-cannabis-industry).

# Cannabis Logistics and Inventory Specialist Final Draft comments

## Industry - Wide Technical Competencies

- Supply chain logistics
- Production
- Compliance
- Cannabis history
- Cannabis law
- Sustainable and renewable
- User and customer support
- Process and equipment health, safety and secure environment
- Quality assurance, continuous improvement
- Cultural competency
- Create and maintain cannabis standard operating procedures



OCM Update

# Mission & Vision



## CIRCLE of Values:

**Collaboration.** We work together with internal teams, advocates, and the community to achieve common goals. We value diverse perspectives and leverage collective expertise to tackle challenges effectively.

**Integrity.** We uphold ethical standards and honesty in all our actions and decisions. We are transparent and responsible, building trust through our commitment to integrity.

**Responsiveness.** We are proactive and attentive to the needs and concerns of our community and stakeholders. We address issues promptly and adapt to enhance our relationships and effectiveness.

**Community.** We prioritize equity in our policies and practices, ensuring that all community members are protected from harm and have access to health and safety resources. We create an inclusive environment that fosters support and well-being for all.

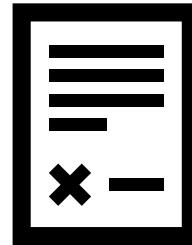
**Learning.** We prioritize continuous education and knowledge sharing within our organization and with our external partners. We empower individuals to stay informed, innovate, and make informed decisions based on shared knowledge.

**Empowerment.** We encourage and enable our staff and stakeholders to take initiative and contribute meaningfully to our agency's continuous improvement. We foster a culture of ownership and engagement that leads to improved morale and productivity.



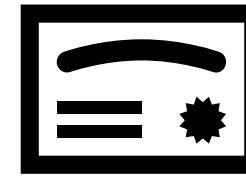
## Rulemaking

- The rules governing Minnesota's adult-use cannabis industry were formally adopted and in effect, after being approved by an administrative law judge and published in the [Minnesota State Register](#) on Monday, April 14, 2025.



## Compacts

- Intended to enhance public health and safety
- Address jurisdictional issues related to cannabis industries and create a legal agreement between the state and Tribal Nation, establishing the terms and conditions to regulate the operation of Tribal cannabis businesses off Tribally regulated lands.
- Encourage economic development, and provide fiscal benefits to both Tribal Nations and the state
- Seven compacts and cooperative agreements have been signed and executed.



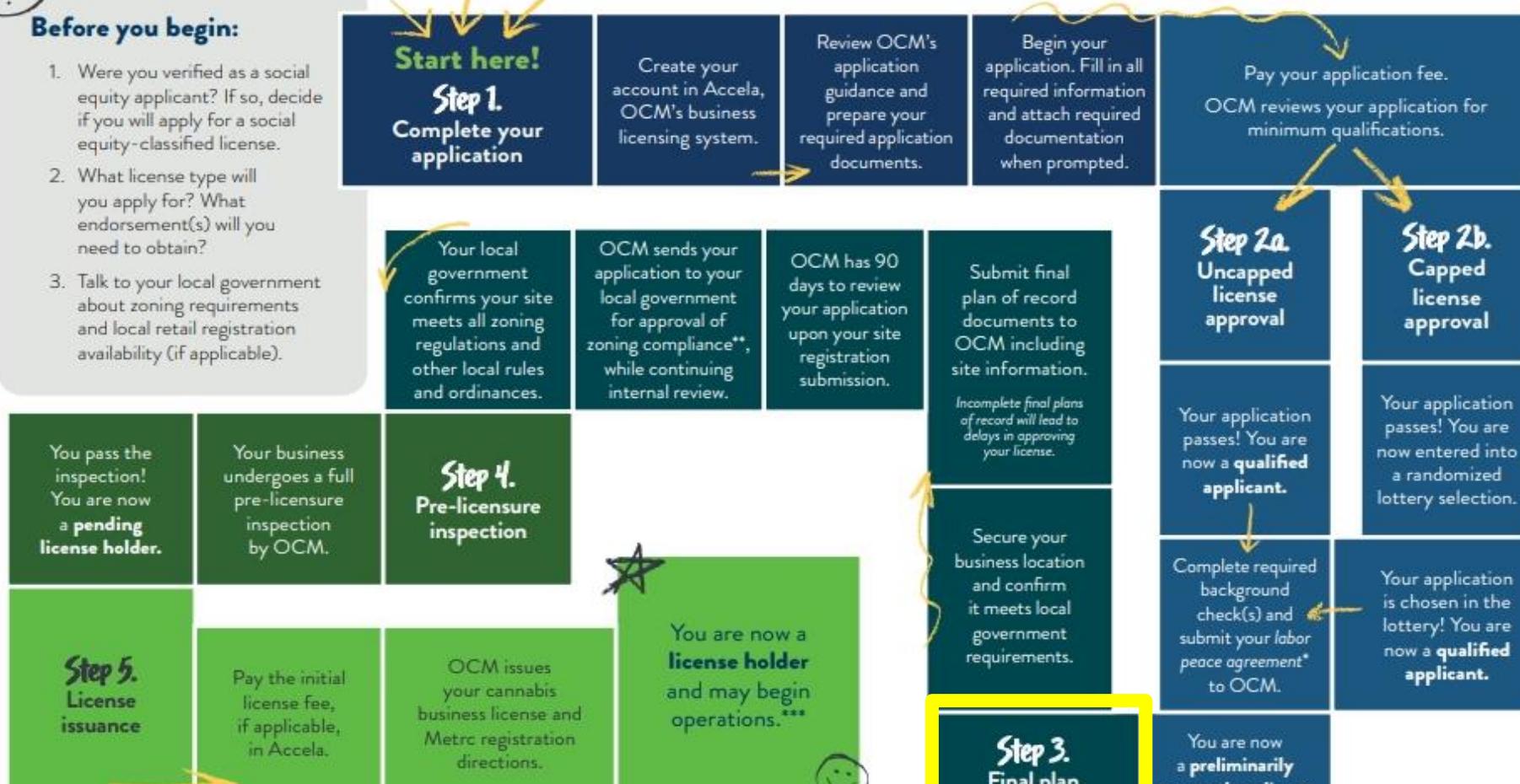
## Licensing

- OCM completed all initial reviews of all cannabis business applications received in the 24/25 application windows in July 2025. OCM issues preliminary approval to cannabis businesses on rolling basis.
- OCM conducted lotteries of capped licenses on June 5, 2025, and July 22, 2025. OCM issued the first cannabis business license on June 18, 2025 – to a cannabis microbusiness with cultivation endorsement.
- Once a preliminarily approved business is ready for licensure, they can submit a site registration for their final location. OCM reviews updated app documents, inspects the site, and issues license.



### Before you begin:

1. Were you verified as a social equity applicant? If so, decide if you will apply for a social equity-classified license.
2. What license type will you apply for? What endorsement(s) will you need to obtain?
3. Talk to your local government about zoning requirements and local retail registration availability (if applicable).



\* Microbusinesses are exempt from the labor peace agreement requirement until the point of renewal.

\*\* Your application cannot proceed and your business cannot open until your local government certifies that your business meets zoning compliance, and, if applicable, fire code and building code.

\*\*\* For those seeking to conduct retail activities, you must get retail registration from your local government directly (in addition to your license) before beginning cannabis sales. Local governments can issue local retail registration once you have preliminary license approval or have been issued a license from OCM.



Complete the checklist for Step 3 on page 2 of this document **before** submitting your site registration.

Note: Applicants have 18 months to complete Steps 3-5.

From Start to License: Your Path to Cannabis Licensing in Minnesota

# Status of Applications and Licensing

Updated December 30

	Total applicants	Qualified applicants	Preliminary approved applicants	Licenses issued
Cannabis business licenses	<b>3,540</b>	<b>593</b>	<b>1,390</b>	<b>135</b>

For the most up to date information, please visit our "[Summary Application Data](#)" webpage.  
Data on this page is updated weekly.

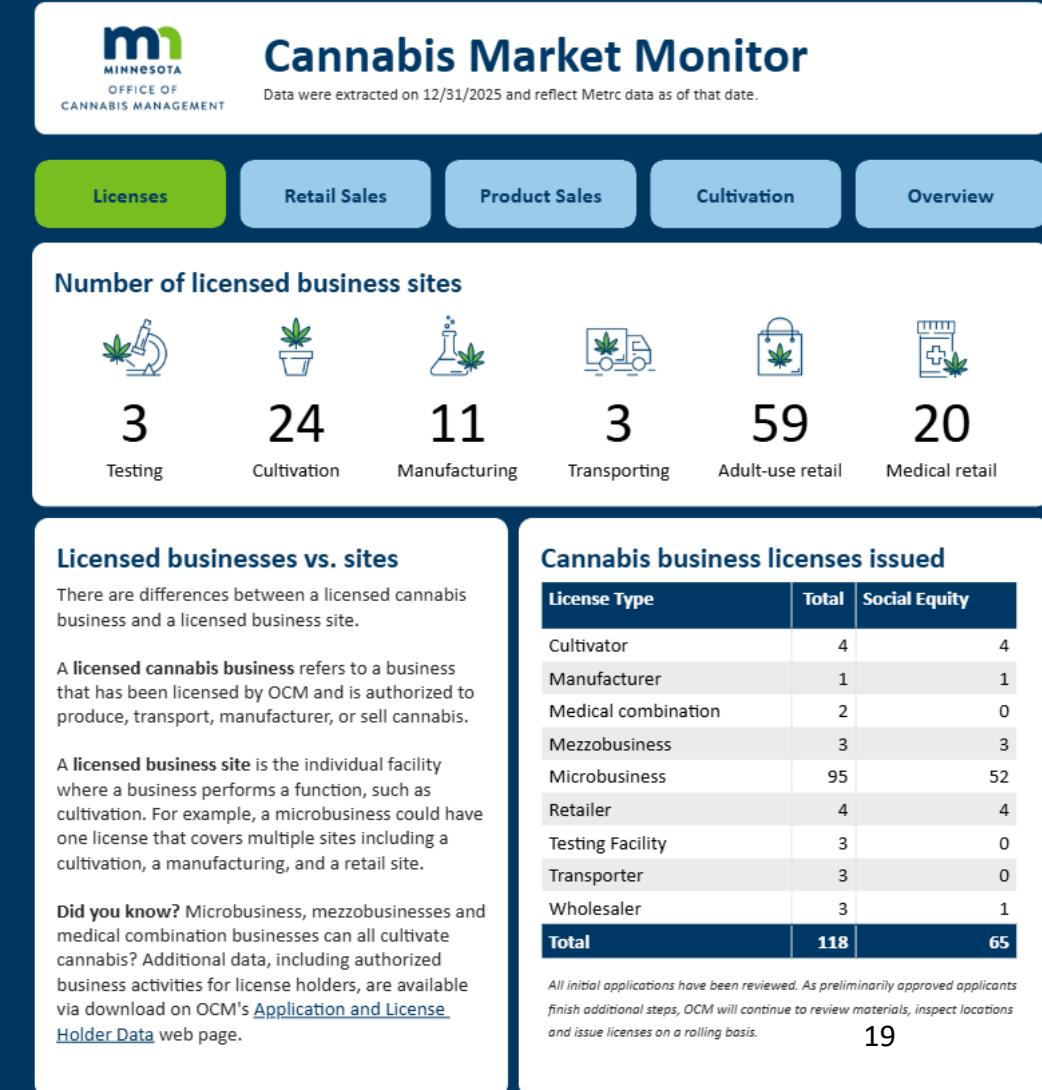
# Endorsements of License Holders

OCM launched the *Cannabis Market Monitor Dashboard* on January 15. The dashboard has information on:

- Cannabis Cultivation
- Sales Activities
- Cannabis Licensing

For the most up-to-date information, please visit our [Cannabis Market Monitor](#) webpage. Data on this page is updated weekly.

1/28/2026





Zoning, Time, Place,  
Manner Etc.



Local approval for  
cannabis licensing

## Role of Local Governments



Compliance checks –  
retail registrations



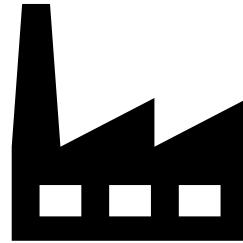
Municipal cannabis  
Stores



Age verification and  
compliance with local  
ordinances

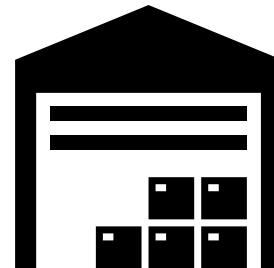
# Lower-Potency Hemp Edible Licensing

# Lower Potency Hemp Edible (LPHE) Licenses



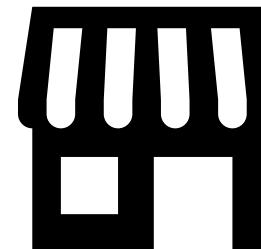
## LPHE Manufacturer

Can manufacture and package lower-potency hemp edibles for consumer sale, and sell hemp concentrate and lower-potency hemp edibles to other cannabis and hemp businesses.



## LPHE Wholesaler

Can purchase and sell lower-potency hemp edible products to and from other licensed cannabis and hemp business. Wholesalers may also import and export lower-potency hemp edibles.



## LPHE Retailer

Can sell and deliver lower-potency hemp edibles to customers 21 years of age and older.

**Licensees can operate multiple sites under the same license. Each site must be registered and approved by OCM.**



### Before you begin:

Multiple license types require multiple applications. Follow this path for each lower-potency hemp edible (LPHE) license type for which you apply.

Engage with your local government. Businesses are responsible for ensuring compliance with local regulations and zoning. Prepare for the local retail registration process.\*

# From Start to License: Your Path to Lower-Potency Hemp Licensing in Minnesota



\* For LPHE retailers, you must obtain retail registration from your local government directly (in addition to your license) before selling LPHEs. Local governments can only issue local retail registration once you have been issued a license from OCM. Local governments may not limit the number of local retail registrations they issue to LPHE retailers.

\*\* You can find OCM's Available License Types webpage at [mn.gov/ocm/businesses/licensing/license-types.jsp](http://mn.gov/ocm/businesses/licensing/license-types.jsp).

Learn more about the licensing process at

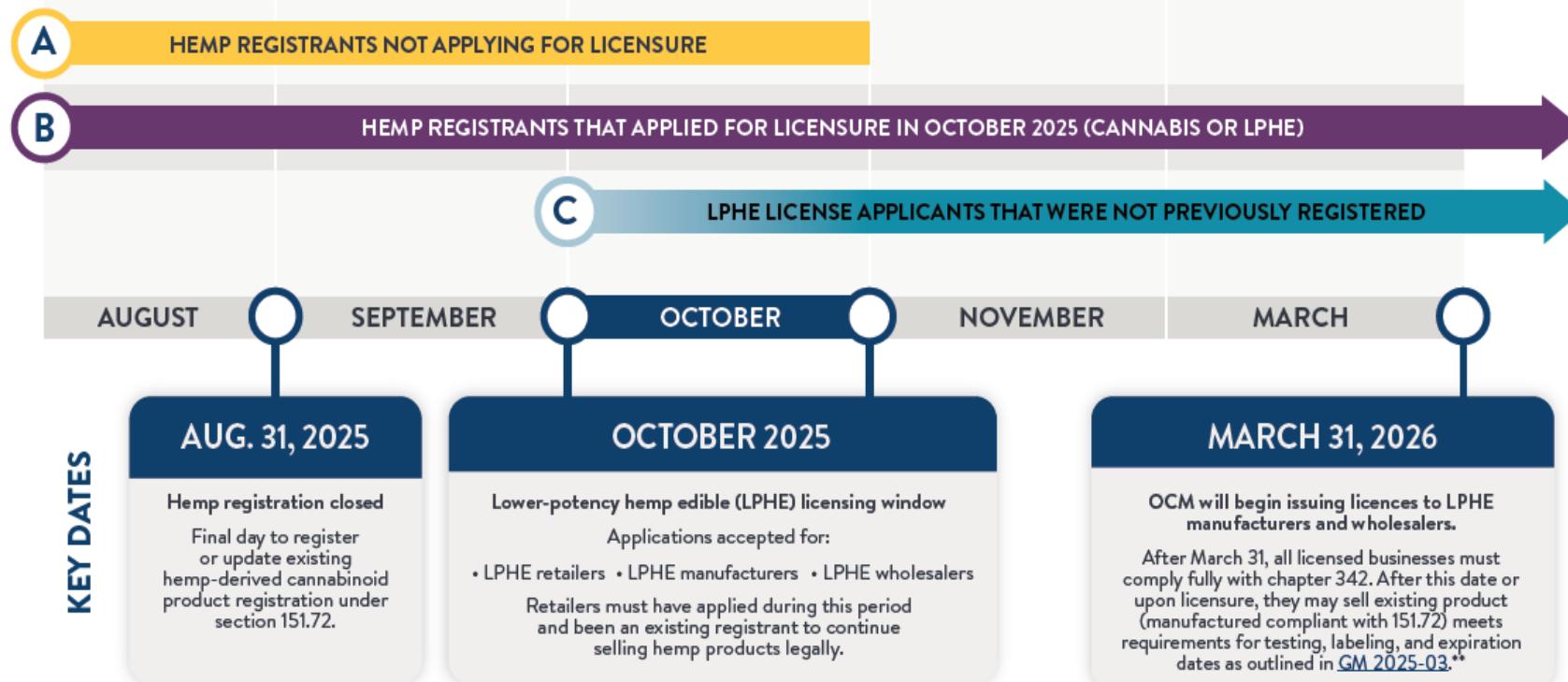
[mn.gov/ocm/businesses/licensing](http://mn.gov/ocm/businesses/licensing)



Updated September 19, 2025

From Start to License: Your Path to Lower-Potency Hemp Licensing in Minnesota

# LPHE Business Transition Timeline



\* You can find OCM's Product Transition Period webpage at [mn.gov/ocm/businesses/product-transition-period.jsp](http://mn.gov/ocm/businesses/product-transition-period.jsp) and Guidance Memo 2025-03 (GM 2025-03) at [mn.gov/ocm/businesses/guidance-memos.jsp](http://mn.gov/ocm/businesses/guidance-memos.jsp).

\*\* The next window for submitting applications for LPHE licenses is expected in early 2026.

Updated January 7, 2026

## LPHE Business Transition Timeline

Learn more about the licensing process at  
[mn.gov/ocm/businesses/licensing](http://mn.gov/ocm/businesses/licensing)



# LPHE Applications

LPHE Retailer	LPHE Wholesaler	LPHE Manufacturer
<b>2021*</b> <small>*646 licenses issued</small>	<b>119</b>	<b>94</b>

# Thank you!

[cannabis.info@state.mn.us](mailto:cannabis.info@state.mn.us)

# 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"><li>• Tuition</li><li>• Fees</li><li>• Required &amp; recommended books</li><li>• Required &amp; recommended materials</li></ul>	\$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"><li>• Transportation</li><li>• Mileage</li><li>• Lodging</li><li>• Meals</li><li>• Tutoring services</li><li>• Translation and/or interpreter services</li></ul>	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**.

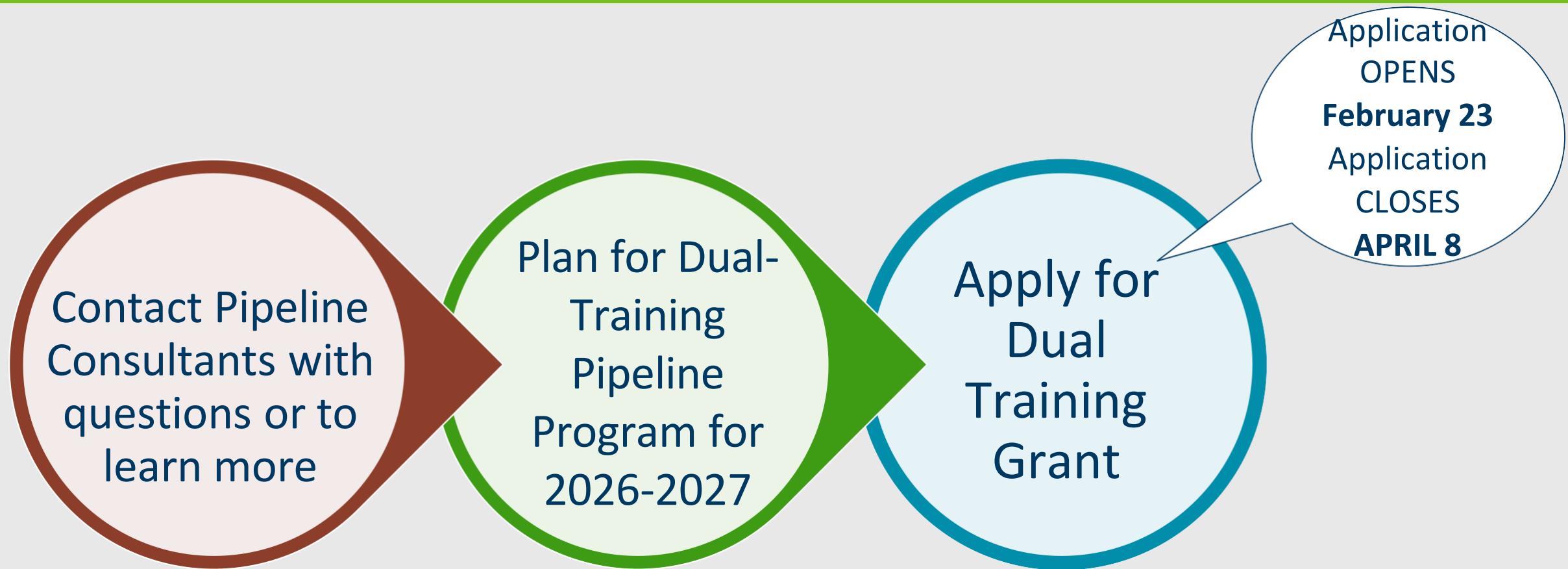
**May 29, 2026:** Applicants notified.

**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-training-grant>

# 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 !



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