

Minnesota Dual-Training Pipeline Child Care Industry Forum November 1, 2023





#### Agenda

- Introductions
- Minnesota Dual-Training Pipeline overview and updates
- Industry discussion JamBoard
- 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.



#### **Employment-Based Training**

Structured on-the-job training

Taking a variety of forms

Powerful learning

**Engaged employee** 

Benefit to all

Related Instruction

with a chosen training provider



### 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 Competency Pyramid

	Occupation: Registered Nurse
Employer Requirements	Occupation-Specific Competencies*
	Medication administration     Problem identification and solving     Care coordination and patient education     Comprehensive assessment of health status of patient     Evidence-based practice while using active listening skills     Provide health promotion and patient safety     Develop nursing interventions     Implementation of care plan
Indi	stry-Sector Technical Competencies*
Anatomy and physiology	Diagnostic procedures Nursing interventions
Pharmacology and holistic ca	re Nursing process Strong oral and written communications
Nursing approaches to mer	otal health   Scope of practice   Medical ethics   Informatics
In	dustry-Wide Technical Competencies
Health care delivery Disease progression inform Medical terminology	
	Workplace Competencies
	kplace mentals organizing with tools and technology Attention to detail recording to making to detail recording to detail recording making
	Academic Competencies
ading Information Mand Interacy	thematics Science and technology Speaking Communication: Critical and Basic analytic computer speaking thinking skills
	Personal Effectiveness Competencies
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Minnesota Dual-Training Pipeline **Competency Model for Health Care Services** 

> https://www.dli.mn.gov/sites /default/files/pdf/Health-RN.pdf

<sup>\*</sup> 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 <u>pathway</u> to a livable wage: \$19.46/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand according to DEED's labor market statistics;
- Must offer a career pathway; and
- Must lend itself to the dual-training model.



### **Dual-Training Pipeline Program Updates**

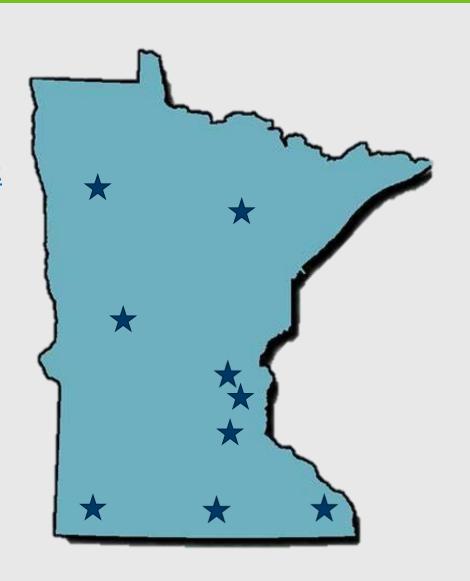
# What has Minnesota Dual-Training Pipeline been up to lately?

- Initial Child Care Stakeholder Meeting in September
- Speaker series on Oct. 3, 2023 featuring Sarah Schaefer of <u>MENTOR</u>
   <u>Minnesota</u> and the presentation "Improve Your Workplace with
   Mentoring Programs."
- Workforce Community Conversations:
- Winona
- Lakeville
- Virginia
- Willman
- Saint Paul
- Detroit Lakes
- Worthington

#### Coming up:

Waseca - Nov. 9

Minneapolis – Nov. 21



### JamBoard Sharing and Input

## We want to hear from you!

Please join the link and share in our discussion.

https://jamboard.google.com/d/1ZJHfTVGYUBQi2CVRImawGfHiw04X42b2et Xp-cl-yOo/viewer?f=0



## Next Steps for New Occupation(s)

Thank you! We are here for you, and we still need your help!

Our team will be following up to gather job postings and job descriptions and hear further from you.

- November and December Pipeline team drafts new occupation models and solicits input from stakeholders.
- Late December / January Pipeline team holds competency council meetings.
- Early February New occupation(s) posted.





### **Dual Training Grant Overview**

- Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) –
  Grant application will open again in spring of 2024; more details on the grant can be found here:
  <a href="https://www.ohe.state.mn.us/mPg.cfm?pageID=2160">https://www.ohe.state.mn.us/mPg.cfm?pageID=2160</a>
- \$6,000/student employee per year;
- Maximum grant is \$150,000 per employer per year; It is a reimbursement model for payments to the employer. If employer exceeds \$25 million in annual gross revenue, 25% match is required. The maximum grant for an application for trainee support is ten percent of the grant amount for the cost of training. The maximum total grant per application is \$165,000. Stay tuned for more details on what kind of trainee supports will be allowed to be paid for in the next grant round.
- Employers (or representative of) may apply if:
  - Employees will be trained in an eligible occupation;
  - Employees have not yet attained competency standards;
  - Permanent work location in Minnesota.

Contact: Jacquelynn Mol Sletten at <u>Jacquelynn.Mol.Sletten@state.mn.us</u>

#### **Upcoming Events**

■ Pipeline 101 – December 5, 2023 from 9am-10am

Register for the Pipeline 101 here

Stay tuned for Winter Industry Forums in early to mid-February!







# Thank You!



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