

Minnesota Dual-Training Pipeline

Healthcare Services Industry Forum

January 27, 2026

Agenda

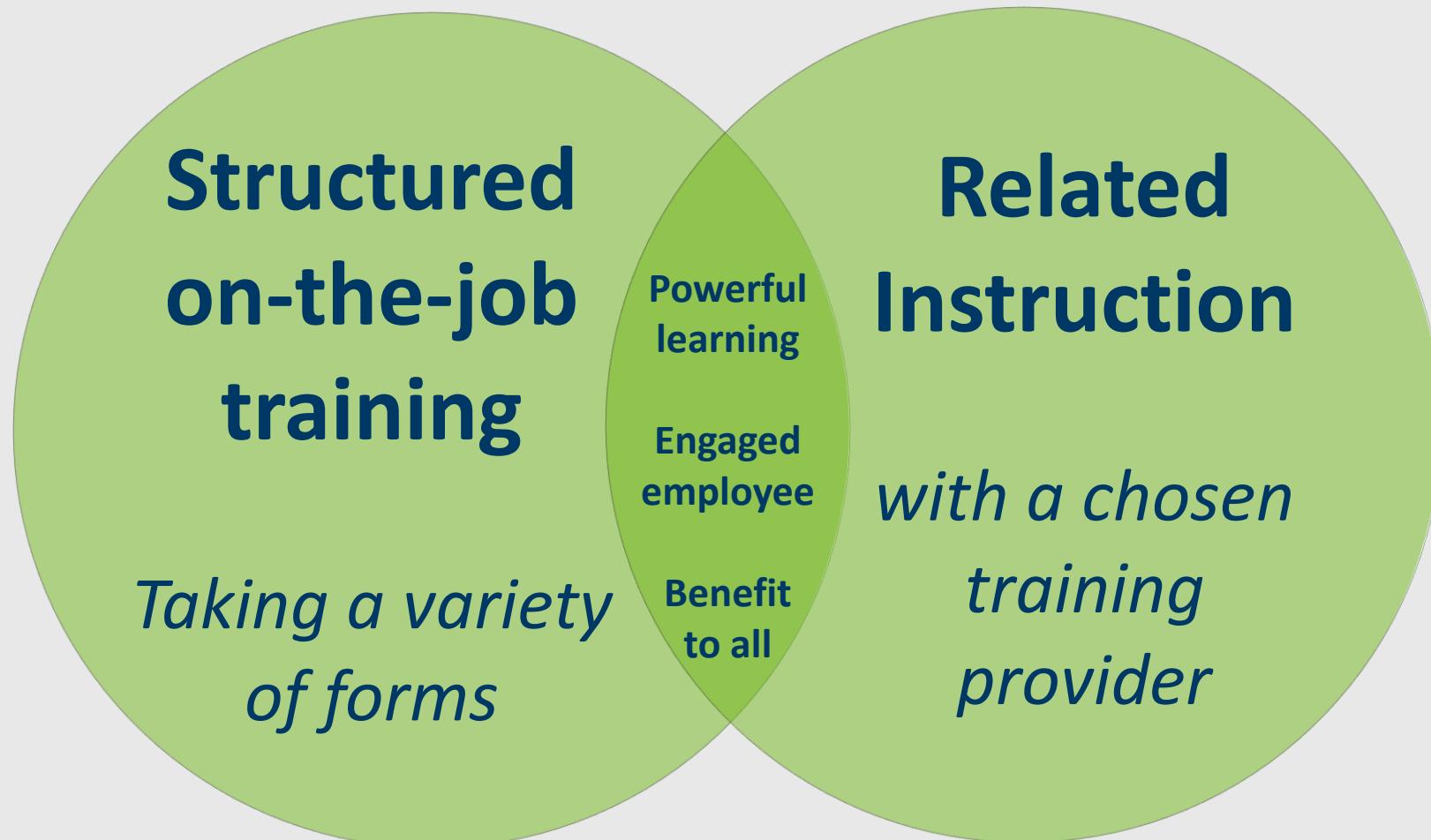
- Welcome/Introductions
- Minnesota Dual-Training Pipeline overview and updates
- New Healthcare Services Occupations
- OHE Dual Training grant update
- Wrap up/ upcoming events

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



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 Child Care Occupations

- Nurse Practitioner
- Sterile Processing 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

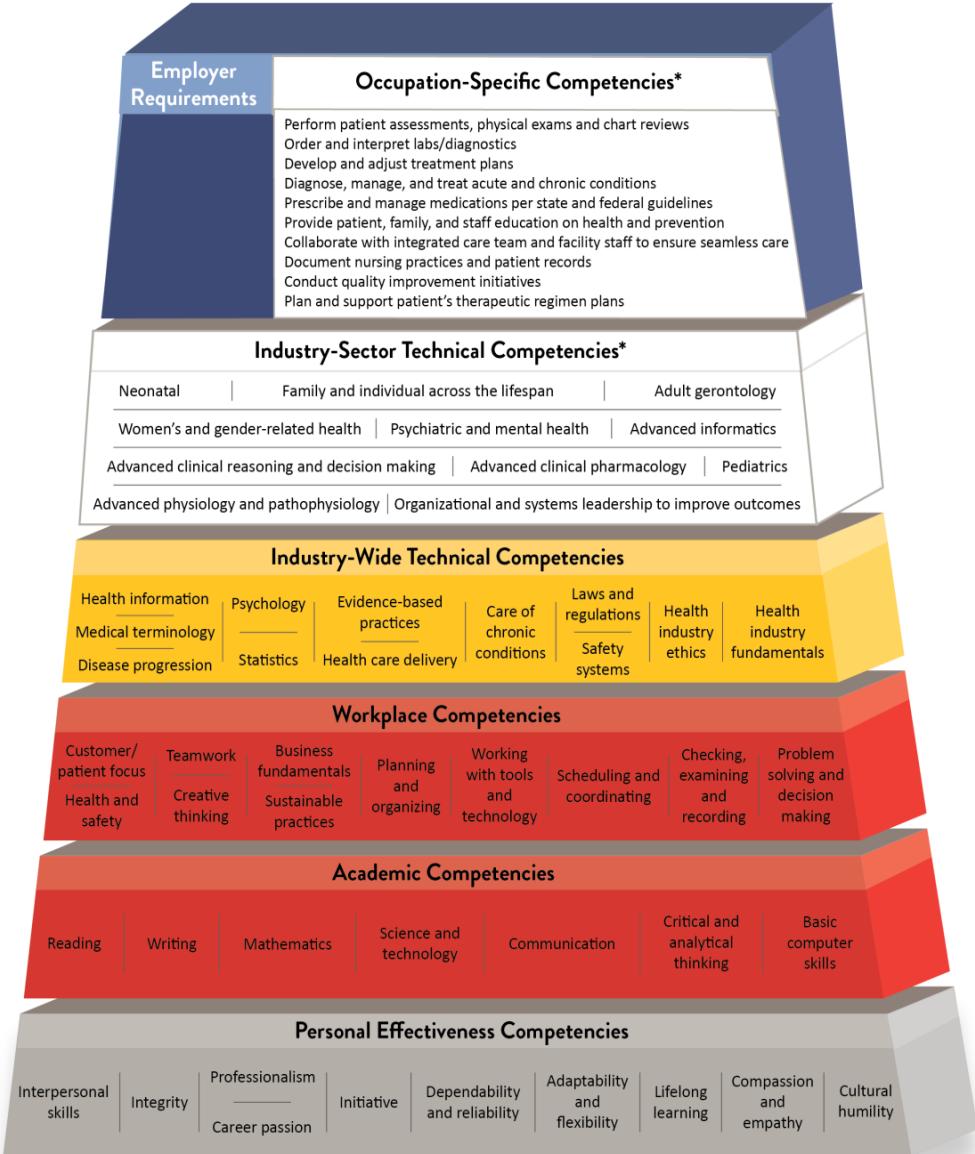
- Aircraft Dispatcher

Please provide any feedback about final drafts to pipeline.program@state.mn.us by Feb. 10, 2026.



DEPARTMENT OF
LABOR AND INDUSTRY

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Nurse Practitioner



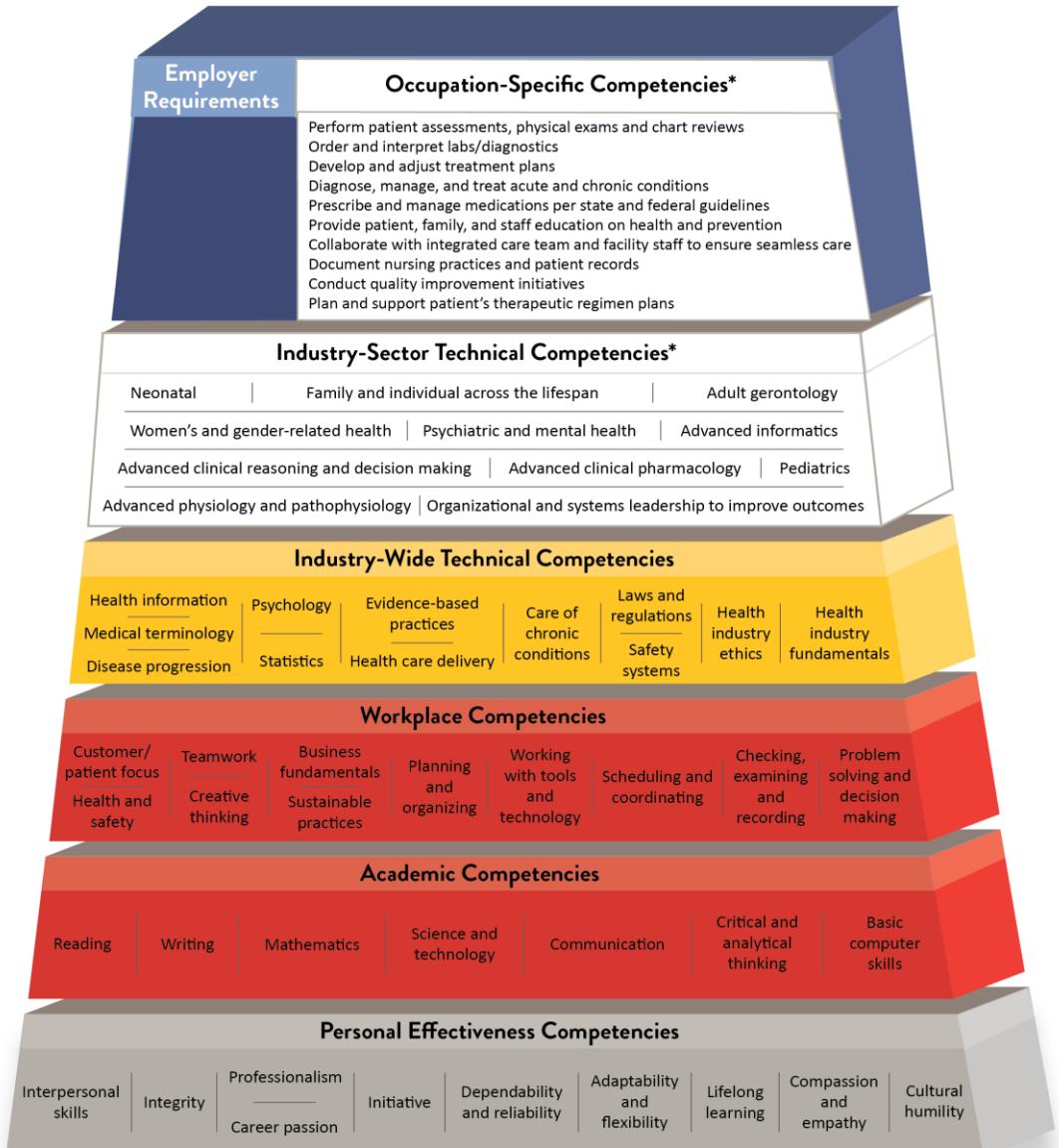
Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Nurse Practitioner

Occupation-Specific Competencies

- Perform patient assessments, physical exams and chart reviews
- Order and interpret labs/diagnostics
- Develop and adjust treatment plans
- Diagnose, manage, and treat acute and chronic conditions
- Prescribe and manage medications per state and federal guidelines
- Provide patient, family, and staff education on health and prevention
- Collaborate with integrated care team and facility staff to ensure seamless care
- Document nursing practices and patient records
- Conduct quality improvement initiatives
- Plan and support patient's therapeutic regimen plans

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Nurse Practitioner



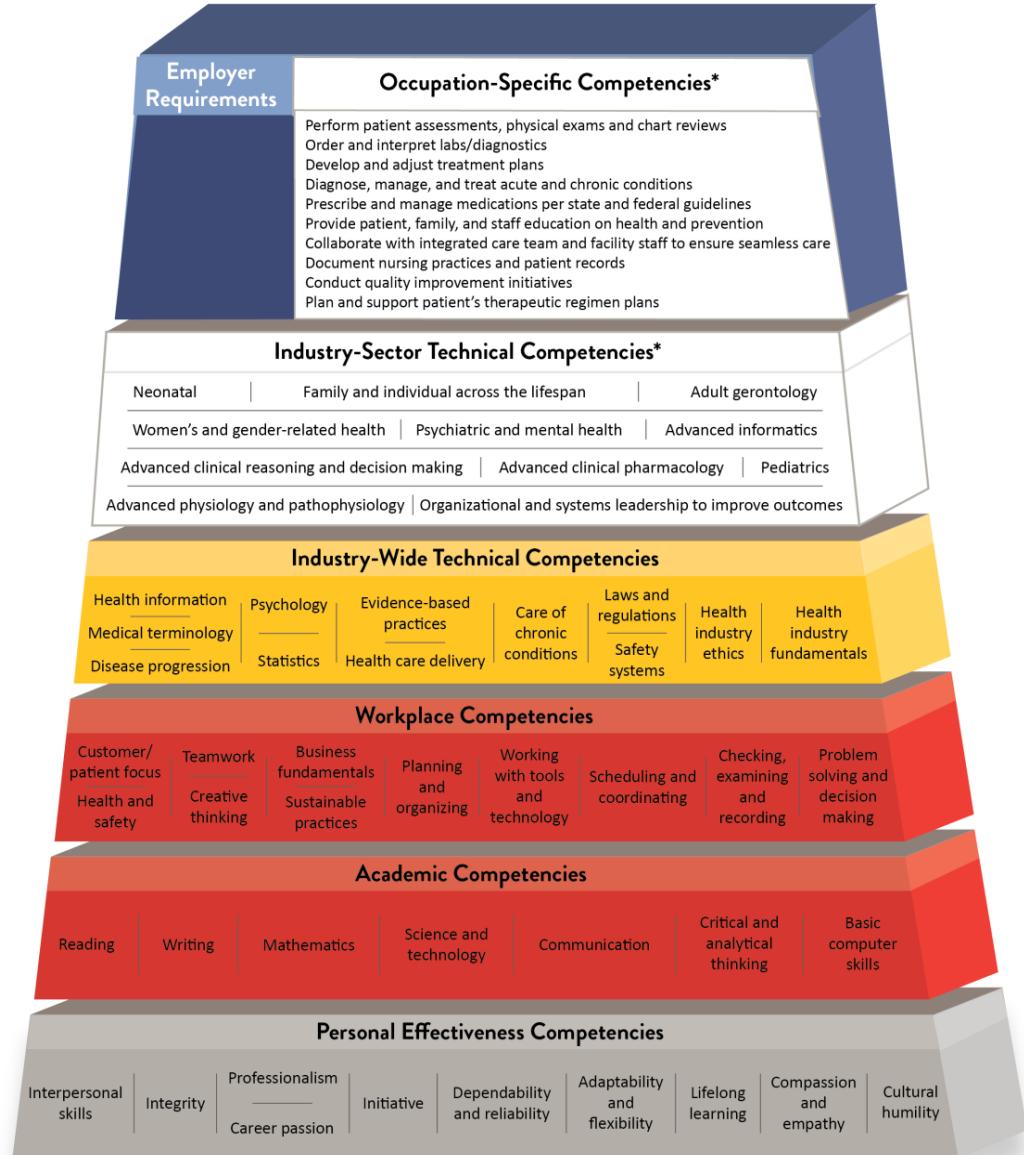
Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Nurse Practitioner

Industry-Sector Technical Competencies

- Neonatal
- Family and individuals across the lifespan
- Adult gerontology
- Women's and gender-related health
- Psychiatric and mental health
- Advanced informatics
- Advanced clinical reasoning and decision making
- Advanced clinical pharmacology
- Pediatrics
- Advanced physiology and pathophysiology
- Organizational and systems leadership to improve outcomes

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Nurse Practitioner



Based on: Fundamentals of Health Care Competency Model, 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/health-care-services.

Nurse Practitioner

continued

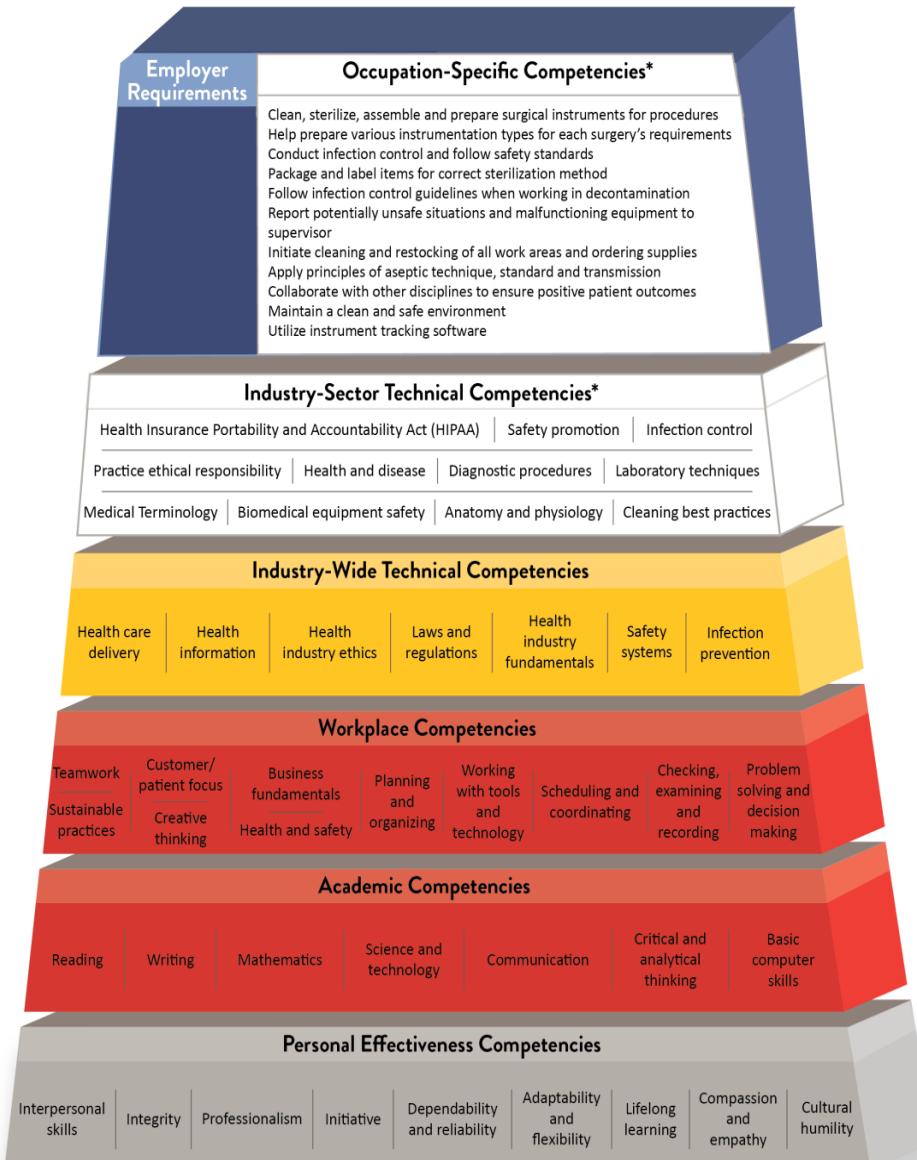
Industry - Wide Technical Competencies

- Health information
- Medical terminology
- Disease progression
- Psychology
- Statistics
- Evidence-based practices
- Healthcare delivery
- Care of chronic conditions
- Laws and regulations
- Safety systems
- Health industry ethics
- Health industry fundamentals



**DEPARTMENT OF
LABOR AND INDUSTRY**

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Sterile Processing Technician



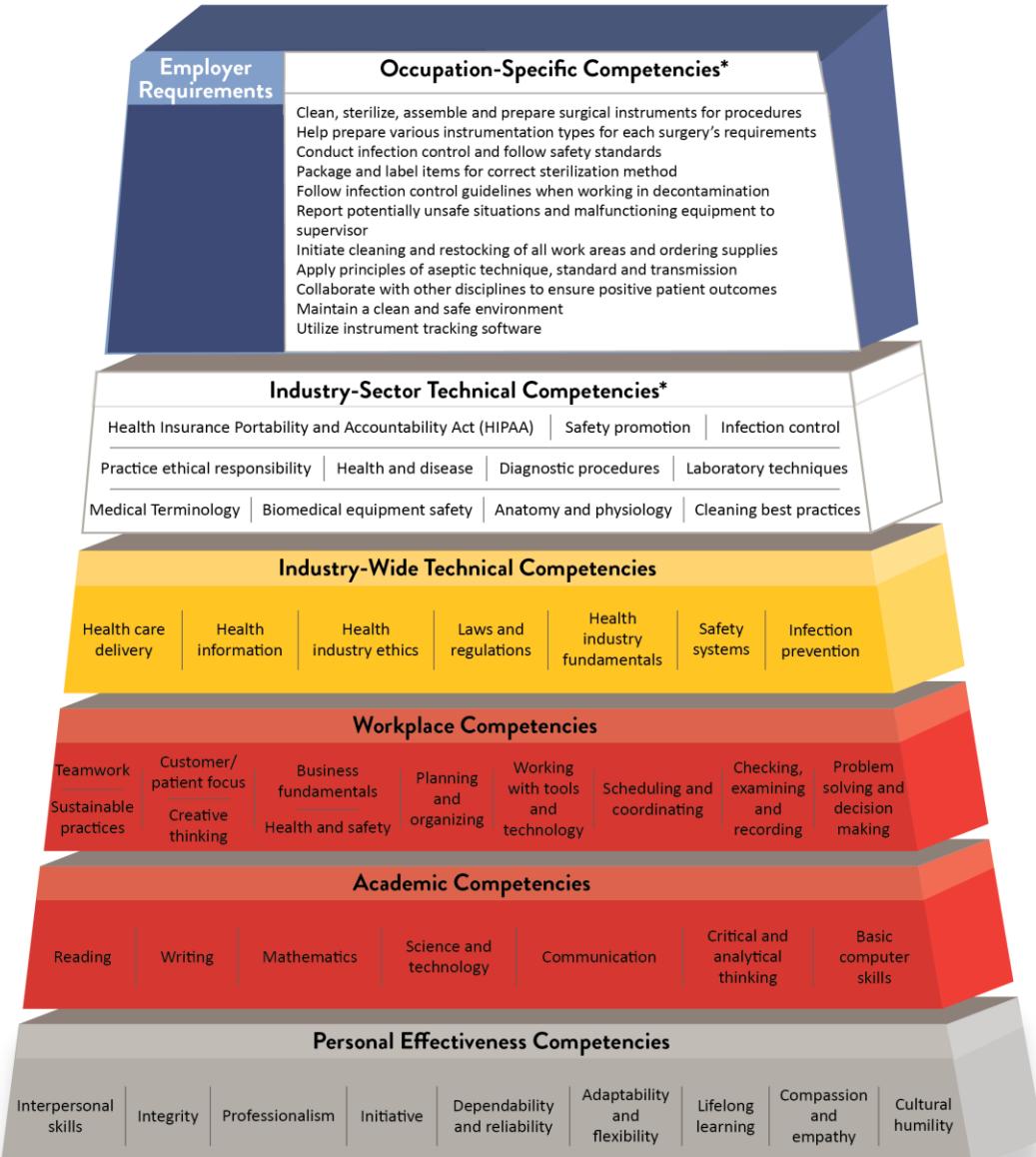
Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Sterile Processing Technician

Occupation-Specific Competencies

- Clean, sterilize, assemble and prepare surgical instruments for procedures
- Help prepare various instrumentation types for each surgery's requirements
- Conduct infection control and follow safety standards
- Package and label items for correct sterilization method
- Follow infection control guidelines when working in decontamination
- Report potentially unsafe situations and malfunctioning equipment to supervisor
- Initiate cleaning and restocking of all work areas and ordering supplies
- Apply principles of aseptic technique, standard and transmission
- Collaborate with other disciplines to ensure positive patient outcomes
- Maintain a clean and safe environment
- Utilize instrument tracking software

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Sterile Processing Technician



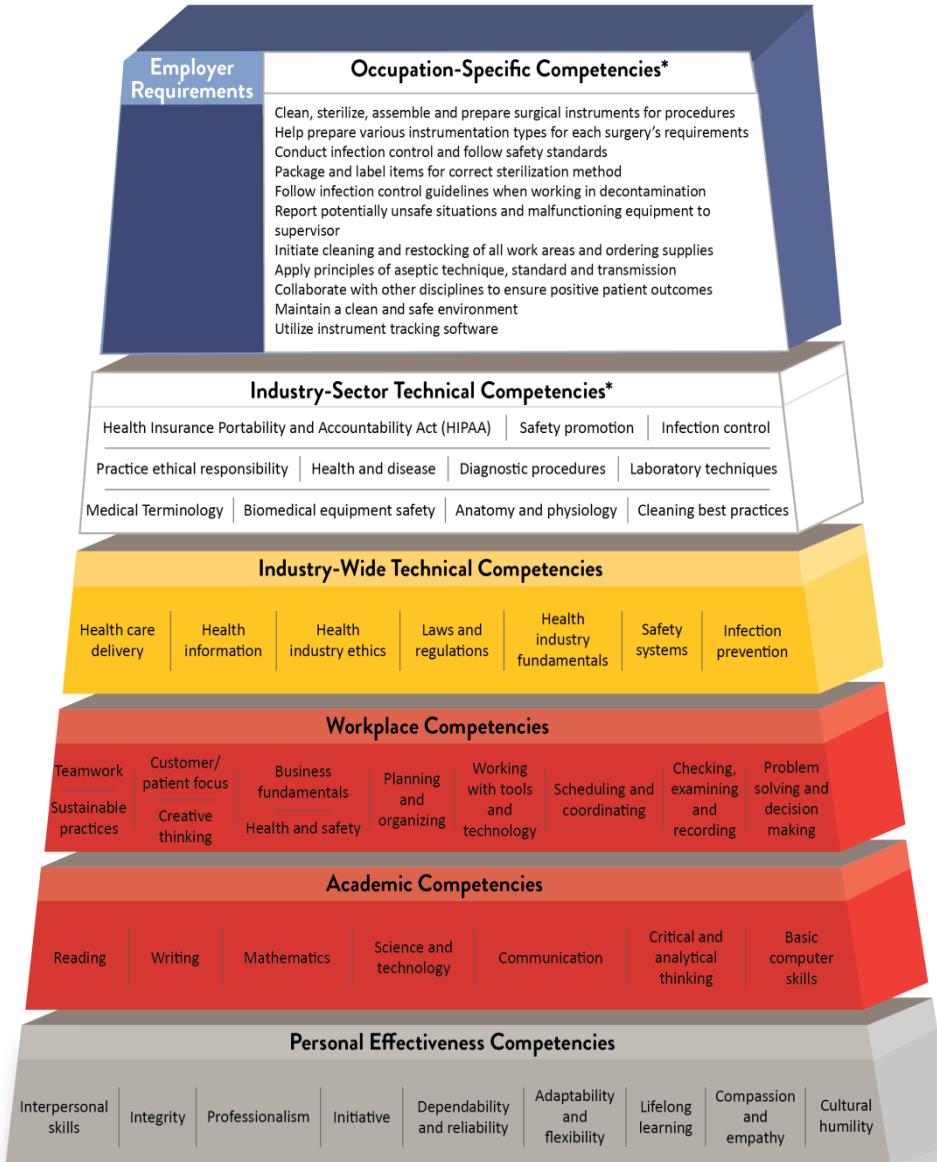
Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Sterile Processing Technician

Industry-Sector Technical Competencies

- Health Insurance Portability and Accountability Act (HIPAA)
- Safety promotion
- Infection control
- Practice ethical responsibility
- Health and disease
- Diagnostic procedures
- Laboratory techniques
- Medical terminology
- Biomedical equipment safety
- Anatomy and physiology
- Cleaning best practices

Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Sterile Processing Technician



Based on: Fundamentals of Health Care Competency Model, 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/health-care-services.

Sterile Processing Technician

Industry - Wide Technical Competencies

- Health care delivery
- Health information
- Health industry ethics
- Laws and regulations
- Health industry fundamentals
- Safety systems
- Infection prevention

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**.

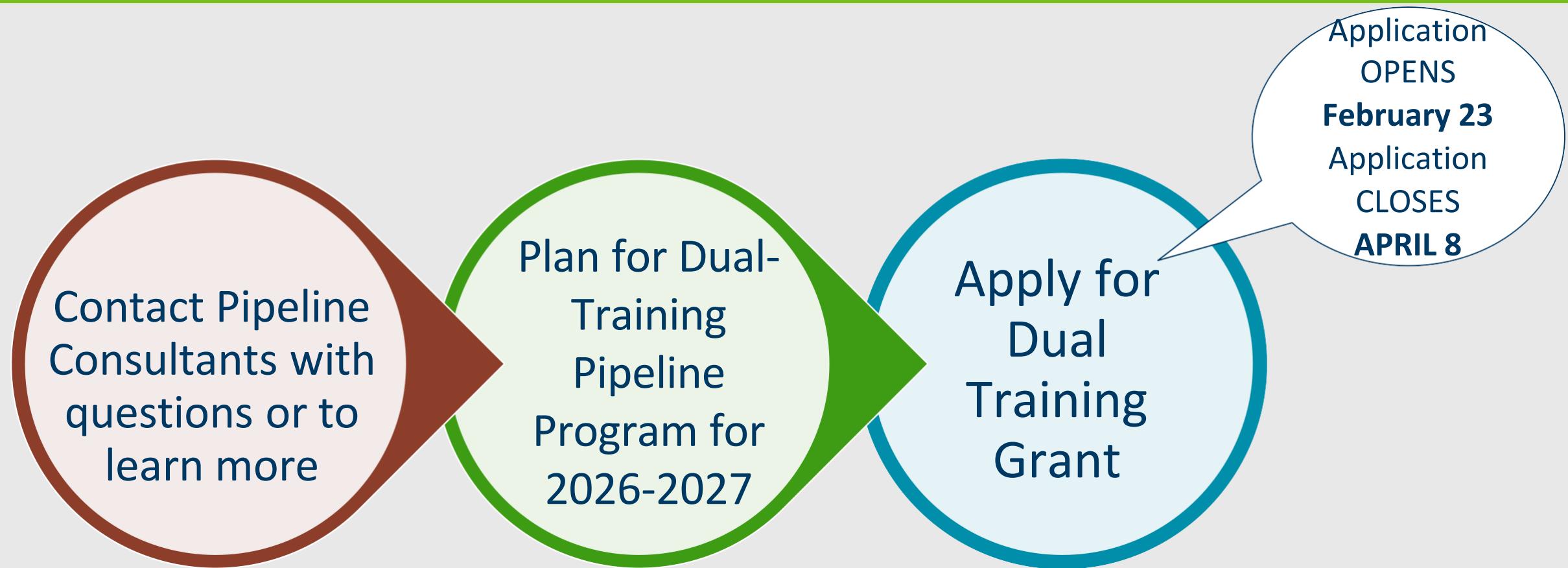
May 29, 2026: Applicants notified.

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-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!



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