



Minnesota Dual-Training Pipeline  
Health Care Services Industry Forum  
February 8, 2023

# Agenda

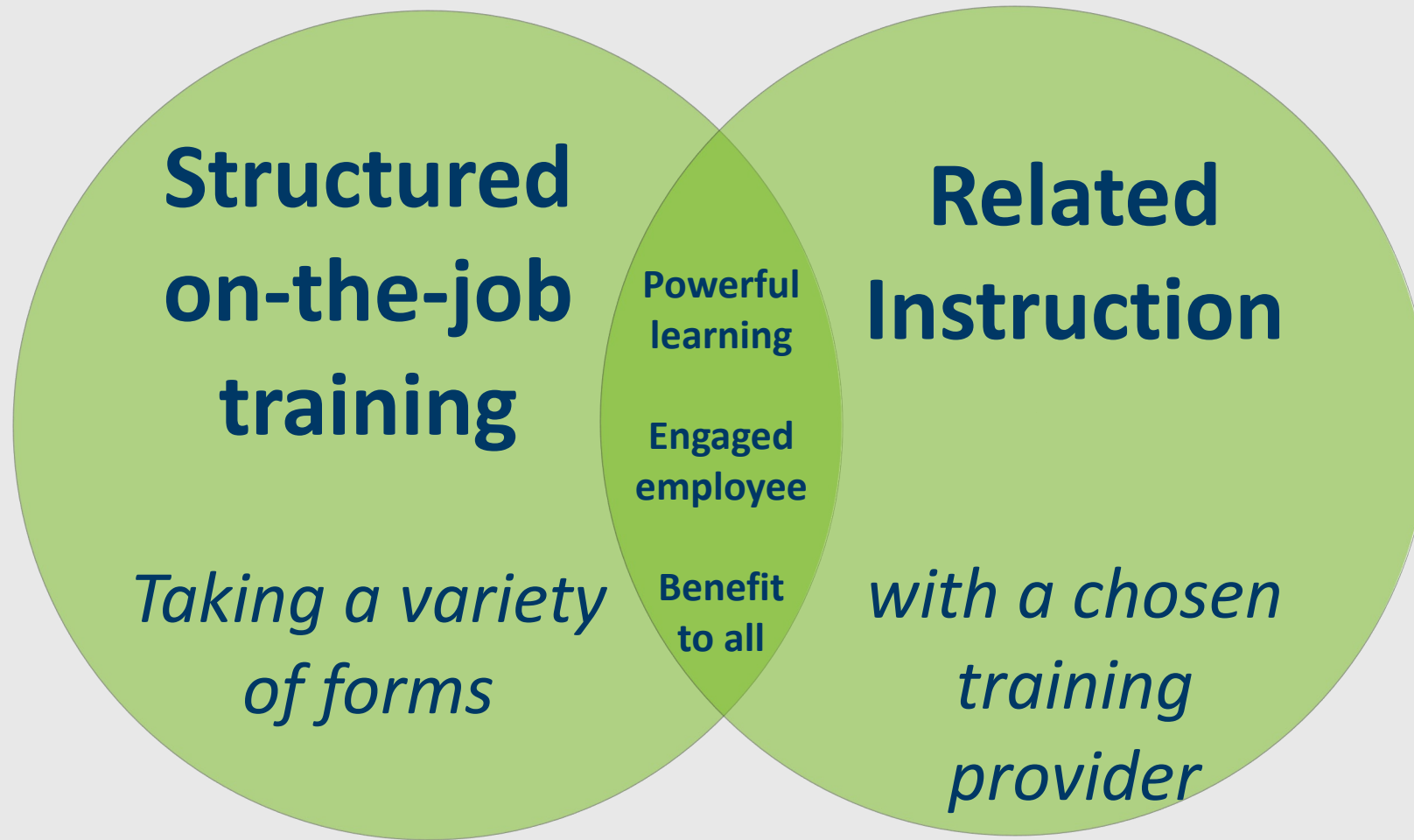
- **Introductions/ Welcome**
- **Minnesota Dual-Training Pipeline overview and updates**
- **New Health Care Services Occupations**
- **Example of Health Care Service Employer doing Pipeline – Grand Village**
- **OHE Dual Training grant update**
- **Wrap up/ conclusion**

# 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



# 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.

# January Speaker Series Recap



**WORK LIKE A  
BOSS**

**Go From Apathy to Action**

[www.WorkLikeABoss.com](http://www.WorkLikeABoss.com) | [www.NancyLyons.com](http://www.NancyLyons.com) | @nylons

Download the [power point](#) and [handout](#).

Ideas for future topics?

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



# Health Care Services Occupations

- Certified Nursing Assistant
- Chemical dependency and addiction technician
- Critical Care Nurse
- Community Health Worker
- Community Paramedic
- Dental Assistant
- Dental Hygienist
- Dental Therapist
- Electronic Health Records Specialist
- EMT to Paramedic
- Emergency Room Nurse
- Health Support Specialist
- Licensed Practical Nurse
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Scientist
- Medical Laboratory Technician
- Ophthalmic Technician
- Pharmacy Technician
- Phlebotomist
- Positive Support Analyst
- Positive Support Specialist
- Psychiatric/Mental Health Technician in-patient
- Psychiatric/Mental Health Technician out-patient
- Physical Therapy Assistant
- Radiologic Technician
- Registered Nurse
- Respiratory Therapist
- Pharmacy Technician
- Long-term Care Culinary Manager
- Surgical Technologist
- Wound, Ostomy, Continence (WOC) Nurse

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

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$19.40/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information: Three stars is ideal);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.



# Potential New Health Care Services Occupation(s)

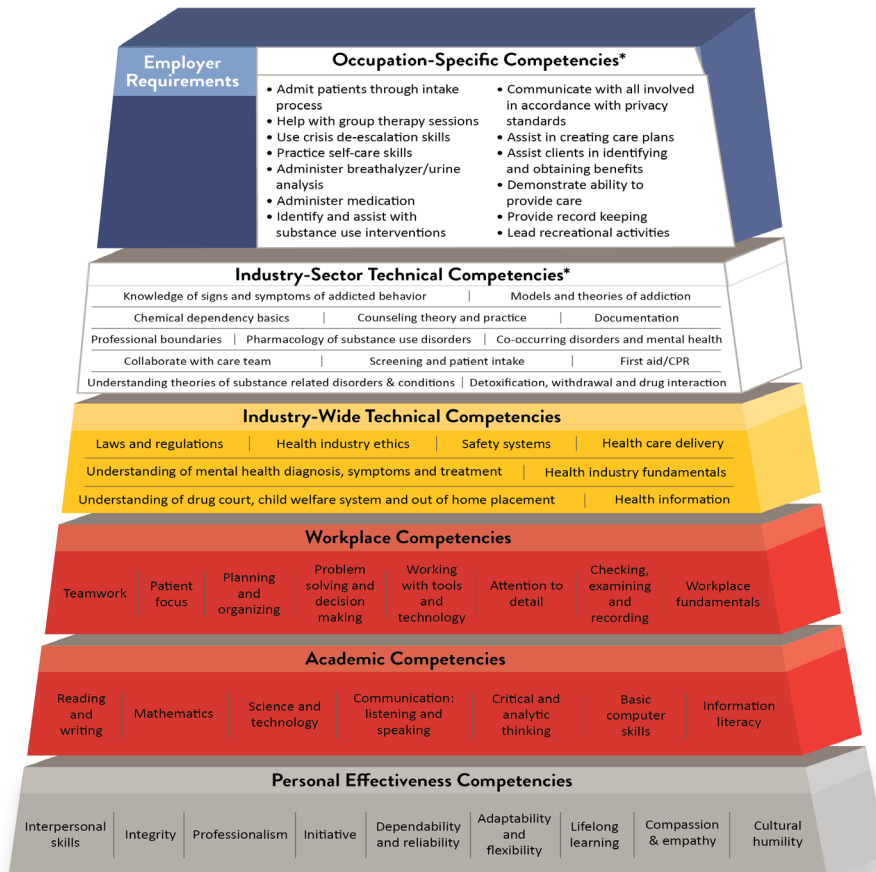
## New Occupations for Health Care Services:

- Licensed Independent Clinical Social Worker
- Dentist – including specializations
- Histology Technician/ Technologist
- Occupational Therapist

\*Chemical dependency and addiction technician and licensed alcohol and drug counselor are being created as their own unique jobs to replace addiction specialist.

# Chemical dependency and addiction technician

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Chemical Dependency and Addiction Technician



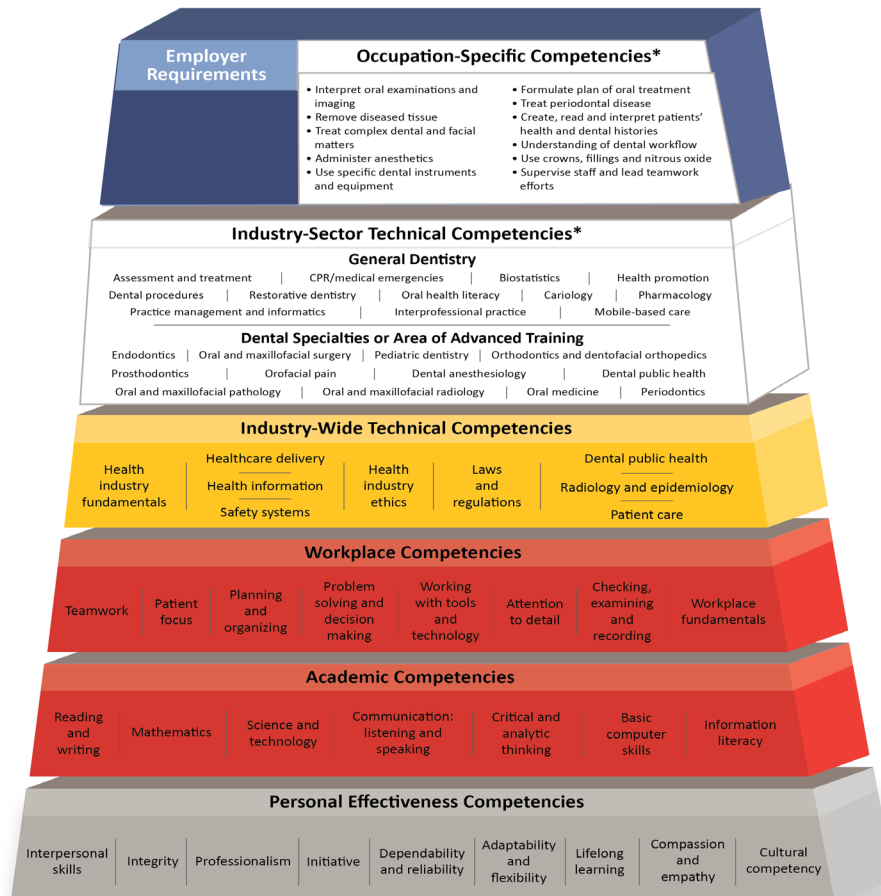
Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

\*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.

[Chemical dependency and addiction technician \(mn.gov\)](http://mn.gov)

# Dentist- including specializations

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Dentist



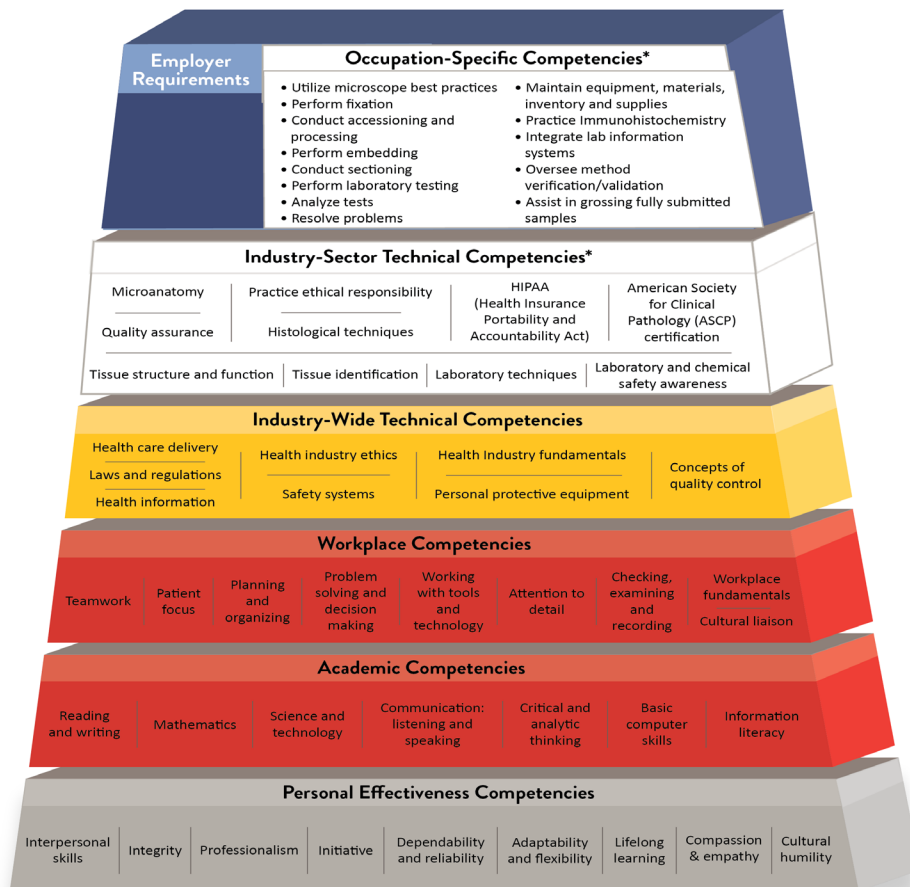
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[Dentist \(mn.gov\)](https://dentist.mn.gov)

# Histology Technician/ Technologist

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Histology Technician/Technologist



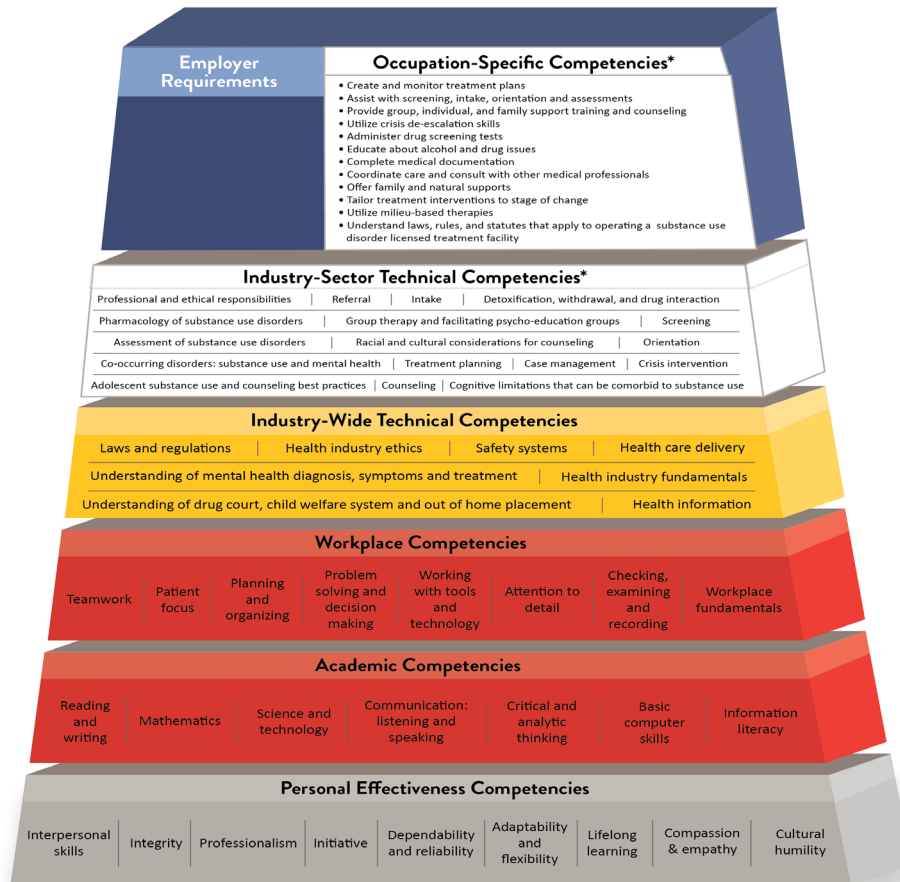
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[Histology Technician/ Technologist](#)

# Licensed alcohol and drug counselor

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Licensed Alcohol and Drug Counselor



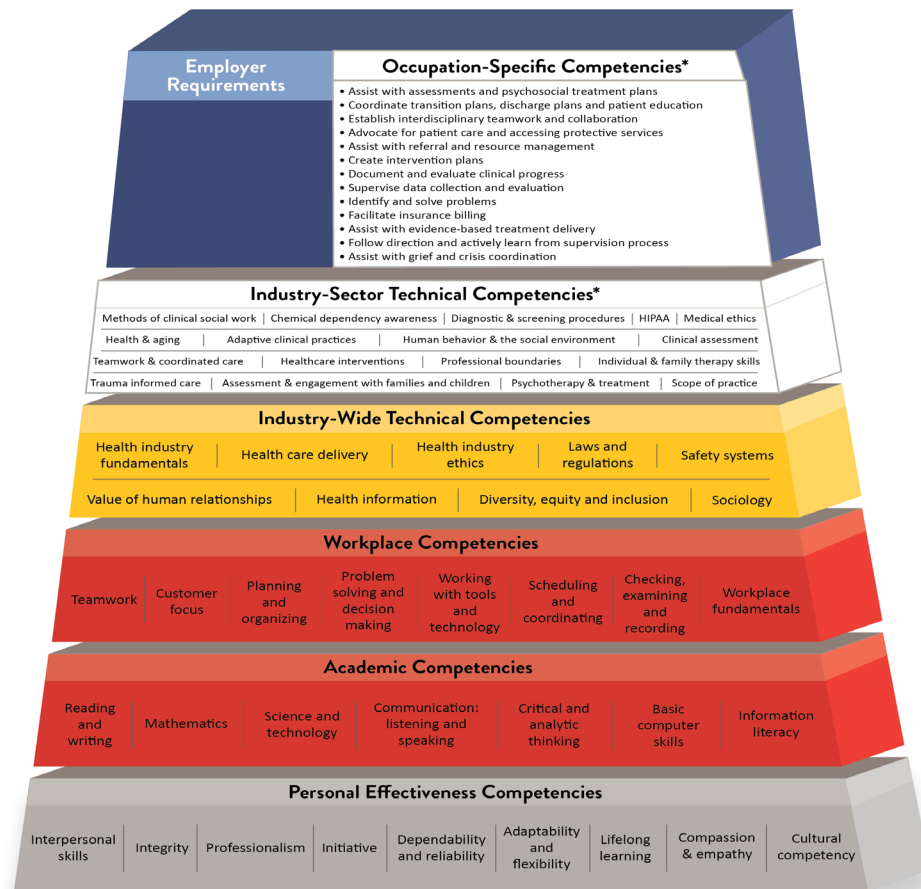
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[Licensed alcohol and drug counselor \(mn.gov\)](https://mn.gov/licensed-alcohol-and-drug-counselor)

# Licensed Independent Clinical Social Worker

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Licensed Independent Clinical Social Worker



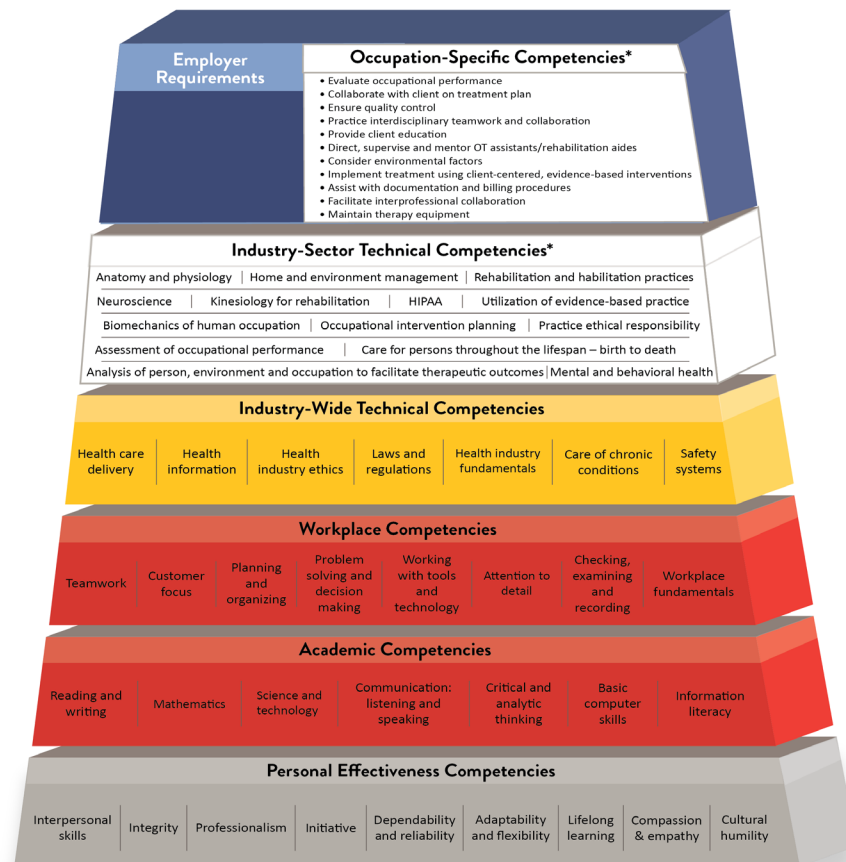
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[Licensed Independent Clinical Social Worker \(mn.gov\)](https://mn.gov/licensed-independent-clinical-social-worker/)

# Occupational therapist

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Occupational Therapist



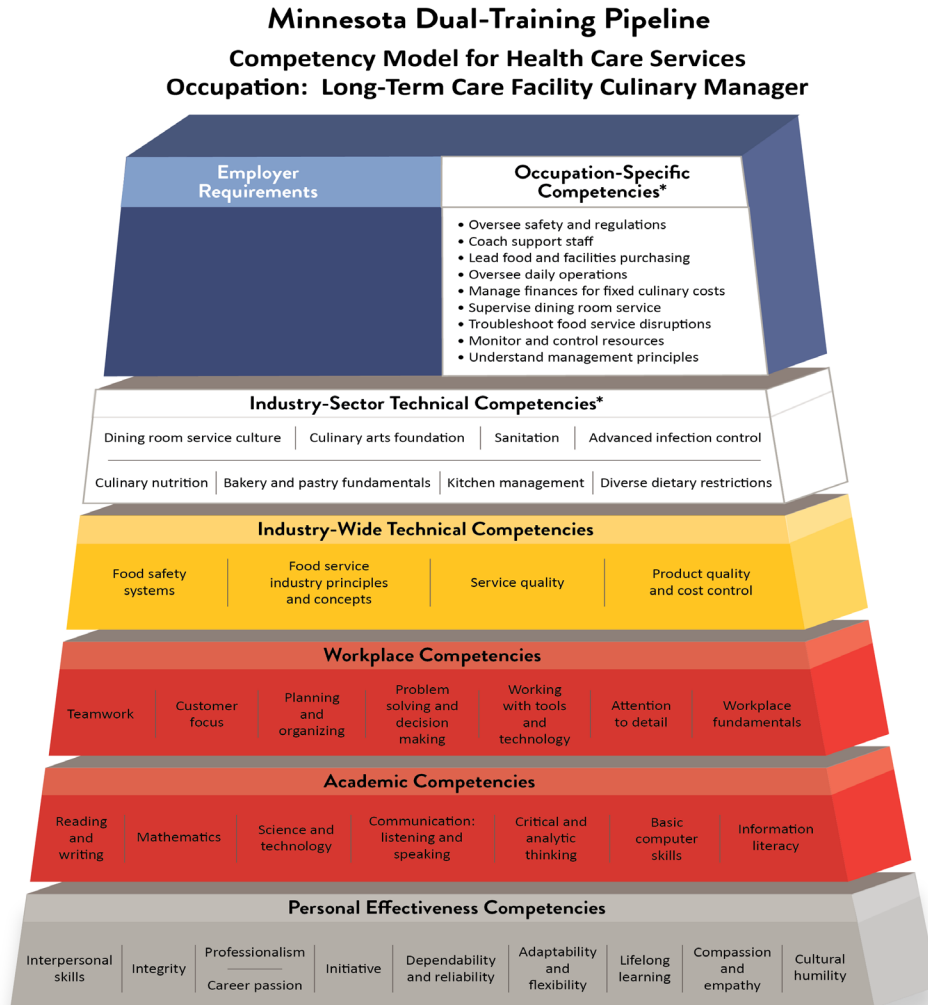
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[Occupational Therapist \(mn.gov\)](https://mn.gov/occupational-therapist)



# Long-Term Care Facility Culinary Manager (update)



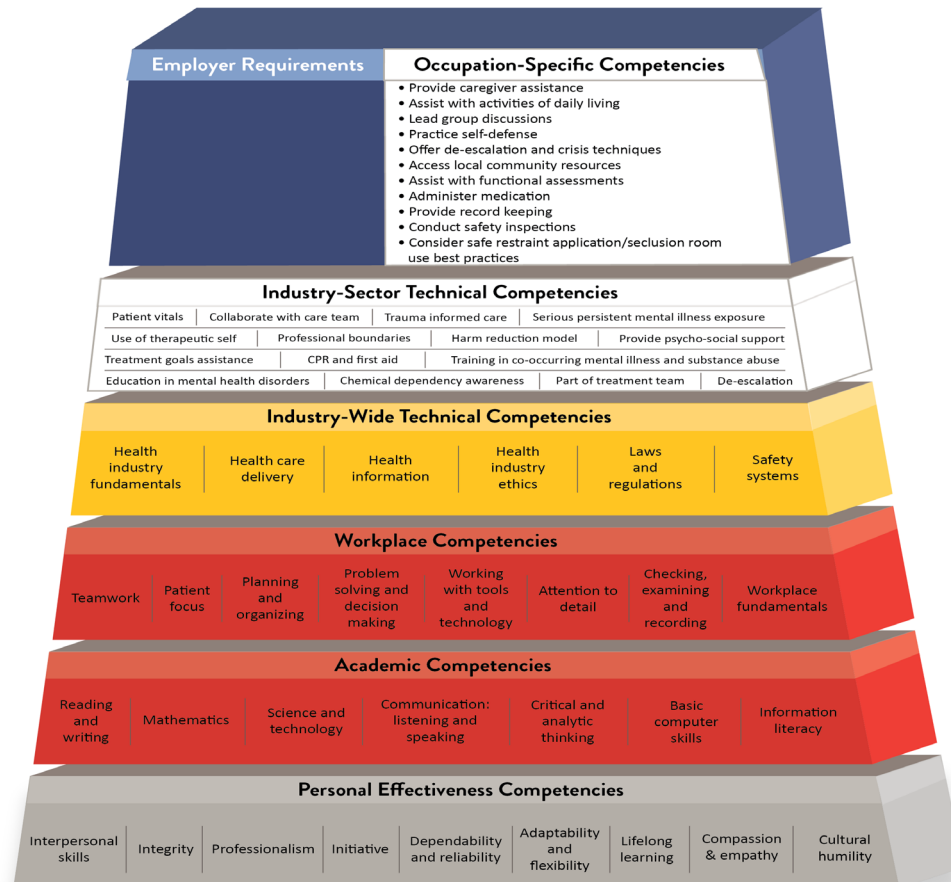
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[Long-Term Care Facility Culinary Manager \(mn.gov\)](https://mn.gov/long-term-care-facility-culinary-manager)

# Psychiatric/Mental Health Technician-In Patient (update)

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Psychiatric/Mental Health Technician In-Patient



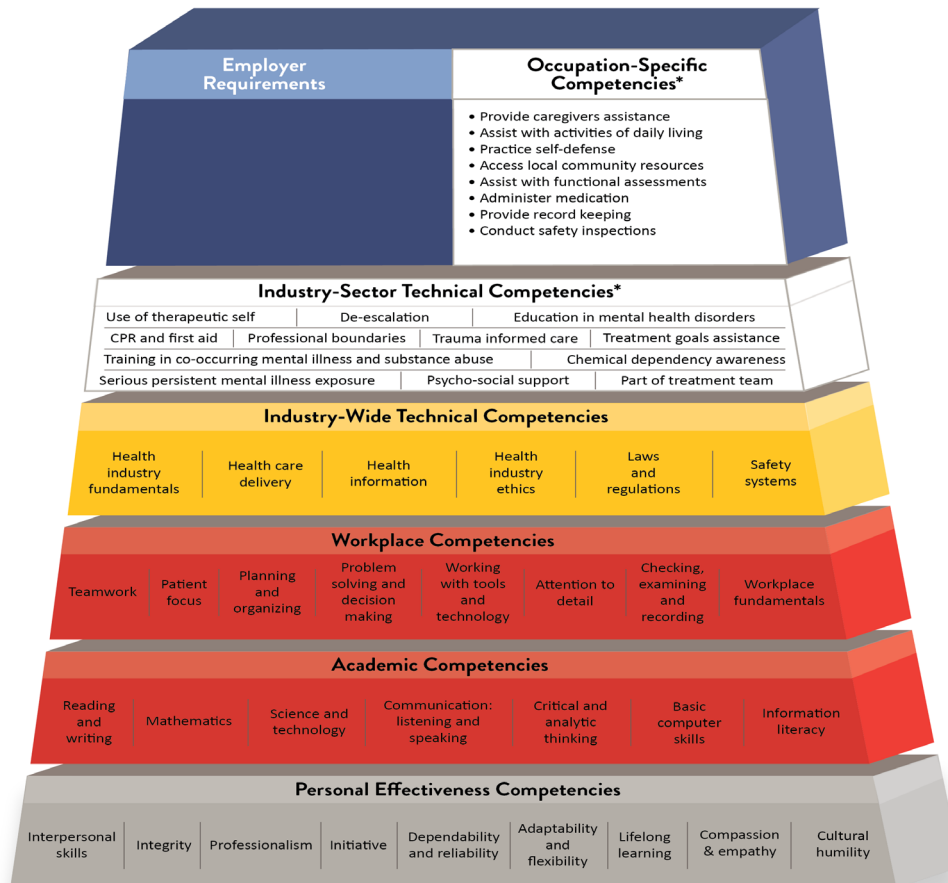
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[Psychiatric / mental health technician in-patient \(mn.gov\)](https://mn.gov/psychiatric-mental-health-technician-in-patient)

# Psychiatric/Mental Health Technician-Out Patient (update)

## Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Psychiatric/Mental Health Technician Out-Patient



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[Psychiatric/ mental health technician out patient \(mn.gov\)](https://mn.gov/psychiatric-mental-health-technician-out-patient)

# Example of Health Care Services Employer doing Pipeline – Grand Village

**Gen Bishop**, People Services Manager  
Grand Village in Grand Rapids, MN

**Lily Manthey**, Dual Trainee  
Licensed Practical Nurse  
Grand Village in Grand Rapids, MN



# Notes from Health Care Services Employer doing Pipeline – Grand Village

## Notes from Presentation:

Gen shared how Grand Village has participated for three years and having great success with training LPN's. They had some people leave in the first year, but the last few times people have all stayed and it has been a great benefit to the organization.

Gen also talked about how their on-the-job training has enhanced their culture and also how it was not as challenging to incorporate into an overall earn-and-learn model as they had already been doing several OJT things even before doing Pipeline.

Lily shared how she went from being a CNA to now and LPN and is grateful for the opportunity to get help with education. She noted how is 19 and a homeowner!

- Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) – Grant application will open again in spring of 2023; more details on the grant can be found here: <https://www.ohe.state.mn.us/mPg.cfm?pageID=2160>
- \$6,000/student employee per year; Maximum grant is \$150,000 per employer per year; It is a reimbursement model for payments to the company.
- If employer exceeds \$25 million in annual gross revenue from 2022, 25% match is required;
- 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.

## 2023 Application Timeline

- Request for Application Opens: March 1, 2023
- Application Writing Workshops: March 8th at 10:00am and March 9th at 1:00pm (Click [HERE](#) for more info)
- Request for Application Closes: April 3, 2023
- Applicants Notified about Awards: May 9, 2023

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# Upcoming Minnesota Dual-Training Pipeline Events

## Pipeline 101

February 21, 2023 from 9am-10am [Register to attend here](#)

April 18, 2023 from 9am-10am

## OHE Dual Training Grant Writing Workshops

March 8, 2023 from 10am-Noon – [Webinar registration | Microsoft Teams](#)

March 9, 2023 from 1pm-3pm – [Webinar registration | Microsoft Teams](#)

## Save the Date - Upcoming All-Industry Forum

June 13, 2023 from 9am-10am

# Thank You!



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