

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?

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

Powerful learning

Engaged employee

Related Instruction

Taking a variety of forms

Benefit to all

with a chosen training provider



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



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

- 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.



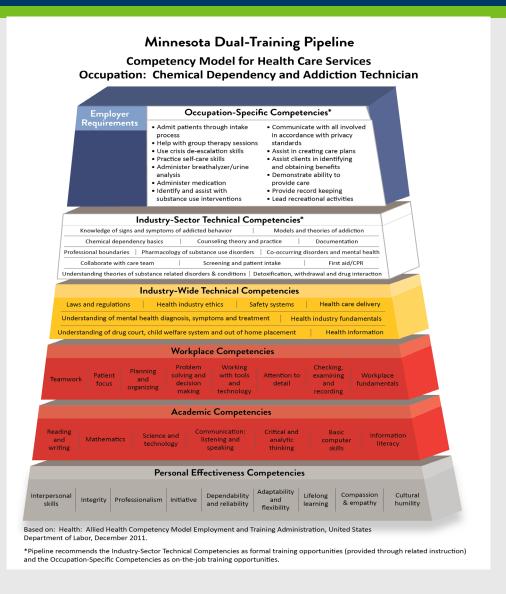
Potential New Health Care Services Occupation(s)

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



Chemical dependency and addiction technician (mn.gov)



Dentist- including specializations

Employer Requirements	Occupation-Specific Competencies*		
	Interpret oral examinations and imaging Remove diseased tissue Treat complex dental and facial matters Administer anesthetics Use specific dental instruments and equipment Formulate plan of oral treatment disease Create, read and interpret patients' health and dental histories Understanding of dental workflow Use crowns, fillings and nitrous oxide Supervise staff and lead teamwork efforts		
Industr	ry-Sector Technical Competencies*		
General Dentistry Assessment and treatment CPR/medical emergencies Biostatistics Health promotion Dental procedures Restorative dentistry Oral health literacy Cariology Pharmacology Practice management and informatics Interprofessional practice Mobile-based care			
	Specialties or Area of Advanced Training acial surgery Pediatric dentistry Orthodontics and dentofacial orthopedics		
Prosthodontics Orofa	acial pain Dental anesthesiology Dental public health		
Oral and maxillofacial pathology	Oral and maxillofacial radiology Oral medicine Periodontics		
Indust			
	try-Wide Technical Competencies		
Healthcare de industry Health inform	elivery Health Laws Dental public health action industry and Radiology and epidemiology		
Health Healthcare de industry Health inform	elivery Health Laws Dental public health antion industry and Radiology and epidemiology ethics regulations		
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Health industry indamentals Health inform Safety system Safety Sa	Health Industry and regulations Patient care Workplace Competencies Problem Working solving and with tools Attention decision and to detail and fundamentals		
Health industry indamentals Health inform Safety system Safety S	Workplace Competencies Problem solving and decision and decision making technology Academic Competencies Academic Competencies Communication: Critical and listening and papablifs appablifs.		
Health industry indamentals Patient focus Patient focus Patient focus Mathematics Science technology Mathematics	Health Industry and regulations Patient care Workplace Competencies Problem with tools and decision and to detail making technology Academic Competencies Partient care Checking, examining and fundamentals recording Academic Competencies Communication: Critical and listening and single computer listeracy.		
Health industry indamentals	Health Laws and ethics regulations regulations Workplace Competencies Problem Working with tools and decision making technology to detail and speaking with tools and technology to detail speaking thinking speaking thinking skills Dental public health Radiology and epidemiology Patient care Checking, examining workplace fundamentals recording fundamentals recording to detail and recording fundamentals recording thinking skills		

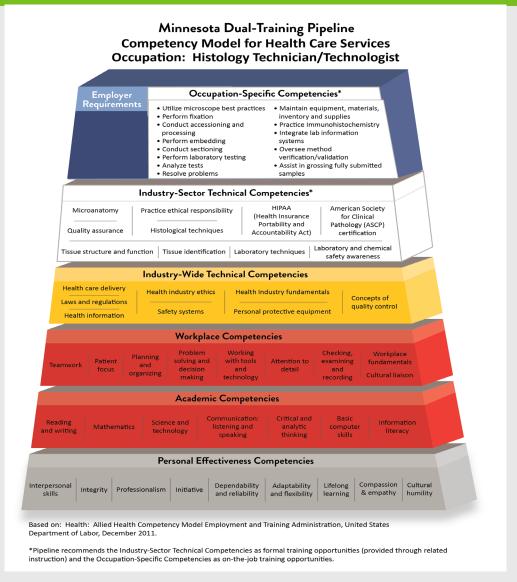
* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related

instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

Dentist (mn.gov)



Histology Technician/ Technologist



Histology Technician/ Technologist



Licensed alcohol and drug counselor

Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Licensed Alcohol and Drug Counselor				
Employer	Occupation-Specific Competencies*			
Requirement	Create and monitor treatment plans Assist with screening, intake, orientation and assessments Provide group, individual, and family support training and counseling Utilize crisis de-escalation skills Administer drug screening tests Educate about alcohol and drug issues Complete medical documentation Coordinate care and consult with other medical professionals Offer family and natural supports Tailor treatment interventions to stage of change Utilize milieu-based therapies Understand laws, rules, and statutes that apply to operating a substance use disorder licensed treatment facility			
Ind	ustry-Sector Technical Competencies*			
Professional and ethical responsibilities Referral Intake Detoxification, withdrawal, and drug interaction				
Pharmacology of substance use disorders Group therapy and facilitating psycho-education groups Screening				
Assessment of substance use di				
Co-occurring disorders: substance				
Adolescent substance use and coun	seling best practices Counseling Cognitive limitations that can be comorbid to substance use			
	Health industry ethics Safety systems Health care delivery alth diagnosis, symptoms and treatment Health industry fundamentals child welfare system and out of home placement Health information			
	Workplace Competencies			
nwork Patient Planni focus and organiz	decision and detail and fundamentals			
	Academic Competencies			
	clence and listening and analytic computer literacy speaking thinking skills			
	Personal Effectiveness Competencies			
onal Integrity Professiona	alism Initiative Dependability and reliability and reliability and reliability flexibility learning Compassion & Cultural learning & empathy humility			
Health: Allied Health Comp	etency Model Employment and Training Administration, United States			

Licensed alcohol and drug counselor (mn.gov)



Licensed Independent Clinical Social Worker

Employer Requirements	Occupation-Specific Competencies* - Assist with assessments and psychosocial treatment plans - Coordinate transition plans, discharge plans and patient education - Establish interdisciplinary teamwork and collaboration - Advocate for patient care and accessing protective services - Assist with referral and resource management - Create intervention plans - Document and evaluate clinical progress - Supervise data collection and evaluation - Identify and solve problems - Facilitate insurance billing - Assist with evidence-based treatment delivery - Follow direction and actively learn from supervision process - Assist with grief and crisis coordination
Industry	Sector Technical Competencies*
	ependency awareness Diagnostic & screening procedures HIPAA Medical ethics
Health & aging Adaptive clinical pro	
	re interventions Professional boundaries Individual & family therapy skills ement with families and children Psychotherapy & treatment Scope of practice
Industry	v-Wide Technical Competencies
Health industry fundamentals Health care d	elivery Health industry Laws and ethics regulations Safety systems
Value of human relationships	ealth information Diversity, equity and inclusion Sociology
	Workplace Competencies
eamwork Customer focus Planning and organizing	Problem solving and decision making technology Scheduling and technology Checking, examining and coordinating recording (Checking, examining and recording)
	Academic Competencies
ading sand Mathematics Science a technologiting	
Pers	onal Effectiveness Competencies
	Adaptability (Malana Compassion Cultural

Licensed Indpendent Clinical Social Worker (mn.gov)



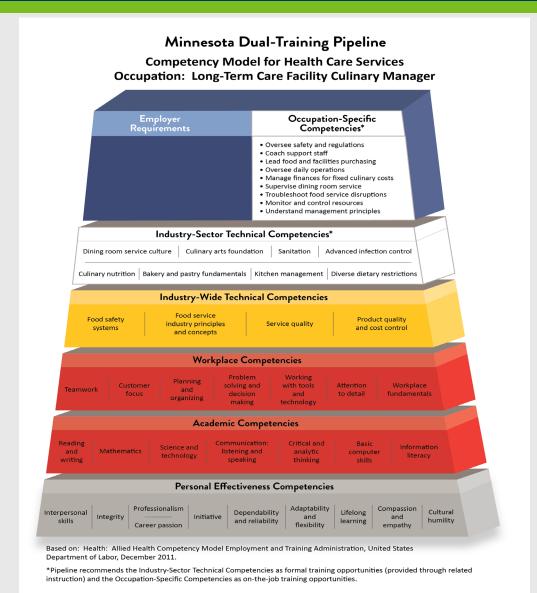
Occupational therapist

Employer	Occupation-Specific Competencies*		
Requirements	Evaluate occupational performance Collaborate with client on treatment plan Ensure quality control Practice interdisciplinary teamwork and collaboration Provide client education Direct, supervise and mentor OT assistants/rehabilitation aides Consider environmental factors Implement treatment using client-centered, evidence-based interventions Assist with documentation and billing procedures Facilitate interprofessional collaboration Maintain therapy equipment		
Industry	-Sector Technical Competencies*		
Anatomy and physiology Home and environment management Rehabilitation and habilitation practices Neuroscience Kinesiology for rehabilitation HIPAA Utilization of evidence-based practice			
Assessment of occupational perform			
Analysis of person, environment and o	occupation to facilitate therapeutic outcomes Mental and behavioral health		
Industry	y-Wide Technical Competencies		
	halth Laws and regulations Health industry conditions Safety systems		
	Workplace Competencies		
Customer Planning	Problem solving and decision and making technology Workplace detail and technology Checking, examining Workplace and fundamentals recording		
mwork Customer focus Planning and organizing	solving and with tools Attention to examining Workplace decision and detail and fundamentals		
mwork Customer focus Planning and organizing	solving and decision and technology detail and recording workplace fundamentals Academic Competencies Academic Computation: Critical and Basic computer information		
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Occupational Therapist (mn.gov)



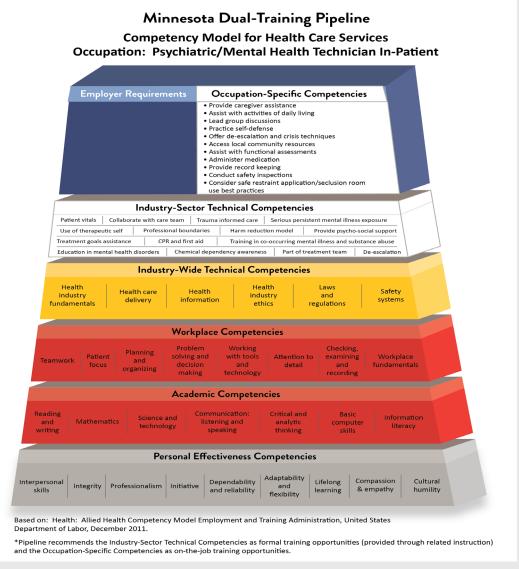
Long-Term Care Facility Culinary Manager (update)



Long-Term Care Facility Culinary Manager (mn.gov)



Psychiatric/Mental Health Technician-In Patient (update)



<u>Psychiatric / mental health technician in-patient (mn.gov)</u>

DEPARTMENT OF LABOR AND INDUSTRY

Psychiatric/Mental Health Technician-Out Patient (update)

Minnesota Dual-Training Pipeline					
Competency Model for Health Care Services Occupation: Psychiatric/Mental Health Technician Out-Patient					
Employer Requirements	Occupation-Specific Competencies*				
	Provide caregivers assistance Assist with activities of daily living Practice self-defense Access local community resources Assist with functional assessments Administer medication Provide record keeping Conduct safety inspections				
Industry-Sector Technical Competencies*					
Use of therapeutic self De-escalation Education in mental health disorders					
CPR and first aid Professional boundaries Trauma informed care Treatment goals assistance					
Training in co-occurring mental illness and substance Serious persistent mental illness exposure Psyc	abuse Chemical dependency awareness cho-social support Part of treatment team				
serious persistent mental niness exposure	rait of treatment team				
Industry-Wide Technical Competencies					
Health industry Health care delivery endormation	Health Laws Safety and Systems regulations				
Workplace Co	empetencies				
Teamwork Patient focus Organizing and decision Planning solving and decision	Vorking Ith tools Attention to examining Workplace and detail and fundamentals recording				
Academic Competencies					
Reading and Mathematics Science and technology Speaki	and analytic computer literacy				
Personal Effectiveness Competencies					
Interpersonal skills Integrity Professionalism Initiative Dependability and reliability and flexibility learning & empathy humility					
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.					

Psychiatric/ mental health technician out patient (mn.gov)



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!





Dual Training Grant

- 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.



Dual Training Grant Round 12

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 <u>HERE</u> for more info)
- Request for Application Closes: April 3, 2023
- Applicants Notified about Awards: May 9, 2023

Contact: Jacquelynn.Mol.Sletten@state.mn.us

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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