Agenda

- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Pipeline Updates
- Review / share of new occupations
- Youth Skills Training presentation
- Dual Training Grant update
- Next Steps and Wrap-Up
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

Structured on-the-job training

Taking a variety of forms

Related Instruction

with a chosen training provider

Benefit to all

Engaged employee

Powerful learning
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.
Health Care Services Occupations

- Addiction Specialist
- Certified Nursing Assistant
- Critical Care Nurse
- Community Health Worker
- Community Paramedic
- Dental Assistant
- Dental Hygienist
- Electronic Health Records Specialist
- EMT to Paramedic
- Health Support Specialist
- ICU Nurse
- Licensed Practical Nurse
- Health Support Specialist
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Technician
- Ophthalmic Technician
- Psychiatric/Mental Health Technician in-patient
- Psychiatric/Mental Health Technician out-patient
- Phlebotomist
- Radiologic Technician
- Registered Nurse
- Respiratory Therapist
- Pharmacy Technician
- Senior Living Culinary Manager
- Surgical Technologist
- Wound, Ostomy, Continence (WOC) Nurse
New or Updated Information Technology Occupations

- Application Developer
- Business Intelligence Developer/Architect
- Cloud Architect
- Computer User Support Specialist
- Data Science/AI Machine Learning Specialist
- Database Administrator
- Information Security Analyst/Specialist
- IT Project Planner/Manager
- Network Engineer
- Software Engineer/Developer
- Testing and Quality Assurance Analyst
- Web Developer – Back End
- Web Developer – Front End
This winter, 20 companies participated in our train the trainer opportunity to get new skills to enhance their on-the-job-training efforts at their companies.

Train the Trainer participants joined in by doing organizational assessments, cohort workshops, individualized team consultations and, based on this work – the companies created action plans to help them advance in their training efforts.

Special thanks to Bellwether Consulting for leading our Train the Trainer work.
“How do we recruit and retain a diverse workforce? The importance of disability inclusion in increasing productivity” with Richard Pimentel

- Held on December 14, 2021
- Over 100 attendees joined
Speaker Series XV on March 15, 2022

- Dawn Beck will be our keynote for a session titled: “How to Build Effective Teams – The Three Things Leaders Need to Know”

- Tuesday, March 15, 2022 from 9am-10am

- Sign up to attend at: https://www.eventbrite.com/e/pipeline-how-to-build-effective-teams-three-things-leaders-need-to-know-tickets-262097198777

Got ideas for future speaker series topics? Let us know at Pipeline.Program@state.mn.us
New Minnesota Dual-Training Pipeline Healthcare Occupations

- Dental Therapist
- Emergency Room Nurse
- Medical Laboratory Scientist
- Physical Therapy Assistant
- Positive Support Analyst
- Positive Support Specialist
Minnesota Dual-Training Pipeline Competency Model for Health Care Services
Occupation: Dental Therapist

DRAFT Health Care OCCUPATION:

Dental Therapist

Please send any comments/suggested edits to kathleen.gordon@state.mn.us by February 15, 2022.

* 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.
Minneapolis Dual-Training Pipeline Competency Model for Health Care Services
Occupation: Emergency Room Nurse

Employer Requirements

- Respiratory system assessment and care
- Cardiovascular, circulatory assessment and care
- Neurological evaluation and care
- Gastrointestinal system care
- Reproductive system care
- Environmental emergency and disaster planning
- Safety systems

Occupation-Specific Competencies*

- Pediatric assessment and care
- Medications and pharmacology
- Transfer of accountability
- Facilitate learning
- Question and evaluate informed practice
- Strong oral and written communications

Industry-Sector Technical Competencies*

- Pharmacology and holistic care
- Anatomy and physiology
- Advanced informatics
- Nursing interventions
- Advanced clinical reasoning and decision-making
- Nursing approaches to mental health
- Diagnostic procedures
- Acute care and critical care leadership
- Scope of practice
- Nursing process

Industry-Wide Technical Competencies

- Health care delivery
- Health industry ethics
- Statistics
- Medical terminology
- Health information
- Laws and regulations
- Disease progression
- Psychology

Workplace Competencies

- Customer focus
- Teamwork
- Workplace fundamentals
- Planning and organizing
- Working with tools and technology
- Attention to detail
- Checking, examining and recording
- Problem solving and decision making

Academic Competencies

- Reading and writing
- Information literacy
- Mathematics
- Science and technology
- Communication: listening and speaking
- Critical and analytic thinking
- Basic computer skills

Personal Effectiveness Competencies

- Interpersonal skills
- Integrity
- Professionalism
- Initiative
- Dependability and reliability
- Adaptability and flexibility
- Lifelong learning
- Compassion and empathy
- Cultural humility

DRAFT Health Care OCCUPATION:
Emergency Room Nurse

Please send any comments/suggested edits to kathleen.gordon@state.mn.us by February 15, 2022.

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.
Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Medical Laboratory Scientist

Employer Requirements

Occupation-Specific Competencies*
- Phlebotomy
- Perform laboratory testing
- Testing analysis
- Quality control
- Problem resolution
- Verify identity of patient
- Result interpretation
- Apply patient safety standards
- Microscope best practices
- Differential cell count analysis

Industry-Sector Technical Competencies*
- Anatomy and physiology
- Immunology
- Molecular diagnostics
- Practical ethical responsibility
- Diagnostic procedures
- Laboratory techniques
- Microbiology
- Quantitative research and statistics
- Hematology
- Transfusion medicine
- HIPAA (Health Insurance Portability and Accountability Act)

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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.

DRAFT Health Care OCCUPATION:
Medical Laboratory Scientist

Please send any comments/suggested edits to kathleen.gordon@state.mn.us by February 15, 2022.
Minneapolis Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Positive Support Analyst

Employer Requirements: Positive support plan implementation and oversight
- Adult learning
- Document progress
- Coaching and feedback
- Program budgeting
- Law and policy compliance
- Safety
- Supervision expertise
- Scheduling and electronic health records

Industry-Sector Technical Competencies:
- Trauma informed care
- Cultural competency and awareness
- Mental health disorders
- Teaching
- Critical evaluation
- Critical thinking
- Monitoring strategies
- Crisis intervention
- Special population care
- Medical ethics
- Traumatic brain injury

Industry-Wide Technical Competencies:
- Health care delivery
- Health industry ethics
- Statistics
- Medical terminology
- Health information
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Workplace Competencies:
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* 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.

DRAFT Health Care OCCUPATION:
Positive Support Analyst

Please send any comments/suggested edits to kathleen.gordon@state.mn.us by February 15, 2022.
Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Positive Support Specialist

Employer Requirements

Occupation-Specific Competencies*
- Positive support plan implementation
- Document progress
- Crisis prevention
- Provide support for daily tasks
- Law and policy compliance
- Safety
- Collect and record behavioral data
- Communicate concerns
- Scheduling and electronic health records

Industry-Sector Technical Competencies*
- Trauma informed care
- Special population care
- Mental health disorders
- Implement therapy strategies
- Traumatic brain injury
- Counseling
- Cultural competency and awareness
- Medical ethics
- Crisis intervention
- Critical thinking

Industry-Wide Technical Competencies
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DRAFT Health Care OCCUPATION:
Positive Support Specialist

Please send any comments/suggested edits to kathleen.gordon@state.mn.us by February 15, 2022.
Minnesota Dual-Training Pipeline Industry Forum
What is the Youth Skills Training (YST) Program?

• Supporting partnerships between industry and education
• Creating opportunities for students to learn about industries
• Providing industry related classes and safety training
• Establishing safe, healthy and meaningful paid work experiences
• Developing a pathway for future talent
Current YST eligible industries:

- Advanced Manufacturing
- Agriculture
- Automotive
- Health Care
- Information Technology
Decline in Labor Force Participation:

• Demand for workers has never been higher
• State’s labor force remains below pre pandemic level
• Wave of workers reaching retirement age
• Not enough high-skilled workers
• Impact on Minnesota’s job rebound pace
YST Program Creates:

• Education/Employer partnerships
• Positive industry exposure opportunities
• Direct access to students interested in your industry
• Chance to train and retain youth (future workforce)
GOALS:

1. Support the creation of local partnerships

High Schools
Employers
Chambers of Commerce
Workforce Groups
Nonprofit organization
Postsecondary institutions
YST Program Goals

GOALS:
2. introduce students to careers in high-growth, high-demand industries
3. prepare students for successful careers
4. address the shortage of skilled employees
Learn & Earn Model

Develop paid work experiences for 16 and 17-year-old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites.
YST program requirements:

1. Industry exposure opportunities for students of all ages
2. Industry related classroom instruction for HS credit
3. Industry recognized credentials/certifications
4. Paid work experience for students over 16 years of age
5. At least 80% of students graduate when eligible
6. At least 60% of students receive an industry credential

*By meeting YST requirements and receiving approval from DLI, student learners are allowed to work in industries otherwise prohibited by child-labor laws.*
**YST Programs can be approved with or without YST grant funding**

| Step 1: Employer submits | - Proof of Workers’ Compensation  
|                          | - Equipment & tool review (Form 1) |
| Step 2: School submits   | - Class syllabus from industry related class(es) for high school credit |
Employer Approval Process

<table>
<thead>
<tr>
<th>Step 3: Safety Meeting</th>
<th>- Review all information submitted with YST staff and a safety consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 4: YST staff/employer</td>
<td>- YST statute, final review and signature</td>
</tr>
<tr>
<td>Step 5: All parties</td>
<td>- Parent, student, school, employer Complete and sign training agreement</td>
</tr>
</tbody>
</table>

Safe, healthy and meaningful paid work experiences
A YST safety meeting is not:

• The YST safety meeting is **not** an OSHA inspection
• The YST safety meeting does **not** result in citations or fines
• The YST safety meeting will **not** trigger an OSHA inspection
• The YST safety meeting is **not** entered into a data base or recorded for any purpose other than YST program approval
YST Program Grant Funding:

• Total of $1,000,000 in grant funding awarded each year
• Grants up to $100,000 awarded to local partnerships
• Two-year grant period
• To date, 38 YST grants have been awarded throughout the state
• Next YST grant opportunity in early 2023
YST Grantees (partner school districts highlighted in black)

Red Wing Ignite
Hutchinson*
TwinWest
White Bear Lake*
Winona*
Elk River*
Forest Lake*
Vadnais Heights Economic Development (VHEDC)
SW MN Private Industry Council
Intermediate District #287*
Bloomington
Ramsey County Workforce*
Genesys Works
Spark-Y

Faribault
Bemidji*
Burnsville
Detroit Lakes*
Goodwill Industries
Lakeville*
Monticello
North Branch
Princeton
SW Metro District #288*
Hibbing
Boys & Girls Club of Central MN*
Southeast Service Cooperative*
American Nursing & Technical*
Marvin
ISD # 112 Eastern Carver County
*CNA Pathways
Since start of program in 2017:

- 28,746 students provided with industry exposure
- 19,144 students have completed industry related classes
- 953 students have earned an industry related credential
- 437 students have participated in a paid work experience
How can employers get involved?

• Connect with schools
• Offer input on curriculum and training provided to students
• Serve on industry council at schools in your area
• Create a safe and meaningful paid work experiences for students
• Provide a work-site mentor and supervisor
• Train staff on program and how to work with students
• Educate students about opportunities in your industry and how to succeed
Employer Benefits:

• Create lasting partnerships with local schools
• Increase student skills, knowledge and awareness of high growth/high demand, living wage careers
• Provide leadership/training opportunities to staff
• Benefit from a new energy and focus on training future talent
• Partner in shaping curriculum to address current trends/needs
• Reach younger students to help fill needs and skills gap
Partnership Opportunities:

- Tours of local employers
- Classroom speakers
- Job shadow experiences
- Consumable donations
- Training for Teachers and Staff
- Mentoring program

- Classroom instructor for the day
- Scholarship opportunities
- Informational Interviewing
- Open House
- Monetary donations for (marketing, field trips, equipment etc.)
Examples of successful YST programs:

- Forest Lake Career Launch Video
- Elk River Manufacturing Video
- WBL Career Pathways Video
- WBL Career Pathways Website
- Gen Z Connections Video
Main child labor page:

Teen workers:

PDF geared toward minors:

Prohibited employment under 16:

Prohibited Employment under 18:
Contact Information

Rich Wessels
Project Manager
651-284-5184
Rich.Wessels@state.mn.us

Alana McDevitt
Program Specialist
651-284-5341
Alana McDevitt@state.mn.us

www.dli.mn.gov/yst
The number of Identified dual trainees in financial aid eligible programs increased by 72% from Round 9 to Round 10.

After 12 months of a dual-training program, Reported dual trainees had average wages of $25.46 per hour. This is $6.61 above the livable wage goal ($18.85) of Minnesota Dual-Training Pipeline.

Dual trainees who identified with a race or ethnicity category Other Than White increased by 41% from last year.

- Hispanic or Latino increased by 55%
- Asian increased by 48%
- 50% in AM, 42% in HC, 8% in AG & IT
2022 Dual Training Competency Grant Annual Report

Thank You to all the grantees who contributed letters of support:

• CentraCare Health System – Health Care Services
• Community Dental Care – Health Care Services
• Goodwill-Easter Seals Minnesota – Information Technology
• Post Consumer Brands – Advanced Manufacturing
• rms Company – Advanced Manufacturing
2022 Dual Training Grant Request for Application

• Application Open: March 8th
  ● Application Writing Workshops: https://www.ohe.state.mn.us/mPg.cfm?pageID=2427
    ● March 10th from 1:00 to 3:00pm
    ● March 23rd from 10:00am to Noon

• Application Deadline: April 12th

• Award Notices: May 20th
Dual Training Grant

2022 Dual Training Grant Request for Application

• $2,500,000 available in grant awards
  • Up to $150,000/year per grantee
    • Up to $6,000/year per dual trainee
• Grant reimburses grantee for related instruction tuition, fees, required books/materials
• Grantees with annual gross revenue exceeding $25 million in the previous calendar year are required to contribute 25% to related instruction costs
Dual Training Grant Contact Information

Jacquelynn Mol Sletten
Financial Aid Administrator

Minnesota Office of Higher Education
1450 Energy Park Drive, Suite 350
St. Paul, MN 55108
Jacquelynn.mol.Sletten@state.mn.us
O: 651-355-0609
Starting this spring 2022 term, the Minnesota Office of Higher Education has launched a new **tuition-free pathway** for eligible students to earn a certificate, diploma, associate’s degree, or bachelor’s degree at any public institution in the state. This is a financial aid program in which students do need to complete either the [FAFSA](http://www.ohe.state.mn.us/sPages/FTG.cfm) or [Minnesota Dream Act](http://www.ohe.state.mn.us/sPages/FTG.cfm) application.

Question? Contact the financial aid office at the college.
Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**
  
  Tuesday, February 15th from 9 to 10 a.m.

- **Dual Training Grant Writing Workshop(s)**

  Thursday, March 10th from 1 to 3 p.m.

  Wednesday, March 23rd from 10 a.m. to Noon

- **Speaker Series with Dawn Beck: How to Build Effective Teams – The Three Things Leaders Need to Know**

  Tuesday, March 15th from 9 to 10 a.m.

- **Next Pipeline All-Industry Forum**

  Wednesday, June 22, 2022
Thank You!

Annie Welch, Projects and Planning Director
651-284-5353
annie.welch@state.mn.us

Dan Solomon, Program Manager
651-284-5355
dan.solomon@state.mn.us

Kathleen Gordon, Program Consultant
651-284-5388
kathleen.gordon@state.mn.us

Alana McDevitt, Program Specialist
651-284-5341
alana.mcdevitt@state.mn.us