



Minnesota Dual-Training Pipeline
Health Care Services Industry Forum
February 10, 2021

Agenda

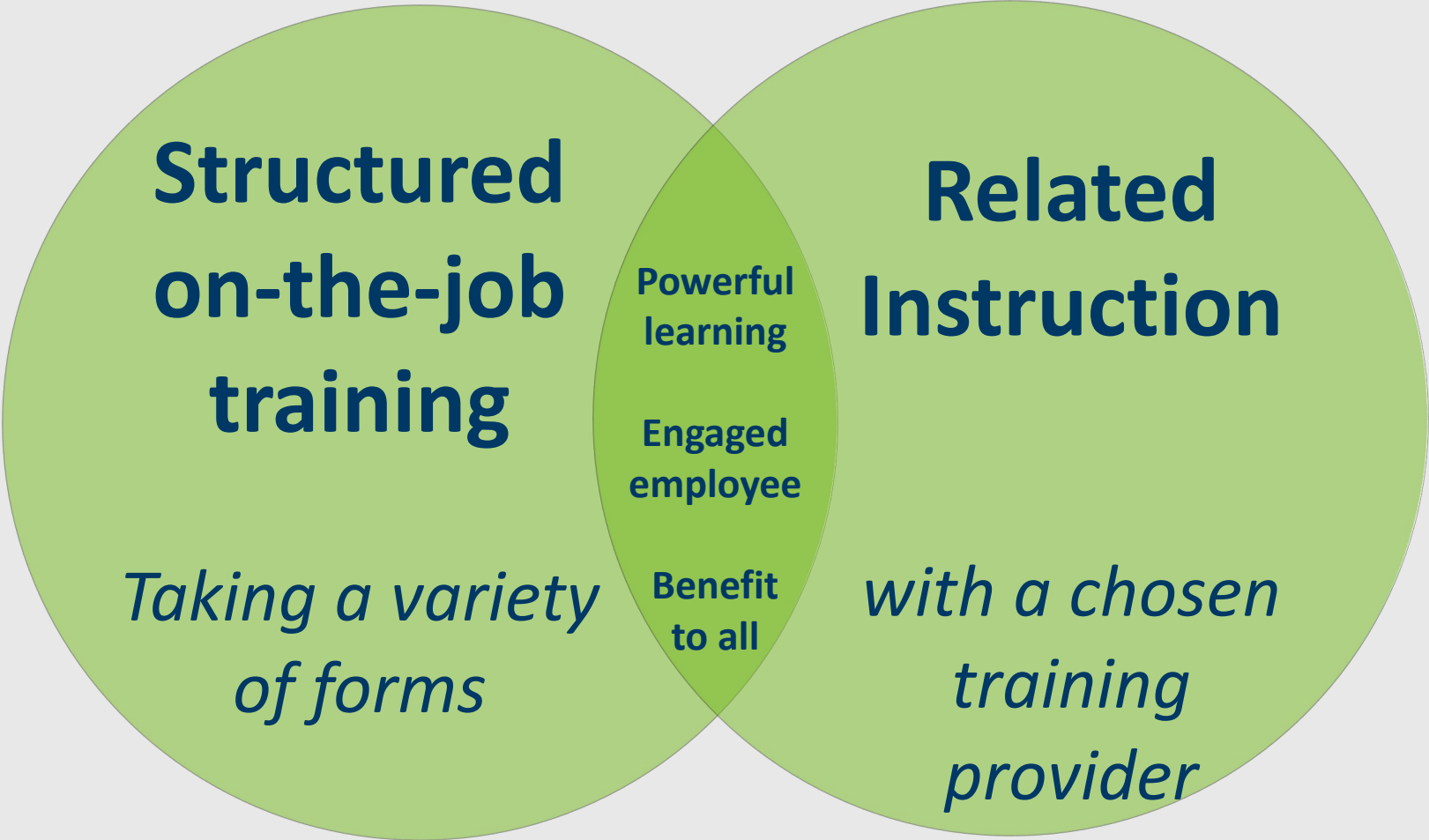
- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Health Care Services Proposed New Occupations
- Pipeline Updates
- Breakout Discussions
- Improving your Diversity, Equity and Inclusion Efforts through Dual Training
- Dual Training Grant update
- Next Steps and Wrap-Up

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



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.

Current Health Care Services Occupations

- Addiction Specialist
- Certified Nursing Assistant
- Community Health Worker
- Dental Assistant
- Dental Hygienist
- Electronic Health Records Specialist
- Health Support Specialist
- Licensed Practical Nurse
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Technician
- Ophthalmic Technician
- Psychiatric/mental Health Technician in-patient
- Psychiatric/mental Health Technician out-patient
- Radiologic Technician
- Registered Nurse
- Senior Living Culinary Manager
- Surgical Technologist

Proposed New Health Care Services Occupations

- Critical Care Nurse
- Community Paramedic
- EMT to Paramedic Pathway
- Pharmacy Technician
- Phlebotomist
- Respiratory Therapist
- Wound, Ostomy and Contenance (WOC) Nurse

Please visit our website to provide feedback on these occupations by Tuesday, February 16th.

<https://www.dli.mn.gov/business/workforce/health-care-services>

We truly value your input!

Minnesota Dual-Training Pipeline – Virtual Community Conversations

- Brainerd
- Duluth
- Mankato
- Owatonna
- Rochester
- St. Cloud
- Shakopee
(Feb. 17)
- Twin Cities
- Willmar



Minnesota Dual-Training Pipeline – Virtual Community Conversations

- Hiring slowed as a result of COVID, but is leveling
- Shift to on-line services and retail due to COVID, which will remain.
- Many industries experiencing challenges recruiting new workers.

Notes from Forum

Attendees noted this was consistent with what they are experiencing and also mentioned that certain occupations like CNA, dental assistants and registered nurses are particularly hard to find now.

Breakout Discussion Logistics

- We are moving in to three separate breakout groups.
- You will need to click on “Join”.
- Once we wrap up the breakout discussion, we will all move back, with a one-minute warning.
- You will need to click “OK” to rejoin the group.
- You will be muted upon re-entering the full group.
- Facilitators will provide a two-sentence report out.

Breakout Discussion – Question 1

- What is your top workforce goal for 2021?

Notes from Forum

Recruiting and retention continue to be the main priority. Increasing efforts to get a more diverse and inclusive workforce is also a big priority cited by attendees.

Breakout Discussions – Question 2

- As it relates to dual training, what is holding you back from getting a program started at your organization?

Notes from Forum

Attendees noted several factors making it challenging for starting a program. First, COVID-19 poses unique challenges to recruiting talent to do training, as well as some obstacles to doing training. Some others also cited finding a training institution able to offer what their organization needs is sometimes a challenge. Time constraints and finding time to create and implement a new training can also be a factor.

Breakout Discussion – Question 3

- For those who have done dual training, how did it work out for you? What would you do again? What would you do differently?

Notes from Industry Forum

All participants who have done dual training noted they have benefitted from it and would most likely continue to do it again. Some participants talked about wanting to get more creative with On-the-Job-Training opportunities, which Pipeline team can assist with. One attendee noted it does take time to get it going and to run it but that the time has been worth it.

Improving Your Diversity, Equity and Inclusion Efforts through Dual Training

- **Speaker Series Events:** Malissa Stanton Adams, Jonathan Stuart and Ramon Pastrano
- **What Resources would your business benefit from?**
 - Tools for individuals
 - Business-wide Assessment
 - Coaching/Mentoring
 - Unconscious bias assessment
 - Project Implicit <https://implicit.harvard.edu/implicit/education.html>
 - Intercultural Development Inventory <https://idiinventory.com/>
- **How can we help?**

Dual Training Grant Overview

- Up to \$150,000/year per grantee
 - Up to \$6,000/year per dual trainee
- Pays for related instruction tuition, fees, required books/materials
- Reimbursement model for payment
- 25% match required for employers with annual revenue exceeding \$25 million

Dual Training Grant Update

- MN Office of Higher Education Update/Legislative Update
- Next Grant Round opens March 2 and closes April 16
- Grant Writing Webinars:
 - March 8, 2021: 1:00p.m. – 3:00p.m.
 - March 18, 2021: 10:00a.m. – 12:00noon
- Approximately \$2.8 million in Dual Training Grant funds are available
- Questions?

Related Instruction Inventory will be updated

- Each year, Dual-Training Pipeline team updates the inventory of related instruction, which is searchable by industry and occupation.
- Updates will be available March 1.

The screenshot shows the 'PIPELINE RELATED INSTRUCTION INVENTORY' tool. At the top is the Minnesota Department of Labor and Industry logo and navigation links: 'ABOUT THE DEPARTMENT', 'FOR BUSINESS', and 'FOR WORKERS'. Below the title is an introductory paragraph explaining the tool's purpose. A second paragraph provides instructions on how to use the search box. A third paragraph offers contact information for assistance. The search interface includes two dropdown menus for 'Industry' (set to 'Health Care Service') and 'Select occupation' (set to 'ALL'), a search input field, and a 'Search' button. Below the search area is a table with the following data:

Occupation	Program	Training Institution	Location	Online	Credit	Duration	Credential	Has Participated in DTG Program	Competencies Mapped
Ophthalmic Technician		If you are interested in training for this occupation please contact kathleen.gordon@state.mn.us							
Registered Nurse	A.S. in Nursing (LPN to RN track)	Pine Technical and Community College	Pine City	Partial	64	4 semesters	Associates	No	No
Registered Nurse	Accelerated Nursing Post Baccalaureate	Concordia College	Moorhead	Partial		16 months	Bachelors	No	No
Addiction Specialist	Addiction Counseling	Century College	White Bear Lake	Partial	60	Two years	Associate	No	No

Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**

Tuesday, February 16 from 9 to 10 a.m.

- **Pipeline Workforce Community Conversation**

Shakopee and surrounding communities: Wednesday, February 17 from 9 to 10a.m.

- **Pipeline Speaker Series**

Wednesday, March 17 from 9:00 – 10:00a.m.

- **Pipeline All Industry Forum**

Tuesday, June 15 at 9:00a.m.

Vote for next Pipeline Speaker Series Topic in the Chat

1. Mental Health First Aid Training for Employers
2. Health and Wellness in the Workplace
3. Employment for workers with Disabilities
4. The Benefits of Mentorship in the Workplace
5. Second Chance Hiring

Notes from Forum

#3 got the most interest, followed closely by #4, #1 and one request for #5. Pipeline will use this input as best as possible as we work to set up our next Speaker Series event.

Thank You!



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