Minnesota Dual-Training Pipeline
Health Care Services Industry Forum
October 27, 2021
Agenda

- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Pipeline Updates
- Summer Technology Work
- Pipeline Health Care Success Stories
- Labor Market Information
- Discussion on trends, strategies and successes in hiring
- 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

Powerful learning
Engaged employee
Benefit to all

Benefit to all
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
- 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
- Phlebotomist
- Radiologic Technician
- Registered Nurse
- Respiratory Therapist
- Pharmacy Technician
- Senior Living Culinary Manager
- Surgical Technologist
- Wound, Ostomy, Continence (WOC) Nurse
This spring and summer Pipeline offered diversity, equity and inclusion training for 37 participants from 27 different companies.

DEI training participants participated in organizational assessments, cohort workshops, individualized team consultations and, based on this work – the companies created their own individual Diversity, Equity and Inclusion action plans.
Upcoming Training Opportunity

- Pipeline will soon be offering a train the trainer opportunity for companies doing dual training.

- The Train the Trainer project will help individuals in charge of on-the-job-training to participate in cohort workshops, get trainer resources, have a coaching session with our consultant and create action plans for improving company training practices.

- Stay tuned for more details and how to sign up for train the trainer soon....
Summer Technology Work Group

- Covid has further taught us that IT is important to all industries
- Convened a group of over 25 state-wide technology professionals including employers, educators, non-profits, membership organizations
- Met three times to discuss latest workforce trends in IT
- Determined in-demand competencies for current and future workforce needs
- Revamped and developed 13 IT competency models from this work
New 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
Mary Larkin, Development and Marketing Director
• Minnesota’s unemployment rate is currently 3.7% in September, compared to the national rate of 4.8%.

• Labor force participation is 67.9% in Minnesota, compared to the national rate of 61.6%.

• The number of people working in health care – Minnesota’s largest industry by worker head count – typically grows 2.7% between January and December. But at the end of 2020, the state had a decline of 10,000 since the start of the year, per DEED employment data.

• Leaders from senior living organizations throughout the state say that as of October 2021, they have about 23,000 job openings. That is about 20% of the workforce at full strength, at a time when there are more seniors in Minnesota than ever before.

• In August 2021, Minnesota had 69,100 part time workers (less than 34 hours a week), who wanted to work full time.
Alternative Definitions of Unemployment


• U-3: Share of 16+ who were not employed in past week and who looked for work sometime in past four weeks

• U-4: + discouraged workers

• U-5: + “marginally attached” workers

• U-6: + people who are employed part-time but want full-time work

• Long-term: People who have been unemployed for more than 27 weeks.
Where are potential workers?

- In the news just last week - Minnesota’s unemployment rate just dropped to 3.7 percent as wages rise;
- September of 2021 – unemployment rate was 4.2 percent BUT
- Including discouraged workers: 4.4 percent;
- Including marginally attached workers: 5.1 percent;
- Including part-time workers who want full-time work:

  **7.2 percent**
<table>
<thead>
<tr>
<th>Measure</th>
<th>Definition</th>
<th>September 2021</th>
<th>August 2021</th>
<th>September 2020</th>
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<tbody>
<tr>
<td>U-3</td>
<td>Share of 16+ who were not employed in past week and who looked for work sometime in past four weeks</td>
<td>4.2</td>
<td>4.4</td>
<td>5.5</td>
</tr>
<tr>
<td>U-4</td>
<td>+ discouraged workers</td>
<td>4.4</td>
<td>4.5</td>
<td>5.6</td>
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<tr>
<td>U-5</td>
<td>+ “marginally attached” workers</td>
<td>5.1</td>
<td>5.3</td>
<td>6.3</td>
</tr>
<tr>
<td>U-6</td>
<td>+ part-time workers who want full-time work</td>
<td>7.2</td>
<td>7.5</td>
<td>9.7</td>
</tr>
<tr>
<td>Number of Discouraged Workers</td>
<td>People who want a job but who aren’t actively searching because they think there are no jobs available that fit their qualifications. Have looked in the past year but stopped looking in the past month.</td>
<td>4,700</td>
<td>4,700</td>
<td>2,900</td>
</tr>
<tr>
<td>Number of Involuntary Part-Time Workers</td>
<td>People who work less than 35 hours/week but who want and cannot find a full-time job</td>
<td>63,000</td>
<td>69,100</td>
<td>108,700</td>
</tr>
</tbody>
</table>
And it is fair to say that Minnesota’s labor force is **86,000 fewer workers** as compared to February of 2020 – before the pandemic.
What are job seekers saying about job seeking?

- Conversations with workforce practitioners in March of 2021 revealed:
  - Fear of contracting COVID in jobs that require on-site presence;
  - Mismatch of hours or salary needed to provide for their family;
  - Lack of access to technology or be computer literate enough to create accounts, apply online or handle job interviews via Zoom;
  - Not hearing back from employers after having applied;
  - Anxiety about switching occupation or industry because they have not had to search for a job in years;
  - Uncertainty related to school schedules and availability of dependable day care;
  - Lack of adequate transportation (no car and no public transit).

*Credit: Minnesota Economic Trends, Alessia Leibert, June 2021*
What might employers do to continue to adjust?

• Increase compensation for most undesirable work shifts;

• Make the job more attractive without necessarily increasing the wage:
  • Boosting benefits packages such as parental leave, more flexible and part-time work schedules, introducing more flexibility in attendance policies and reducing mandatory overtime;

• Increasing training for new hires and encouraging incumbent workers to pursue additional training by tying compensation and internal advancement to completion of training;

• Offering college tuition reimbursement to their existing employees or new hires;

• Partnering with local colleges on curriculum design and offering internships to students in vocational programs.

Credit: Minnesota Economic Trends, Alessia Leibert, June 2021
Guiding Question:

What’s the biggest struggle: quality or quantity of applicants?

*Notes from Forum*

Both quality and quantity of applicants are concerns
Guiding Question:

What new hiring strategies are working?

*Notes from Forum*

Employers are open to offering walk-in interviews, partnering with high schools to recruit and introduce students to health care careers, offering tuition reimbursement.

Health Occupations Students of America (HOSA) organizations in high schools have proven helpful. More chapters are needed in more high schools.
Guiding Question:

• What key changes have you made in hiring due to pandemic?

*Notes from Forum*

Employers are starting programs that include elements addressing Diversity, Equity and Inclusion efforts to target recruitment of diverse populations

Many Adult Basic Education (ABE) students are from other countries. Partnering with Community Based Organizations can prepare them for future health care careers

More colleges are partnering with high schools and employers to provide more concurrent enrollment opportunities to high school students
Guiding Question:

• What are the most difficult jobs to fill/ most in-demand needs for you?

*Notes from Forum”

Dental Therapist, All Nursing positions, Medical Biller, Dental Assistant, Culinary Assistant within the health care industry, Personal Care Assistant. Also a note of concern that employees in certain in-demand professions (such as CNA) are needed to work full time and, thus, do not have time to attend classes to upskill into other positions.
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
MN Office of Higher Education Update/Legislative Update

Next Grant Round opens March 2022 and closes April 2022

Grant Writing Webinars

Approximately $2 million in Dual Training Grant funds are available

Any questions contact Jacquelynn.mol.Sletten@state.mn.us
Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**
  
  Tuesday, December 7th from 9 to 10 a.m.

- **Pipeline Speaker Series**

  TBD – always looking for recommendations of speakers and topics of interest

- **Next Pipeline Health Care Industry Forum**

  February 9, 2022
Thank You!

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