



Minnesota Dual-Training Pipeline
Information Technology Industry Forum
February 10, 2021

Agenda

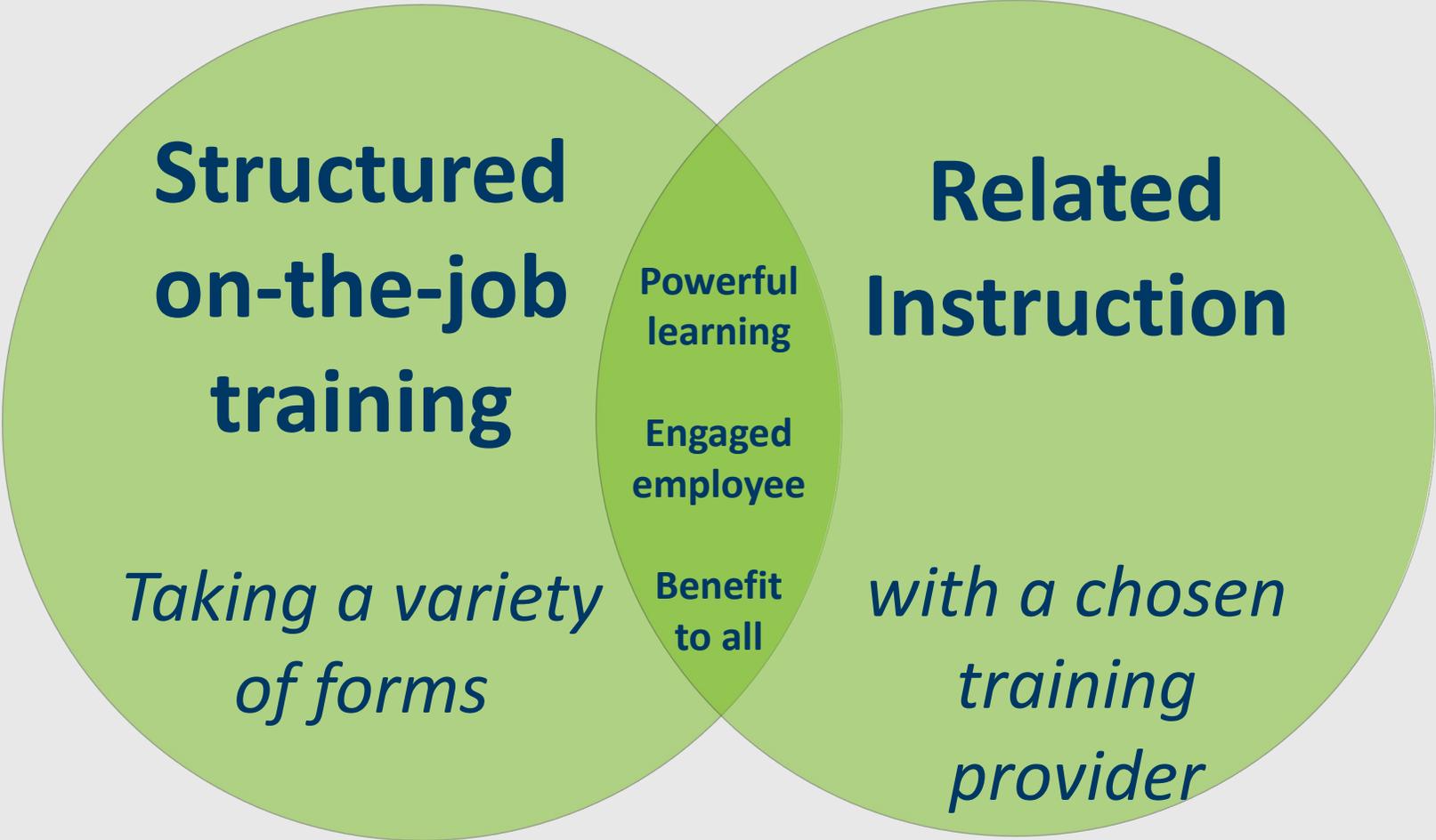
- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Pipeline Updates
- Breakout Discussions
- Improving your Diversity, Equity and Inclusion Efforts through Dual Training
- Dual Training Grant update
- Next Steps and Wrap-Up

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.

Information Technology Occupations and Pathways

- Information Management and Analytics Pathway
- Information Security Pathway
- Infrastructure Administration Pathway
- Programming, Development and Engineering Pathway
- Security Analyst
- Service Desk/Front Line Support or User Support
- Software Developer
- Software Testing and Quality Assurance Pathway
- Support Pathway
- Technical Planning Pathway
- Web Developer – back end
- Web Developer – front end

Notes from Forum

One attendee discussed making pathways a little bit clearer of career progression opportunities.

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.
- How does this relate in the tech industry?

Notes from Forum

It was noted that for IT there has been less layoffs in COVID than other industries. Shortages in workers has led to need for more training since the bar has had to be lowered to hire people. It was also discussed that the need for re-skilling and re-training those who have lost jobs in industries outside of IT is a large potential to get new people involved in IT careers.

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

Emphasis now in IT is heavily on recruiting as IT demands and needs have grown in COVID. Also discussed need and desire to further diversify workforce and do more to recruit from people who have lost work in other industries due to COVID.

Breakout Discussion – Question 2

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

Notes from Industry Forum

It was discussed that time and starting something new can be daunting and also that sometimes creating new initiatives are perceived to be harder than it really is to do. In addition, one person recommended having a single point of contact for all program development, grant application, and grant administration. Lastly, someone noted that often dual training is seen as a longer-term strategy and their organization is focused on immediate hiring needs.

Breakout Discussion – Question 3

- How has your organization or educational institution worked with youth (student learners) in IT occupational training to build a reliable pipeline of IT workers?

Notes from Forum

One organization shared how they do tours and job shadowing opportunities for high school students. A training provider discussed how they have expanded programming and opportunities for middle school students to get them engaged and interested earlier on.

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. Below this is a search interface with two dropdown menus: 'Industry' (set to 'Health Care Service') and 'Select occupation' (set to 'ALL'). There is a search input field and a 'Search' button. At the bottom 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

#1 and #2 were cited most but then others also indicated liking all the options. 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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