



Minnesota Dual-Training Pipeline All-Industry Forum June 13, 2023

Agenda

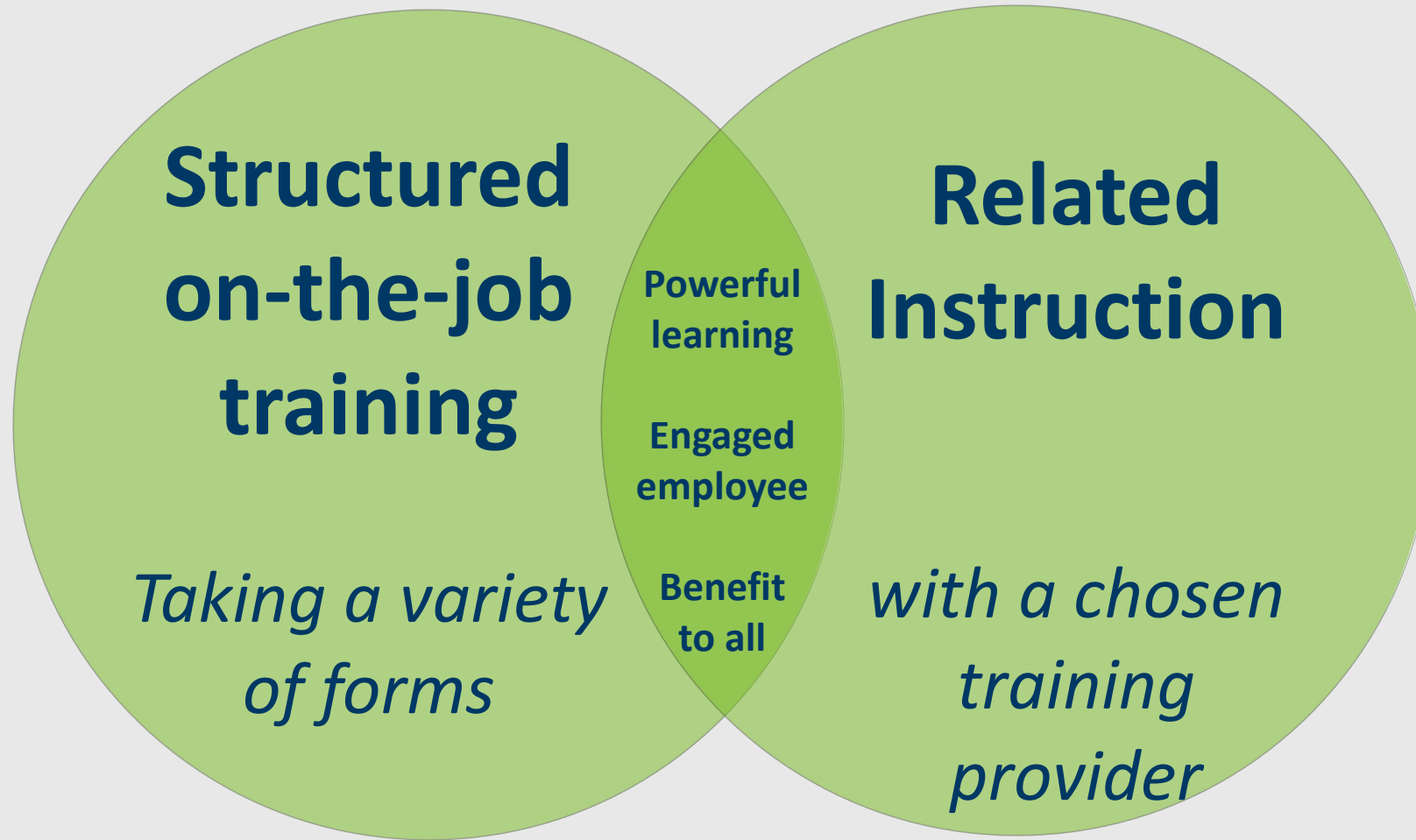
- Introductions/ Welcome from Deputy Commissioner Kate Perushek
- Minnesota Dual-Training Pipeline overview and legislative update
- Presentation from DEED Labor Market Analyst, Timothy O'Neill
- BREAK
- Employer panel on best practices of OJT
- OHE Dual Training grant update
- Higher education panel on latest trends and how to partner with training providers
- Wrap up/ conclusion

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

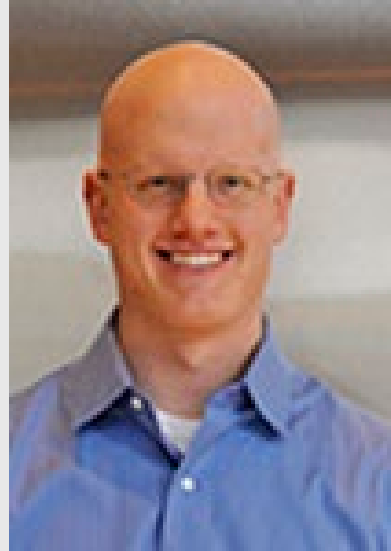
- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the four key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

Three New Industries for Dual-Training Pipeline

Effective July 1, 2023 Minnesota Dual-Training Pipeline will add three industries:

- Child care
- Transportation
- Legal cannabis industry

Timothy O'Neill – Minnesota DEED Labor Market Analyst



timothy.oneill@state.mn.us





Minnesota's Labor Market Trends

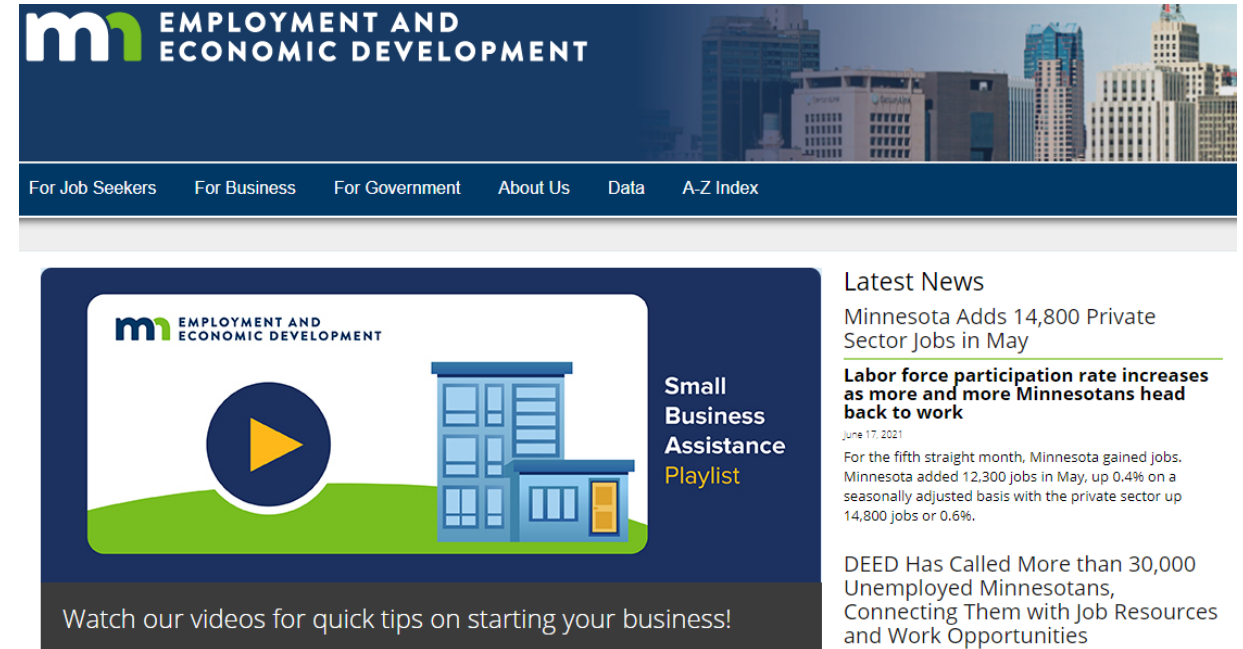
Timothy O'Neill – Twin Cities Labor Market Analyst

Labor Market Information Office (<http://mn.gov/deed/data>)

Labor market information office

mn.gov/deed/data

- Each state produces employment and economic statistics in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics
- LMI includes employment statistics, unemployment rates, wages and salaries, job projections and more
- LMI is the foundation for informed, market-responsive planning



m1 EMPLOYMENT AND ECONOMIC DEVELOPMENT

For Job Seekers For Business For Government About Us Data A-Z Index

Small Business Assistance Playlist

Watch our videos for quick tips on starting your business!

Latest News

Minnesota Adds 14,800 Private Sector Jobs in May

Labor force participation rate increases as more and more Minnesotans head back to work

June 17, 2021

For the fifth straight month, Minnesota gained jobs. Minnesota added 12,300 jobs in May, up 0.4% on a seasonally adjusted basis with the private sector up 14,800 jobs or 0.6%.

DEED Has Called More than 30,000 Unemployed Minnesotans, Connecting Them with Job Resources and Work Opportunities

Meet the LMI Office

mn.gov/deed/data



Angelina Nguyen

LMI Director

angelina.nguyen@state.mn.us



Oriane Casale

Assistant LMI Director

oriane.casale@state.mn.us



Alessia Leibert

Research Project Manager

alessia.leibert@state.mn.us

Anthony Schaffhauser

Northwest

Area 1 & 2

CareerForce Bemidji

anthony.schaffhauser@state.mn.us

320-441-6594



Luke Greiner

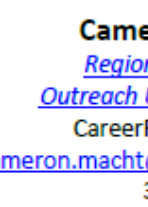
Central & Southwest

Area 5, 6 & 17

CareerForce St. Cloud

luke.greiner@state.mn.us

320-223-6992



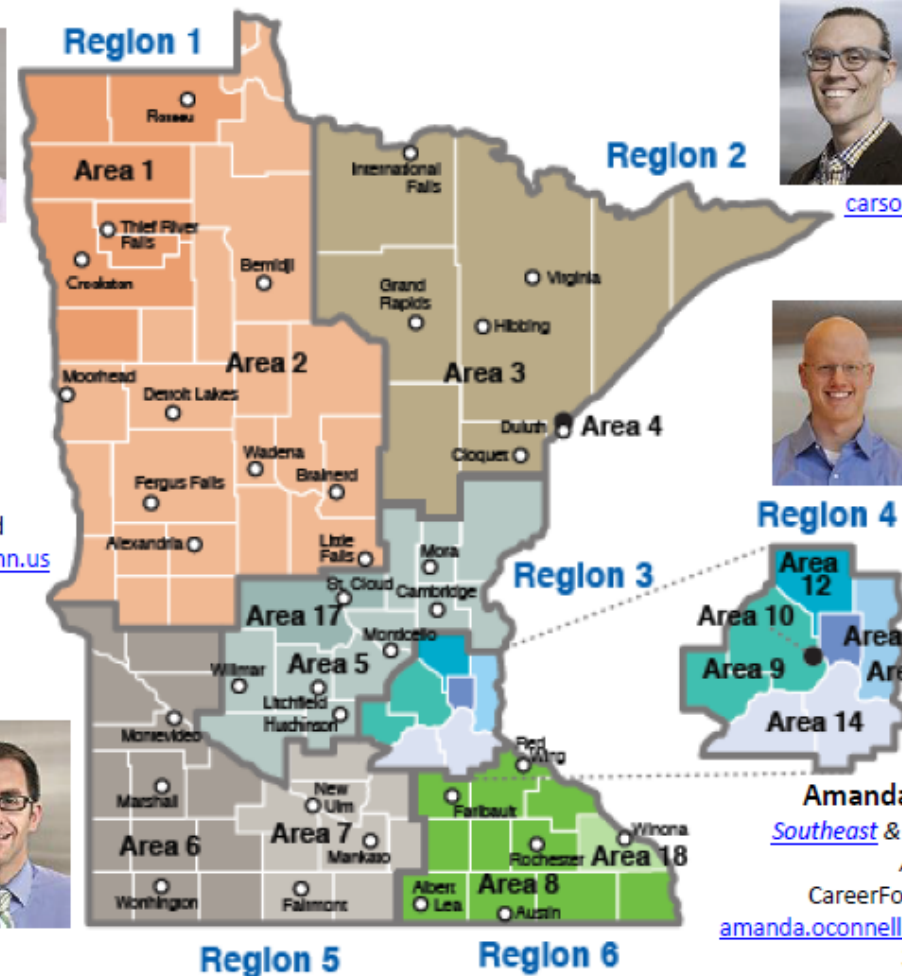
Cameron Macht

Regional Analysis & Outreach Unit Manager

CareerForce Willmar

cameron.macht@state.mn.us

320-441-6596



Carson Gorecki

Northeast

Area 3 & 4

CareerForce Duluth

carson.gorecki@state.mn.us

218-302-8413



Tim O'Neill

Twin Cities

Area 9, 10, 12, 14, 15 & 16

DEED Headquarters – St. Paul

timothy.oneill@state.mn.us

651-259-7401



Amanda O'Connell

Southeast & South Central

Area 7, 8 & 18

CareerForce Rochester

amanda.oconnell@state.mn.us

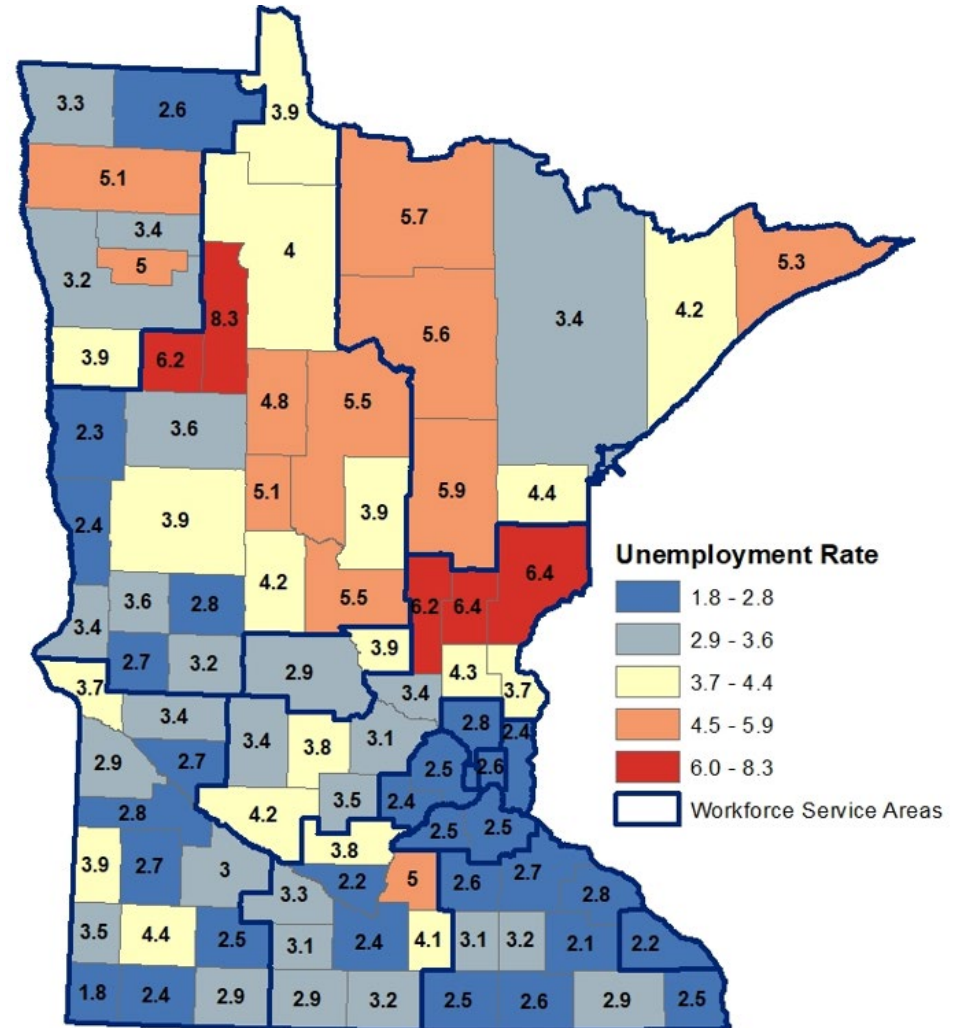
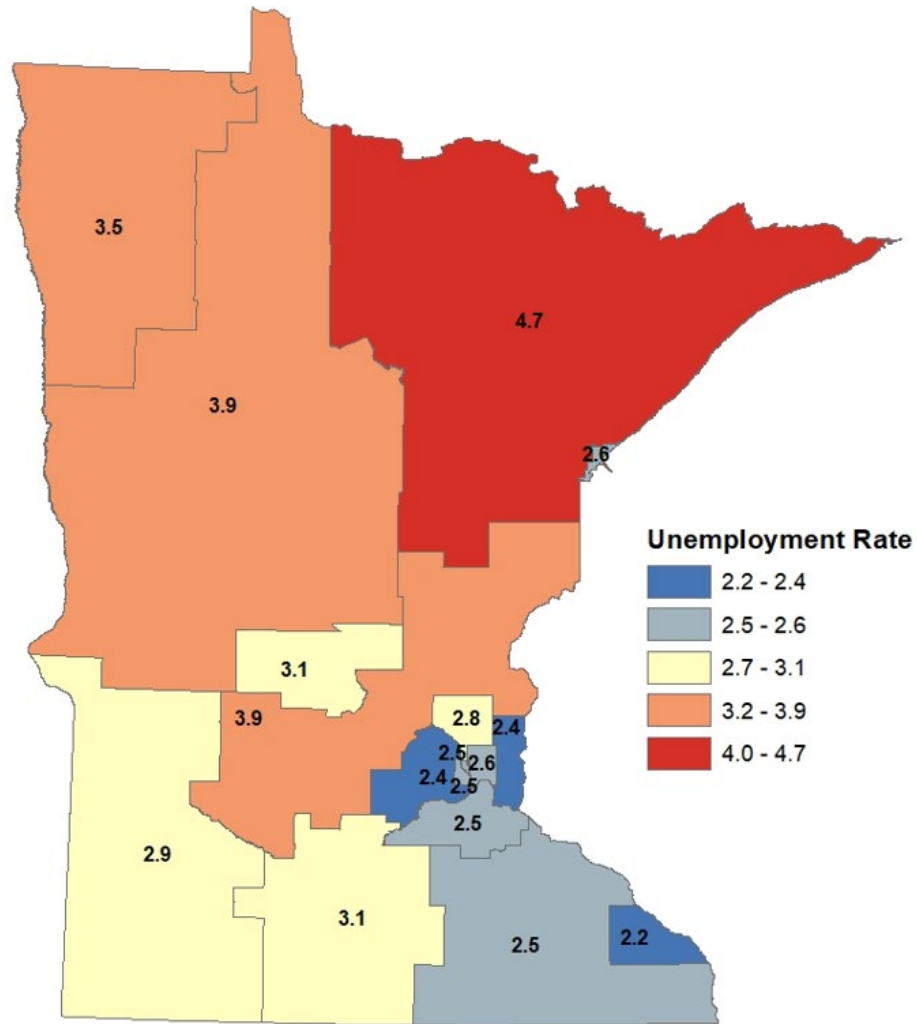
320-441-6571



How is the job market doing?

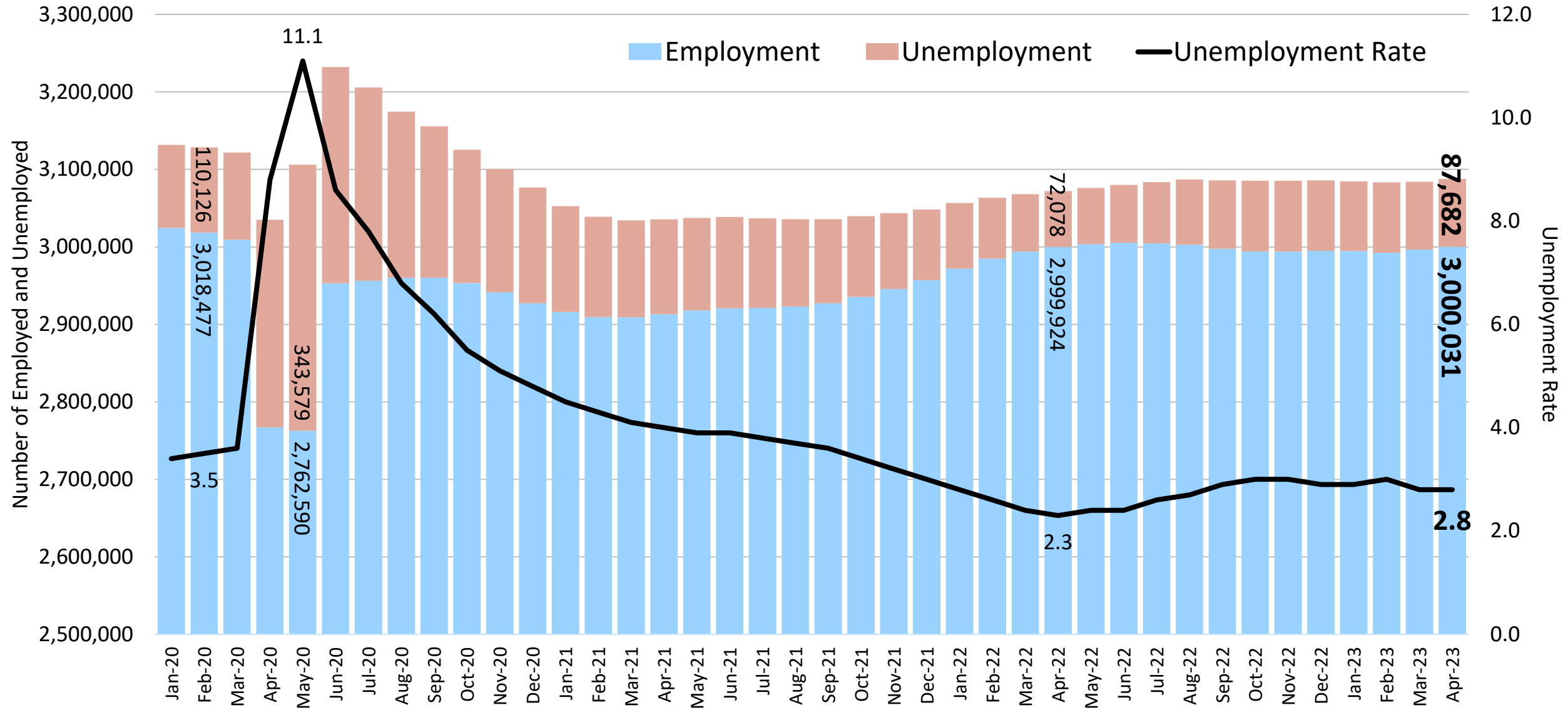
Minnesota's labor market situation

LAUS – April 2023



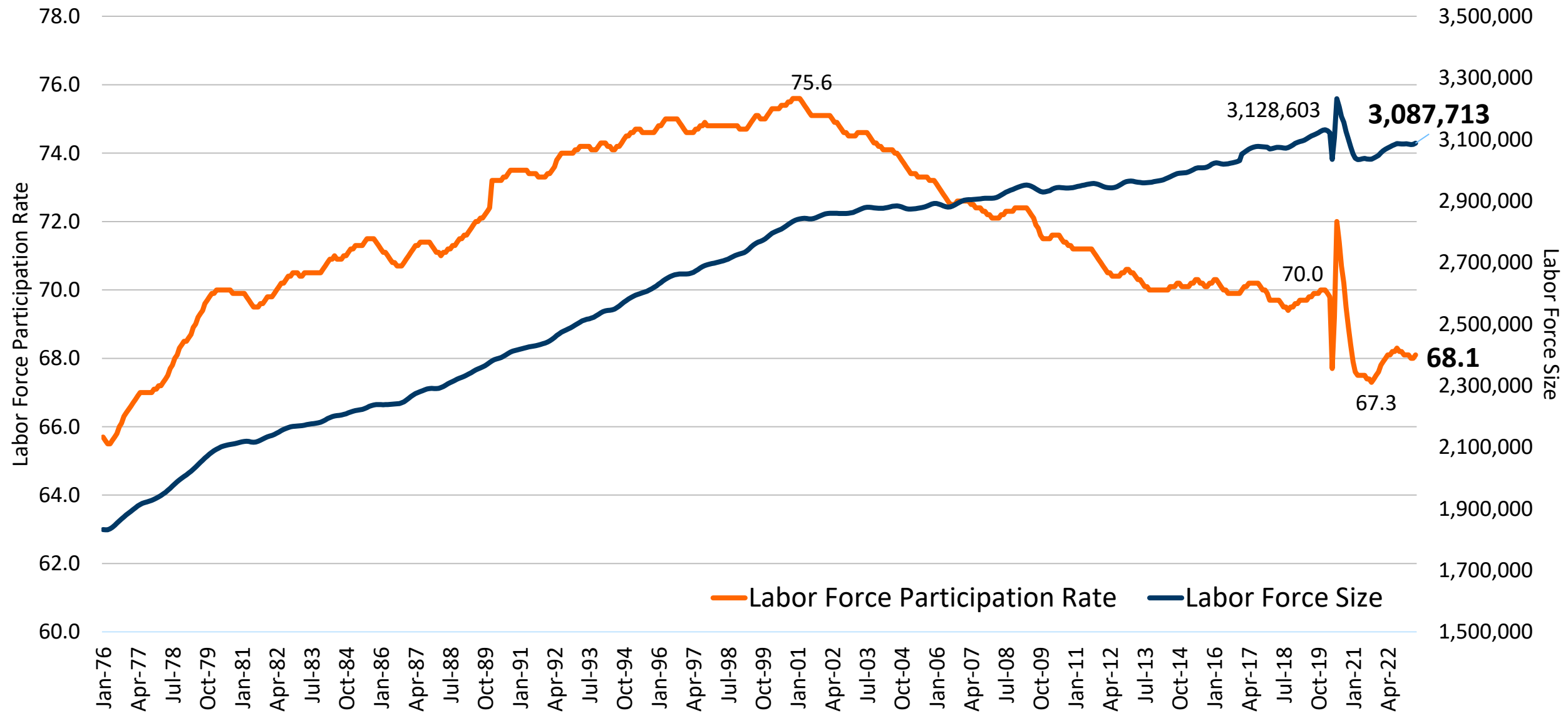
Minnesota's labor market situation

Local Area Unemployment Statistics (LAUS)



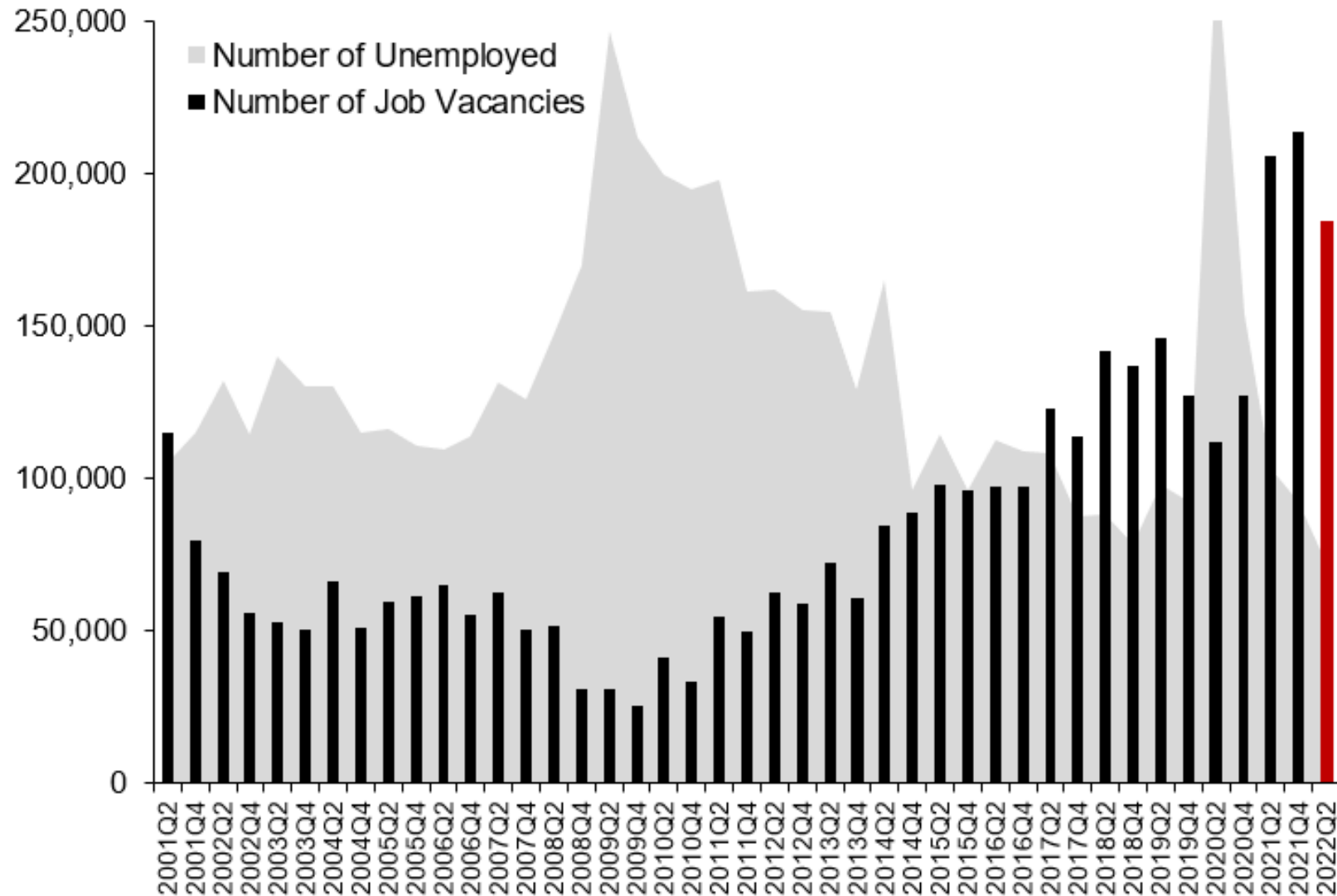
Minnesota's labor market situation

Local Area Unemployment Statistics (LAUS)



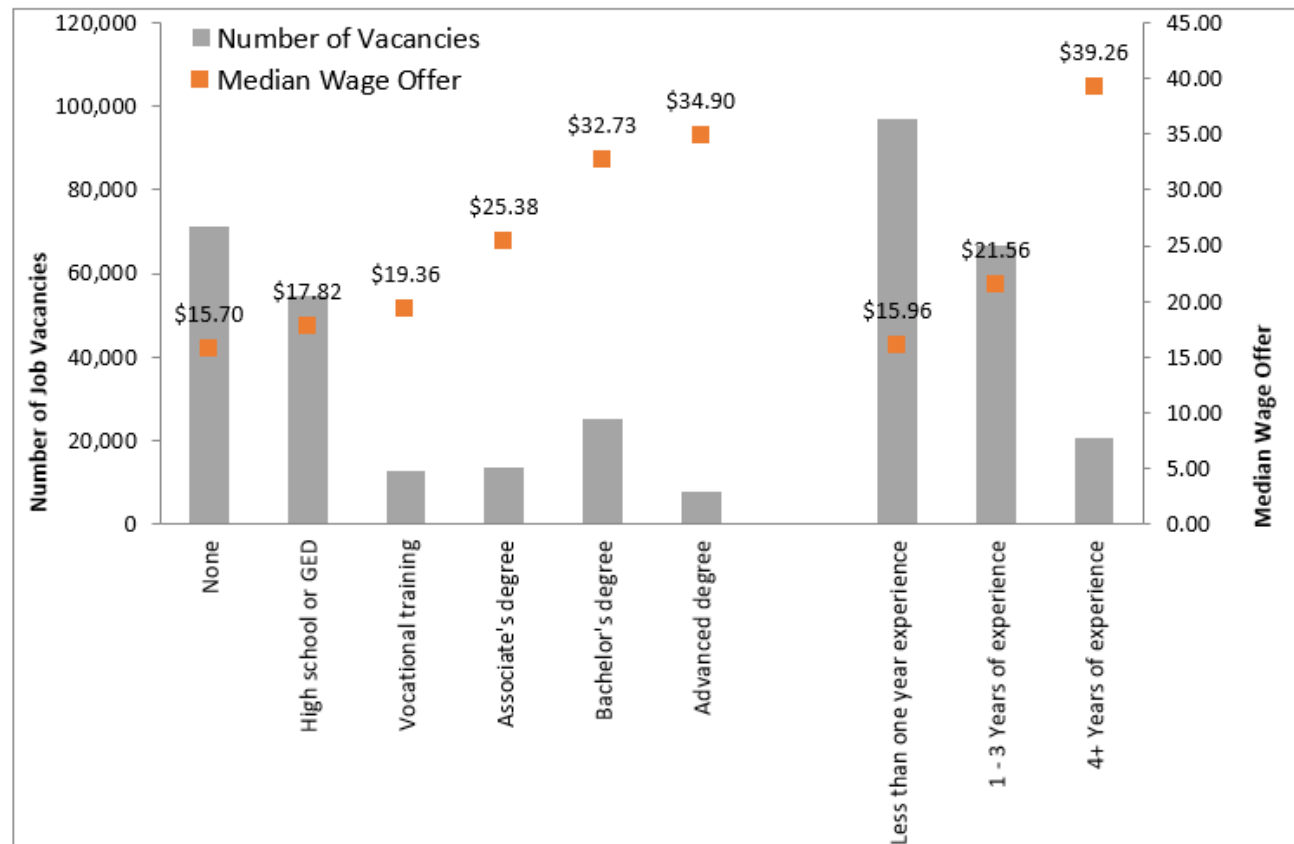
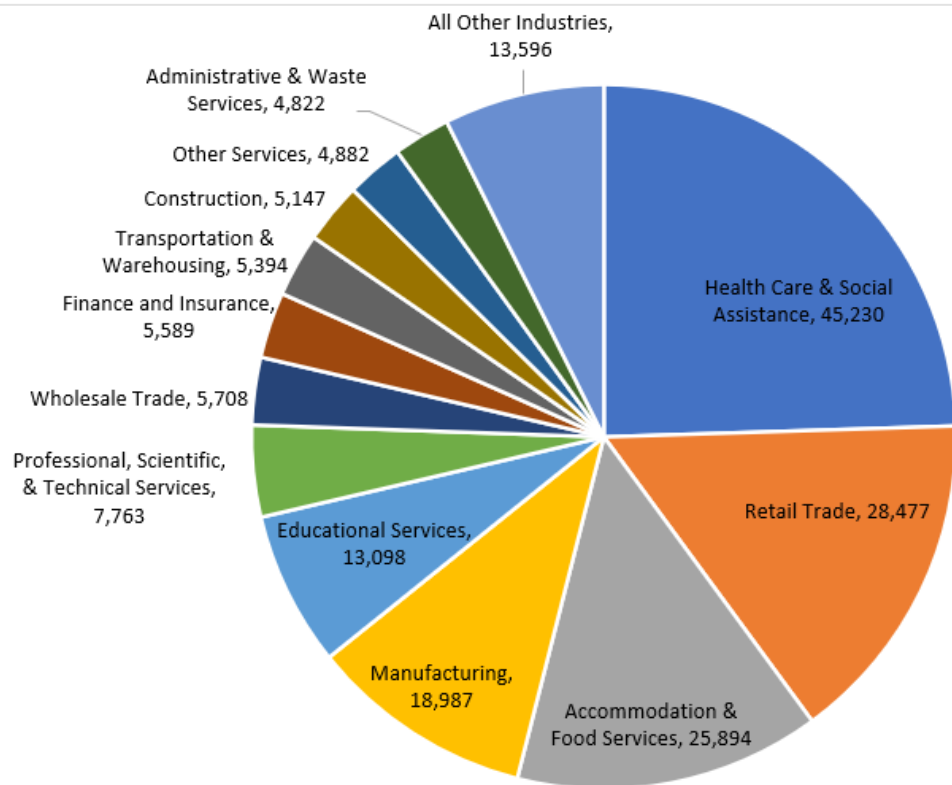
MN job vacancies

Job Vacancy Survey (JVS): 2022



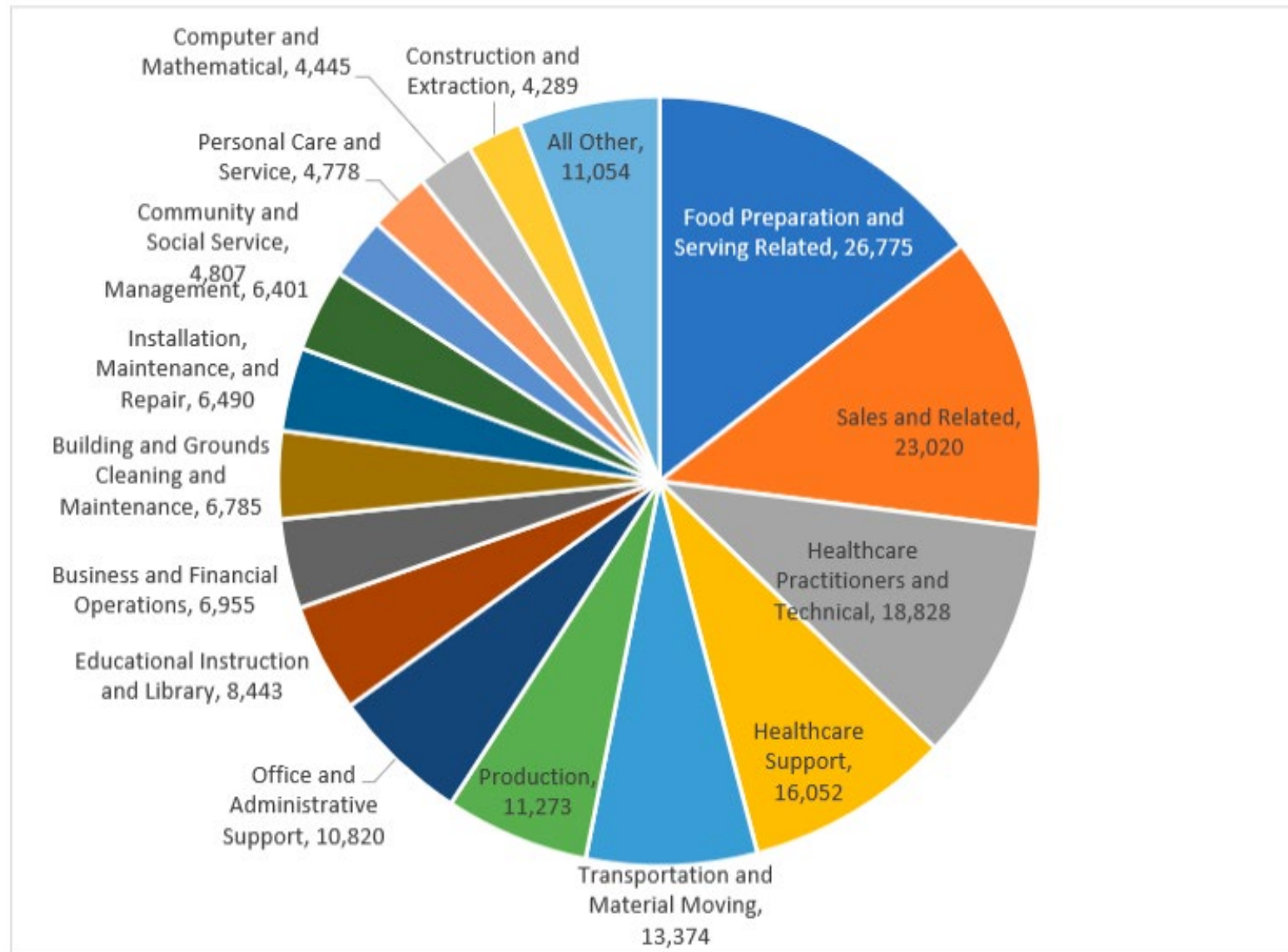
MN job vacancy characteristics

JVS: 2022



Minnesota job vacancy characteristics 2022

Occupational groups



Hiring demand in Minnesota

Occupations in Demand (OID)

High School or Less	Vocational Training	Associate Degree	Bachelor's Degree or Higher
Home Health & Personal Care Aides \$33,029	Nursing Assistants \$40,439	Registered Nurses \$87,291	Software Developers & Software Quality Assurance Analysts & Testers \$102,672
Agricultural Equipment Operators \$44,075	Licensed Practical & Licensed Vocational Nurses \$56,356	Radiologic Technologists & Technicians \$78,454	Computer Systems Analysts \$109,669
Phlebotomists \$41,662	Medical Assistants \$49,836	Agricultural and Food Science Technicians \$46,521	Information Security Analysts \$113,979
Farmworkers and Laborers, Crop, Nursery, and Greenhouse \$36,812	Machinists \$53,440	Surgical Technologists \$67,457	Database Administrators & Architects \$113,980
Medical Equipment Preparers \$47,891	Emergency Medical Technicians & Paramedics \$50,049	Veterinary Technologists & Technicians \$41,517	Environmental Scientists and Specialists \$83,469
Assemblers & Fabricators \$40,914	Tool and Die Makers \$64,299	Computer Network Support Specialists \$73,179	Pharmacists \$142,463
Butchers & Meat Cutters \$40,091	CNC Tool Programmers \$67,655	Forest and Conservation Technicians \$51,299	Occupational Therapists \$84,498
Welders, Cutters, Solderers, & Brazers \$52,075	Computer User Support Specialists \$63,282	Web Developers & Digital Interface Designers \$82,455	Veterinarians \$106,315

Occupations in Demand in the Metro Area

Computer User Support Specialists

- 12,980 employed in Minnesota
- \$24.51 - \$37.45
- 3,060 statewide openings through 2030
- Postsecondary non-degree award

Computer support specialists provide help and advice to computer users and organizations. These specialists either support computer networks or they provide technical assistance directly to computer users.



Occupations in Demand in the Metro Area

Surgical Technologists

- 1,900 employed in Minnesota
- \$30.29 - \$37.25
- 810 statewide openings through 2030
- Associate degree

Surgical technologists, also called *operating room technicians*, assist with operations. They prepare operating rooms, arrange equipment, and help doctors during surgeries.



Occupations in Demand in the Metro Area

Machinists

- 12,810 employed in Minnesota
- \$22.19 - \$31.57
- 4,340 statewide openings through 2030
- Postsecondary non-degree award

Machinists and tool and die makers set up and operate a variety of computer-controlled and mechanically controlled machine tools to produce precision metal parts, instruments, and tools.



Occupations in Demand in the Metro Area

Farmworkers and Laborers

- 1,500 employed in Minnesota
- \$14.91 - \$22.39
- 1,980 statewide openings through 2030
- Highschool diploma or equivalent

Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities.



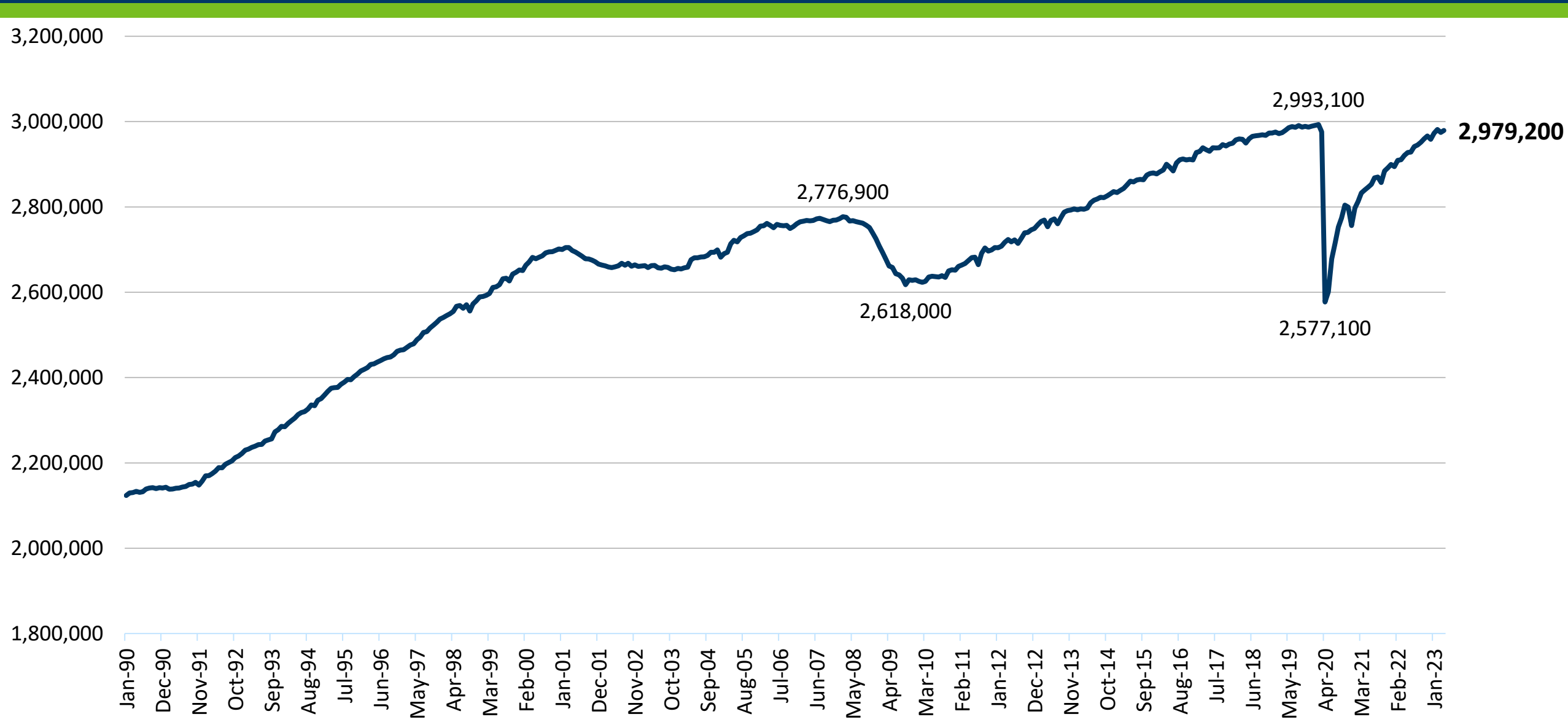
Occupational employment in MN

Occupational Employment and Wage Statistics (OEWS) 2023

Occupational Title	Estimated Employment	Hourly Wage Percentiles				
		10th	25th	Median	75th	90th
Total, All Occupations	2,827,310	\$14.43	\$17.89	\$24.25	\$38.08	\$53.27
Welders, Cutters, Solderers, and Brazers	10,780	\$19.82	\$22.98	\$25.03	\$39.51	\$32.98
CNC Tool Operators	5,060	\$18.78	\$20.07	\$24.11	\$29.60	\$34.42
Machinist	12,810	\$18.20	\$22.19	\$25.70	\$31.57	\$35.08
Information Security Analyst	2,650	\$35.91	\$43.82	\$54.80	\$67.18	\$79.35
Computer User Support Specialist	12,980	\$20.26	\$24.51	\$30.43	\$37.45	\$43.76
Web Developers	2,330	\$25.55	\$32.61	\$39.96	\$54.59	\$66.99
Computer Systems Analysts	13,380	\$32.63	\$41.45	\$52.72	\$63.44	\$69.88
Meat, Poultry, and Fish Cutters and Trimmers	4,270	\$14.77	\$14.92	\$18.17	\$19.35	\$23.23
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,500	\$14.05	\$14.91	\$17.70	\$22.39	\$24.03
Nursing Assistant	24,860	\$16.28	\$18.22	\$19.44	\$22.44	\$24.87
Dental Assistant	5,890	\$23.54	\$25.25	\$30.56	\$31.57	\$37.00
Registered Nurse	63,800	\$32.70	\$38.66	\$41.96	\$51.86	\$53.91
Surgical Technologist	1,900	\$24.91	\$30.29	\$32.43	\$37.25	\$39.78

Minnesota employment trends

Current Employment Statistics (CES): January 1990 – April 2023



Minnesota employment trends

CES March 2022 – April 2023

April 2023 Over the Year (OTY) Employment Growth by Industry Sector Not Seasonally Adjusted

	OTY Job Change	MN OTY Growth Rate (%)	US OTY Growth Rate (%)
Total	+43,725	+1.5	+2.6
Private	+35,275	+1.4	+2.6
Mining & Logging	-108	-1.7	+7.6
Construction	+513	+0.4	+2.7
Manufacturing	+1,529	+0.5	+1.7
Trade, Transport. & Utilities	+3,395	+0.6	+1.0
Information	+1,874	+4.2	+1.2
Financial Activities	-1,175	-0.6	+0.9
Prof. & Business Services	+1,359	+0.4	+2.1
Ed. & Health Services	+13,116	+2.4	+4.2
Leisure & Hospitality	+14,775	+6.0	+5.6
Other Services	-3	-0.0	+3.1
Government	+8,450	+2.0	+2.2

Average Hourly Earnings for all private sector workers at \$35.90 in April 2023. This was up \$1.70 over-the-year, or up 5.0%. Up 11.0% over three years.

Earnings up 5.5% over-the-year in Construction, up 7.9% in Leisure and Hospitality, up 13.2% in Professional and Business Services, up 5.3% in Education and Health Services.

The CPI inflation index for all urban consumers rose 4.9% over-the-year in March. Up 18.3% over three years.

Minnesota industry employment

Quarterly Census of Employment and Wages (QCEW): annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Total, All Industries	2,835,754	100.0%	201,230	\$69,836
Health Care and Social Assistance	493,733	17.4%	23,302	\$62,920
Manufacturing	323,365	11.4%	8,551	\$76,908
Retail Trade	281,462	9.9%	17,671	\$37,596
Educational Services	225,196	7.9%	5,023	\$58,032
Accommodation and Food Services	210,842	7.4%	12,506	\$24,596
Professional, Scientific, and Technical Services	166,817	5.9%	27,549	\$113,880
Finance and Insurance	142,441	5.0%	10,613	\$124,644
Construction	139,824	4.9%	18,226	\$79,664
Administrative and Support Services	134,524	4.7%	9,879	\$53,560
Wholesale Trade	131,377	4.6%	15,060	\$99,996
Public Administration	127,777	4.5%	3,389	\$68,640
Transportation and Warehousing	112,940	4.0%	6,331	\$64,272
Management of Companies	87,452	3.1%	2,039	\$143,052
Other Services	86,711	3.1%	20,057	\$43,160
Information	48,772	1.7%	6,132	\$102,128
Arts, Entertainment, and Recreation	46,116	1.6%	3,842	\$45,084
Real Estate and Rental and Leasing	35,290	1.2%	7,018	\$65,104
Agriculture	23,065	0.8%	3,145	\$47,424
Utilities	13,722	0.5%	522	\$121,732
Mining	5,667	0.2%	243	\$115,492

Minnesota industry employment

Quarterly Census of Employment and Wages (QCEW): annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Health Care and Social Assistance	493,733	17.4%	23,302	\$62,920
Ambulatory Health Care Services	156,280	31.7%	8,141	85,540
Hospitals	125,542	25.4%	430	79,768
Social Assistance	108,731	22.0%	11,318	32,500
Nursing & Residential Care Facilities	103,179	20.9%	3,299	39,988
Agriculture, Forestry, Fishing, and Hunting	23,065	0.8%	3,145	47,424
Animal Production and Aquaculture	11,163	48.4%	977	49,296
Crop Production	8,024	34.8%	1,297	43,784
Support Activities for Agriculture and Forestry	2,903	12.6%	620	49,504
Forestry and Logging	870	3.8%	216	52,832
Fishing, Hunting, and Trapping	104	0.5%	36	44,408
Professional, Scientific, and Technical Services	166,817	5.8%	27,289	\$113,880
Computer Systems Design and Related Services	38,325	23.0%	7,329	\$135,616
Management, Scientific, and Technical Consulting Services	32,016	19.2%	4,631	\$131,196
Architectural, Engineering, and Related Services	24,965	15.0%	2,204	\$102,180
Legal Services	17,474	10.5%	2,551	\$117,936
Other Professional, Scientific, and Technical Services	16,933	10.2%	4,793	\$71,604
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	16,038	9.6%	2,380	\$91,416
Advertising and Related Services	10,543	6.3%	1,678	\$92,664
Scientific Research and Development Services	8,665	5.2%	990	\$138,788
Specialized Design Services	1,856	1.1%	735	\$74,880

Minnesota industry employment

Quarterly Census of Employment and Wages (QCEW): annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Manufacturing	323,365	11.3%	8,551	\$76,908
Food Manufacturing	47,307	14.6%	751	\$62,556
Fabricated Metal Product Manufacturing	44,823	13.9%	1,582	\$71,448
Computer and Electronic Product Manufacturing	43,253	13.4%	529	\$106,808
Machinery Manufacturing	35,395	10.9%	847	\$77,428
Miscellaneous Manufacturing	27,407	8.5%	1,201	\$79,716
Plastics and Rubber Products Manufacturing	18,136	5.6%	369	\$68,484
Printing and Related Support Activities	17,738	5.5%	693	\$66,352
Chemical Manufacturing	12,975	4.0%	295	\$102,648
Wood Product Manufacturing	12,760	3.9%	354	\$65,520
Transportation Equipment Manufacturing	11,813	3.7%	233	\$66,820
Nonmetallic Mineral Product Manufacturing	9,859	3.0%	349	\$72,696
Furniture and Related Product Manufacturing	9,588	3.0%	481	\$67,132
Paper Manufacturing	8,068	2.5%	100	\$82,264
Electrical Equipment, Appliance, and Component Manufacturing	7,428	2.3%	183	\$83,460
Primary Metal Manufacturing	5,246	1.6%	89	\$73,944
Beverage and Tobacco Product Manufacturing	5,018	1.6%	234	\$46,488
Textile Product Mills	2,453	0.8%	135	\$48,152
Petroleum and Coal Products Manufacturing	1,954	0.6%	20	\$140,712
Leather and Allied Product Manufacturing	1,072	0.3%	24	\$77,012
Apparel Manufacturing	668	0.2%	71	\$39,988
Textile Mills	398	0.1%	13	\$50,180

Minnesota industry trends

QCEW: annual 2019 – 2022

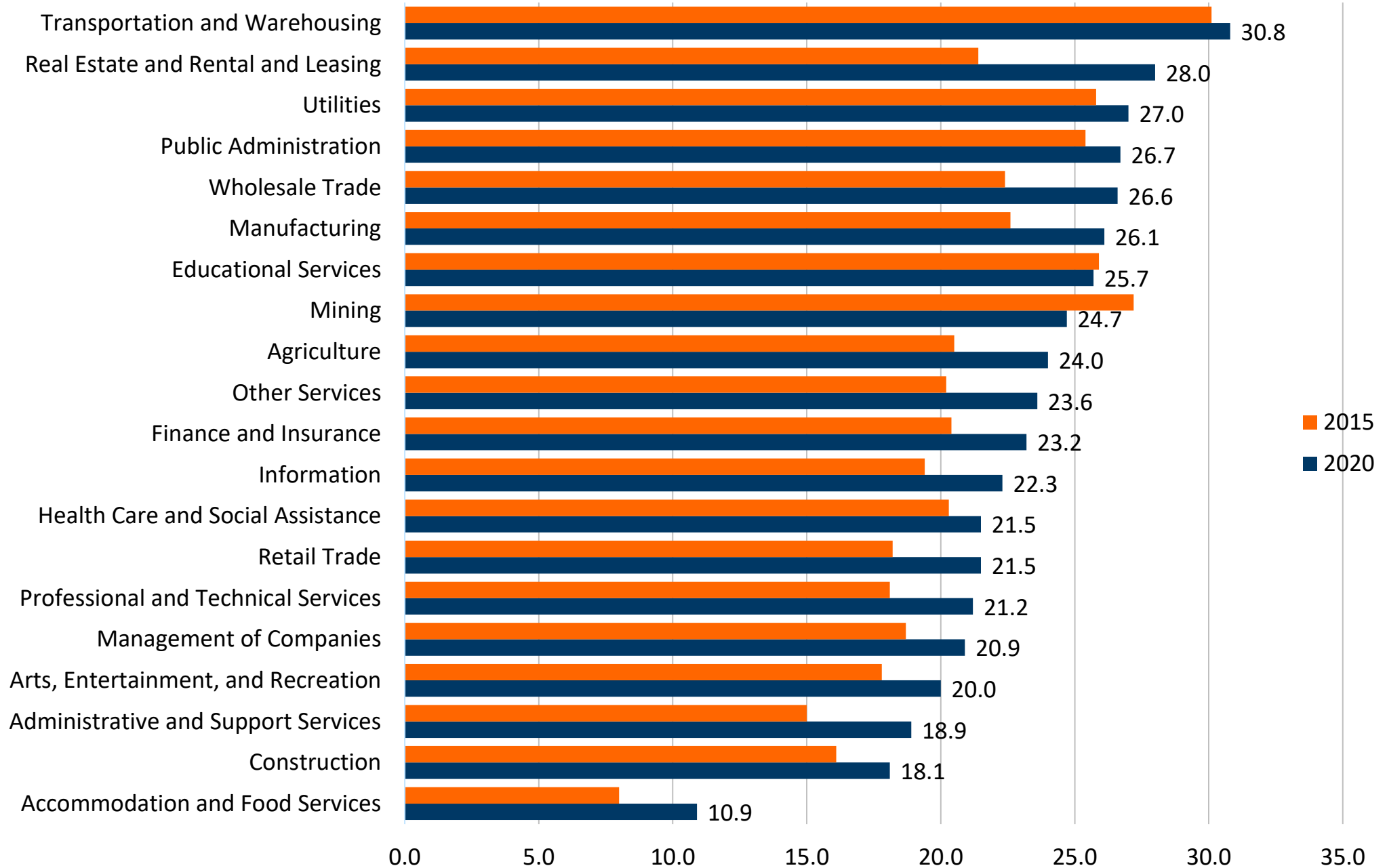
Above 2019 level of employment (top 10)

- **Professional, Scientific, and Technical Services: +6,293 (+3.9%)**
- Merchant Wholesalers, Durable Goods: +6,274 (+8.3%)
- **Social Assistance: +5,878 (+5.8%)**
- Warehousing and Storage: +5,358 (+46.3%)
- Specialty Trade Contractors: +3,520 (+4.3%)
- General Merchandise Retailers: +3,265 (+5.6%)
- Gasoline Stations: +1,773 (+6.7%)
- Internet Service Providers and Data Processing Services: +1,567 (+25.2%)
- **Machinery Manufacturing: +1,545 (+4.6%)**
- **Plastics and Rubber Products Manufacturing: +1,223 (+7.2%)**

Below 2019 level of employment (bottom 10)

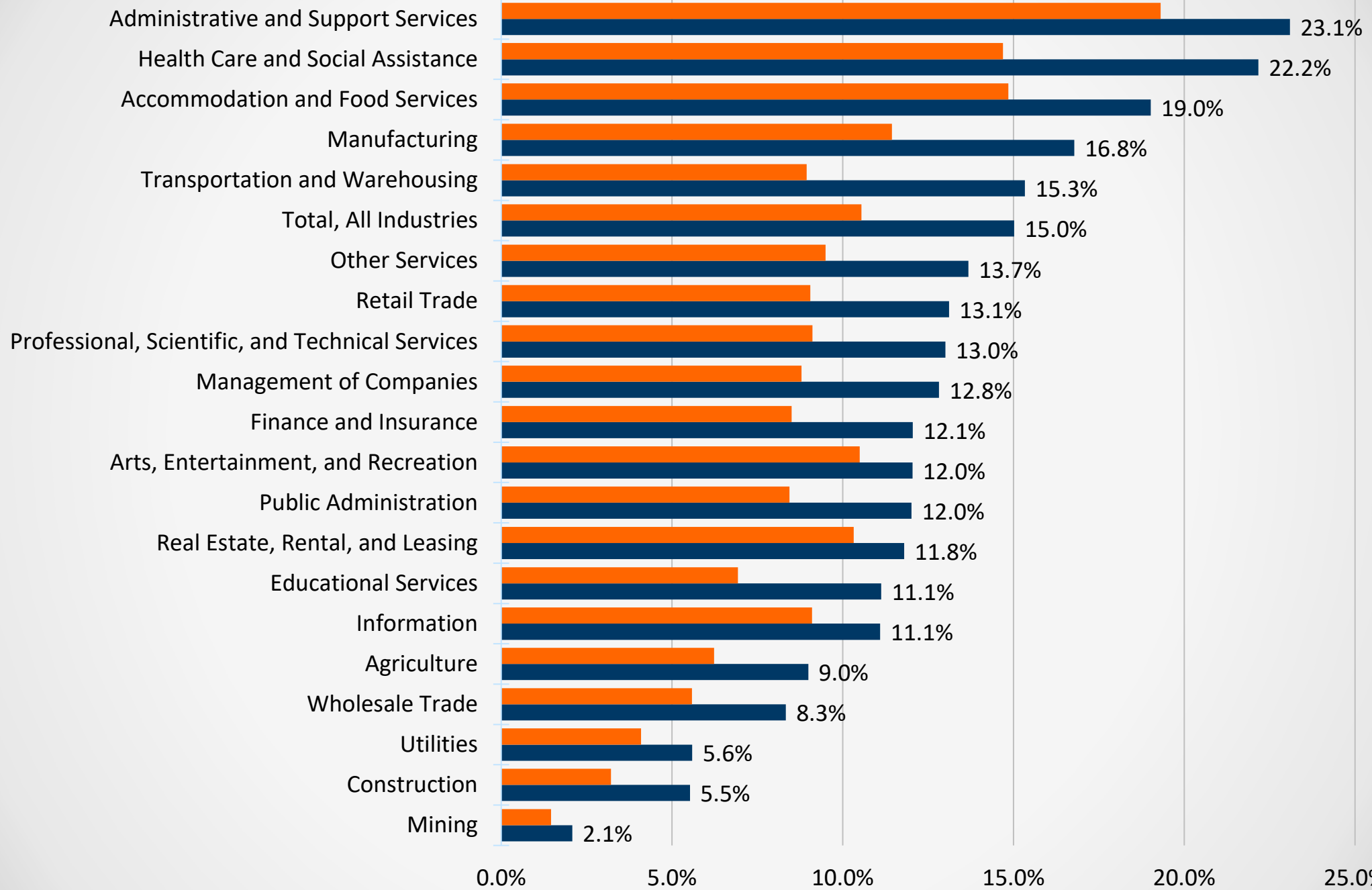
- Accommodation: -12,649 (-34.7%)
- Food Service and Drinking Places: -12,079 (-6.1%)
- **Nursing and Residential Care Facilities: -8,555 (-7.7%)**
- Executive, Legislative, and Other General Government Support: -6,941 (-9.3%)
- Amusement, Gambling, and Recreation Industries: -6,873 (-18.3%)
- **Hospitals: -5,895 (-4.5%)**
- Educational Services: -5,775 (-2.5%)
- Credit Intermediation and Related Activities: -5,669 (-8.5%)
- Transit and Ground Passenger Transportation: -2,863 (-14.0%)
- **Printing and Related Activities: -2,706 (-13.2%)**

QED Data: Minnesota Industry Employment by Share of Workers 55 Years and Older, 2015 - 2020

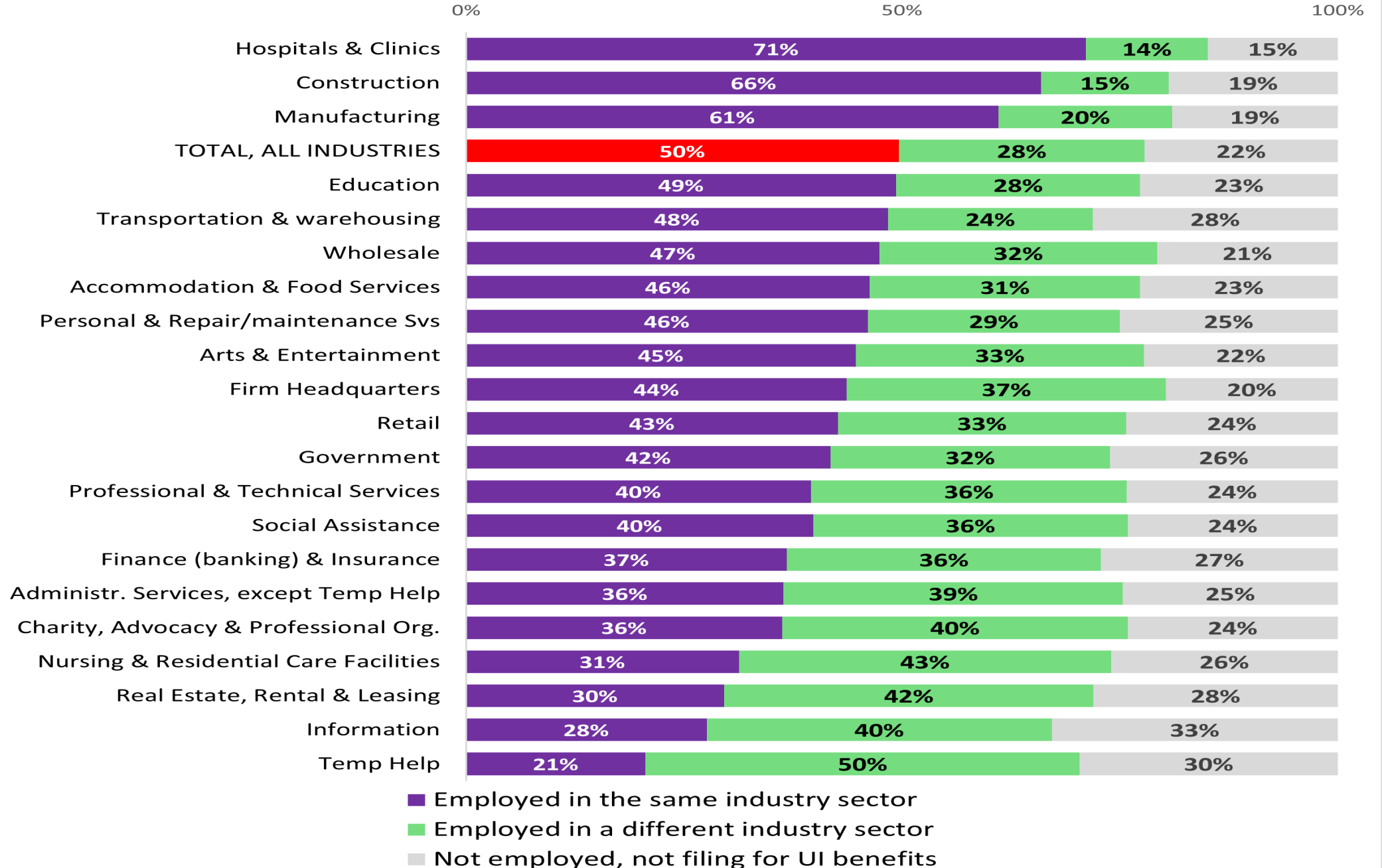


Minnesota Industry Employment by Share of Workers not Reporting as White, 2010-2020

2010 2020

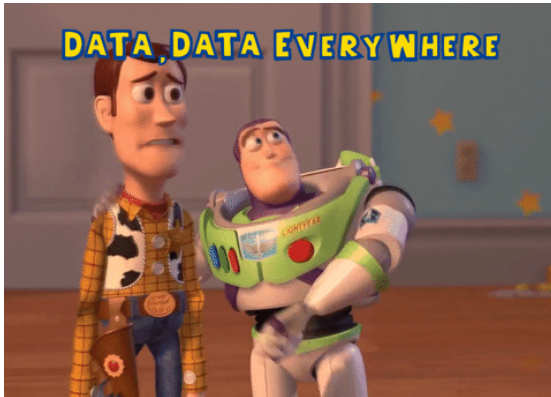


Reemployment patterns in spring 2022 by industry of layoff, ranked by shares of claimants reemployed in the same industry



Labor Market Information (LMI): mn.gov/deed/data

Data Center



Online Tools

We've got online tools to help your job search! Interest Assessments, Skills Assessments, Jobs in Demand, Longer-Term Occupations in Demand, Build Your Resume and more!



We've Got Your Number

Nothing tells a story like numbers. And here is where we let them do the talking. Our data and data tools provide a comprehensive, nuts-and-bolts look at Minnesota's economy and workforce.

LMI is the foundation for informed, market-responsive planning

Labor market publications and assistance

- **Main DEED website:** mn.gov/deed
- **DEED Labor Market Information Office:** mn.gov/deed/data
 - Data tools
 - Reports and publications
 - Monthly highlights
- **LMI Help:** mn.gov/deed/data/lmi-help
 - Send questions by email to deed.lmi@state.mn.us
- Regional Labor Market Analysts – Metro Area: Tim O’Neill (timothy.oneill@state.mn.us)



Table Discussion

What was the biggest thing that surprised you from the data?

*Attendees shared that they actually weren't that surprised by the data. Most know how tight the labor market is and are all trying to navigate it as best as possible.

What trends excite you?

*Some attendees talked about how it is exciting to see such great opportunities for workers. They mentioned that it is challenging for businesses but nice to see that worker wages are going up and that now is generally a good time to be looking for work.

What trends worry you?

*All attendees noted how the challenge of low unemployment being persistent for the foreseeable future is a worry. Also, was noted that the high number of individuals over 55 in the workforce is worrisome since they will soon retire.

BREAK

(Come back in 10 minutes)

Employer Panel

Mary Larkin – Development and Marketing Director, Apple Tree Dental

Karl Nohner – Workforce Development Program Manager, CentraCare

Lynne Porritt–Corporate Recruiter, Syngenta

Nate Becker –Training and Development Specialist, Intek Plastics

- Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) – Grant application will open again in spring of 2024; 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.

2016 Round 1

- \$197,120 Paid through DTG
- 10 Grantees
- 87 Dual Trainees

2021 Round 10

- \$1,742,123 Paid through DTG
- 58 Grantees
- 526 Dual Trainees

2022 Round 11

- \$3,332,316 Contracted through DTG
- 56 Grantees
- 596 Dual Trainees

2023 Round 12

\$3,286,845 Awarded as Full & Partial Priority

\$534,034 Awarded as Potential

\$3,820,880 TOTAL

- \$2,374,095 Greater Minnesota
- \$1,446,785 Metro

62 Grantees

- 26 Advanced Manufacturing
- 3 Agriculture
- 31 Health Care Services
- 2 Information Technology

776 Dual Trainees



OHE Legislative Update on Dual Training Grant

Effective for DTG Round 13 (March 2024)

- Increase in funding for Dual Training Grant
- Recommended books and materials reimbursable through Dual Training Grant
- Student supports reimbursable through Dual Training Grant
- Parallel Dual Training Grant for Legal Cannabis Industry

Higher Education Panel

Amy Hochgraber – Director of Business and Industry Workforce Development Solutions –
Minnesota State Community and Technical College

Kelcey Woods-Nord – VP of Strategic Partnerships –
South Central College

Phil Arellano – Director of Workforce and Education Strategies –
Minnesota State

Upcoming Minnesota Dual-Training Pipeline Events

Pipeline 101

June 27, 2023 from 9am-10am

[Register to attend here](#)

Workforce Community Conversations –

Stay tuned as we're hitting the road again in September, October and November

Thank You!



Dan Solomon
Program Manager
651-284-5355

dan.solomon@state.mn.us



Kathleen Gordon
Program Consultant
651-284-5388

kathleen.gordon@state.mn.us



Erik Holtan
Program Consultant
651-284-5032

erik.holtan@state.mn.us



Alana McDevitt
Program Specialist
651-284-5341

alana.mcdevitt@state.mn.us