

mi DUAL-TRAINING PIPELINE

2019 Annual Recap

Dual-Training Pipeline BY THE NUMBERS

1,746 industry leaders engaged in projects.

1,350 dual-trainees in Pipeline dual-training programs.

68 employers running recognized dual-training programs.

48 occupations with industry-approved competency standards.

8 new occupations in development for 2020.

Recruiting and retaining a quality workforce is critical for businesses to remain competitive and prosperous.

The Minnesota Dual-Training Pipeline helps businesses meet their workforce needs by working with them to create robust, competency-based, dual-training programs.

We help you bring together structured on-the-job training with formal related education which shows how much you value your employees and creates a culture that is supportive, productive and engaging.

Reach out to our team to let us help you set up your dual-training initiative and connect you to the resources you need to build your workforce today.

**Industry-based,
employer-driven,
dual-training experience**

What Minnesota Dual-Training Pipeline participants are saying

Rochester's **Intercultural Mutual Assistance Association (IMAA)** – a 35-year-old nonprofit dedicated to helping newcomers find stability, self-sufficiency, independence and community in a new country – is working with the Minnesota Dual-Training Pipeline to upskill community health workers.



“The opportunities that this Pipeline Dual-Training program has offered me are truly inspiring. The program has worked very diligently to align CHW certificate program classes through RCTC [Rochester Community and Technical College], alongside an on-site internship at Mayo Clinic. In the case of this collaboration through RCTC and the Mayo Clinic internship, IMAA and Rochester Public Schools are able to train their employees to become a better version of themselves personally and professionally, along with fostering opportunities of collaboration and partnership in the community.” – IMAA dual trainee



Community Conversations

The Pipeline team travels throughout the state to hear directly from employers, educators and members of the community to understand the unique workforce challenges and successes of businesses.

The Community Conversations include a brief general presentation about Minnesota Dual-Training Pipeline and how it may work for these organizations. The team offers next-steps, tools and resources to address specific opportunities.

Community Conversation locations

- Worthington
- Hibbing
- Fergus Falls
- West St. Paul
- Anoka
- Winona

Speaker Series success continues

Record numbers of employers, educators and community stakeholders participate in the Minnesota Dual-Training Pipeline Speaker Series. Speakers focus on specific subjects related to the workplace including:

- March 14, 2019: Jonathan Stuart guided participants with creating effective on-the-job training.
- May 16, 2019: Cecilia Stanton Adams shared “Unconscious Bias and Recognizing Your Blind Spots.”
- Sept. 19, 2019: Michael Carter offered “Effective Cross-Cultural Mentorship, Sponsorship and Coaching.”
- Dec. 5, 2019: Kay King from National Alliance on Mental Illness (NAMI) shared “Good Mental Health in the Workplace – Five Things You Can Do.”

Due to the success of these events, we plan to continue offering enrichment opportunities. See “Mark Your Calendars” and watch for email invitations.

Minnesota Dual-Training Pipeline outreach

EVENTS

- Faribault workforce roundtable during October Manufacturing Week with DLI Commissioner Nancy Leppink
- Success highlights with Youth Skills Training at the TwinWest Chamber of Commerce
- Success highlights at Specialty Manufacturing in White Bear Lake

PRESENTATIONS

- U.S. Department of Labor Competency Model Peer Learning Group webinar, over 200 attendees; PIPELINE highlighted as a model example
- Government IT Symposium
- Minnesota Society for Human Resource Management Conference

COLLABORATIVE PARTICIPATION

- Governor’s Workforce Development Board
- Minnesota Association of Workforce Boards
- Twin Cities Diversity and Inclusion Roundtable
- Healthcare Education Industry Partnership
- National Governor’s Association Educate4Opportunity with OHE, DEED, MDE and the governor’s office.

Present at your event

If you have a workforce development or training-focused event and would like us to present about dual-training, contact us at PIPELINE.Program@state.mn.us or 651-284-5353.

Dual-training consulting

Pipeline consultants work statewide to create and disseminate dual training resources for employers, employees and dual trainees.

Consultants help employers build their own dual training by working with them to think through how to set up robust on-the-job training, getting them in touch with education providers and assisting with selecting the best training provider for their training goals. In addition, consultants help employers access resources for funding education such as help with the Dual Training Grant and other state and local funding opportunities.

Pipeline consultants also make connections for employers to community-based organizations as well as to other employers who have done dual training and who can share information about how to make it a successful approach to building a skilled workforce.

Occupations and pathways approved for Minnesota Dual-Training Pipeline

OCCUPATIONS BY INDUSTRY

| Advanced Manufacturing | Agriculture | Health Care Services | Information Technology |
|---|--|---|--|
| <ul style="list-style-type: none"> • CMM programmer • CNC programmer • Flexo technician • Logistics and supply chain manager • Machinist/tool and die maker • Machinist/CNC operator • Maintenance and repair worker • Mechatronics technician • Print press operator • Quality assurance/food safety supervisor • Quality assurance technician • Safety technician • Solderer • Welder | <ul style="list-style-type: none"> • Application technician • Agronomist • Agriculture equipment mechanic • Farm animal manager (change from swine manager) • Grain merchandiser • Quality assurance/food safety supervisor • Swine technician (sow farm) • Swine technician (grow finish) | <ul style="list-style-type: none"> • Certified nursing assistant • Community health worker • Dental assistant • Electronic health records specialist • Health support specialist • Licensed practical nurse • Medical assistant • Medical lab assistant • Ophthalmic technician • Psychiatric/mental health technician in-patient • Psychiatric/mental health technician out-patient • Radiologic technician • Senior living culinary manager • Surgical technologist | <ul style="list-style-type: none"> • Information management and analytics pathway • Information security pathway • Infrastructure administration pathway • Programming, development and engineering pathway • Security analyst • Service desk/front line support or computer user support specialist • Software developer • Software testing and quality assurance pathway • Technical planning pathway • Support pathway • Web developer – back end • Web developer – front end |

New occupations in development for 2020

Advanced Manufacturing

- Injection molding technician
- Extrusion molding technician

Agriculture

- Crop farm manager
- Horticulture farm manager

Health Care Services

- Addiction specialist
- Dental hygienist
- Medical lab technician
- Registered nurse

Employer and partner recognition badges

In 2019 we expanded our official recognition of Minnesota employers that use a dual-training model for workforce development. With this recognition, businesses have an additional tool to attract quality employees and increase retention among their current employees. We invite Minnesota employers to apply for this recognition at www.dli.mn.gov/business/workforce/pipeline-success.



Once an employer is recognized, they can display the Minnesota Dual-Training Pipeline employer badge on their business properties and website.

Partner education providers and any community-based organizations they work with may display the Minnesota Dual-Training Pipeline partner badge on their business properties and website.

We will create a new badge each year, named for the year in which the program begins and/or receives grant funding. Over time, employers can boast a three-time or five-time Pipeline recognition. Further, we created physical window clings for employers to display in their front offices. We are thrilled to offer this recognition!

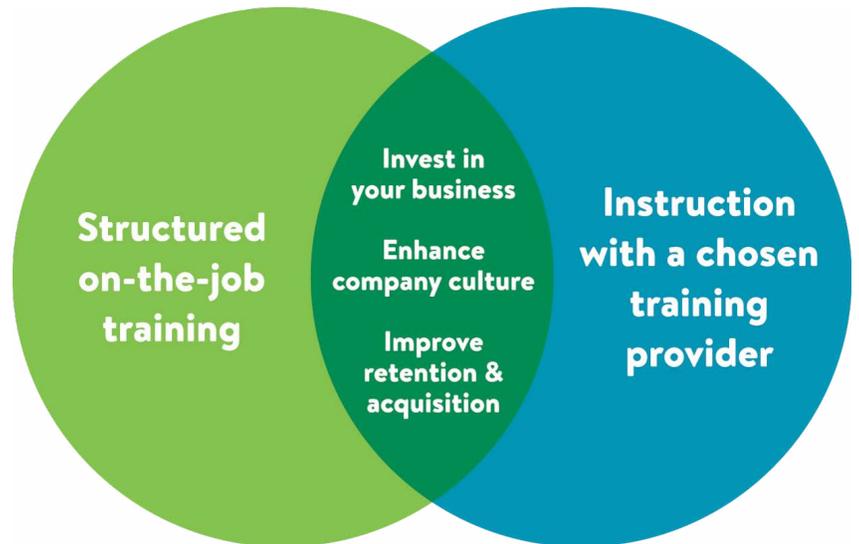
Inventory of education providers online

We continue to update and improve a dynamic, interactive tool to help employers find training partners for each of the occupations/pathways.

The web-based system contains a searchable, sortable directory of education programs that offer credentials recognized by the Minnesota Dual-Training Pipeline.

Visit www.dli.mn.gov/business/workforce/pipeline-related-instruction-inventory to learn more.

Dual-training model



Mark your calendars

Join us at an event to learn about the Minnesota Dual-Training Pipeline and participate in related enrichment activities. Sign up for Pipeline emails at www.dli.mn.gov/pipeline to be notified of new events.

- **Health Care Services Industry Forum** – Feb. 3, 2020, at 9 a.m.
- **Information Technology Industry Forum** – Feb. 3, 2020, at 1 p.m.
- **Advanced Manufacturing Industry Forum** – Feb. 5, 2020, at 9 a.m.
- **Agriculture Industry Forum** – Feb. 5, 2020, at 1 p.m.
- **Dual-Training Grant application open** – March 23 through May 1, 2020
- **Pipeline Speaker Series** – March 12, 2020
- **Dual Training Grant Writing Workshops**
 - Feb. 18, 2020, from 9 a.m. to noon at Alexandria Technical College
 - March 5, 2020, from 9 a.m. to noon at Minnesota State University, Mankato
 - April 9, 2020, from 9 to 11 a.m. via webinar
- **All Industry Forum** – June 15, 2020, at 9 a.m.



Visit www.dli.mn.gov/business/workforce/pipeline-events for more information about our events.

Contact us

For more information contact PIPELINE.Program@state.mn.us or:

- Kathleen Gordon, Dual-Training Pipeline consultant, at kathleen.gordon@state.mn.us or 651-284-5388.
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Sign-up for Minnesota Dual-Training Pipeline emails at www.dli.mn.gov/pipeline.

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