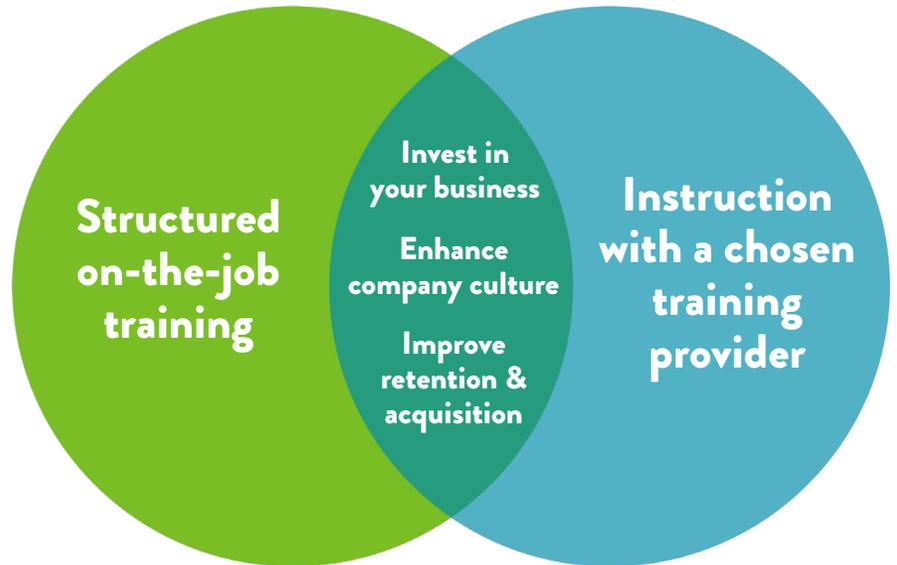


Dual-Training Pipeline *BY THE NUMBERS*

- 219** employers assisted through Pipeline programming to support their efforts with dual training.
- 9** industry forums conducted throughout the year.
- 75** occupations with industry-approved competency standards.
- 7** or more new occupations in development for 2023.

Dual training is a win-win for your business and employees



Dual-Training Pipeline continues helping employers meet workforce needs

In 2022, Minnesota Dual-Training Pipeline continued to help employers address their critical workforce challenges through consulting, industry forums, competency-based occupation development and enrichment offerings.

Pipeline staff worked with employers to develop and enhance training efforts that pair competency-based on-the-job training with related formal education. Dual training allows employers to realize immediate benefits to employee retention and workplace culture while motivating existing employees and new hires. Employees earn a living wage while receiving credentials, growing their career and supporting business workforce needs.

With the COVID-19 pandemic waning in 2022, Minnesota businesses were met with a new challenge: a shortage of human capital. For some employers this meant early retirements and loss of skills and knowledge. Other employers saw a re-shuffle of talent as employees left for other opportunities or exited the job market. To help address this problem the Pipeline team increased their outreach by getting back on the road hosting Workforce Community Conversations and connecting directly with employers. Pipeline also partnered with Rework America Alliance in 2022 to explore skills-based hiring practices and offer new resources for employers.

What Minnesota Dual-Training Pipeline participants are saying

"I started my healthcare career at Grand Village as a unit assistant when I was 16 and became a CNA shortly after. Now at 19 I have been able to complete and LPN program and am starting an RN-ADN program with no student debt. I was even able to buy a home this year."

– Lily Manthey, LPN of Grand Village

"For us as an employer, we have seen the benefits of the trainees graduating from their health care programs with a better understanding of their roles in nursing due to the on-the-job training coinciding with their related instruction. You cannot beat the real world experiences our dual trainees are experiencing."

– Gen Bishop, People Services Manager of Grand Village



Lily Manthey

Community Conversations conducted throughout the state

The Minnesota Dual-Training Pipeline team was back on the road in fall 2022 hosting Workforce Community Conversations for the first time in two years. Pipeline staff were able to visit all corners of the state, including Duluth, St. Cloud, Rochester, Burnsville, Fergus Falls, Brooklyn Center, Marshall and Bemidji from September through November. Staff interacted with employers, educators, community-based non-profits and those with a general interest in Minnesota's workforce. The information gathered from the Community Conversations will be used to assist more employers and better address concerns across Minnesota.

The biggest takeaways from these meetings were:

- Employers experiencing lack of applicants, or lack of applicants that meet the minimum qualifications.
- Minimal access to child care.
- Challenges bringing new people to the area due to lack of affordable housing.
- Things have been slow to change in some hiring systems. Companies can no longer take their time picking candidates, as the candidate will move on to a different opportunity.
- Employers are open to trying new things to recruit and retain employees.
- Employers want to do more to connect with young people to create talent pipelines into their businesses.



Minnesota Dual-Training Pipeline Speaker Series success continues

Employers, educators and community stakeholders continue to attend and participate in the on-going Minnesota Dual-Training Pipeline Speaker Series. The speakers focused on subjects that offer support for employers in the following topics:

- March 15, 2022: *How to build effective teams: Three things leaders need to know* with Dawn Beck.
- June 2, 2022: *Race and gender matter at work* with Trina Olson and Alfonso Tomas Wenker of Team Dynamics.
- Oct. 19, 2022: *Skills based practices: What it is and how to begin* with Jacob Vigil and David Cardoza-Rodriguez of the Rework America Alliance.

We plan to offer more enrichment opportunities. See “Mark your calendars” and watch for email invitations.

Pipeline launches efforts to promote skills-based practices

Online tools include employer toolkit, job posting generator; staff trained to better help employers

Skills-based practices are an approach to hiring and retaining Employees that focuses on the specific skills needed to succeed in a job, embeds that focus throughout the employee lifecycle and recognizes that there are many ways to acquire knowledge and abilities.

In fall 2022, Pipeline featured speakers from the Rework America Alliance, Jacob Vigil and David Cardoza-Rodriguez who presented on the basics of skills-based practices. In addition, Pipeline has tools and resources on our website such as an employer toolkit, job posting generator and ways to access the skillful talent series.

Three Pipeline staff also were trained as “activators” for skills-based practices in December 2022 with the Rework America Alliance and so our team is better equipped to offer employers in Minnesota assistance and resources on how to implement skills-based practices .

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 some cases, consultants help employers explore resources to fund training for their workforce. Consultants may also connect employers with one another or with representatives from community-based organizations, training providers or other employer partners who share information about how to make dual training a successful approach to build a skilled workforce.

Advanced Manufacturing

- CMM programmer
- CNC programmer
- Extrusion molding technician
- Flexo technician
- Injection molding technician
- Logistics and supply chain manager
- Machinist/tool and die maker
- Machinist/CNC operator
- Maintenance and repair worker
- Manufacturing engineer
- Manufacturing production supervisor
- Mechatronics technician
- Print press operator
- Quality assurance/food safety supervisor
- Quality assurance technician
- Robotics operator
- Safety technician
- Solderer
- Welder

Occupations by industry

Information Technology

- Application developer
- Business intelligence developer/architect
- Cloud architect
- Computer user support specialist
- Data science/artificial intelligence 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

Agriculture

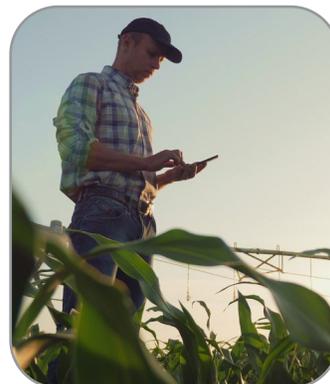
- Agriculture applicator technician
- Agriculture equipment mechanic
- Agriculture finance/ lender
- Agronomist
- Crop farm manager
- Farm animal manager
- Grain merchandiser
- Horticulture farm manager
- Meat cutter/ meat processor
- Quality assurance/ food safety supervisor
- Swine technician (grow finish)
- Swine technician (sow farm)

Health Care Services

- Addiction specialist
- Certified nursing assistant
- Community health worker
- Community paramedic
- Critical care nurse
- Dental assistant
- Dental hygienist
- Dental therapist
- Electronic health records specialist
- EMT to paramedic pathway
- Emergency room nurse
- Health support specialist
- Licensed practical nurse
- Medical assistant
- Medical lab assistant
- Medical lab technician
- Medical laboratory scientist
- Ophthalmic technician
- Pharmacy technician
- Phlebotomist
- Physical therapy assistant
- Positive support analyst
- Positive support specialist
- Psychiatric/mental health technician in-patient
- Psychiatric/mental health technician out-patient
- Radiologic technologist
- Registered nurse
- Respiratory therapist
- Senior living culinary manager
- Surgical technologist
- Wound, ostomy, and continence (WOC) nurse

New occupations in development for 2023

- Chemical dependency and addiction technician (replacing addiction specialist)
- Dentist
- Histology technologist/technician
- Industrial production manager
- Licensed independent clinical social worker
- Licensed drug and alcohol counselor
- Livestock veterinarian
- Long-term care facility culinary manager (replacing senior living culinary manager)
- Occupational therapist



Meet Salvador Santibañez Sanchez – Minnesota Dual-Training Pipeline participant

Salvador Santibañez Sanchez has been in the manufacturing industry for almost 10 years. He worked for a small company doing various jobs, including supporting quality assurance and assembly work. He started working as a machine operator in 2022 at Modern Manufacturing and Engineering in Brooklyn Park.

Salvador was very excited for the opportunity to participate in Dual-Training Pipeline at Anoka Technical College. He is currently enrolled in a 16-credit course to obtain a Machining Technology Certificate from Anoka Tech.

“I am excited about all the potential this extra training brings for me. I am learning so much both at Anoka Tech as well as at Modern Manufacturing through my training on the job,” he said. “Everything is making more sense for understanding my job, including blue print reading and using inspection tools to make complex machined parts. I am excited for the opportunity this training will bring me for a career in machining.”



Salvador Santibañez Sanchez, Minnesota Dual-Training Pipeline participant.

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. The web-based system contains a searchable, sortable directory of education programs that offer industry-recognized credentials that qualify for both Dual-Training Pipeline model development and associated Dual Training Grant program funding. In 2022, there were 1,597 relevant training programs that Pipeline identified for this robust inventory.

Visit www.dli.mn.gov/business/workforce/pipeline-related-instruction-inventory to use the inventory tool.

Mark your calendars

- Advanced Manufacturing Industry Forum – Tuesday, Feb. 7, 2023, from 9 to 10 a.m.
- Agriculture Industry Forum – Tuesday, Feb. 7, 2023, from 1 to 2 p.m.
- Health Care Services Industry Forum – Wednesday, Feb. 8, 2023, from 9 to 10 a.m.
- Information Technology Industry Forum – Wednesday, Feb. 8, 2023, from 1 to 2 p.m.
- Minnesota Dual-Training Pipeline 101 – Tuesday, Feb. 21, 2023, from 9 to 10 a.m.
- Dual-Training Grant application open – March 1 through April 3, 2023.
- Dual Training Grant Writing Workshops – Wednesday, March 8, 2023, from 10 a.m. to noon and Thursday, March 9, 2023, from 1 to 2 p.m.
- All Industry Forum – Tuesday, June 13, 2023, 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:

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Sign-up for Minnesota Dual-Training Pipeline emails at www.dli.mn.gov/pipeline.

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