



Minnesota Dual-Training Pipeline Speaker Series XVI

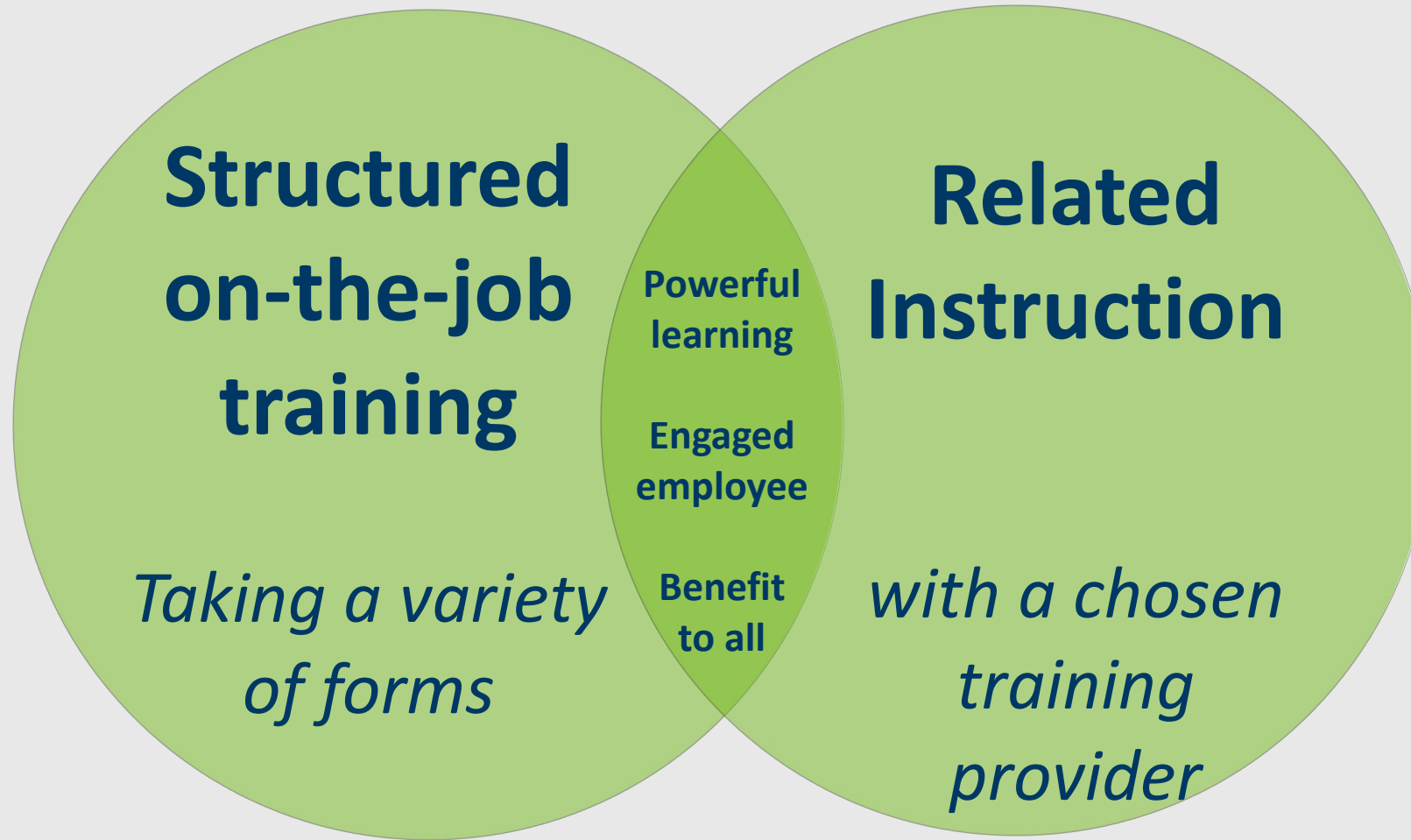
“Race and Gender Matter at Work” with Trina Olson and Alfonso Tomas Wenker
June 2, 2022

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.

Advanced Manufacturing Occupations

- Computer Numerical Control (CNC) Programmer
- Coordinate Measuring Machine (CMM) Programmer
- Extrusion Molding Technician
- Flexo Technician
- Injection Molding Technician
- Logistics and Supply Chain Manager
- Machinist/ Tool and Die Maker
- Machinist / CNC Operator
- Manufacturing Engineer
- Maintenance and Repair Worker
- Manufacturing Production Supervisor
- Mechatronics Technician
- Print Press Operator
- Quality Assurance/ Food Safety Supervisor
- Quality Assurance Technician
- Robotics Operator
- Safety Technician
- Solderer
- Welder

Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Agriculture Finance/ Lender
- Application Technician
- 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 Occupations

- Addiction Specialist
- Certified Nursing Assistant
- Critical Care Nurse
- Community Health Worker
- Community Paramedic
- Dental Assistant
- Dental Hygienist
- Dental Therapist
- Electronic Health Records Specialist
- EMT to Paramedic
- Emergency Room Nurse
- Health Support Specialist
- Licensed Practical Nurse
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Scientist
- Medical Laboratory Technician
- Ophthalmic Technician
- Pharmacy Technician
- Phlebotomist
- Positive Support Analyst
- Positive Support Specialist
- Psychiatric/Mental Health Technician in-patient
- Psychiatric/Mental Health Technician out-patient
- Physical Therapy Assistant
- Radiologic Technician
- Registered Nurse
- Respiratory Therapist
- Pharmacy Technician
- Senior Living Culinary Manager
- Surgical Technologist
- Wound, Ostomy, Continence (WOC) Nurse

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

Our Featured Speakers: Trina Olson and Alfonso Tomas Wenker





TEAM
DYNAMICS



Race + Gender Matter at Work:

How to Truly Value Different Perspectives Across Identity



TODAY

1. Investigate Cultural Instincts
2. Practice → Notice, Name, Navigate
3. Incorporate DEI Strategies in on-the-job training



66%

of people assume that we
are all having a universal,
common experience

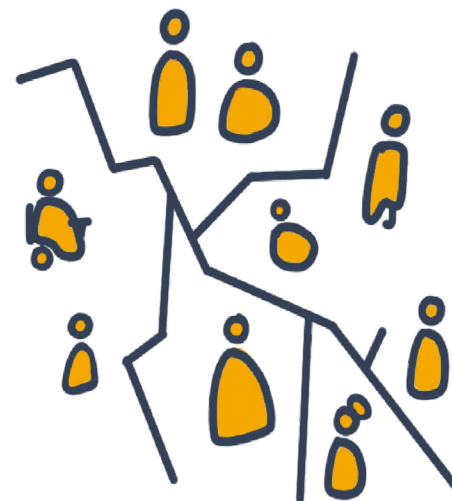


Teams across lines of difference are more effective than homogenous teams

IF AND
ONLY IF

They intentionally build the capacity to leverage the best out of their differences







FOCUS



INNOVATION





CULTURE HAS THREE IMPORTANT ELEMENTS:

Shared
Patterns

That we use to make
meaning

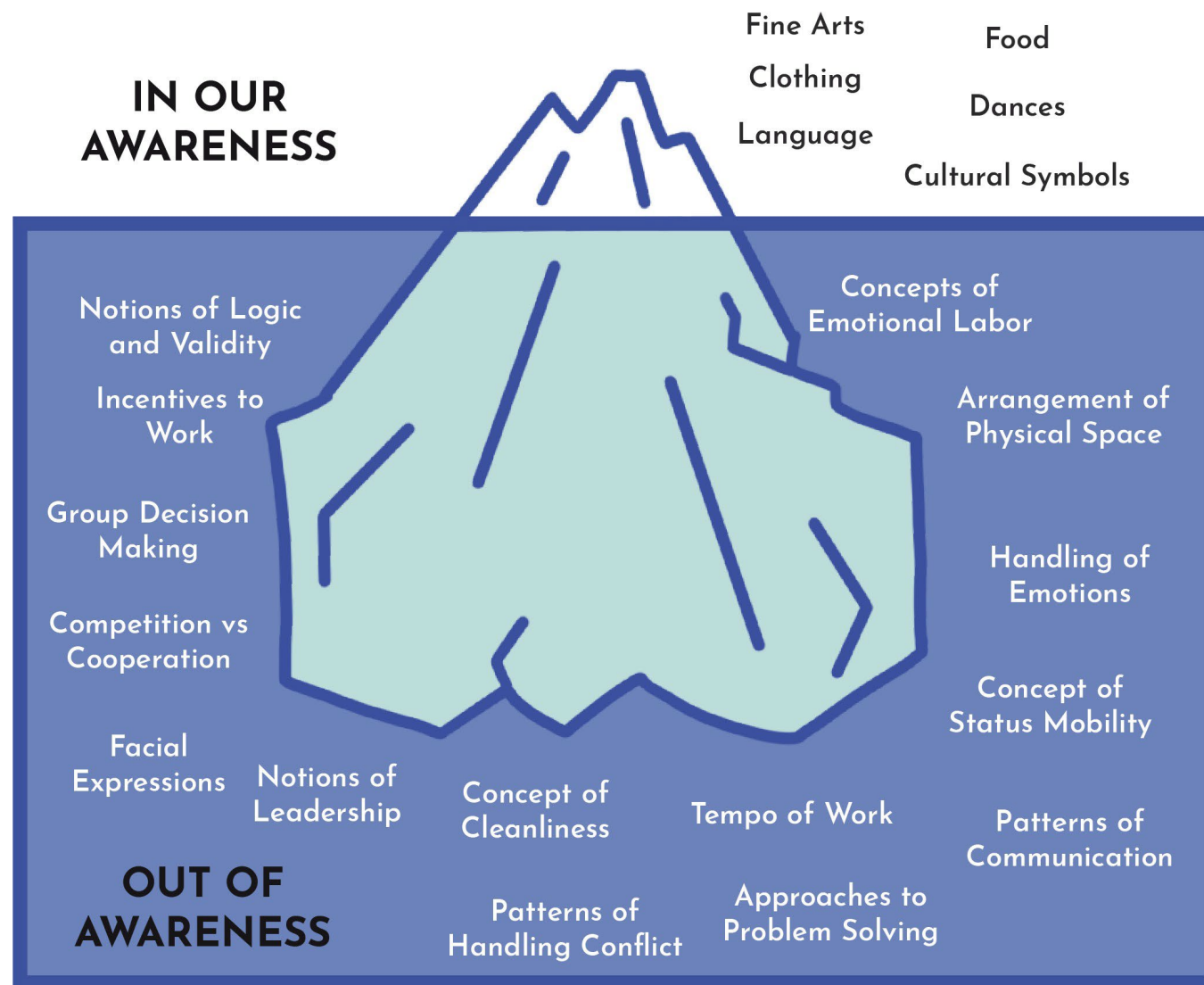
To determine what is and is
not appropriate



How Culture Works

We assume new colleagues have shared meaning about aspects of culture below the water line

Our assumptions of “professional” are rooted in white + masculine dominant culture definitions

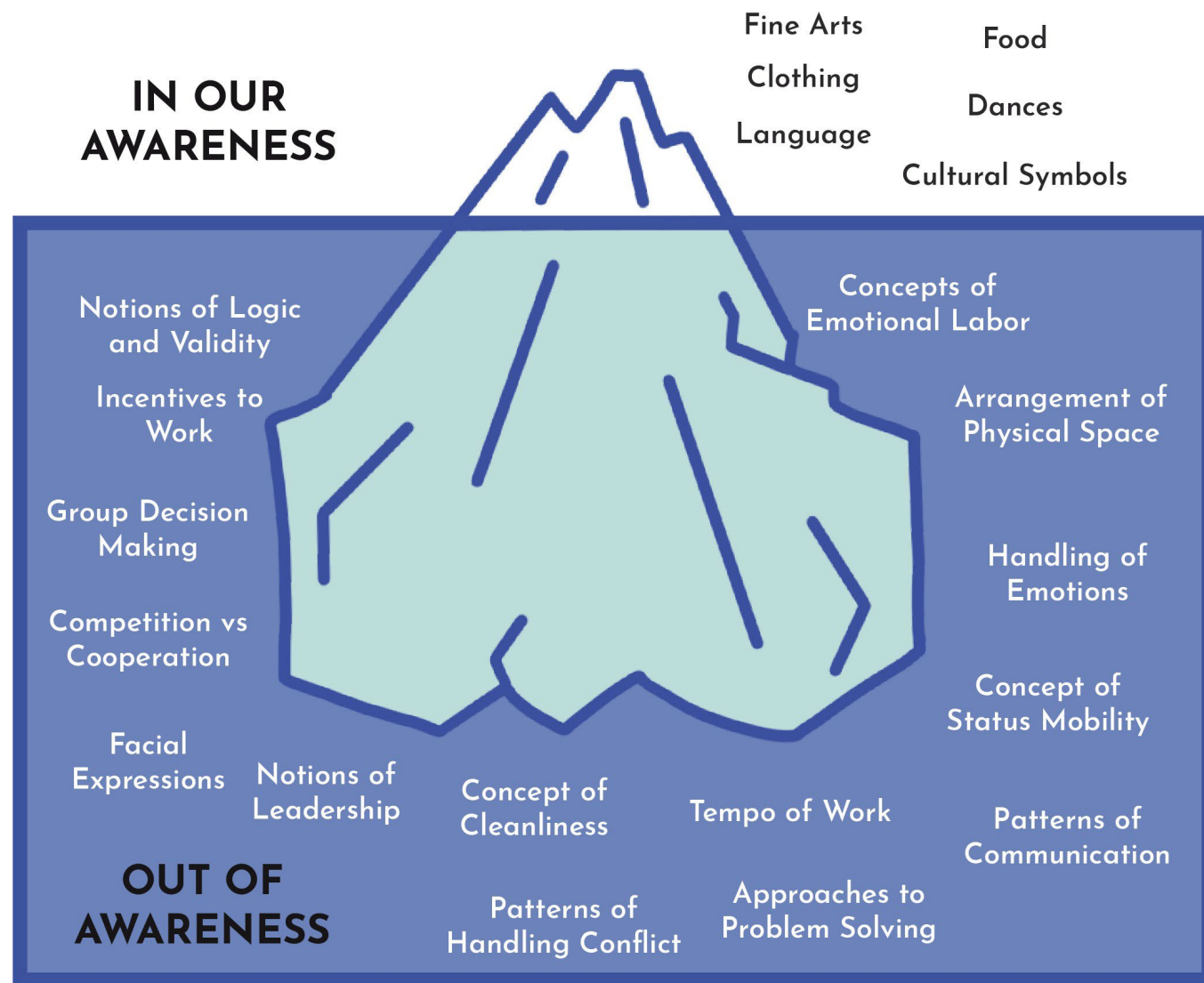




How Culture Works

System of Micro + Macro
Rewards + Punishments

Women, People of Color,
LGBTQ+ people are more
regularly punished for not
conforming to the the implicit
rules that live below the water
line



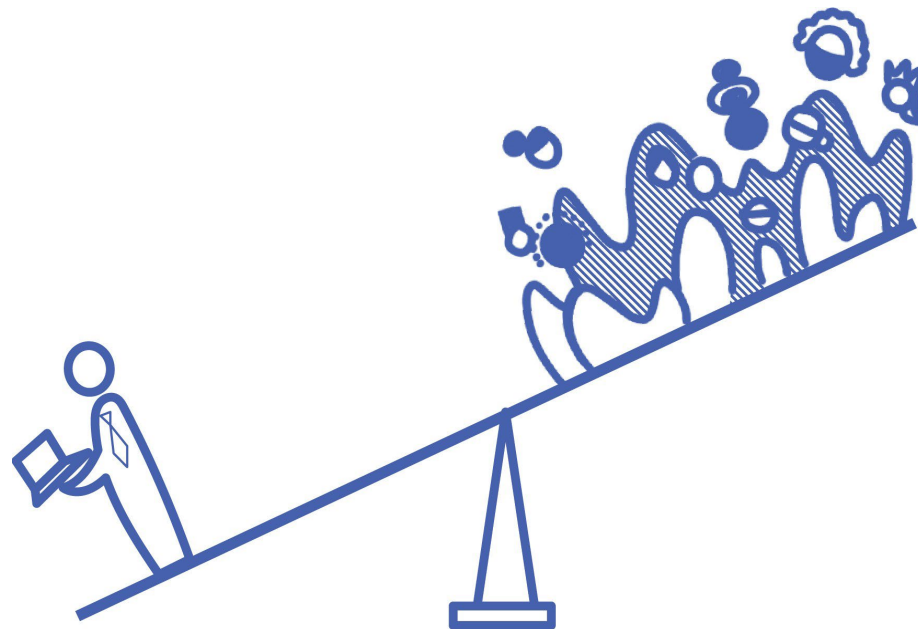
❖ When Training/On-Boarding →

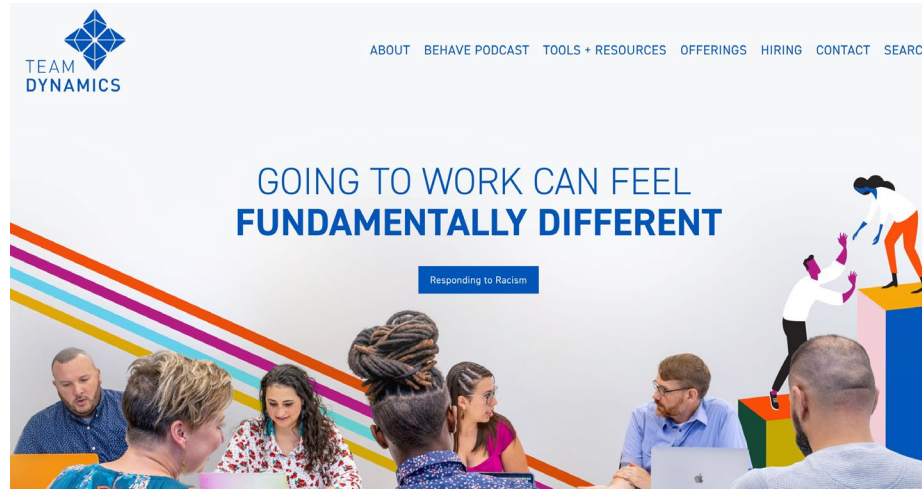
1. **Discuss** your patterns + their meaning
2. **Discover** rather than assume shared meaning
3. **Disrupt** “we all”, “everybody can agree”





Are we
preferencing
one way over all
others? Why?





www.TeamDynamicsMN.com

www.HiringRevolutionBook.com

Valuing Differences Leads to Success in Dual Training

- **Greater Innovation and Creativity**
- **Wider perspectives for Problem Solving**
- **Increased Productivity**
- **More Talent to Choose From**
- **Better Workplace Culture**
- **Better Mentoring Opportunities**
- **Happier Employees**



Upcoming Minnesota Dual-Training Pipeline Events

- **Pipeline 101 Introductory Webinar**

Tuesday, June 14 from 9 to 10 a.m.

- **Next Pipeline All-Industry Forum**

Wednesday, June 22 from 9 to 10 a.m.

Thank You!



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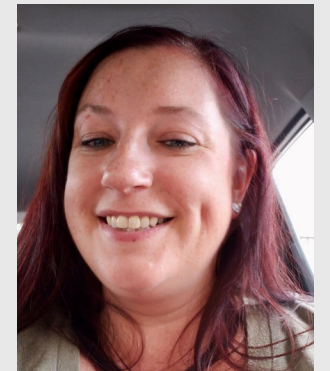
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