



Minnesota Dual-Training Pipeline
All-Industry Forum
June 15, 2021

Agenda

- Welcome and Introductions
- Minnesota Dual-Training Pipeline Updates
- Learnings from pandemic and positive take-aways
- Dual Training Grant Update – Megan Fitzgibbon
- Technology discussion and breakout sessions
- Wrap Up

Ice Breaker Question

What do you like best about virtual meetings? Be honest...

(Responses entered on Mentimeter.com)

- A) Being able to engage with people from across the state in your living room
- B) Learning new information while wearing gym shorts
- C) Being able listen in and be completely anonymous
- D) Multi-tasking (I'm actually answering another email while I respond to this poll!)
- E) Knowing that my laundry will be ready to go from the washer to the dryer after this meeting

Note from Forum

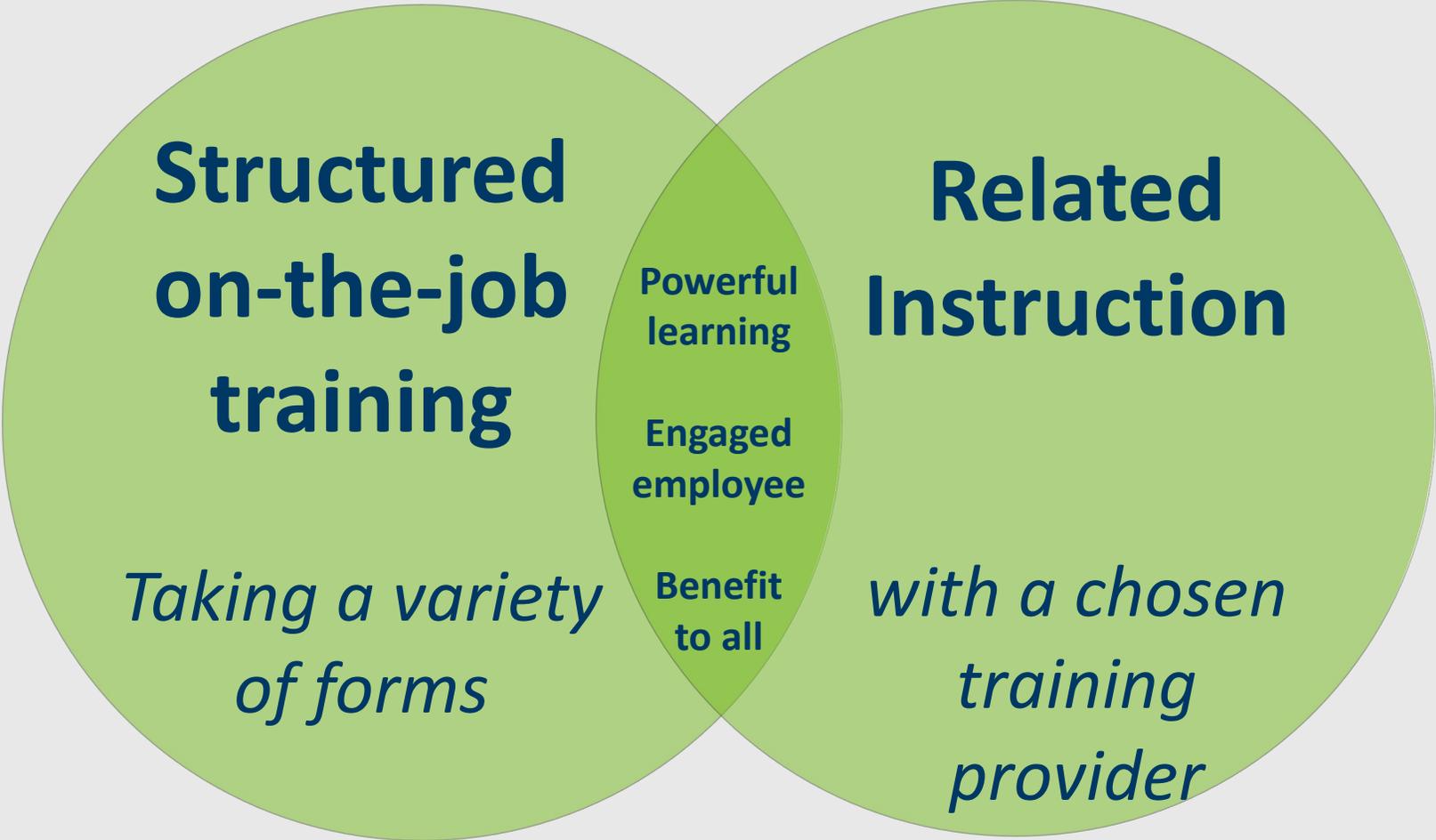
A and D got the most responses

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.

Past Event Update and Social Media

Diversity, Equity and Inclusion Webinar event in May: Creating a diverse and inclusive workforce through employment-based training

- Special thanks to our speakers:
 - Tawanna Black from the Center for Economic Inclusion
 - Malissa Adams from Stanton-Adams and the Diversity Institute
 - Allison Liuzzi from Minnesota Compass at Wilder Research
 - Colette Campbell from Bremer Bank
 - Jonathan Stuart from Working Better2Gether Consultants

Diversity, equity and inclusion work with Bellwether Consulting – 27 companies participating

Follow Minnesota Department of Labor and Industry on Social Media

- <https://www.facebook.com/MinnesotaDLI>
- <https://twitter.com/mndli>
- www.linkedin.com/company/mndli

Minnesota Dual-Training Pipeline COVID-19 Take Aways

Poll Question – Responses entered on Mentimeter.com

How much do you think the changes at work from COVID-19 will be changes that remain permanent?

Note from Forum

The answer with the most responses was that people thought several things will stay as permanent changes.

Minnesota Dual-Training Pipeline COVID-19 Take Aways

DISCUSSION / CHAT FUNCTION

- What did you learn from the pandemic?
- What positive learnings will you move forward?
- How has COVID-19 uniquely impacted your industry?

Notes from Forum

Healthcare attendees noted that they have been uniquely impacted by mass retirements and employees leaving due to stress and job burnout. People cited how resilient and able to adapt we have all become. Some people cited liking the remote work option while others noted that it led some employees to change jobs in order to find something that still allowed for in-person work.

- Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) – Grant application will open again in spring of 2022; 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 revenue from 2021, 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;
 - Positions are located in Minnesota.

- **278** Grant awards
- **2,572** Dual trainees
- Round **10** Awards: **\$3,322,875**;
- **67** companies funded in **Round 10** with **35** in manufacturing, **29** in healthcare and **3** in information technology.
- **Over \$2.2 million** in funds were in **Greater Minnesota**.
- For more information on the grant, please contact Megan Fitzgibbon at megan.fitzgibbon@state.mn.us .

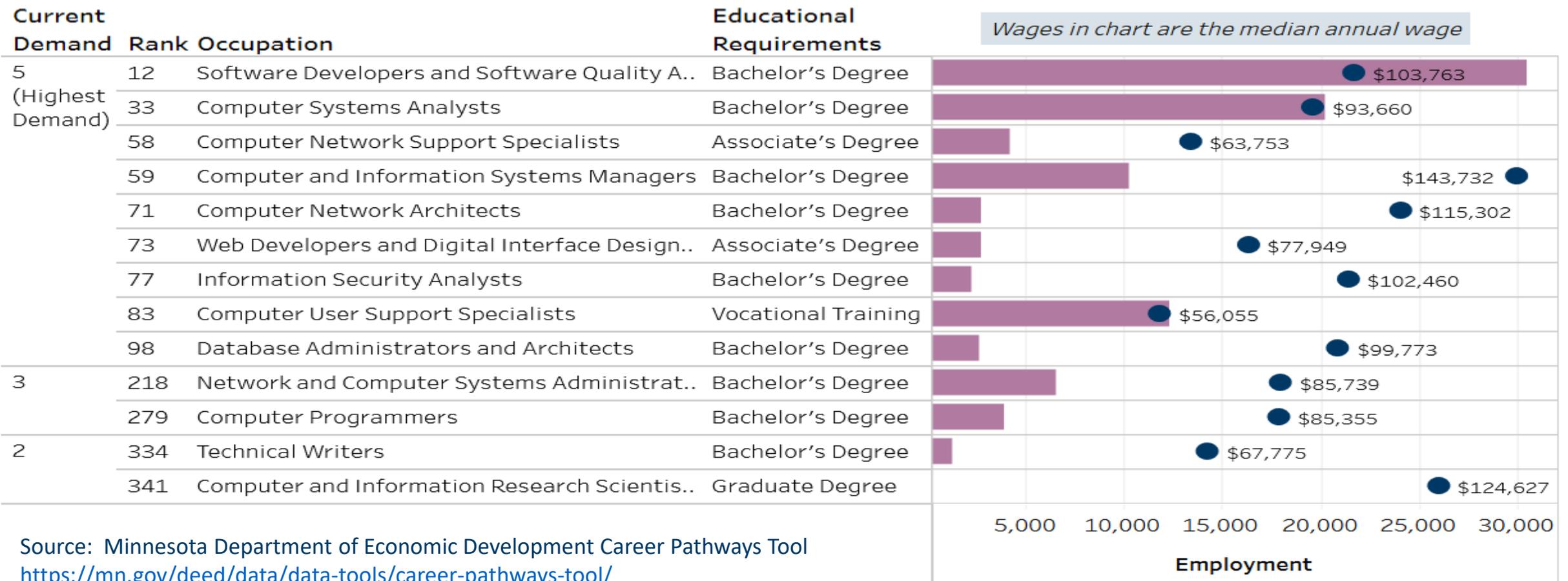
Minnesota Dual-Training Pipeline IT Workforce Needs

- Finding talent is the most difficult barrier facing Minnesota Tech companies now.
- New emerging trends include Artificial Intelligence (AI), Self-driving technology, Drones, 3-D printing, Sports technology, Hydroponics, Smart farming

Minnesota Dual-Training Pipeline IT Workforce Needs

Minnesota Occupations In Demand, 2020

Reset Filters



Source: Minnesota Department of Economic Development Career Pathways Tool
<https://mn.gov/deed/data/data-tools/career-pathways-tool/>

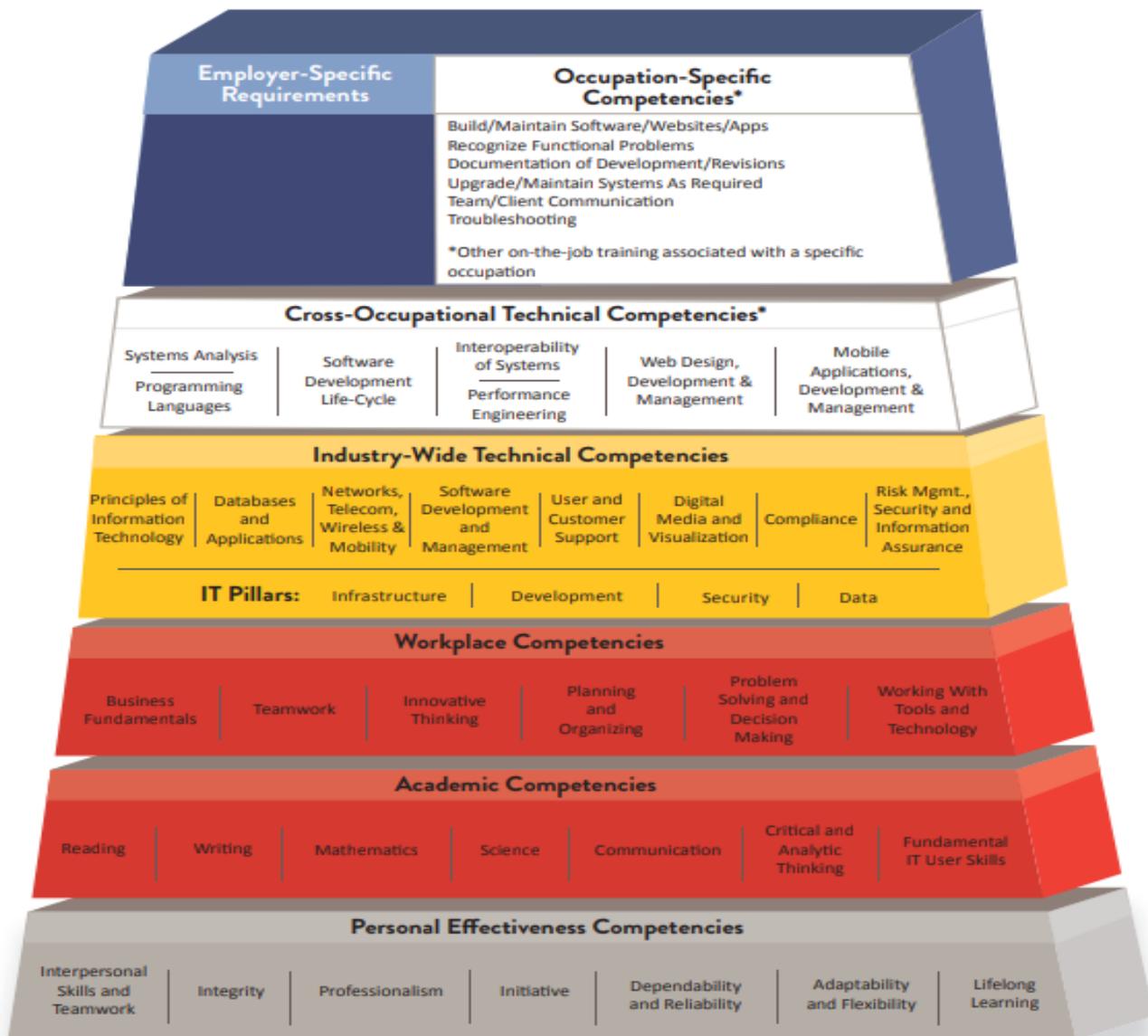
Information Technology Occupations and Pathways

- 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

Minnesota Dual-Training Pipeline

Competency Model for Information Technology

Programming, Development and Engineering Career Cluster Pathway



IT Pyramid Example

Based on: Information Technology Competency Model Employment and Training Administration, U.S Dept. of Labor, September 2012.

*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

Minnesota Dual-Training Pipeline Information Technology Revamp

- IT is important to all industries.
- Tech is ripe for growth in Pipeline.
- Revamping IT Occupations, Moving Beyond Pathways

Notes from Forum

Interest in removing IT Pathways and adding new occupations was shared by attendees. Several attendees echoed the sentiment that IT is now even more important than from before the start of the pandemic.

Minnesota Dual-Training Pipeline IT Break-out Sessions

- What are your organization's technology needs?
- How do you currently address technology at your company? (i.e. IT department, technical support outsourcing, other)
- What technology jobs do you have the most difficulty filling?
- What's holding you back from using a dual-training model for IT?

Minnesota Dual-Training Pipeline IT Break-out Sessions Share Out

What are the top three things you discussed?

Notes from Forum

People shared that it was pretty evenly split between companies having their own IT Departments and outsourcing to third party companies. Outsourcing can save money and protect against security and fraud issues though many companies would rather have an IT department on staff. Security analysts, front end people and some specialized engineering programmers were stated as hardest to fill jobs, although all people said all IT was a challenge to fill now. With so many companies returning to work from their home offices, several groups discussed how there is particular strain on IT departments now as people transition back into the office.

Minnesota Dual-Training Pipeline IT Work Group

Be part of our **IT Work Group**:

- Labor market info and outreach: Tuesday, July 20th from 9am-10:30am
- Occupations decided: Tuesday, August 17th from 9am-10:30am
- Draft pyramids review: Tuesday, September 14th from 9am-10:30am

Email Kathleen Gordon if you'd like to be part of this work group at Kathleen.Gordon@state.mn.us

Minnesota Dual-Training Pipeline Upcoming Events

- IT Work Group Meetings – July 20, August 17, September 14; all times 9am-10:30am
- Minnesota Dual-Training Pipeline 101 Webinar: Tuesday, August 10 from 9am-10am
- Speaker Series: TBD in September---Stay tuned!
 - We'd love to hear your suggestions!
- Advanced Manufacturing and Agriculture Industry Forums: October 26, 2021
- Health Care Services and Information Technology Industry Forums: October 27, 2021

Thank You!



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