Minnesota Dual-Training Pipeline
All-Industry Forum
June 22, 2022
Agenda

- Introductions and Welcome
- Overview of Pipeline
- Presentation from Joe Mahon, Federal Reserve Bank of Minneapolis on workforce trends and latest impact of inflation
- Discussion on latest workforce trends, strategies
- Update on Dual Training Grant
- 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

Structured on-the-job training

Taking a variety of forms

Related Instruction

with a chosen training provider

- Powerful learning
- Engaged employee
- Benefit to all

Benefit to all
Minneapolis 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/Al 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
New Minnesota Dual-Training Pipeline Occupations in 2022

- Meat Cutter/ Meat Processor
- Dental Therapist
- Emergency Room Nurse
- Medical Laboratory Scientist
- Physical Therapy Assistant
- Positive Support Analyst
- Positive Support Specialist
Updates Coming to Three Occupations, Stay Tuned for More...

- Senior Living Culinary Manager changing to Assisted Living Culinary Manager
- Psychiatric/ Mental Health Out-patient
- Psychiatric/ Mental Health In-patient
- Let us know if you’d like to work with us on adding any new occupations!!!
Our Featured Speaker

Joe Mahon
Federal Reserve Bank of Minneapolis
Director of Regional Outreach
INFLATION AND LABOR MARKET CONDITIONS

June 22, 2022

Joe Mahon
Regional Outreach Director
DISCLAIMER

The views expressed here are the presenter's and not necessarily those of the Federal Reserve Bank of Minneapolis or the Federal Reserve System.
AGENDA

- Federal Reserve background
- Economic update
  - Labor market progress
  - Inflation dynamics
- Your experience (throughout)
ORGANIZATION OF THE FED
We serve the public by pursuing a growing economy and stable financial system that work for all of us.
The Federal Reserve Act mandates that the Federal Reserve conduct monetary policy “so as to promote effectively the goals of maximum employment, stable prices, and moderate long-term interest rates.”

**Dual Mandate:** maximum employment and price stability
U.S. ECONOMIC UPDATE
UNEMPLOYMENT BACK NEAR PRE-PANDEMIC LEVELS

Unemployment rate

Source: Bureau of Labor Statistics
NONFARM EMPLOYMENT

MILLIONS, LEVEL

Source: Bureau of Labor Statistics
EMPILOYMENT–POPULATION RATIO
16+, PERCENT

Source: Bureau of Labor Statistics
PANDEMIC AND INFLATION
HISTORICAL INFLATION SINCE 1800

Source: Bureau of Labor Statistics
*Values prior to 1913 are estimates from historical data series
INFLATION HAS INCREASED RECENTLY

Consumer Price Index
12-month percent change

Source: Bureau of Labor Statistics
What’s Going Up the Most?

CPI, May 2022
12-month change

- Gasoline
- Lodging incl. hotels and motels
- Energy
- Airline fares
- Used Cars and Trucks
- Electricity
- Food
- Apparel
- Medical Care Services
- Food Away from Home
- Shelter
- All Items

0% 10% 20% 30% 40% 50% 60%
CONSUMER SPENDING WAY UP, ESPECIALLY FOR GOODS

Personal Consumption Expenditures
Index Feb 2020=100, Monthly, Seasonally Adjusted Annual Rate

Source: Bureau of Economic Analysis
GOODS GOT MORE EXPENSIVE RELATIVE TO SERVICES

Ratio: PCE-Durable Goods/PCE-Services

Source: Bureau of Economic Analysis
PANDEMIC, SUPPLY CHAIN EFFECTS STRONG IN EARLY 2021

Contributions to core CPI Inflation

Percentage point contribution, monthly rate, SA

EFFECTS SEEMED TO TEMPER MID-YEAR

Contributions to core CPI Inflation

Percentage point contribution, monthly rate, SA

THEN INFLATION BECAME MORE WIDESPREAD

Contributions to core CPI Inflation
Percentage point contribution, monthly rate, SA

A LOT OF RECENT INFLATION STILL IN GOODS AND ENERGY

Components of CPI
Percentage point contribution, NSA

- Services (less energy services)
- Goods (less food and energy)
- Food
- Energy

Policy Has Tightened a Lot. Is It Enough? (An Update)

President Neel Kashkari on long-term real rates and monetary policy actions

Read more »

Pursuing an economy that works for all of us
THANK YOU!

QUESTIONS?

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OR CONNECT ON LINKEDIN
Reactions to Our Speaker - What do you think?

Are you experiencing the same kind of workforce challenges that our speaker discussed?

Type in the chat Note: Most attendees noted A or B as response

A) 100%
B) Mostly
C) A little bit
D) Not at all
Reactions to Our Speaker - What do you think?

- What’s your biggest workforce challenge now?

Type in the chat  Note: Most attendees noted both as a response

- Recruitment
- Retention
- Both
Reactions to Our Speaker- What do you think?

- How significantly is inflation impacting your company/organization?

Type in the chat

Note: Most attendees noted 2 as a response

1. Having a huge impact
2. Having a moderate impact
3. Having a minimal impact
4. No impact
What’s working well right now to address your workforce needs?

Note: Some examples shared by attendees were being flexible with schedules, doing more recognition and giving out gas or gift cards. Others have done more referral checking. More recognition was also commented on as well as comment boxes and employee roundtables. Finally, several people also noted training and connecting with area schools.
Discuss any barriers to training within your organization?

Note: Some people noted in the forum that being so short staffed is becoming a barrier for training. Other barriers noted were sometimes it is hard to get buy in and support from management. In addition, some said getting colleges and schools to partner can be challenging.
What resources do you need to help create or improve your dual training initiatives?

Note: Some people noted in the forum that they could use more help getting connected to community colleges as well as high school counselors. In addition, some people asked for help with having conversations with management about how to do dual training and how valuable it can be for the worker and employer. Pipeline staff is here to help with all of these ideas so reach out to us for help!
Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) – Grant application will open again in spring of 2023; 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.
Dual Training Grant by the Numbers

- 56 Grant awards in Round 11
- 644 Dual trainees
- Round 11 Awards: $3,347,000
- 56 companies funded in Round 11 with 29 in manufacturing, 23 in healthcare, 2 in information technology and 2 in agriculture
- Over $1.9 million in funds were in Greater Minnesota.
- For more information on the grant, please contact Jacquelynn Mol Sletten at jacquelynn.mol.sletten@state.mn.us
Upcoming Minnesota Dual-Training Pipeline Events

▪ Save the Date for Fall Industry Forums

Advanced Manufacturing/ Agriculture on Tuesday, October 25
Health Care Services/ Information Technology on Wednesday, October 26
Thank You!

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