



Minnesota Dual-Training Pipeline Speaker Series X

Employment-Based dual training: A Proven Record of Success

Welcome!

Brief Introduction to Department of Labor and Industry and Minnesota Dual-Training Pipeline

Description of Pipeline Dual-Training Model

Katie Spiker– Featured Speaker from the National Skills Coalition

Employment-based dual training: A Proven Record of Success

A series of questions, including the opportunity for questions from audience

Next steps, upcoming events and thank you

About the Department of Labor and Industry

*DLI's **VISION** is to be a trusted resource, service provider and impartial regulator.*

*DLI's **MISSION** is to ensure Minnesota's work and living environments are equitable, healthy and safe.*

DLI Programs:

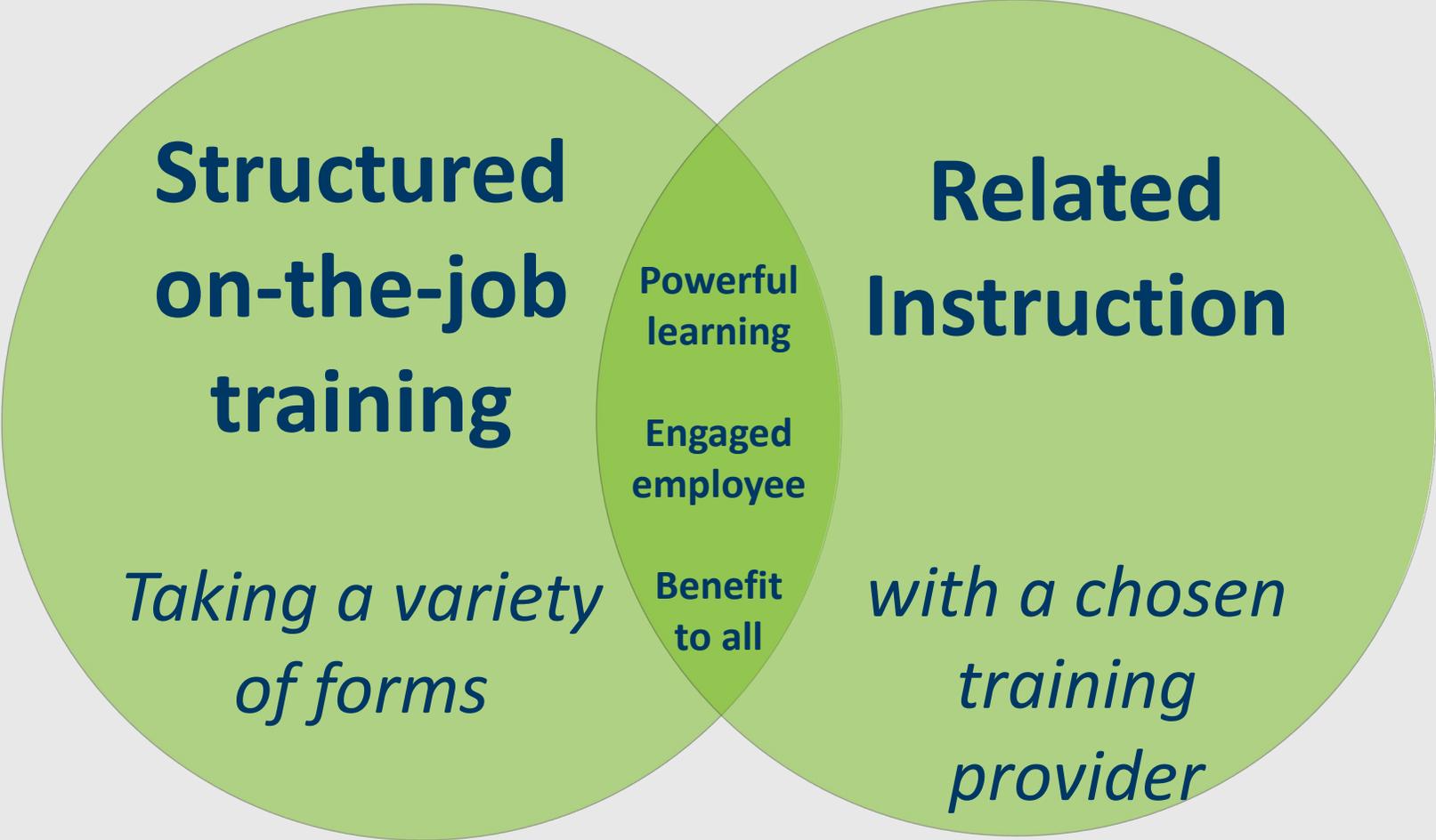
- Registered Apprenticeship
- Minnesota Dual-Training Pipeline
- Youth Skills Training Program
- Child Labor Outreach and Compliance
- Workplace Safety Consultation
- Workers Compensation Administration
- OSHA Compliance
- Wage and Hour Compliance

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



Benefits of Employment-Based Training

■ Employers:

- Build and shape their own workforce
- Creates new skilled worker pipeline
- Workers produce as they train
- Improve productivity overall
- Reduce employee turnover

■ Workers:

- Employment
- Job Training
- Wages increase with progress
- Master in-demand skills
- Credentials





Employment-based dual training: a proven record of success

Katie Spiker

National Skills Coalition

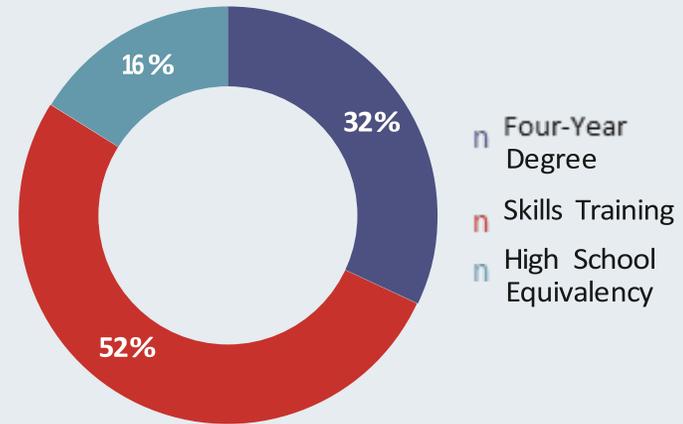
Director of Government Affairs

Virtual Speaker Series X

September 2020

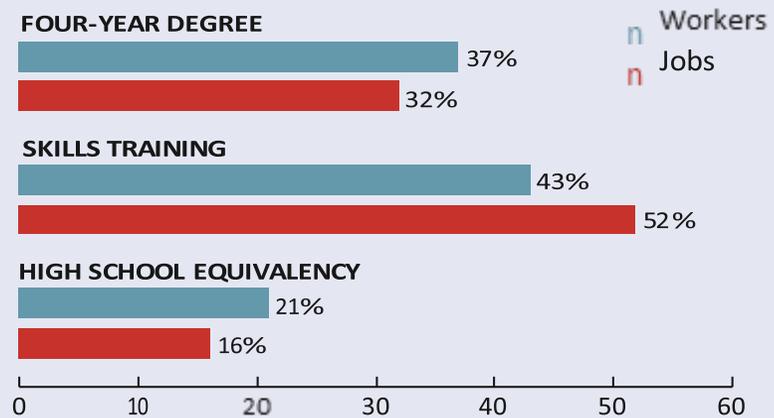
A majority of jobs (52%) require skills training beyond high school, but not a four-year degree.

AMERICA'S JOBS BY EDUCATION REQUIREMENT, 2018



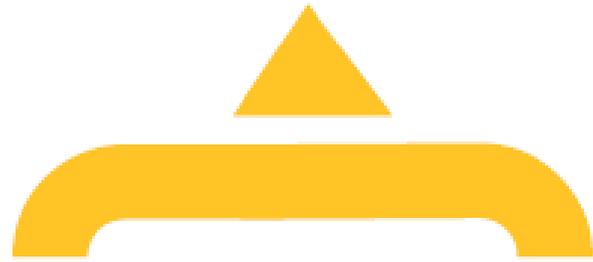
But too few workers can access the skills training and education needed to fill in-demand jobs.

AMERICA'S JOBS AND WORKERS BY EDUCATION LEVEL, 2018





79%
**of business leaders want to
see more government
funding for skills training.**



50

MILLION AMERICANS
ALMOST 30% OF THE U.S. WORKFORCE
FILED FOR UNEMPLOYMENT

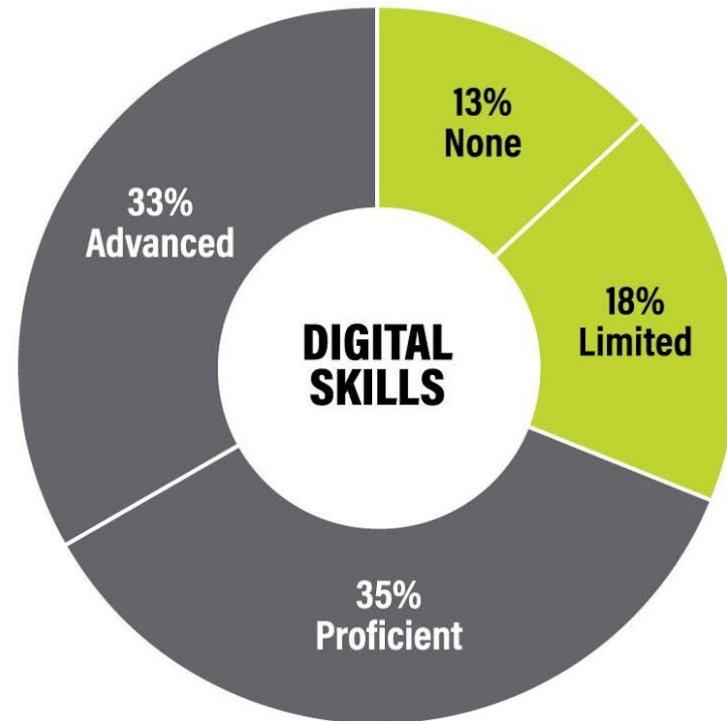


84%

OF UNEMPLOYED VOTERS
WANT POLICYMAKERS TO
IMMEDIATELY INCREASE
INVESTMENT IN TRAINING



Nearly one-third of America's workers lack digital skills

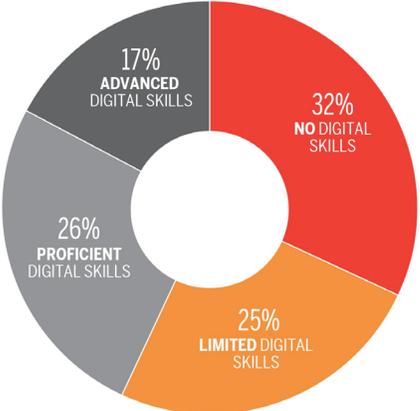


Currently employed US workers ages 16-64. Source: *OECD Survey of Adult Skills (PIAAC) 2012-14.*

Selected industries ²⁴	Percentage of workers with no digital skills	Percentage of workers with limited digital skills	Combined percentage of workers with limited or no skills*
Construction, transportation and storage	22%	28%	50%
Retail, wholesale, and auto repair	14%	23%	37%
Hospitality and other services	18%	18%	36%
Manufacturing	16%	19%	35%
Administrative and support services; arts, entertainment and recreation	13%	22%	35%
Health and social work	12%	21%	33%
Finance, insurance, and real estate (FIRE)	6%	14%	19%*
Education	5%	11%	15%*

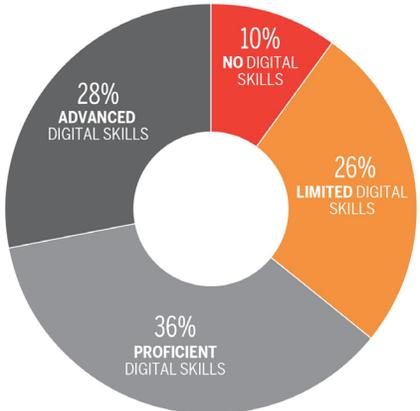
*NOTE: Numbers may not sum due to rounding.

**MORE THAN HALF OF LATINO WORKERS
NEED DIGITAL SKILLS**



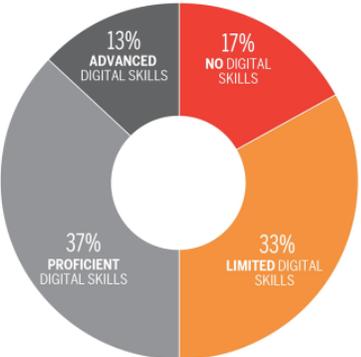
Currently employed US workers ages 16-64. Source: OECD Survey of Adult Skills (PIAAC), 2012-14.

**ONE-THIRD OF ASIAN AMERICAN/PACIFIC ISLANDER
WORKERS NEED DIGITAL SKILLS**



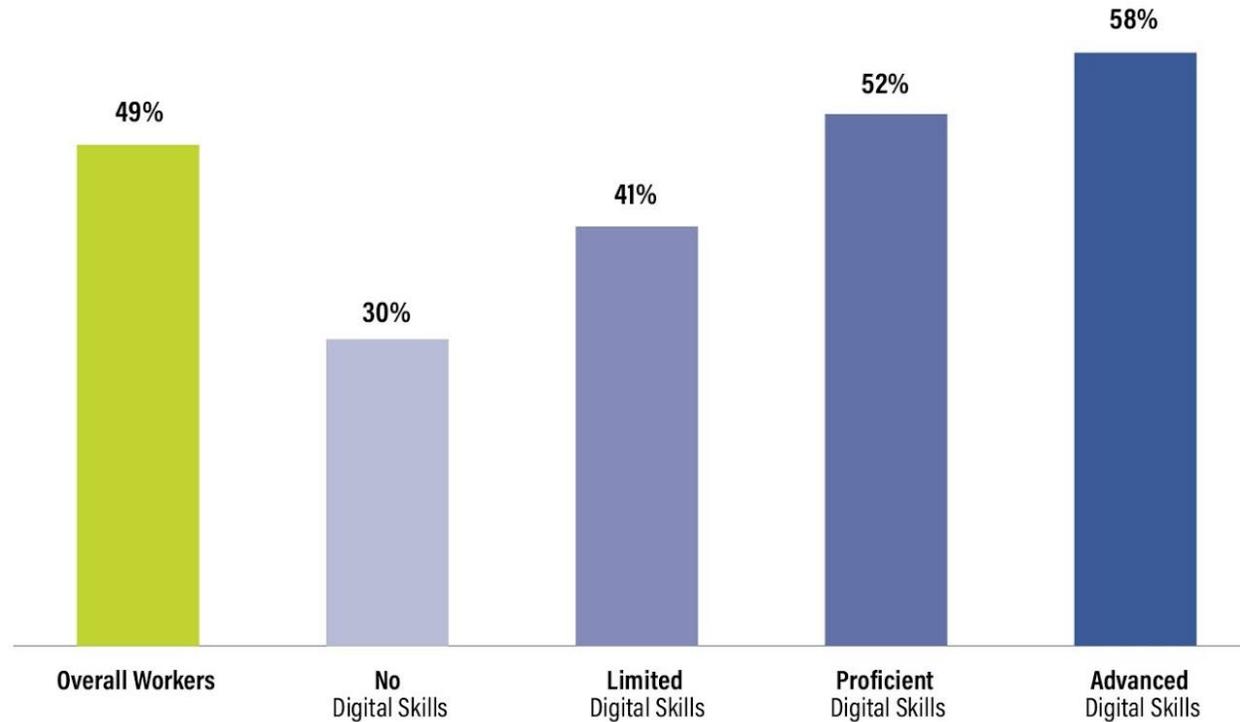
Currently employed US workers ages 16-64. Source: OECD Survey of Adult Skills (PIAAC), 2012-14.

HALF OF BLACK WORKERS NEED DIGITAL SKILLS



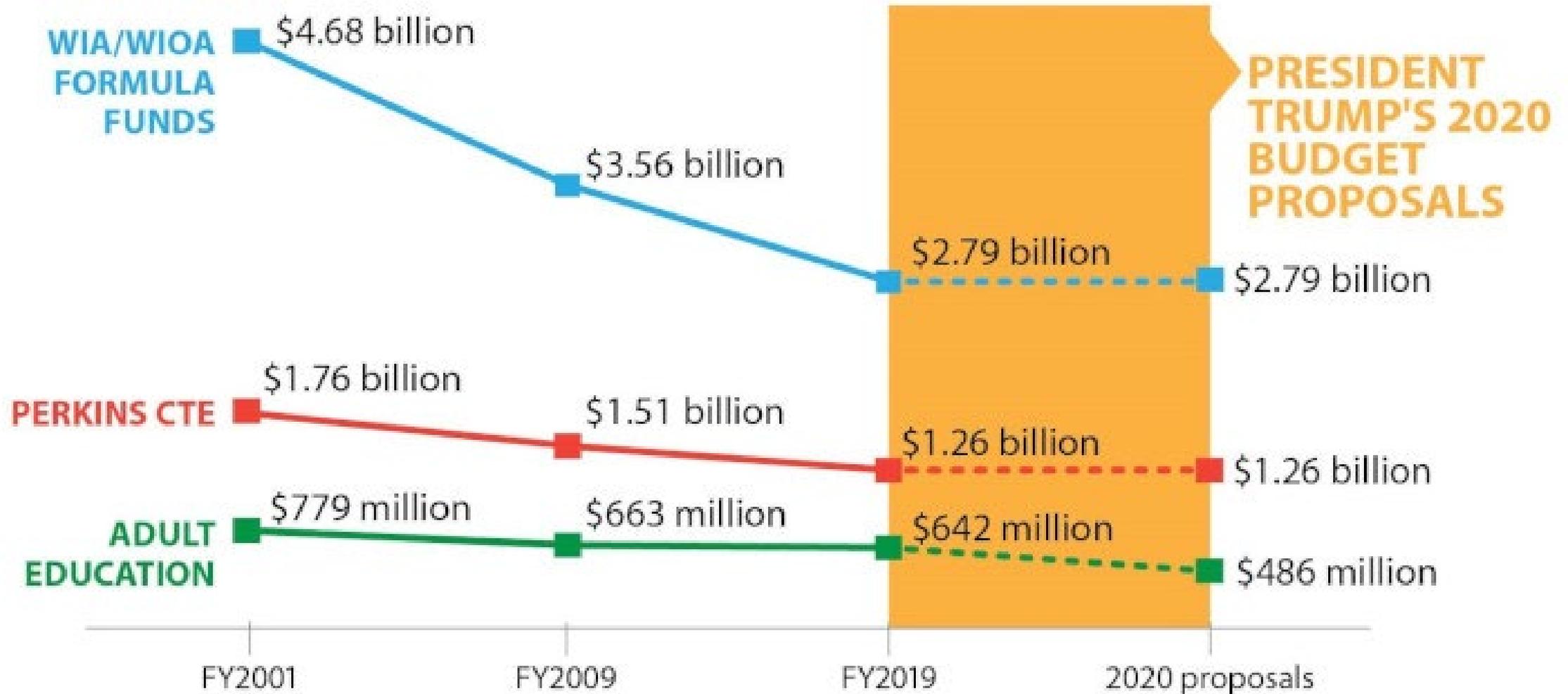
Currently employed US workers ages 16-64. Source: OECD Survey of Adult Skills (PIAAC), 2012-14.

Workers with fewer digital skills are less likely to have had recent on-the-job training (on any topic)



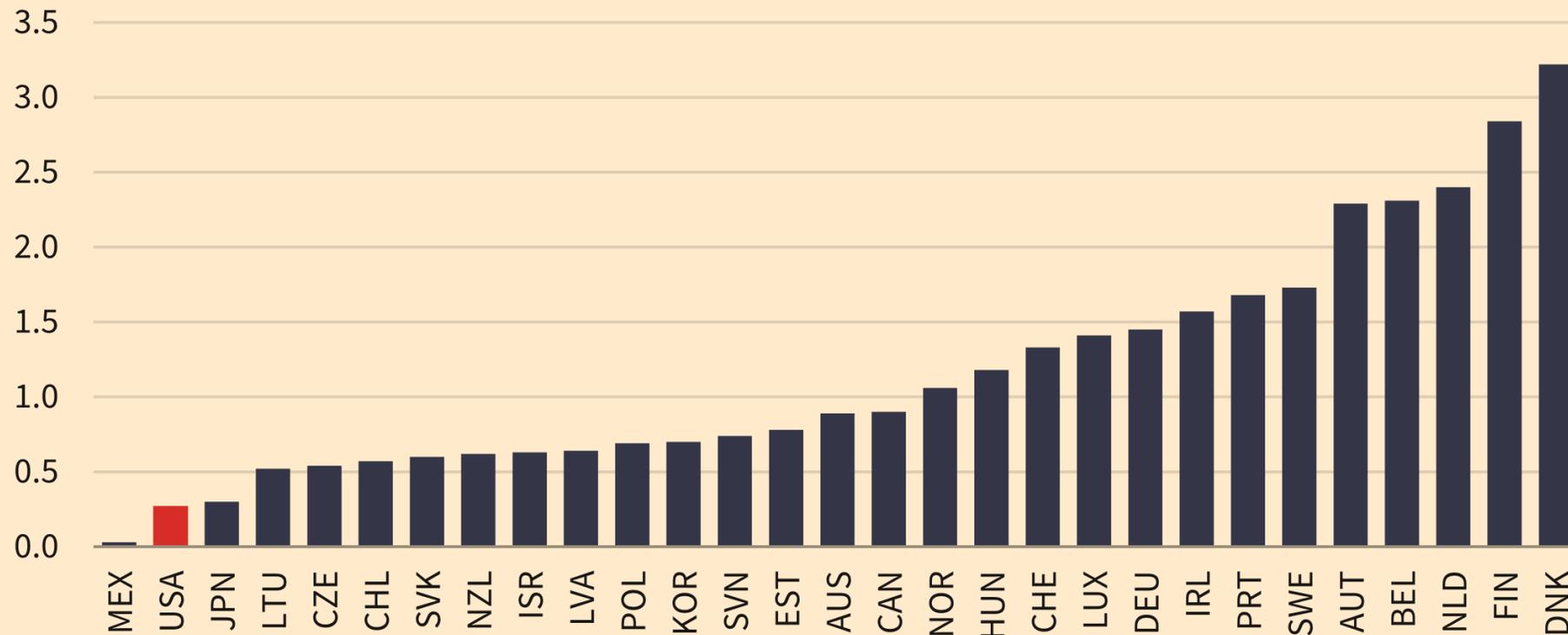
Currently employed US workers ages 16-64. Source: *OECD Survey of Adult Skills (PIAAC) 2012-14.*

Federal funding for workforce programs over time



The U.S. underinvests in workforce compared to every other industrialized country

Percent of GDP



Source: Organization for Economic Co-operation and Development Statistics²³



APPRENTICESHIP **IMPROVES PRODUCTIVITY AND THE BOTTOM LINE**

U.S. Department of Labor



IN THE U.S., **LESS THAN 5%**
OF YOUNG PEOPLE **TRAIN AS**
APPRENTICES. IN GERMANY,
THAT NUMBER IS 60%.



**What do
businesses
say they
need?**



63%

**WANT INCREASED
FUNDING TO EXPAND
APPRENTICESHIPS**



77%

**WANT INVESTMENTS
IN PARTNERSHIPS**



82% **OF VOTERS**

support immediate increased public investment in skills training to help people laid off in industries hit hard by Coronavirus and 81 percent support continuing to increase investment in skills training long term. In addition, 75 percent of voters want to see more nimble, short-term higher education options so that people can quickly retrain.



64%

**WANT SUPPORT
SERVICES FOR
WORKER TRAINING**



74%

**WANT TAX INCENTIVES
FOR SKILLS TRAINING**

97% of job training program administrators said supportive services are important



According to data from IWPR Studies

The image shows the iconic dome of the United States Capitol building in Washington, D.C. The dome is white with a series of arched windows and is topped with a statue. Below the dome, the neoclassical facade features a row of tall columns and a pediment with a relief sculpture. An American flag flies on a tall pole to the right of the dome. The sky is a clear, bright blue.

What's next in DC on employer-based dual training?



Opportunities exist with:

- **WIOA reauthorization**
- **Higher Education Act Reauthorization**
- **Further stimulus funding**

A photograph of two men in a workshop. The man on the left is a young Black man wearing safety glasses and a dark blue work shirt, looking intently at a piece of machinery. The man on the right is an older white man wearing safety glasses and a dark blue t-shirt, looking towards the younger man. The background shows industrial equipment and a bright, well-lit workshop environment.

Work-based learning



AMERICA AGREES ▶

88% **OF VOTERS**

want public investment in partnerships between skill training programs and local businesses to help train people for the jobs for which businesses are hiring.

84% **OF VOTERS**

want to see public investments in expanding access to digital learning and increasing digital literacy to make it easier for people to retrain.

Infrastructure

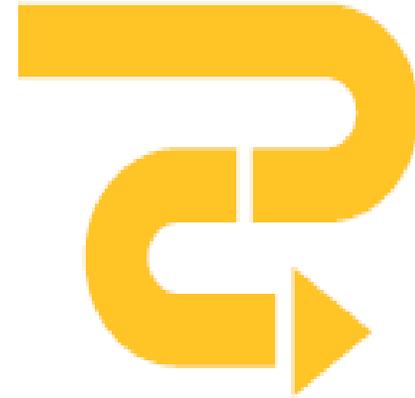


89% **OF VOTERS**

want any infrastructure plan to include investments in training so that local residents can access these jobs. Likewise, 67 percent of voters want any investment in a contact tracing workforce to include investments in training.

82% **OF VOTERS**

believe the government should offer incentives for businesses to use down time for training instead of laying off workers.



Future of work

A futuristic car manufacturing factory. In the center, a silver car chassis is being worked on by several orange robotic arms. One arm in the foreground is actively welding, creating a large spray of bright orange sparks that radiates across the scene. The background shows a complex industrial environment with more robotic arms and car parts, all under bright, cool-toned lighting. A teal banner with the text 'Future of work' is overlaid on the left side of the image.

Questions and Answers

Katie Spiker: National Skills Coalition

Question:

COVID-19 has posed huge challenges for businesses and workers but are there any positive changes to work and business that you think may come out of this and stay as we eventually move past the pandemic?

Answer:

Some businesses have moved forward with creating dual-training models. COVID did also get more companies to focus on improving employees' digital skills so that has been a benefit. In addition, COVID showed how nimble companies were able to shift product lines and adapt and make new things which is a positive.

Katie Spiker: National Skills Coalition

Question:

COVID-19 has put a spotlight on the digital skills gap in certain industries. What can businesses do to address this gap?

Answer:

Businesses should consider pivoting skill sets. By utilizing employment-based training, an employer can upskill their employees with technology training while maintaining productivity of their workforce.

Meanwhile, the employees are gaining marketable skills and credentials that will increase their future opportunities.

Katie Spiker: National Skills Coalition

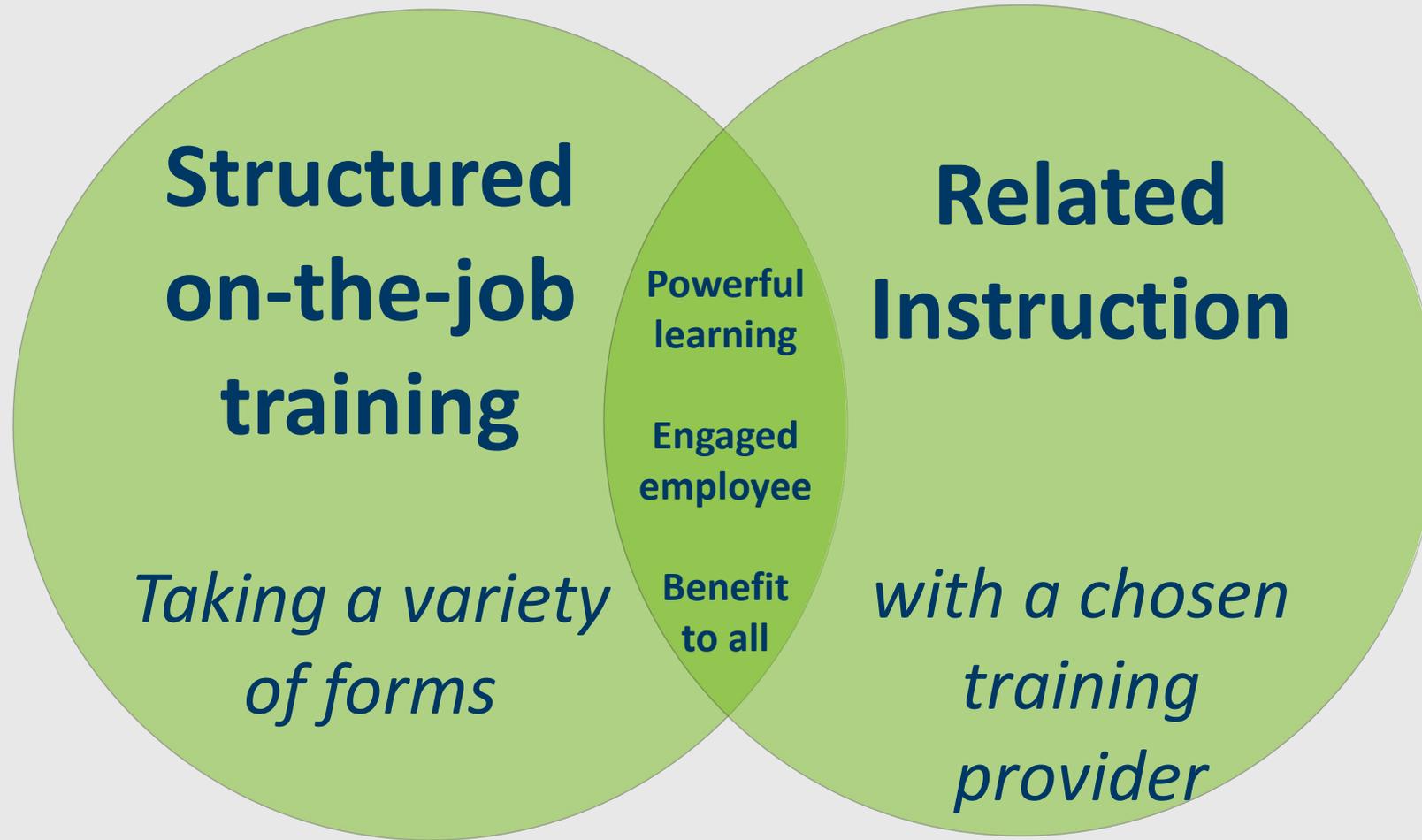
Question:

How can I start employment-based dual-training? Are there best practices for getting started?

Answer:

The best examples come from what is happening locally. Each state and community has unique programs to offer and so employers should seek out a local entity for assistance with this. In Minnesota, the Department of Labor and Industry's Dual-Training Pipeline staff can help within the industries of Advanced Manufacturing, Agriculture, Health Care and Information Technology.

Bringing it all back to Dual Training



Dual Training in Minnesota

- Minnesota is one of eleven states in the nation with a fund dedicated to ensuring a skilled workforce – the Workforce Development Fund
- Minnesota Dual-Training Pipeline is unique in that it brings industry leaders together to guide the effort and solidify cutting-edge approaches
- Pipeline has developed competency models for 56 occupations, with more on the way
- Business leaders are the primary drivers and have a loud voice in Minnesota – thank you for your leadership!

Upcoming Minnesota Dual-Training Pipeline Events (All events online via webex)

- **Workforce Community Conversation for Duluth and northeastern Minnesota**
Wednesday, September 30, 2020: 9am-10am
- **Minnesota Dual-Training Pipeline 101**
Tuesday, October 13, 2020: 9am-10am
- **Workforce Community Conversation for Owatonna and southern Minnesota**
Wednesday, October 14, 2020: 9am-10am
- **Industry Forums: November 2nd and 3rd**
 - Advanced Manufacturing: Nov. 2 from 9am-10am
 - Agriculture: Nov. 2. from 1pm-2pm

 - Health Care: Nov. 3 from 9am-10am
 - Information Technology: Nov. 3 from 1pm-2pm

Thank You!



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