

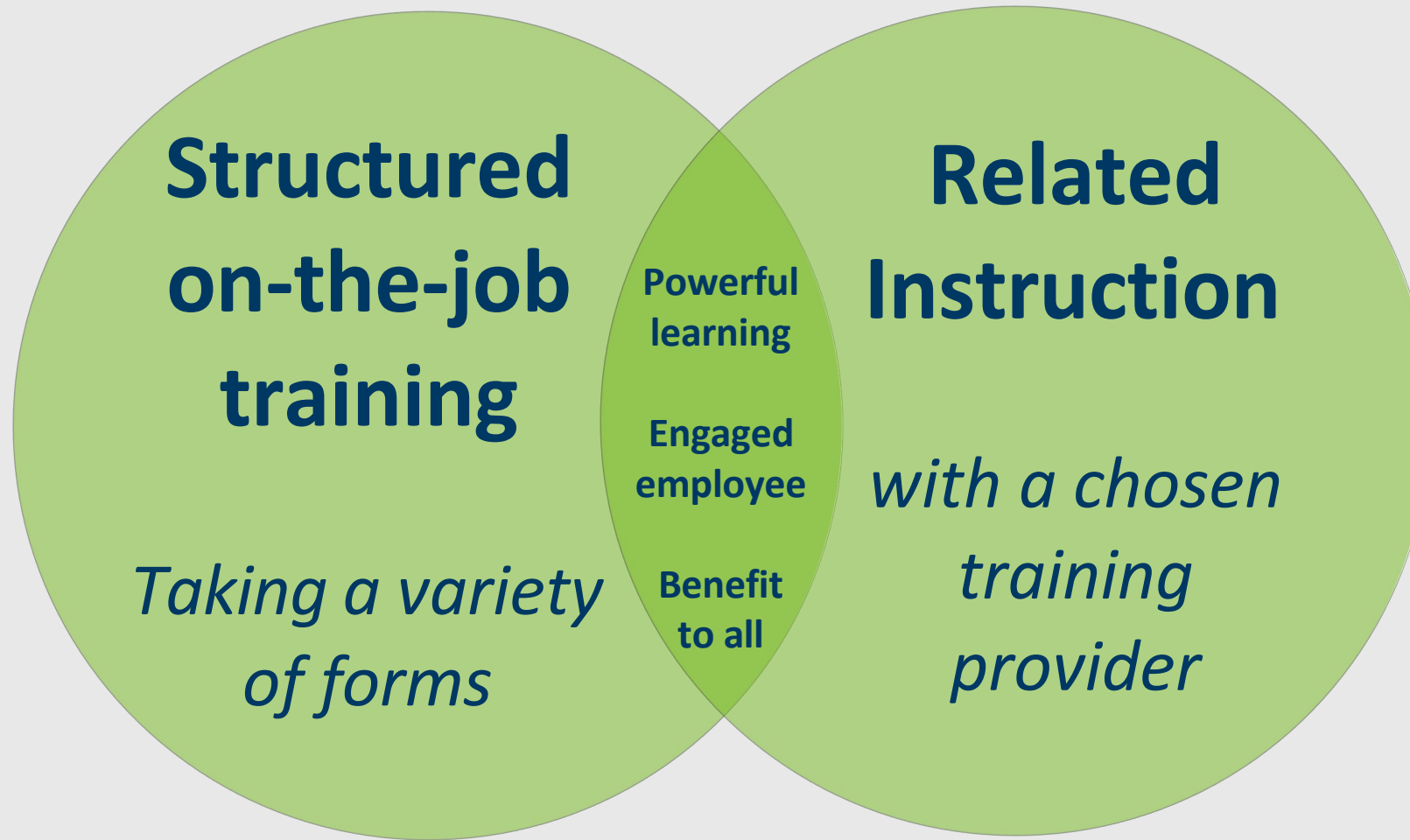
Minnesota Dual-Training Pipeline Transportation Industry Forum November 13, 2024

- **Introductions**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Industry discussion – New transportation occupations**
- **OHE Dual Training grant update**
- **Wrap-up and next steps**

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, child care, health care services, information technology, legal cannabis industry and transportation.**
- Private Investment, Public Education, Labor and Industry Experience

Employment-Based Training



Benefits of Employment-Based Training

■ Employers:

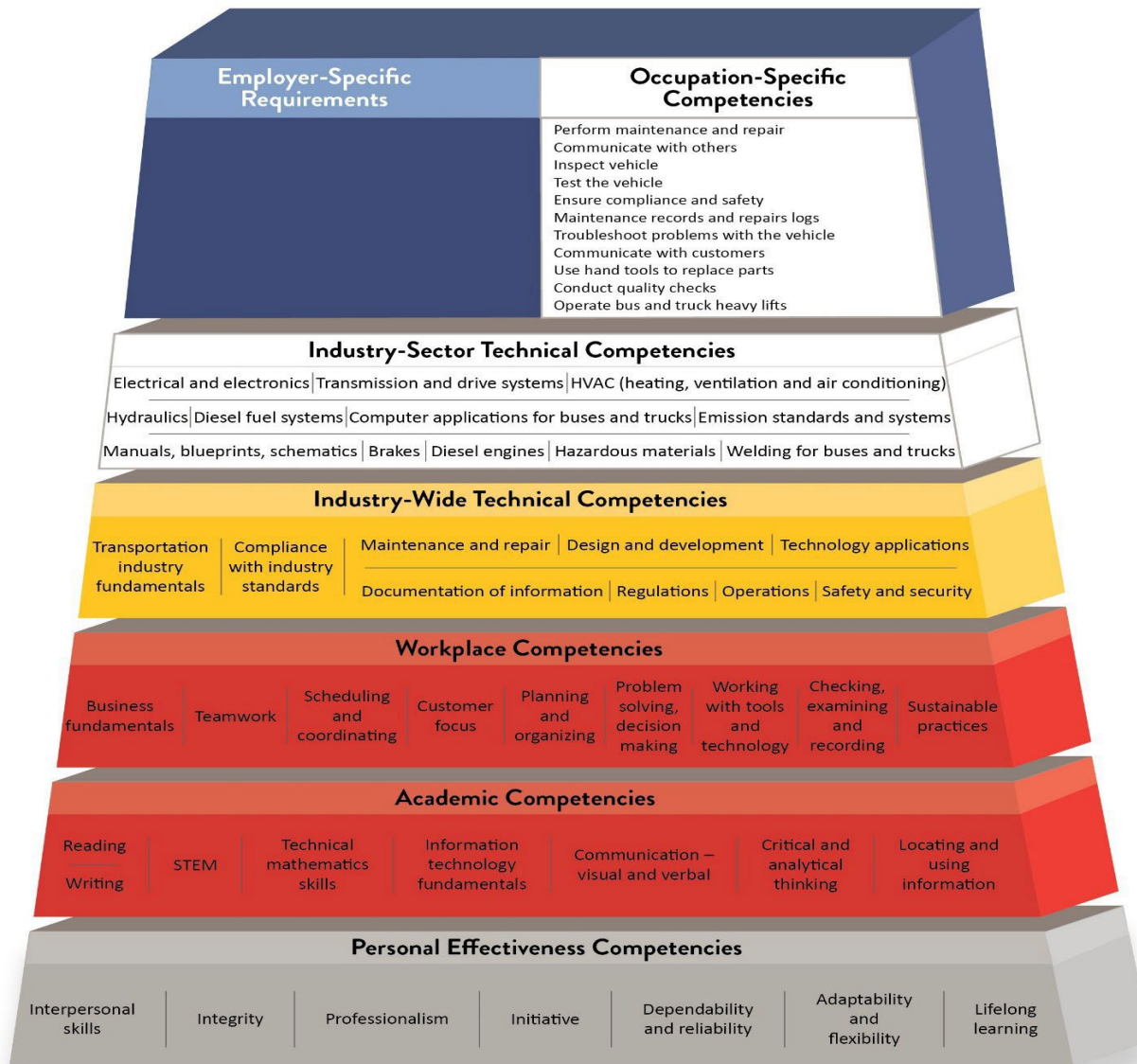
- Build and shape their own workforce
- Creates new skilled worker pipeline
- Workers produce as they train
- Improve productivity overall
- Reduce employee turnover

■ Workers:

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



Minnesota Dual-Training Pipeline
Competency Model for Transportation
Occupation: Bus and Truck Diesel Mechanic



Based on: Transportation, Distribution and Logistics Competency Model, Employment and Training Administration, United States Department of Labor, August 2018

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 Competency Pyramid

<https://dli.mn.gov/sites/default/files/pdf/transport-bus-and-truck-diesel-mechanic.pdf>

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 seven 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.

Minnesota Dual-Training Pipeline Occupations

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$21.58/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

Dual-Training Pipeline Program Updates

What has Minnesota Dual-Training Pipeline been up to lately?

- Child care visit to Yellow Brick Road Learning Center in Plymouth with Lt. Governor Peggy Flanagan.

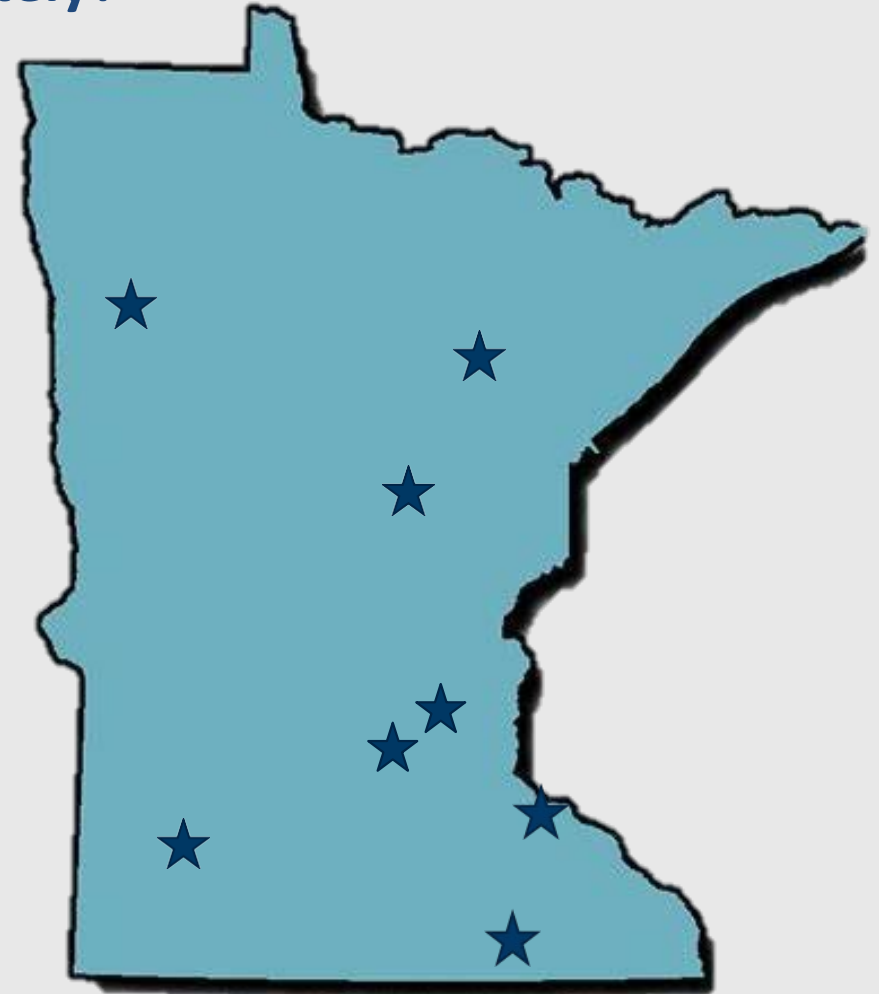
[Lawmakers funnel \\$450K to help grow Minnesota's child care workforce - CBS Minnesota](#)

- Manufacturing Month visit to Two Rivers Enterprises with Commissioner Blissenbach and Commissioner Olson.

[Two Rivers Enterprises Recognized For Work With Training Programs](#)

- Workforce Community Conversations:

- | | |
|------------|----------------|
| ➤ Brainerd | ➤ Red Wing |
| ➤ Austin | ➤ Crookston |
| ➤ Blaine | ➤ Grand Rapids |
| ➤ Marshall | ➤ Shakopee |



Community Conversation feedback topics

Lack of housing for potential employees and families. Hard to attract new workers without it.

Lack of childcare makes it difficult to attract and retain employees if childcare is needed.

Areas with strong Economic Development and Chamber of Commerce partnerships show increased resolution to solve the above issues.

Local high school and employer partnerships increase talent pool and give students career opportunities after graduation.

Transportation Occupations

- Aircraft maintenance technician
- Automotive mechanic
- Bus and truck diesel mechanic
- Heavy and tractor-trailer truck driver

[Transportation | Minnesota Department of Labor and Industry](#)

New Transportation Occupations

What occupations do you see a need for in the transportation industry?

Notes from discussion:

- Here are some of the jobs people shared as anticipating a need for going forward: Truck driver, diesel technician, collision repair, and aviation maintenance professionals.
- Following the industry forum, DLI staff will continue researching these occupations, and more, to see what might be possible to add as new eligible occupations for the dual-training program. As such, please note that items listed above may or may not be formally added to the program in the future.

What training needs do you anticipate for these occupations?

Notes from discussion:

- Many employers prefer to provide in-house training to support the uniqueness of vehicles or the type of work for new employees.
- Automotive Service Excellence (ASE) certification.
- Training for Class B commercial drivers license.

What barriers to hiring, training and retaining transportation workers are you concerned about?

Notes from discussion:

- New regulations prohibit many employers from conducting in-house training.
- Classroom-based training can be more time consuming.

Next Steps for New Occupation(s)

Thank you! We are here for you, *and* we still need your help!

Reach out to us if you would like to see particular new occupations added. Our team will also be following up to gather job postings and job descriptions and hear further from you about potential new occupations to add for Pipeline.

November / Early December	Late December	Early January 2025	February 2025	Late February/ March 2025
New occupation draft creation	Competency Pyramid Survey	Competency Councils	Industry Forums	New occupations posted

Dual Training Grant Basics

An eligible DTG recipient must meet all the following:

- Be an employer or organization of employers
- Have a dual-training program
- Employ an eligible dual trainee
- Have an agreement with an eligible related instruction training provider
- If annual gross revenue exceeded \$25,000,000 in the previous calendar year, pay for at least 25% of related instruction costs
- If a current or prior DTG recipient, be in good standing on all grant requirements
- If a current or prior recipient of other Minnesota State grant programs, be in good standing on all grant requirements.

*Next [grant round](#) to be held in Spring 2025. Opens March 4 and closes April 15.



Contacts:

Jacquelynn.Mol.Sletten@state.mn.us &
Grace.Ferdinandt@state.mn.us

Dual Training Grant details

The maximum grant request amount is **\$165,000** and limited among the following budget categories:

Budget Category	Grantee Maximum Amount	Grantee Match Required	Expenditures	Dual Trainee Maximum Amount
Related Instruction Costs	\$150,000	25% match required, up to \$2,000, if annual gross revenue exceeded \$25,000,000	<ul style="list-style-type: none">• Tuition• Fees• Required & recommended books• Required & recommended materials	\$6,000
Trainee Support Costs *Connected to related instruction	10% of grant request amount, up to \$15,000	None	<ul style="list-style-type: none">• Transportation and/or mileage• Lodging• Meals• Tutoring services• Translation and/or interpreter services	None

Upcoming Events

Speaker Series with Sarah Ciavarri

“Breaking the Leadership Myths: Unlearning the Lies and Leading with Confidence”
December 10, 2024, from 9 to 10 a.m. [Register here](#)

Pipeline 101 – Dive deeper into the basics of the Dual-Training Pipeline model

December 17, 2024, from 9 to 10 a.m. [Register here](#)

Save-the-Date - Winter Industry Forums

- Transportation – 2/4/2025 @ 9 a.m.
- Child care – 2/4/2025 @ 1 p.m.
- Agriculture – 2/5/2025 @ 9 a.m.
- Health Care Services – 2/5/2025 @ 1 p.m.
- Legal Cannabis – 2/6/2025 @ 9 a.m.
- Advanced Manufacturing – 2/6/2025 @ 1 p.m.
- Information Technology – 2/7/2025 @ 9 a.m.

Thank You!



Dan Solomon
Program Manager
651-284-5355

dan.solomon@state.mn.us



Kathleen Gordon
Program Consultant
651-284-5388

kathleen.gordon@state.mn.us



Erik Holtan
Program Consultant
651-284-5082

erik.holtan@state.mn.us



Madolyn Martini
Program Consultant
651-284-5088

madolyn.martini@state.mn.us