



Minnesota Dual-Training Pipeline
Lakeville Workforce Community Conversation
September 28, 2023

- **Introductions**

 - *What do you hope to get out of today's event?**

- **Minnesota Dual-Training Pipeline overview**
- **WORKFORCE COMMUNITY CONVERSATION!**
- **Wrap-up/networking**

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
- Construction Codes and Licensing
- Office of Combative Sports

What is Minnesota Dual-Training Pipeline?

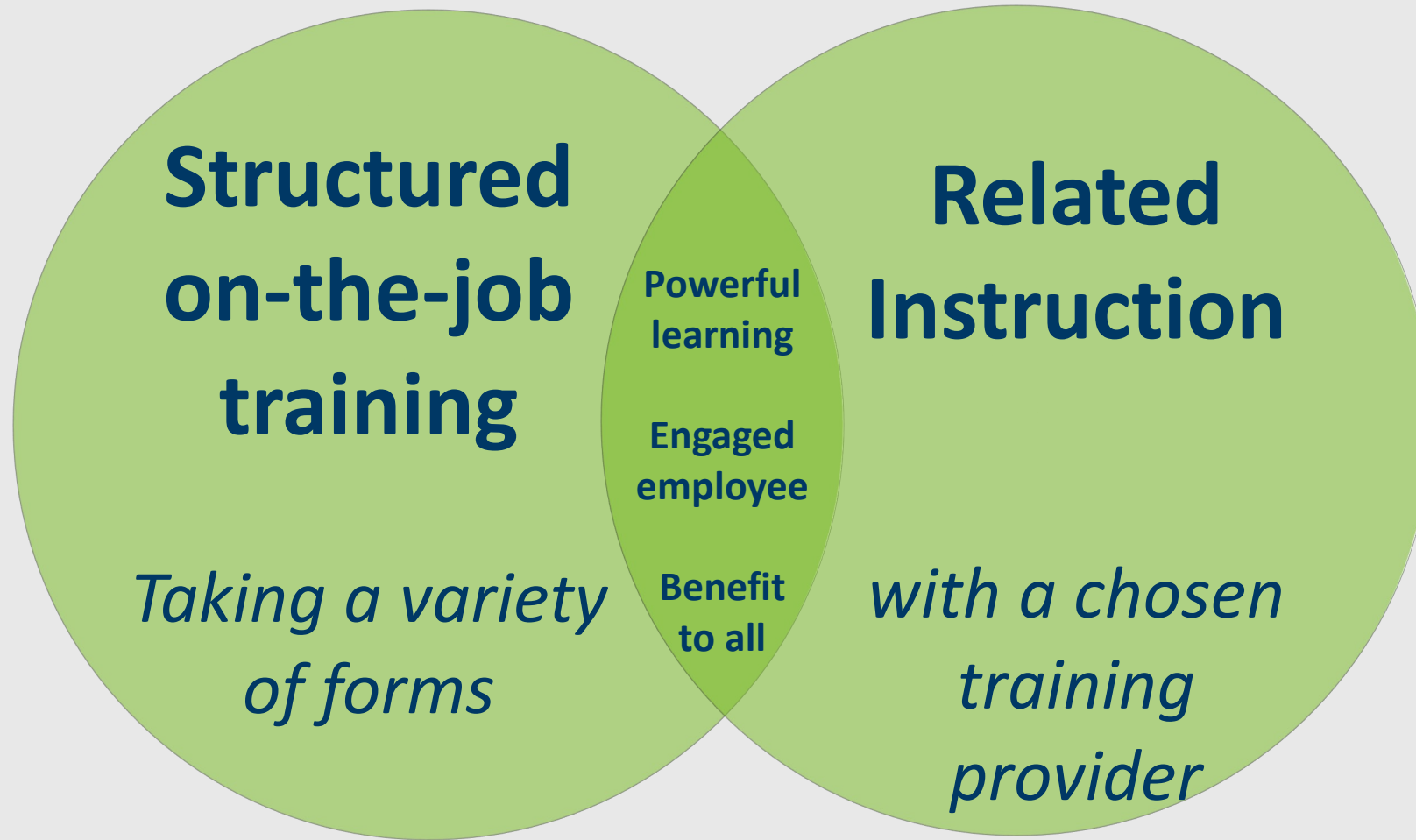


- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, child care, health care services, information technology, legal cannabis industry and transportation.**
- Private Investment, Public Education, Labor and Industry Experience

Minnesota Dual-Training Pipeline Strategies

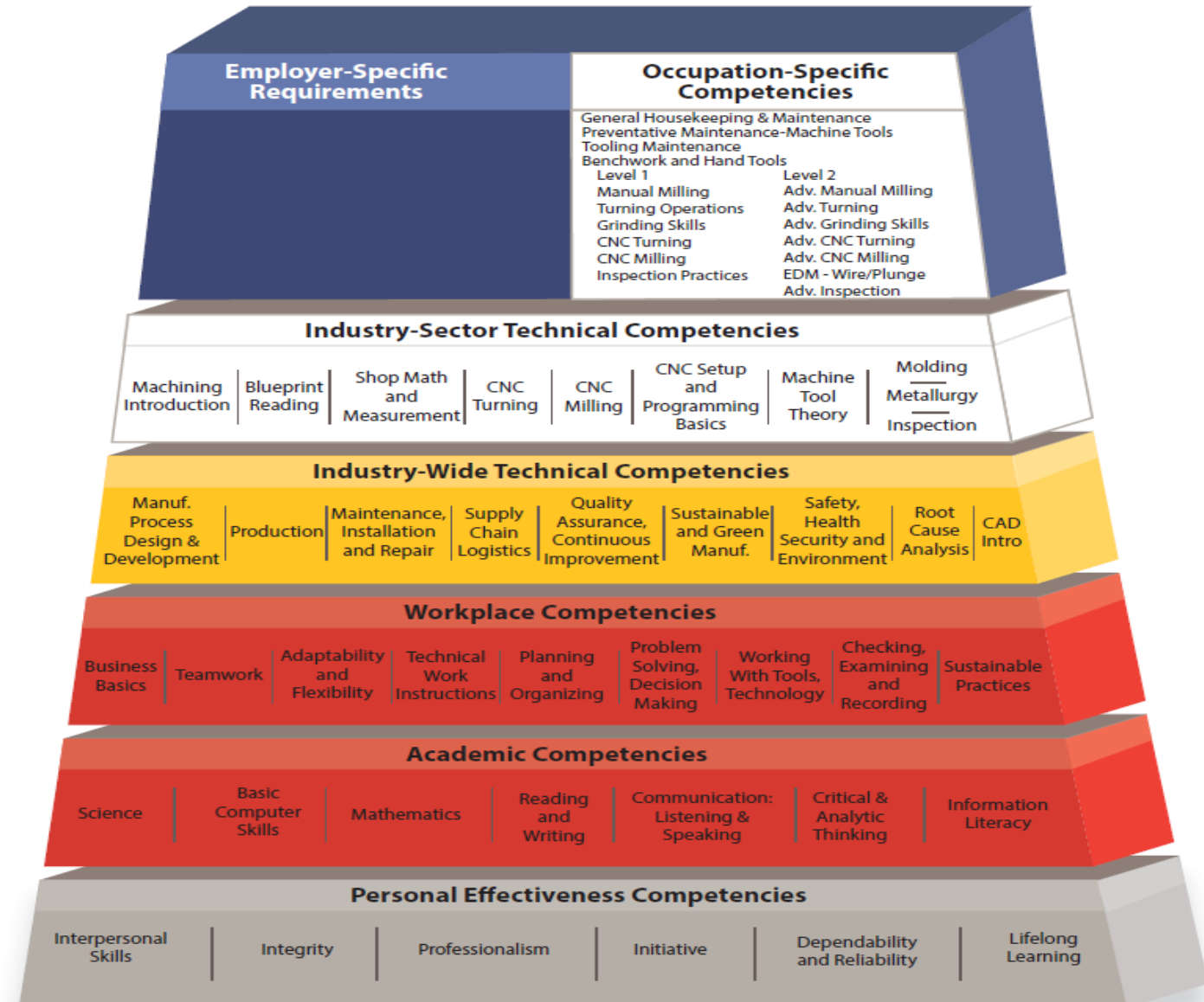
- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

Employment-Based Training



Sample Competency Model Pyramid

Minnesota Dual-Training Pipeline Competency Model for Advanced Manufacturing Occupation: Machinist/CNC Operator



Based on: Advanced Manufacturing Competency Model Employment and Training Administration, United States Department of Labor, April 2010.

* 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 Occupations

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$19.46/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand according to DEED's labor market statistics;
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

- Grants are available to cover the cost of related instruction (tuition, fees, books, and materials) – Grant application will open again in spring of 2024; 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 employer. If employer exceeds \$25 million in annual gross revenue, 25% match is required. The maximum grant for an application for trainee support is ten percent of the grant amount for the cost of training. The maximum total grant per application is \$165,000. Stay tuned for more details on what kind of trainee supports will be allowed to be paid for in the next grant round.
- 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.

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Workforce Community Conversation

Let's Discuss:

- 2023 Challenges
- Hiring Successes
- Retention Successes
- Innovative Approaches

Let's Share:

- How can
Minnesota Dual-
Training Pipeline
support you?

2023 Challenges

- What are your biggest challenges for hiring?
- What are your biggest challenges for retention?
- What jobs / positions are you having difficulty hiring?
- Any unique regional challenges?

Hiring and Retention Successes

- What's working well with hiring?
- What's working well with employee retention?
- Any tips for overcoming challenges now?

Innovative Approaches

- Are you partnering with your area colleges? Area high schools?
- Are you offering on-the-job training for your workers?
- Have you tried second chance hiring?
- Other innovative approaches?

Upcoming Virtual Events

Speaker Series “Improve Your Workplace with Mentoring Programs”:
October 3, 2023 9-10 a.m. [Register to attend](#)

Pipeline 101: October 10, 2023 9-10 a.m. [Register to attend](#)

Industry Forums

- **Advanced Manufacturing:** October 31, 2023 9-10 a.m. [Register to attend](#)
- **Health Care Services:** October 31, 2023 1-2 p.m. [Register to attend](#)
- **Child Care:** November 1, 2023 9-10 a.m. [Register to attend](#)
- **Information Technology:** November 1, 2023 1-2 p.m. [Register to attend](#)
- **Transportation:** November 2, 2023 9-10 a.m. [Register to attend](#)
- **Agriculture:** November 2, 2023 1-2 p.m. [Register to attend](#)
- **Legal Cannabis:** November 8, 2023 9-10 a.m. [Register to attend](#)

Thank You!



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