



PIPELINE Overview

SCALE: Scott County Association of Leadership and Efficiency
February 26, 2018

PIPELINE PROGRAM

INDUSTRY-BASED. EMPLOYER-DRIVEN. DUAL-TRAINING EXPERIENCE.



PIPELINE 101 Agenda

- Welcome and Introductions
- Overview of the Minnesota Department of Labor and Industry
- Overview of Employment-Based Training Programs
- PIPELINE Program Evolution
- PIPELINE Program Goals and Strategies
- Meet the PIPELINE Team (virtually)
- Questions and Answers

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About the Department of Labor and Industry

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

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

DLI Programs:

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



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What is Dual Training?

Dual training is an earn-as-you-learn approach where employers invest in employees by building a training infrastructure, developing career pathways and investing in the education of employees.

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Employment-based Training

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APPRENTICESHIP
MINNESOTA

Dual-Training		Registered Apprenticeship
Dual-Trainee is an employee of a participating employer		Registered Apprentice is an employee of sponsoring employer
Competency Standards	Structured on-the-job training	2,000 hours or equivalent of structured on-the-job training
	Related Technical Instruction	144 hours of related instruction each year
		50 hours of safety training
		Progressive wage schedule
		State issued completion certificate

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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
 - Comprehensive Job Training
 - Wages increase with progress
 - Master in-demand skills
 - Credentials
- **Minnesota:**
 - Quality training for workers
 - Safety for workers
 - Vibrant Economy

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What is the PIPELINE Program?

- An innovative approach to address current and future workforce needs
- A mechanism to develop dual-training programs that are industry-based and employer-driven
- In many cases, a pathway into registered apprenticeship
- Private Investment, Public Education, Labor and Industry Experience

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PIPELINE Program Evolution

- The Minnesota PIPELINE (Private Investment, Public Education, Labor and Industry Experience) Project was established by the Minnesota Legislature in 2014 to expand dual training in Minnesota.
- The first year engaged employers to begin the conversation about developing a skilled workforce. **This involved launching industry councils and competency councils.**
- In 2015, additional legislation was passed to create a grant program to help employers develop dual-training programs. The Minnesota Office of Higher Education (OHE) administers these grants in collaboration with the Department of Labor and Industry (DLI).
- To date, there have been five rounds of Dual-Training grants awarded, totaling over \$3.2 million in funds allocated.

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PIPELINE Program Goals

- Develop and enhance Minnesota's skilled workforce
- Establish a dynamic in which employers lead the conversation
- Expand dual training and registered apprenticeship across Minnesota

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Four Target Industries

- Advanced Manufacturing
- Agriculture
- Health Care Services
- Information Technology

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Strategies

- **Industry Councils:** Inform and direct PIPELINE Program 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.

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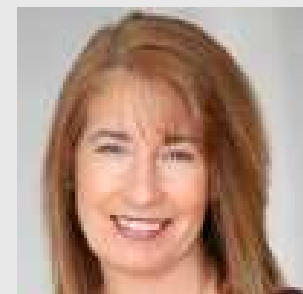
Meet the PIPELINE Team



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Industry Councils

- Engage PIPELINE stakeholders in formal relationships/partnerships
- Utilize PIPELINE Industry Councils to expand dual training programs
- Please sign up for updates and how to participate with all four industry councils at our website at www.dli.mn.gov/pipeline.asp
- Next Industry Council Meetings via webinar:
 - Advanced Manufacturing, Wednesday, February 21, 10:00 am
 - Agriculture, Wednesday, February 21, 2:00 pm
 - Health Care Services, February 28, 10:00 am
 - Information Technology, February 28, 2:00 pm

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Competency Councils

- Engage competency council to develop occupational competencies.
- Utilize occupational experts to define competencies for occupation models.
- PIPELINE has currently identified 22 in-demand occupations and the core competency skills it takes to succeed in these occupations.
- PIPELINE is working to formalize competencies for 10 additional occupations by mid-March 2018.

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Occupational Competencies

- Occupations must:
 - Be in-demand
 - Provide a family-sustaining wage
- Related instruction must result with an industry-recognized credential, certificate, or degree

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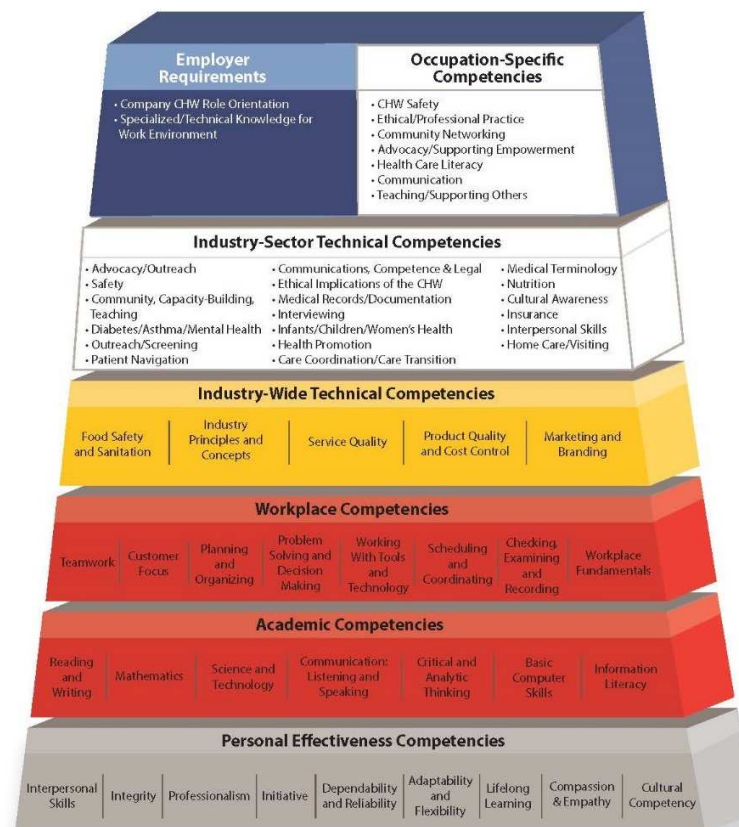
Competency Councils

INDUSTRY	OCCUPATION					
Advanced Manufacturing	Flexo Technician	Machinist / CNC Operator	Maintenance and Repair Worker	Mechatronics	Quality Assurance / Food Safety Supervisor	Welder
Agriculture	Agronomist	Mechanic, Industrial Truck	Swine Manager	Swine Technician (Grow Finish)	Swine Technician (Sow Farmer)	Quality Assurance / Food Safety Supervisor
Health Care Services	Health Support Specialist	Medical Assistant	Psychiatric / Mental Health Technician In-Patient	Psychiatric / Mental Health Technician Out-Patient	Senior Living Culinary Manager	
Information Technology	Security Analyst	Service Desk / Front Line Support or Computer User Support Specialist	Software Developer	Web Developer – Back End	Web Developer – Front End	

Competency

Councils

Competency Model for Health Care Services Occupation: Community Health Worker



Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

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Dual Training Consulting

- Present to groups and individuals about Dual Training (DT) programs and resources
- Lay out how to establish DT programs
- Facilitate employer to employer meetings and partnerships
- Investigate barriers and opportunities for the DT program
- Offer comprehensive templates for articulating and tracking on-the-job training
- Convene employer-led meetings with related instruction providers
- Support employers with applications for dual-training grants

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Dual-Training Grants

- Grants are available to cover the cost of training (tuition, fees, books, and materials)
- \$6,000/student employee per year;
- Maximum grant is \$150,000;
- 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.
- Training available to employer applicants: March 6, 1-4 pm, Office of Higher Education
- For more information, please contact Jacquelynn Mol Sletten at Jacquelynn.Mol.Sletten@state.mn.us.

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Employers

- Lead the conversation.
- Tell us what you need.
- Tell us what is missing in training for your workers.
- Track on-the-job training for your workers to complete dual training.
- Ask about additional resources and funding.

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Training Providers

- Help us make sure your information is included and updated on PIPELINE's related instruction inventory.
- Respond when we reach out about training for new and different occupations.
- Be as flexible as possible to meet the needs of employers.

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Training Providers

Related Instruction Inventory

The information technology **Related Instruction Inventory** can be used by employers to develop a dual-training program (M.S. 136A.246 subd. 3). The inventory includes known education or training programs related to approved dual-training occupations. The inventory also indicates whether or not the program has been mapped to industry specific competencies. Employers are not required to partner with the training providers on this list. An education or training provider that would like to be included on the inventory can follow the **Competency Mapping Instructions**.

Additional resources

- **Occupation description document** (PDF)
- **Annual report** (PDF)
- **MHTA: IT Business Environment, Minnesota 2014** (PDF)
- **MnSCU: Meeting Minnesota's Workforce Needs -- Information Technology** (PDF)

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lookup
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Injured at work

443 Lafayette Road N.
St. Paul, MN 55155
Phone: (651) 284-5005 or
1-800-342-5354

Note: Related instruction providers do NOT need to be listed on the inventory to be eligible, but being listed increases the opportunity for those training providers.

Mapping curriculum to competencies is key to training success for dual training.

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Philanthropic, Non-profit and Community-based Organizations

- In your conversation with employers, please share information about PIPELINE.
- Reach out to us with questions.
- Connect employers to training providers.
- Keep the conversation moving!

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Dual-Training Consulting: What can we do for you?

- We are working to change the question from “How do we find workers with the skills we need?” to “How do we GIVE workers the skills we need?”
- Employers are key to this work. We are here to give you tools you need to be successful in developing your workforce.
- Reach out any time. We will do the same.

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Questions and Answers

- We will provide a PDF copy of the power point and answers to frequently asked questions on our website:

www.dli.mn.gov/pipeline.asp

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Minnesota Apprenticeship Summit: March 7



LEARN HOW TO BUILD YOUR WORKFORCE THROUGH APPRENTICESHIP

When: Wednesday, March 7th – 7:30 – 4:00

Where: Brooklyn Center – Earl Brown Heritage Center

Free event, but Register on DLI's website: DLI.MN.GOV/APPR/SUMMIT.ASP

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Thank You!



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