

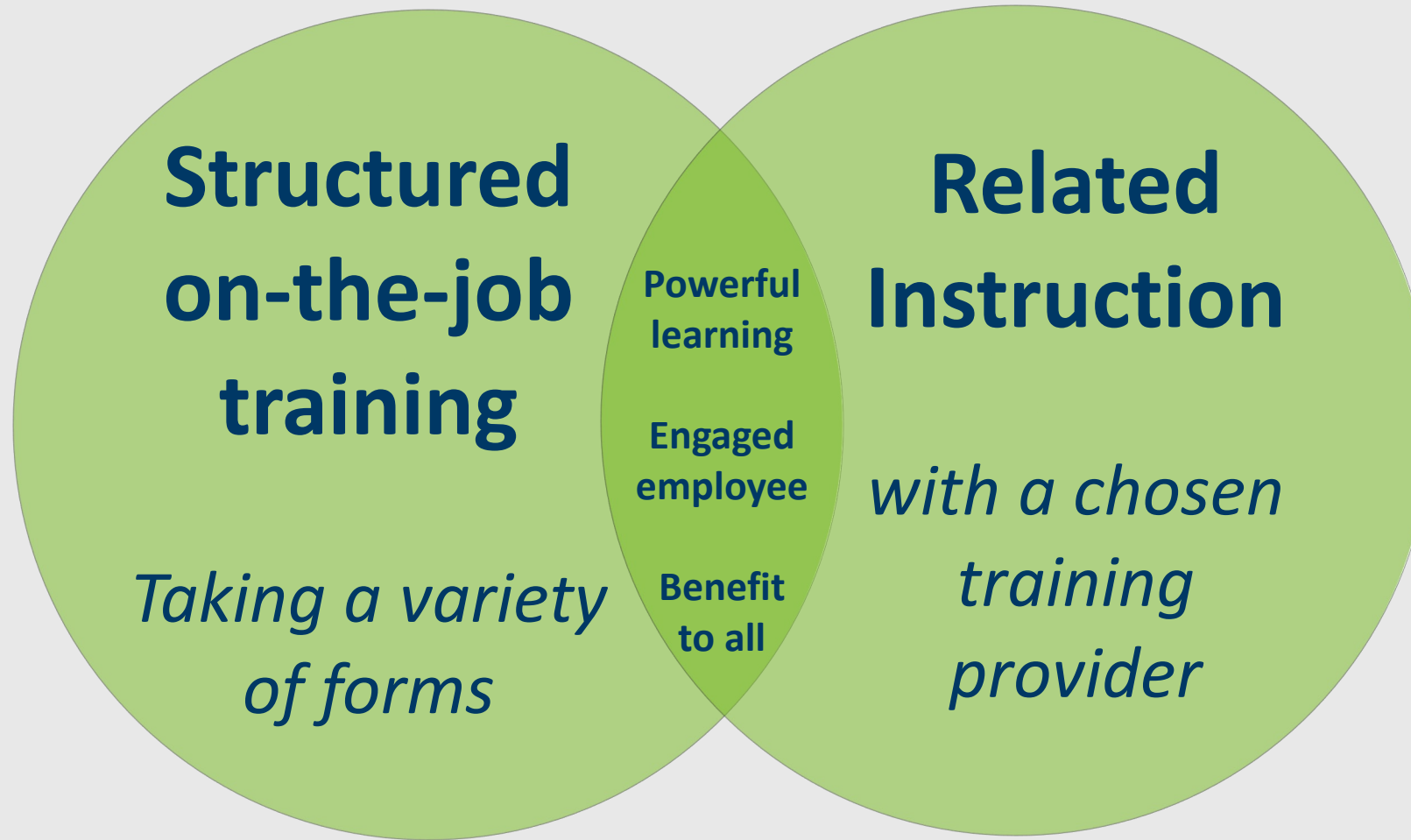
# Minnesota Dual-Training Pipeline Information Technology Industry Forum November 12, 2024

- **Introductions**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Industry discussion – New Information Technology occupations**
- **OHE Dual Training grant update**
- **Youth Skills Training**
- **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

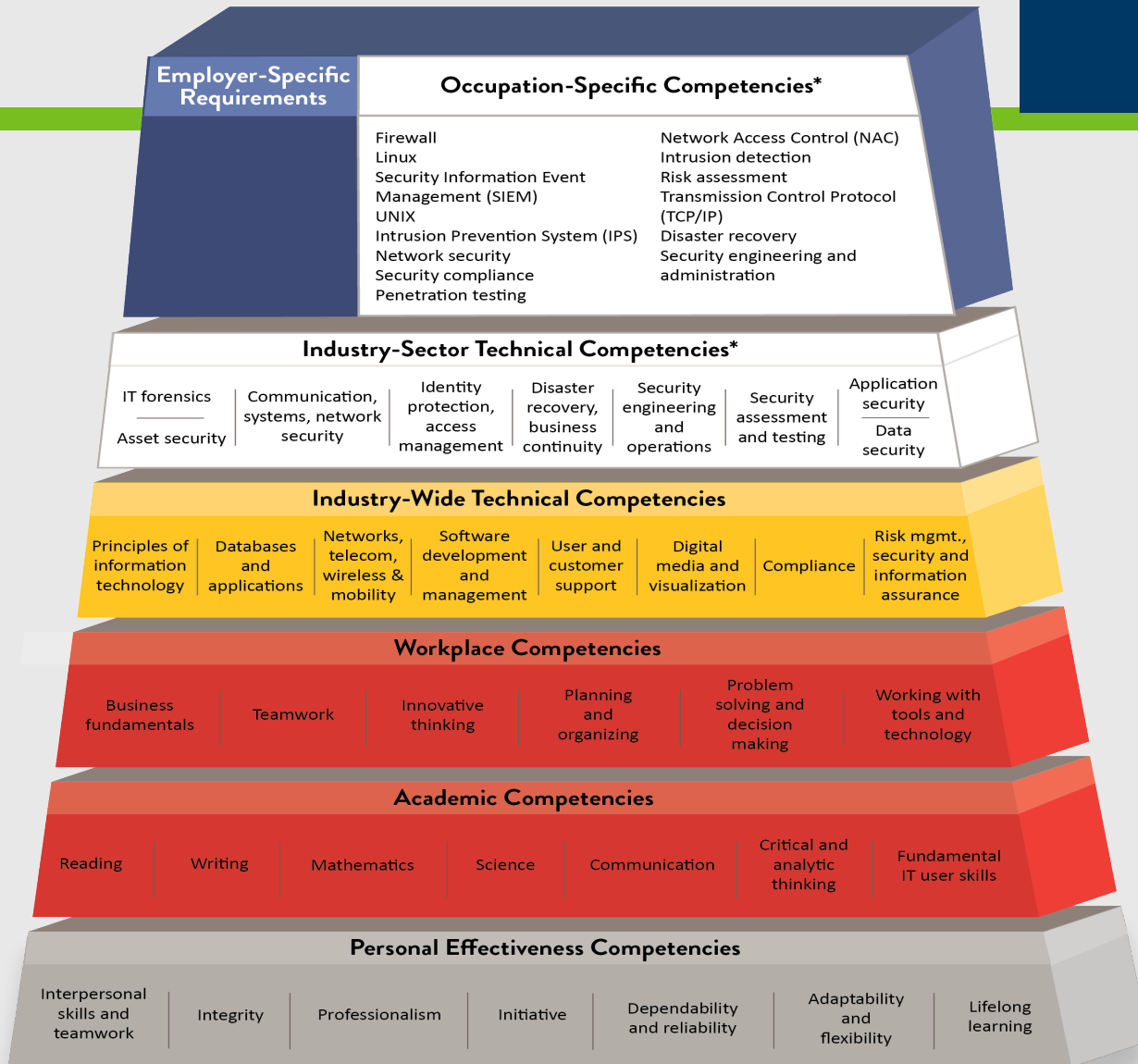
## ■ Workers:

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



**Minnesota Dual-Training Pipeline**  
**Competency Model for Information Technology**  
**Occupation: Information Security Analyst/Specialist**

# Minnesota Dual-Training Pipeline Competency Pyramid



<https://dli.mn.gov/sites/default/files/pdf/it-sec-analyst.pdf>

Based on: Information Technology Competency Model Employment and Training Administration, United States Department of Labor, September 2012.

\*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 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.

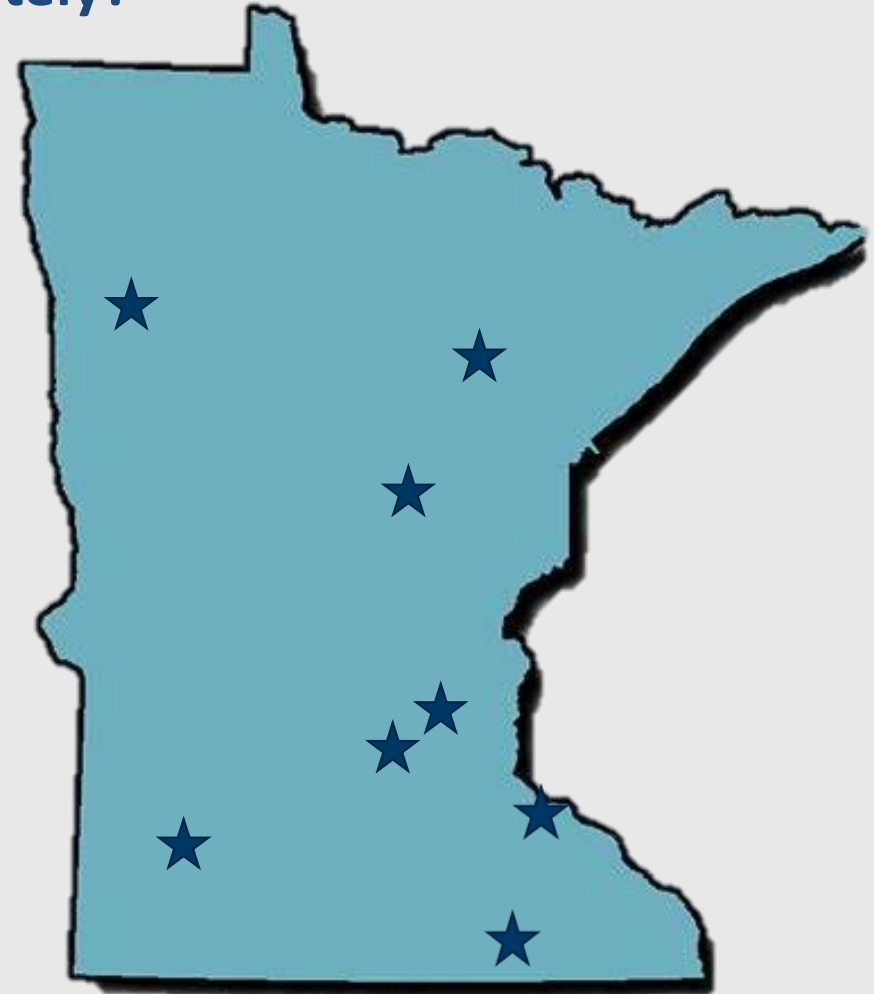
[Lawmakers funnel \\$450K to help grow Minnesota's child care workforce - CBS Minnesota](#)

- 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
- Austin
- Blaine
- Marshall
- Red Wing
- Crookston
- Grand Rapids
- 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.

# Information Technology Occupations

- Application Developer
- Business Intelligence Developer/Architect
- Cloud Architect
- Computer User Support Specialist
- Data Science/AI 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 Information Technology Industry Occupations

## What occupations do you see a need for in the Information Technology industry?

### *Notes from discussion:*

- The industry is seeing an emergence of positions needed within the fields of Artificial Intelligence and Data Analytics, while seeing a decline in hiring for positions like Software Engineer/Developer.
- Other positions, such as prompt engineers, offers a more complex environment as AI continues to move quickly and the demand may or may not be superseded by AI-assisted programming.
- More IT Generalist roles will be in-demand as having a larger landscape of knowledge will be more imperative versus extensive knowledge in one IT element.

## **What training needs do you anticipate for these occupations?**

*Notes from discussion:*

- There is still a need for both industry recognized certificates and degrees.

## **For individuals newly joining the IT workforce, what are credentials that best support entrance into the workforce?**

*Notes from discussion:*

- CompTia A+ is a good base for entry-level IT roles.

## **What barriers to hiring, training, and retaining Information Technology workers are you concerned about?**

*Notes from discussion:*

- The IT industry is looking to build more connections and partnerships between employers and training providers.
- A common theme for individuals entering the IT field is not necessarily at an IT company, but rather an industry that has IT needs.

# Next Steps for Any New Occupation(s)

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

Reach out to us if you would like new occupations for IT added. Also, our team will be following up to gather job postings and job descriptions and hear further from you.

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

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.

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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"> <li>• Tuition</li> <li>• Fees</li> <li>• Required &amp; recommended books</li> <li>• Required &amp; recommended materials</li> </ul>	\$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"> <li>• Transportation and/or mileage</li> <li>• Lodging</li> <li>• Meals</li> <li>• Tutoring services</li> <li>• Translation and/or interpreter services</li> </ul>	None



# YST @ DLI

Youth Skills Training

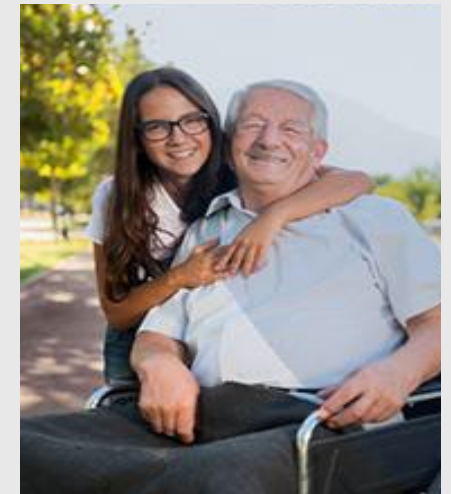
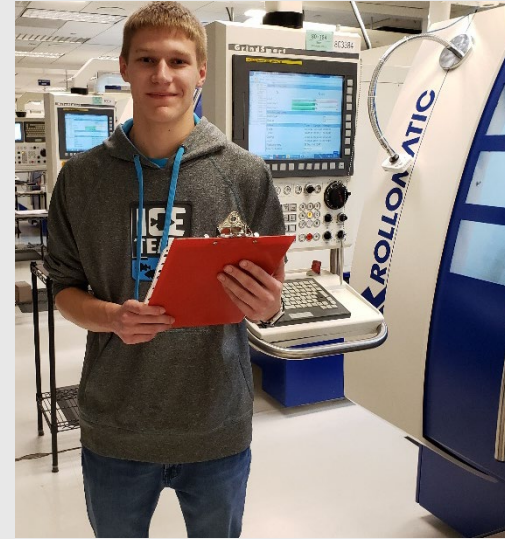
## Overview of YST

## What is the Youth Skills Training (YST) program?

- Supporting partnerships between industry and education.
- Creating opportunities for students to learn about careers in industries.
- Providing industry-related classes for high school credit and safety training.
- Establishing safe, healthy and meaningful paid work experiences for student learners (**16-17 years old**).
- Developing a pathway for future talent for local industries.

## Current YST eligible industries:

- ✓ **Advanced manufacturing**
- ✓ **Agriculture**
- ✓ **Automotive**
- ✓ **Health care**
- ✓ **Information technology**



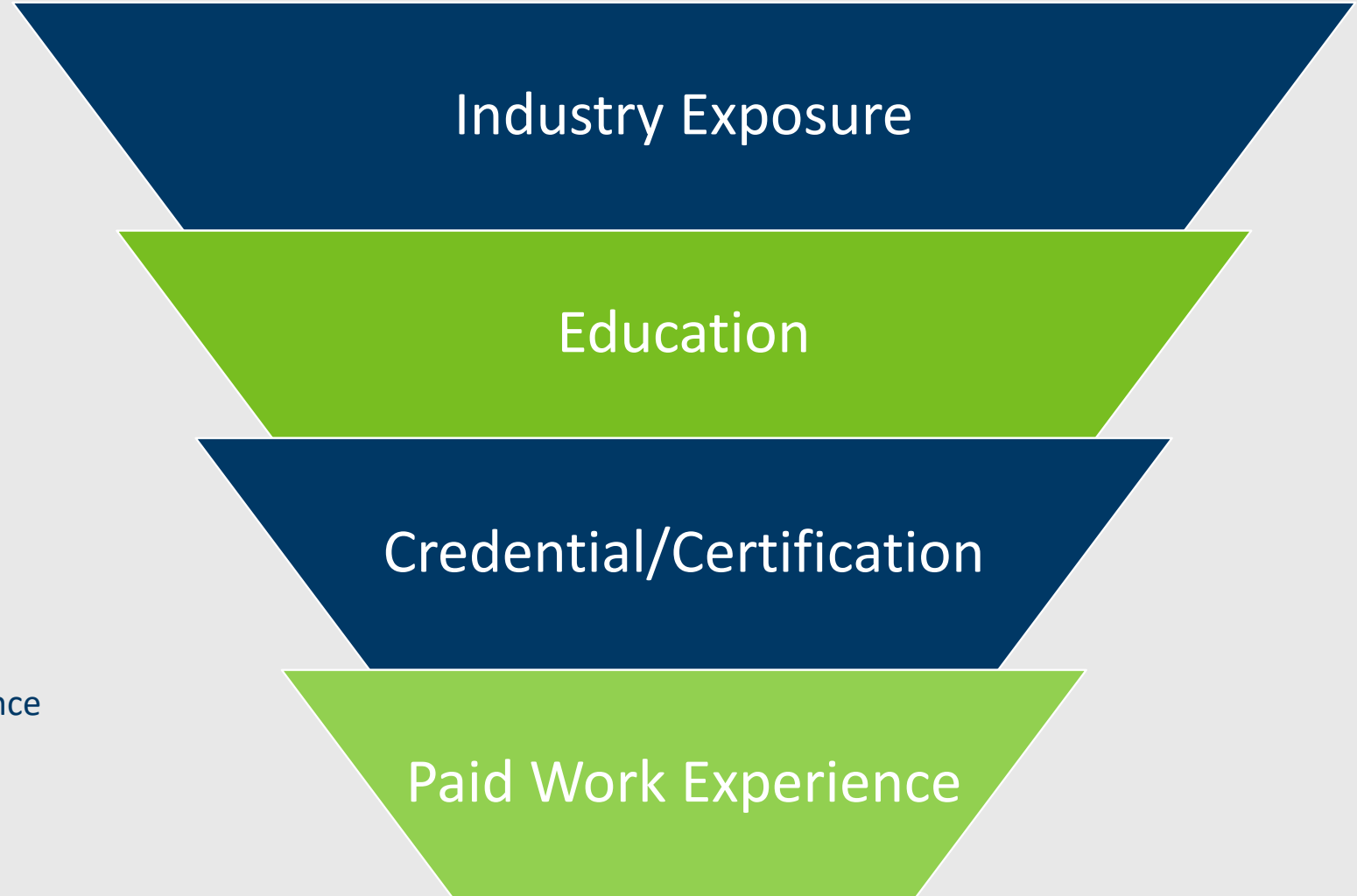
## Learn and earn model

Develop paid work experiences for 16 and 17-year-old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites.



## School Requirements

1. Industry exposure opportunities for students of all ages
2. Industry-related classes for high school credit
3. Industry-recognized credential/certification
4. Paid work experience for students 16 years of age and older
5. At least 80% of eligible students in paid work experience graduate
6. At least 60% of students in paid work experience earn an industry credential



## Employer requirements:

1. Partner with local schools.
2. Seek employer approval through YST program.
3. Create a safe, healthy, meaningful paid work experience.
4. Train and mentor student learners.

***By meeting YST requirements and receiving approval from DLI, student learners are allowed to work in industries that may otherwise be prohibited by child-labor laws.***



*YST programs can be approved with or without YST grant funding*

**Step 1:**

**Employer submits**

- Proof of workers' compensation
- Equipment & tool review (Form 1)
- Pictures of equipment/tools

**Step 2:**

**Safety meeting**

- Review above information with YST staff and safety consultant

*Safe, healthy and meaningful paid work experiences*

## YST program grant funding:

- Total of \$1.5 million in grant funding awarded each year.
- Grants up to \$100,000 awarded to local partnerships.
- Two-year grant period
- Over 75 YST grants have been awarded throughout the state since the start of the program in 2017.

*\*Grant funding is not required to create a program or participate in YST.*

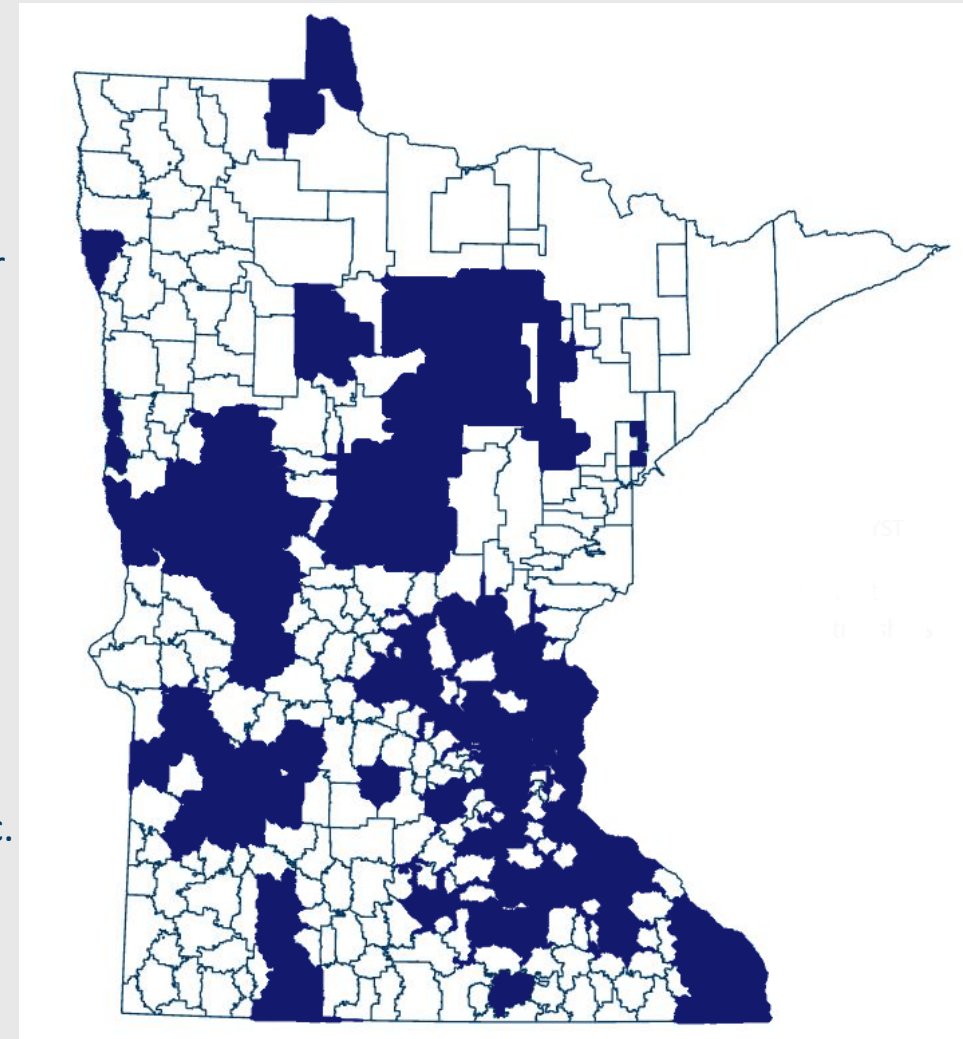


**YST grantees**

Red Wing Ignite  
Hutchinson Schools  
Twin West  
White Bear Lake Schools  
Winona  
Elk River Schools  
Forest Lake Schools  
Vadnais Heights Economic  
Development (VHEDC)  
SW MN Private Industry  
Council  
Intermediate District #287  
Bloomington Schools  
Ramsey County Workforce  
Genesys Works  
Spark-Y  
Bemidji Schools

Detroit Lakes Schools  
Goodwill Industries  
Lakeville Schools  
Monticello Schools  
North Branch Schools  
Princeton Schools  
SW Metro District #288  
Hibbing  
Boys & Girls Club of Central  
MN  
Southeast Service  
Cooperative  
American Nursing &  
Technical  
Burnsville Schools  
ISD #112 ECC

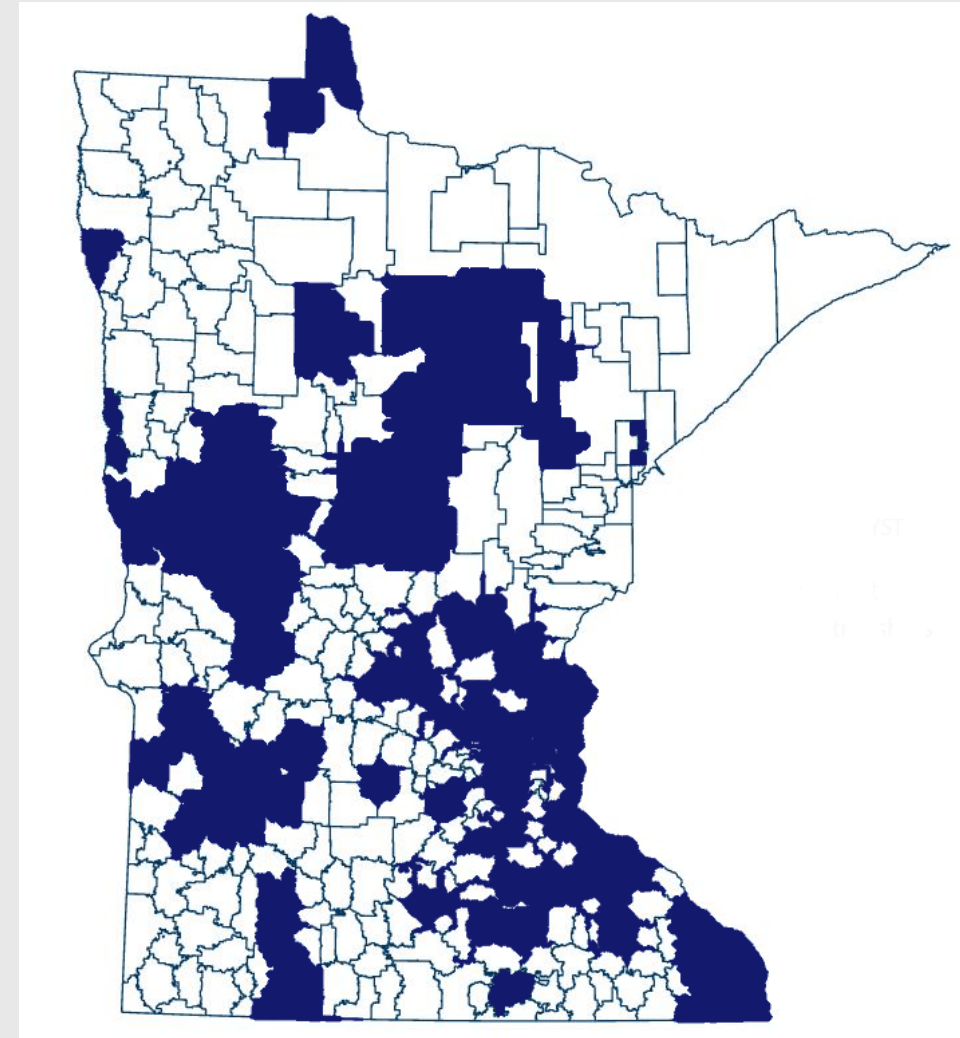
Roseville Area Schools  
Mankato Public Schools  
Chisago Lakes Schools  
Grand Rapids Area Chamber  
of Commerce  
Milaca Public Schools  
East Grand Forks Schools  
Otter Tail County  
Venture Academy  
Stillwater Area Schools  
Alexandria Schools  
Sourcewell  
Edina Public Schools  
Breckenridge Schools  
Workforce Development Inc.



## New YST grantees (round 7)

Albert Lea Schools  
Cambridge-Isanti Schools  
Fergus Falls Schools  
Great River School  
Hennepin West Consortium  
Hermantown Schools  
Itasca Area Schools Collaborative  
Camden High – Minneapolis

Wellstone High School – Minneapolis  
Moorhead Schools  
New Prague Schools  
Parkers Prairie Schools  
Perham Schools  
ROCORI School District  
Staples-Motley Schools



## Since start of program in 2017:

- **112,544** students provided with industry exposure.
- **53,512** students have completed industry-related classes.
- **4,669** students have earned an industry-related credential.
- **1,265** students have participated in a paid work experience.

## School/employer/community partnership opportunities

- Tours of local employers
- Classroom speakers
- Job shadow experiences
- Consumable donations
- Training for teachers and staff
- Mentoring program
- Classroom instructor for the day
- Scholarship opportunities
- Informational Interviewing
- Open houses
- Monetary donations for (marketing, field trips, equipment etc.)

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# 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!



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