

Agriculture Industry Forum

November 12, 2024

Agenda:

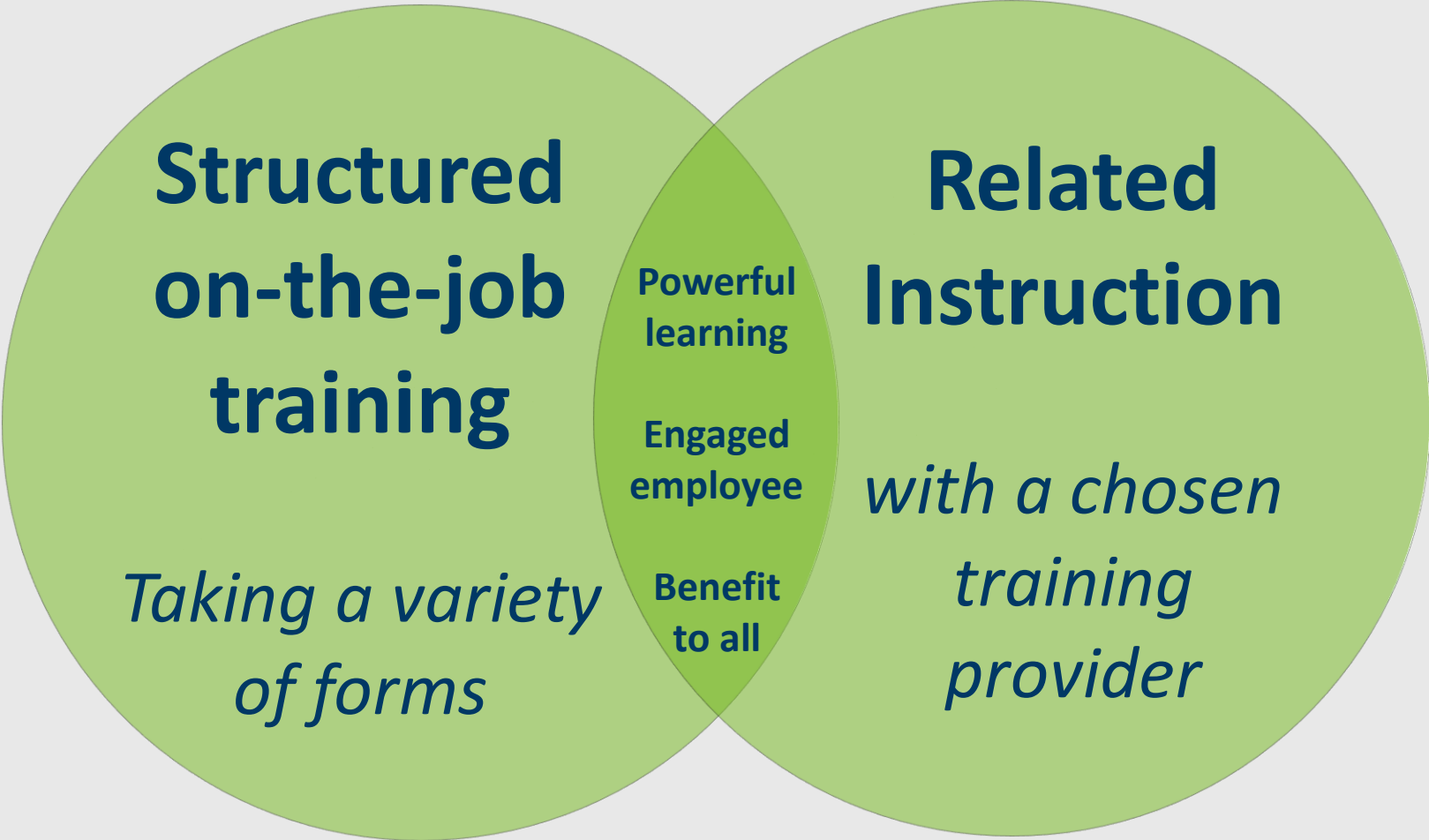
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- Community Conversation feedback
- Trends in Agriculture conversation
- OHE Dual Training grant update
- Adjourn

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



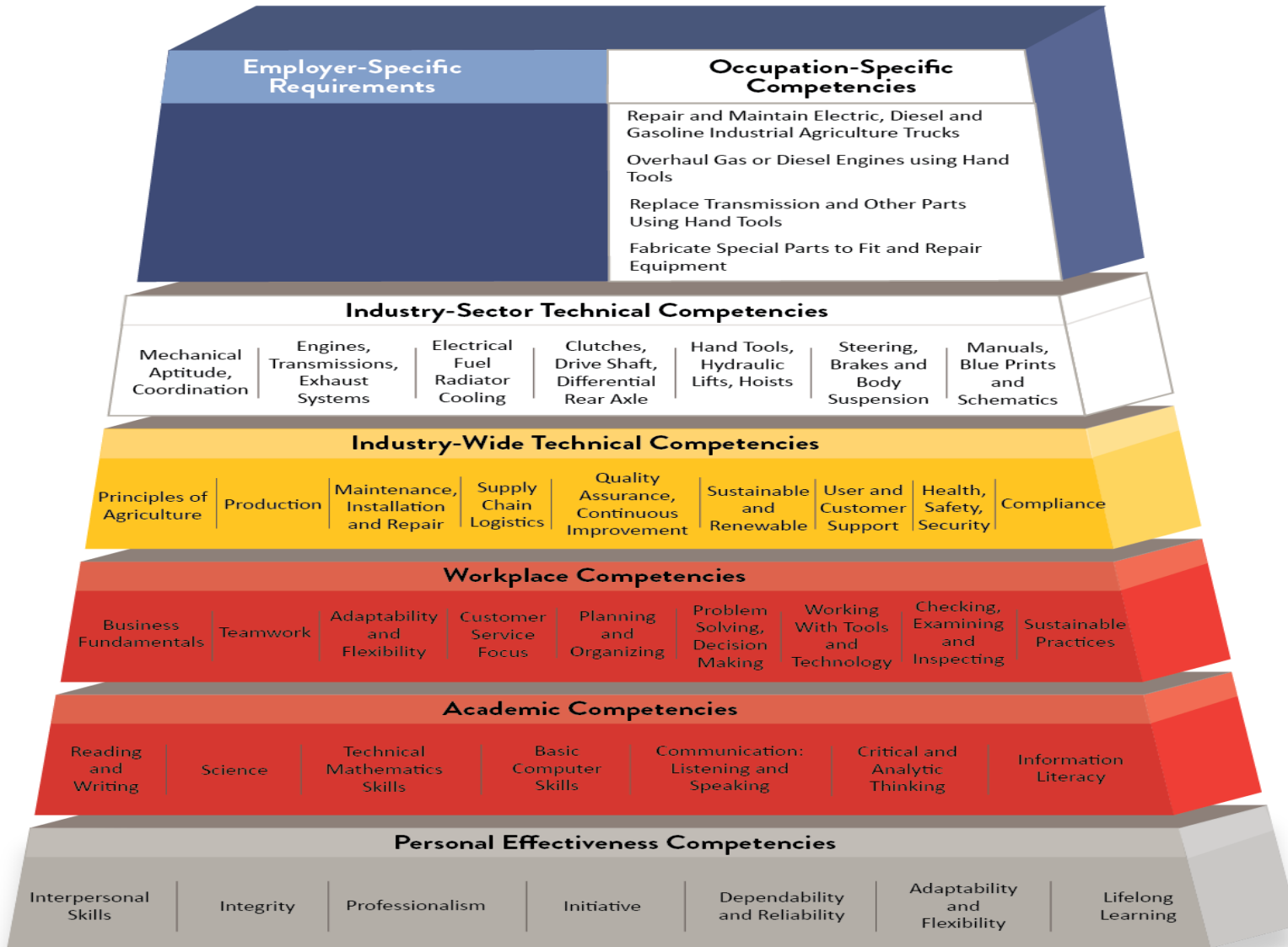
Minnesota Dual-Training Pipeline Strategies

- **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

Competency Model for Agricultural

Occupation: Agriculture Equipment Mechanic



Pyramid example

Agriculture Equipment Mechanic

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

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: \$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.

Current Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Agriculture Finance/ Lender
- Application Technician
- Crop Farm Manager
- Farm Animal Manager
- Livestock Veterinarian
- Grain Merchandiser
- Horticulture Farm Manager
- Meat Cutter/Meat Processor
- Quality Assurance/Food Safety Supervisor
- Swine Technician (grow finish)
- Swine Technician (sow farm)

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 new potential employees. Hard to attract new workers without it.**
- **Lack of child care makes it difficult to attract and retain employees if child care 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.**

Trends in agriculture discussion

- **How are you attracting talent to your organization?**

Notes from discussion: People talked about typical things like job fairs, advertisements, word of mouth, and importance of getting new people interested in agriculture. Lots of talk was about how there is not enough programming in K-12 to build the necessary agriculture literacy to get people excited about careers in agriculture.

- **What challenges are you facing with employee retention?**

Notes from discussion: People shared about stealing from one business to another often in the industry. One attendee discussed the importance of learning about new equipment and being able to be exposed to it in order to learn and move up.

Trends in agriculture discussion continued

- **What mechanisms have you implemented to reduce turnover?**

Notes from discussion: One attendee talked about success with offering mentoring opportunities for staff. Another attendee discussed importance again of just attracting new people and the need for more opportunities for youth to get involved at work sites. Youth Skills Training was shared as a method.

- **What occupations are you having difficulty hiring for?**

Notes from discussion: People shared mostly about occupations already approved for Dual-Training Pipeline such as ag applicator technician and diesel / ag equipment mechanic, meat cutter and various farm manager roles.

- **Are there any occupations you'd like Pipeline to add?**

Notes from discussion: Not many 'new' occupations were discussed; however, some conversation about adding importance of conservation to some agronomist roles.

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

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 Virtual Events

Speaker Series with Sarah Ciavarri

“Breaking the Leadership Myths: Unlearning the Lies and Leading with Confidence”

December 10, 2024 - 9-10 a.m. [Register here.](#)

Pipeline 101 – Learn even more about the basics and ins and outs of how to set up dual training

Dec. 17, 2024, from 9 to 10 a.m. [Register for the webinar 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