

Minnesota Dual-Training Pipeline
Legal Cannabis Industry Forum
November 8, 2023

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

What is Minnesota Dual-Training Pipeline?

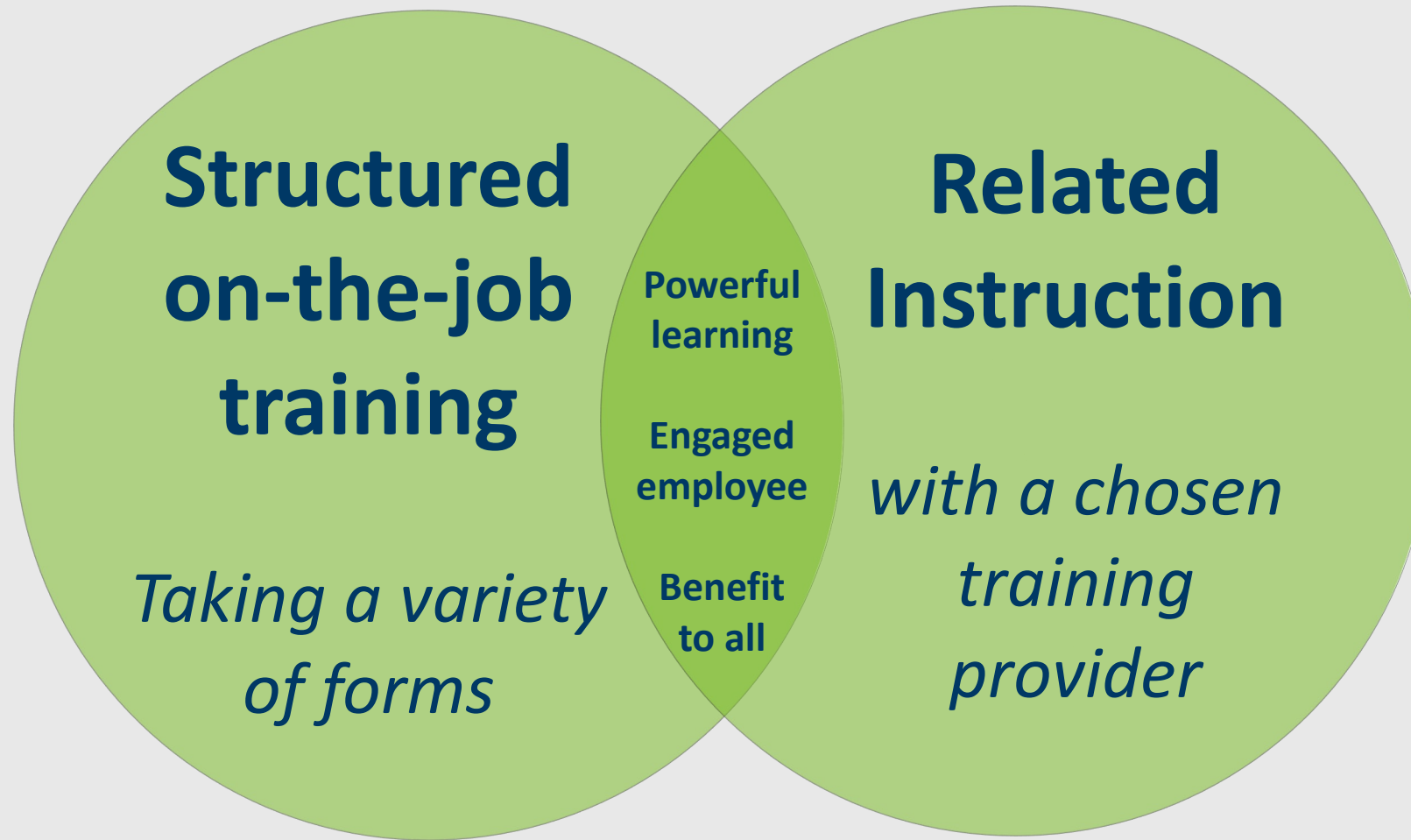


- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, child care, health care services, information technology, legal cannabis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

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



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.

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

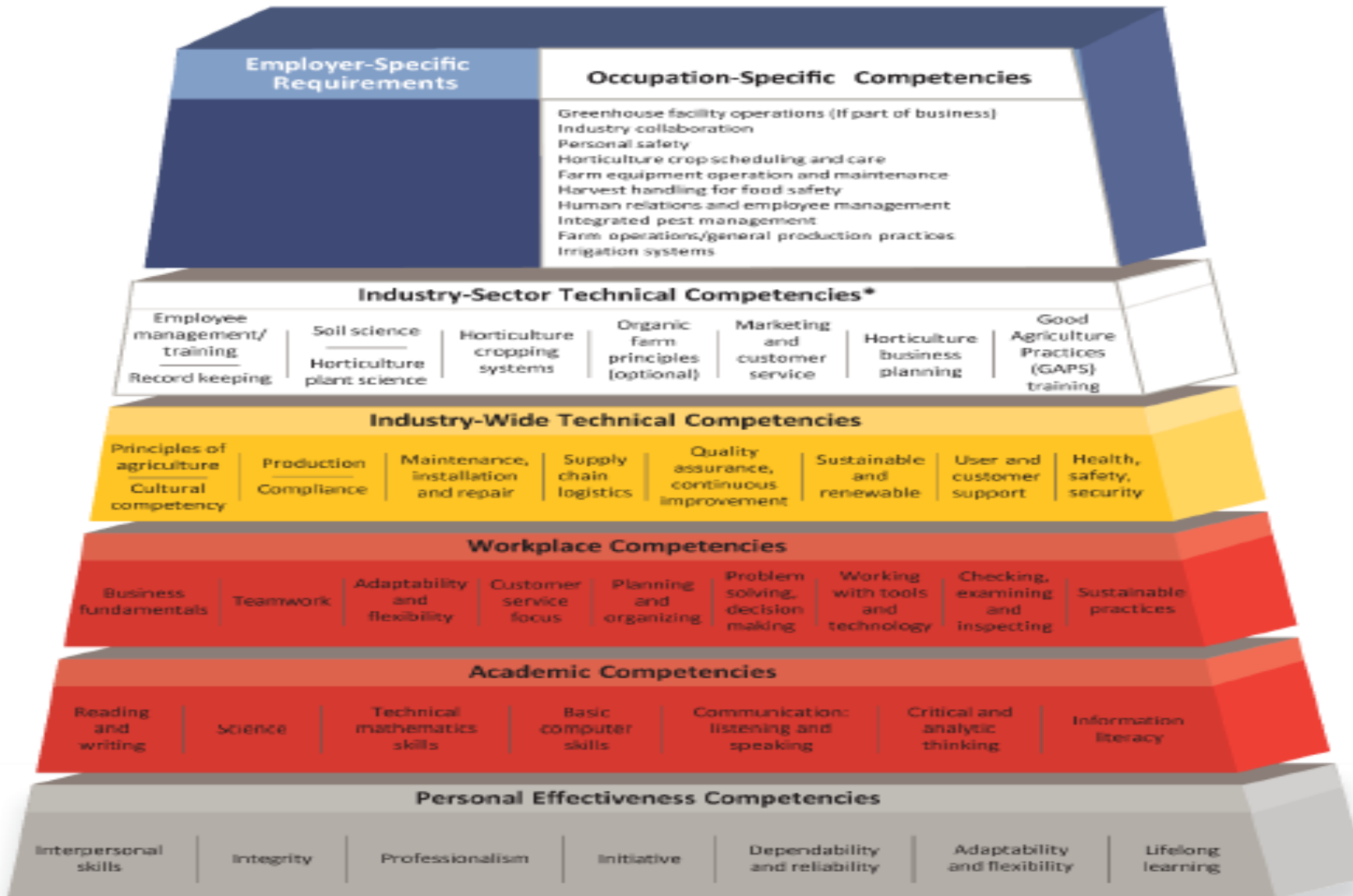


Minnesota Dual-Training Pipeline

Competency Model for Agriculture

Occupation: Horticulture Farm Manager

Competency Pyramid



<https://www.dli.mn.gov/sites/default/files/pdf/ag-horticulture-farm-manager.pdf>

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.

Dual-Training Pipeline Program Updates

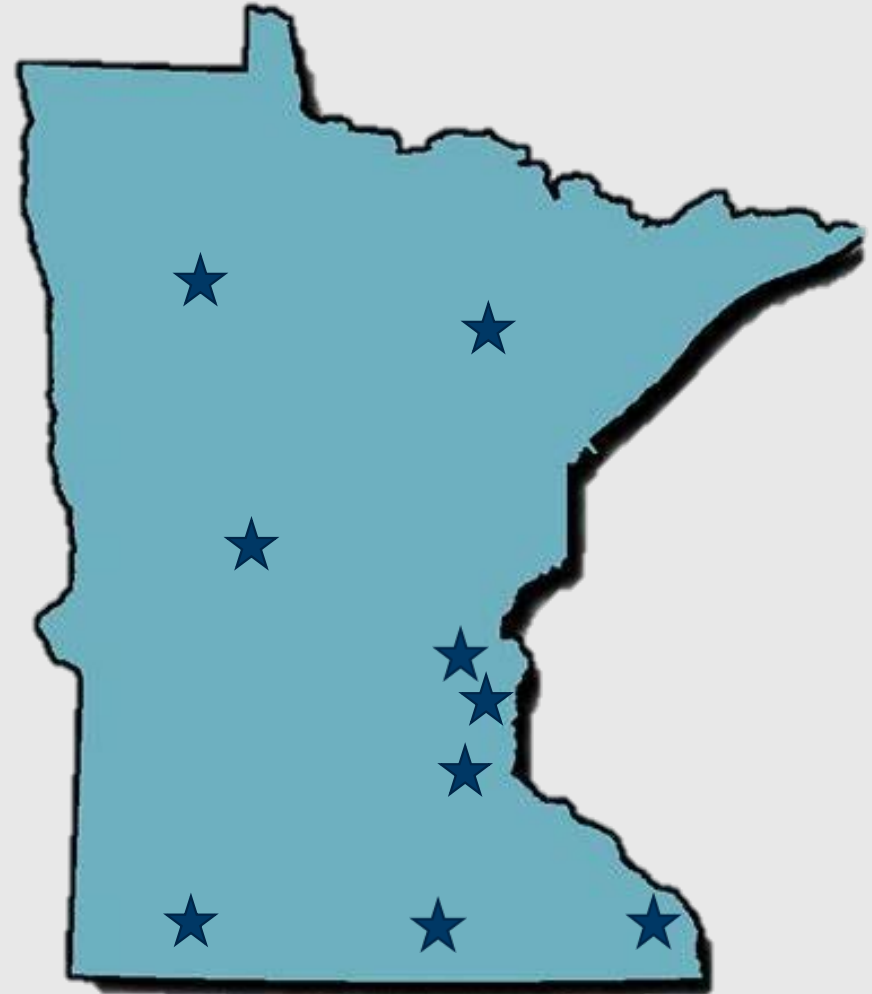
What has Minnesota Dual-Training Pipeline been up to lately?

- Speaker series on Oct. 3, 2023 featuring Sarah Schaefer of [MENTOR Minnesota](#) and the presentation “Improve Your Workplace with Mentoring Programs.”

- Workforce Community Conversations:

- Winona
- Lakeville
- Virginia
- Willmar
- Saint Paul
- Detroit Lakes
- Worthington

Coming up:
Waseca – Nov. 9
Minneapolis – Nov. 21



JamBoard Sharing and Input

We want to hear from you!

Please join the link and share in our discussion.

<https://jamboard.google.com/d/1wtLqzOSVZ5WgTSzpKrNWGsR0gTnzyTFAzRE9E1vQRlk/viewer?f=0>

Next Steps for New Occupation(s)

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

Our team will be following up to gather job postings and job descriptions and hear further from you.

- November and December – Pipeline team drafts new occupation models and solicits input from stakeholders.
- Late December / January – Pipeline team holds competency council meetings.
- Early February – New occupation(s) posted.

- 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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Upcoming Events

- Pipeline 101 – December 5, 2023 from 9am-10am

[Register for the Pipeline 101 here](#)

- Stay tuned for Winter Industry Forums in early to mid-February!

Thank You!



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